

Employment Gazette



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Department of Employment

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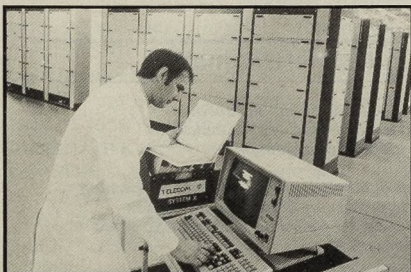
COVER PICTURE

Yachting at Brighton Marina, where Tourism '88 was launched, see article on p 316.

Photo: Brighton Marina.



The annual article on international comparisons of industrial stoppages for 1986 appears on p 335.



The problems and performance of employee ownership firms are discussed in a special feature on p 346.

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Free Department of Employment leaflets

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

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

Note: This list does not include the publications of the Manpower Services Commission or its associated divisions nor does it include any priced publications of the Department of Employment.

General information

Action for jobs

Details of the extensive range of DE and MSC employment and training programmes and business help PL843

The above booklet translated into:

Bengali	PL782 (Bengali)
Cantonese	PL782 (Cantonese)
Gujerati	PL782 (Gujerati)
Hindi	PL782 (Hindi)
Punjabi	PL782 (Punjabi)
Urdu	PL782 (Urdu)
Vietnamese	PL782 (Vietnamese)

Firm facts notice board kit

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

Employment legislation

A series of leaflets giving guidance on current employment legislation.

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

A guide to the Trade Union Act 1984 PL752

Industrial action and the law.

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

The law on unfair dismissal—guidance for small firms

PL715

Fair and unfair dismissal—a guide for employers

PL714

Individual rights of employees—a guide for employers

PL716

Offsetting pensions against redundancy payments—a guide for employers

RPLI (1983)

Code of practice—picketing

Code of practice—closed shop agreements and arrangements

Sex discrimination in employment

Collective agreements and sex discrimination

Taking someone on?

A simple leaflet for employers, summarising employment law

Fact sheets on employment law

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

Facing an unfair dismissal claim?

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

Employment form (in packs of five)

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

Race relations

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

PL748

Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings

ITL1 (1986)

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

ITL19

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

PL720

Overseas workers

Employment of overseas workers in the UK

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

Employment of overseas workers in the UK

Training and work experience schemes OW21(1982)

A guide for workers from abroad

Employment in the UK OW17

Equal pay

Equal pay

A guide to the Equal Pay Act 1970 PL743

Equal pay for women—what you should know about it

Information for working women PL739

Wages legislation

The law on payment of wages and deductions

A guide to part 1 of the Wages Act 1986 PL810

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

PL815

Miscellaneous

Jobshare

A share opportunity for the unemployed PL825

The Employment Agencies Act 1973

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

Payment on time

Guidance for suppliers and buyers

A.I.D.S. and employment

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

Career development loans

A pilot scheme offering loans for training or vocational courses in four areas. Open to people over 18 living or intending to train in Aberdeen, Bristol/Bath, Greater Manchester or Reading/Slough. Leaflets are available from all jobcentres in the pilot areas PL801

Training for employment

A summary of the proposed new programme to give unemployed people the skills and confidence they need to compete for jobs. PL844

News Brief

Unemployment falls below 2½ million

Unemployment fell sharply in April, with the seasonally adjusted figure falling 49,000 to 2,455,000. Commenting on the figures, Employment Secretary Norman Fowler said: "This is the first time this figure has been below 2½ million since the end of 1982. The fall of 566,000 in the last 12 months is the largest annual fall since the war."

The UK unemployment rate is now 8.8 per cent which is significantly better than countries such as France, Belgium, Italy, the Netherlands, Spain and Ireland. The fall in the rate of unemployment in the last 12 months has been more rapid than in any other industrialised country.

The progress continues around the country with the biggest falls in the rate of unemployment occurring in the West Midlands, the North West and the North. Mr Fowler added: "The decline in unemployment is just one indicator of a buoyant jobs market. Vacancies at jobcentres are 17 per cent higher than a year ago and we estimate that there are now over 700,000 vacancies in the economy. The employed labour force grew by over 500,000 in 1987, the best performance for over 30 years. Since 1983 we have created more jobs than the rest of the European community put together."

"Successful economic policies have produced a low level of inflation and sustained economic growth. At the same time the Government has helped to create a more flexible labour market. There are now very great opportunities for unemployed people to find jobs and the Government is working to ensure that they receive the training they need for this."

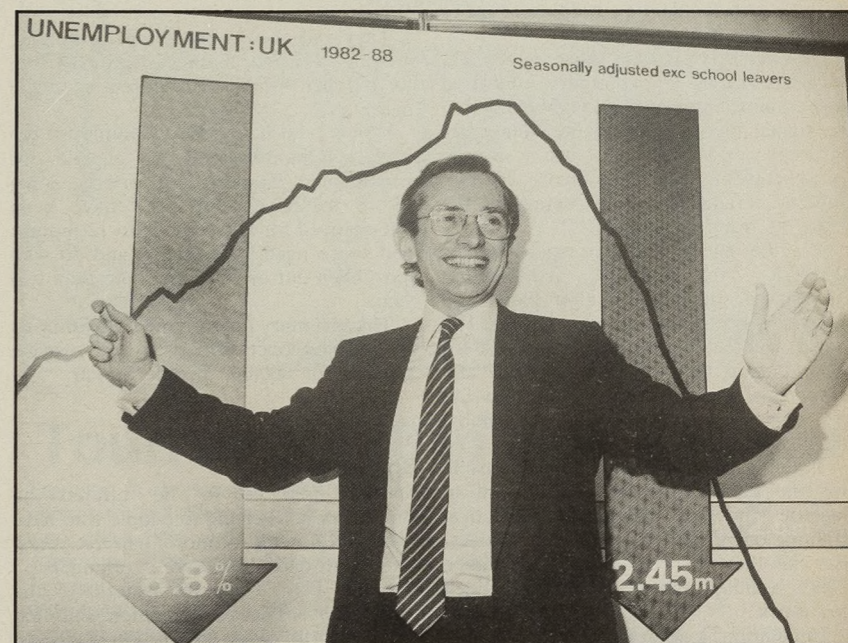
Trading success

More Enterprise Allowance Scheme businesses are going on to succeed.

A study of 603 businesses which set up three years ago under the EAS shows that 65 per cent of those which completed a full year on the scheme are still in business—a 4 per cent increase on the 1985 study.

Small Firms Minister John Cope commented: "The scheme is very popular with unemployed people who want to become business people—over 340,000 people have now started their own business under EAS."

The report shows that for every 100 businesses still trading after three years, 114 additional jobs have been created.



Going down. Norman Fowler announces the largest annual fall in unemployment since the war.

Extra 'carrot' for trainees

Trainees meeting the conditions of Employment Training are to receive a cash bonus.

After three months and successful completion of the training plan a trainee would get £20 plus another £30 if a vocational qualification is gained.

The payments rise progressively according to the length of time put in on training. For example, a period of six to nine months would draw £40 plus £60 for a vocational qualification; nine to 11 months £60 plus £90; and 11 to 12 months £80 plus £120.

While training managers and employers will ultimately be expected to finance the bonuses, the Manpower Services Commission is to offer financial support until March 1991 by matching their contributions pound for pound.

Following the announcement of the details of these bonuses—first proposed by the MSC—Employment Training has received the backing of the General Council of the Trades Union Council.

Welcoming the TUC decision, Employment Secretary Norman Fowler said: "There is an important job now to be done in retraining long-term unemployed people in this country."

He added: "I hope that we can now all

work together to make the Employment Training programme a success."

The TUC emphasised that its attitude would be conditional on the continued voluntary nature of the scheme. And, it said, it will continue to press for improvements, particularly in the provision made for lone parents. It added that the scheme would be kept under review as experience of the scheme is accumulated.

The bonus is seen as an incentive for trainees to complete their training and so avoid the high rates of early "drop out" which have damaged the New Job Training Scheme.

In a letter to the TUC General Secretary Norman Willis, Mr Fowler reaffirmed that the programme would be voluntary and that trainees will be protested under health and safety and equal opportunities legislation.

He added that employers would be offered incentives to continue training if someone enters employment during the course of their training period; that additional supplementary grants would be available for more expensive types of training; and that more financial support would go to training providers in the initial stages of the programme.

Employment Training to offer new feature

Employment Training, the new programme for unemployed adults, is to offer a new feature with its start-up funding of up to £20,000 for training agents.

The first contracts for those employers, local authorities, and voluntary, education and training organisations involved are to be signed this month and the Manpower Services Commission are issuing prospectuses outlining the quality criteria, funding arrangements and details of the types of training planned.

Training agents will be responsible for trainee recruitment, counselling, assessment, individual action plans and referral to a suitable training manager. The agents will receive a standard fee of £20 for each person completing assessment and agreeing a personal action plan, plus £15 for each successful referral to a training manager.

Training managers will be responsible for the delivery of the action plan to include directed training and practical training on projects or with an employer. For this they will be paid £15 per trainee plus a training grant of £17.50 per trainee per week.

In addition, a grant of up to £40 may be paid where high cost training is involved, for example, for people with disabilities or learning difficulties.

Employers are expected to contribute about £5 a day for each trainee in a practical training placement, and the trainees will receive a training allowance

based on the previous state benefits plus between £10 and £12 depending on circumstances.

They will also be paid travel expenses, lodging allowance and child care costs (up to £50 per week for children of single parents).

People who have been unemployed for over six months will be eligible for Employment Training with priority going to 18 to 24-year-olds who have been unemployed for between six to 12 months and those aged between 18 and 50 who have been out of work for more than two years.

The voluntary programme lasts for up to a year and once underway will provide training for 600,000 people a year.

Special help

Special help is to be offered on Employment Training to people who have been out of work for more than five years, those with disabilities and ex-offenders.

Roger Dawe, director general of the Manpower Services Commission, said that these people were more likely to be demotivated and lacking in self-confidence than the majority of the unemployed people who will opt for Employment Training.

"For this reason we have designed an extended introduction period which will give them more time to ease themselves into training and enable them to try out the

scheme before making any commitment," he said.

The special help includes:

- an introductory period of up to 10 weeks which will not be deducted from the entitlement of up to 12 months full-time training.
- a chance to try out the scheme for up to four weeks before signing on as a trainee when benefits only plus some travel costs will be paid. Once they become full-time trainees they get an additional training allowance.
- the opportunity to attend part-time for an initial period.

It is hoped that this special help will raise commitment to the idea of returning to the labour market in the case of those who have been out of work for more than five years and raise awareness of the benefits to be gained from training.

"We hope it will develop motivation and personal effectiveness, improve self-confidence and achieve regular attendance," commented Mr Dawe.

The modules will be arranged by the Training Manager and delivered through projects which also offer literacy and numeracy provision, computer literacy and basic workshop and office skills.

See also news story p 309.

Giving a little to gain a lot

Small firms have much to give and gain through work with local schools, said John Banham, director general of the Confederation of British Industry when he launched the latest Industry Matters publication, *Your Business and Education*.

Aimed at increasing the involvement of smaller companies with schools, the publication is for teachers to use when approaching local firms for co-operation with visits, work experience, staff secondments and the running of mini-companies. The publication gives examples of small company links in different parts of the country—companies like Roger Clark (Marine) which employs 35 people building sports boats and cruisers at Narborough, Leicestershire.

It benefited when pupils from Earl Shilton Community College designed and produced vacuum-formed dashboards and

vents for the company's boats during a week spent in the college's enterprise centre.

Roger Clark feels it is important for



pupils to do something real, not just an exercise that will be thrown away. He commented: "The standard was good and it's nice to be involved in education in this way."

Director of A1 Packagings in London's Limehouse, Paul Yeates has a strong commitment to education and thinks employers should get to know schools, teachers and careers officers so they can help slot young people into jobs more easily.

He added: "We want young people to know what we do and what we're like as employers. We want them to realise the growing significance of packaging and how it meets the needs of industry."

The publication is available from Jennifer Morley, Industry Matters, RSA, 8 John Adam Street, London WC2N 6EZ (tel 01-930 5115).

Work experience is part of education

Work experience should be available for all pupils and as professionally managed as any other part of the curriculum according to a statement of principles put out by the Institute of Personnel Management.

The statement also asserts that work experience is part of a pupil's education and not training for employment. And there is an urgent need to find placements for about 750,000 young people each year if the aim of two or more weeks of work experience for every pupil before leaving school is to be met.

Guidance on managing the process to the benefit of the pupil is contained in the statement called *Improved Work Experience*. It states: "Teachers will require training and resources to lead the development, and employers will need incentives to become involved."

It also makes the point that young people gain most from opportunities which are closest to being "real" work. It adds: "A work experience placement is a good opportunity for boys to be exposed to what are sometimes considered to be girls' jobs and vice versa, and to see for themselves what is actually required of the job holder."

Copies of *Improving Work Experience* are available free (with s.a.e.) from Training and Development Department, Institute of Personnel Management, IPM House, Camp Road, Wimbledon, London SW19 4UW.



Paignton, Devon.

Photo: Torquay Tourist Board

Tourism's £18 million booster

Turnover of the tourism industry was an estimated £18 billion last year, 5 per cent more than 1986 and representing about 4 per cent of the gross domestic product, Tourism Minister John Lee announced when launching Tourism '88, the latest in a series of reports on tourism in Britain.

1987 was a record year for tourism with 15.6 million visitors from overseas.

"If tourism can make the most of the

opportunities it has, we can look forward to it making a strong contribution to economic growth for many years, as well as in growth for jobs," Mr Lee said.

Tourism '88 sets out the recent record performance of the tourism industry and the Government's role in ensuring continued success. It carries a special feature on resorts. A special feature also appears in this issue of *Employment Gazette*.

DE to match youth charity donations

The Department of Employment has signed a formal agreement with the Prince's Youth Business Trust (PYBT) which commits it to matching pound for pound private sector donations received by the charity through a national appeal running until the end of 1989.

This appeal is steadily gaining momentum and already the Department has paid the PYBT a figure of £1,500,000 under the terms of the agreement. Eventually PYBT aim to have raised a total of £15m.

The Department's funds are to be used by PYBT to support 18 to 25-year-olds wishing to obtain loans to start or develop small businesses. Commenting on the agreement Employment Secretary Norman Fowler said: "I am glad to be able to support such a valuable initiative which enables young people to obtain jobs through self-employment and in the longer term provide jobs for others. Through this support to PYBT we will not only be helping the young unemployed, but will also be helping to overcome the biggest

problems facing young entrepreneurs—access to finance and access to advice relevant to the specific business problems facing the young."

Sir Hugh Dundas, PYBT's chairman said: "We are enormously grateful—and we are indebted to the Department for providing secondees as well as money—for the generous level of public support being made available through the Department of Employment. The recognition that we are doing a job worth supporting is in itself cheering as we go about our task of helping 18 to 25-year-olds start up their own businesses. The Department's understanding of our aims and aspirations and its sympathetic help throughout what have necessarily been complicated negotiations have been equally encouraging and supportive."

PYBT has already helped over 1,300 young people with business loans and in total has helped 6,500 people into employment. It is estimated that some 100 young entrepreneurs will now be helped each month with loan finance.

From shop floor to Saudi

A shopfloor worker, whose success in exporting business materials to the Middle East won a travel award, may be denied entry to Saudi Arabia because she is a woman travelling alone.

The irony is that Susan Brine, 38, has more business contact with that country than any other in her job as export administrator with UBM Overseas Ltd, Bristol.

"If my husband were going with me there would be no problem," said Mrs Brine at the awards presentation in London.

While she is still hoping the visa will come through, Mrs Brine is in the meantime planning her visits to clients and agencies in Bahrain, Dubai, Qatar and Oman.

Mrs Brine was one of fifteen shopfloor and office workers who won a 1988

National Westminster Bank Export Travel Award of £2,000. Their business trips of a lifetime will allow them to undertake fact-finding missions to their companies' most crucial export customers.

The scheme, sponsored by Natwest in association with the British Overseas Trade Board, aims to encourage employees to increase their understanding of the important role they play in their companies' exporting efforts.

One of the winners has already made his trip. Camera charge-hand Jim Watson from BEPI Circuits Ltd, Galashiels, Scotland went to Sweden to look at assembly procedures. For 37-year-old Mr Watson it was the first time abroad, the first time in a 'plane and the first time he had visited London when he attended the presentation.



Susan Brine receives her award from Sir James Cleminson (left) chairman, BOTB, and Tom Frost (right) group chief executive, Natwest.

TU elections complaints decrease

Complaints about trade union elections decreased in 1987 according to the 12th report of the Certification Officer for Trade Unions and Employers' Associations, who is currently Matthew Wake.

Eight unions were declared to have failed to comply with relevant statutory requirements and two other complaints were rejected following investigation.

Work on payments towards the costs of secret postal ballots increased. Forty-two unions applied for refunds for 526 ballots compared with 40 unions and 399 ballots in 1986. Payments made during the year totalled over £1.1 million.

Trade union interest in the setting up of political funds continued. Following affirmative ballots political fund rules were

approved for the first time for five trade unions during 1987, the same number as in 1986.

The report records trade union membership declining by 220,000 in 1986 (a 2,500,000 decline since 1979 when membership totalled 13,289,000). See *Employment Gazette*, May 1988, for a special feature on trade union membership.

It also states that five trade unions had political fund rules approved for the first time in 1987 and by the end of the year 49 trade unions had political fund resolutions in force. Complaints about four political funds were resolved.

During the year there were five trade union mergers.

A woman's lot is a lot better

The salaries of women managers have risen faster than those of male colleagues according to a survey carried out by the British Institute of Management.

Average salaries for women in middle management rose by 11.3 per cent over the last 12 months while their male counterparts saw an increase of 9.9 per cent. However, men still earn more, averaging £22,540 against women's earnings which average £17,984.

With the number of female managers increasing (in the textiles, construction, finance, technical and scientific industries the number has doubled in three years) women now account for 7.2 per cent of those surveyed.

"Dramatic"

The "dramatic" changes reflect increased annual pay rises as well as decreases in direct taxation and give managers the best improvement in real terms for many years.

The average annual salary for directors is £49,771—a rise of 11.9 per cent.

The best paid managers work in banking, finance, insurance and business services. They earn 24 per cent more than the national average.

The worst paid are in the textiles, leather, clothing and footwear industries, earning 26.3 per cent below the average.

Managers living in London earn 23.8 per cent more than the national average, reflecting higher living costs.

Those in small businesses—with an annual turnover of less than £20 million—have not done as well as their colleagues in larger companies. On average they have seen their earnings increase by 7.8 per cent to £18,508.

Bonuses

Directors have seen their bonuses rise faster than their salaries and 54.2 per cent of those surveyed received these payments.

More managers and directors now get company cars—70.4 per cent compared to 68.3 per cent in 1987, and 85.7 per cent of managers now get five weeks holiday, compared to 35.7 per cent last year.

BIM director general Peter Benton commented: "This survey has identified a healthy trend towards greater incentives for British managers and a strong link between pay and corporate success. Given the important role of management in the UK's economic revival it is vital that this trend should continue."

New jobs for old

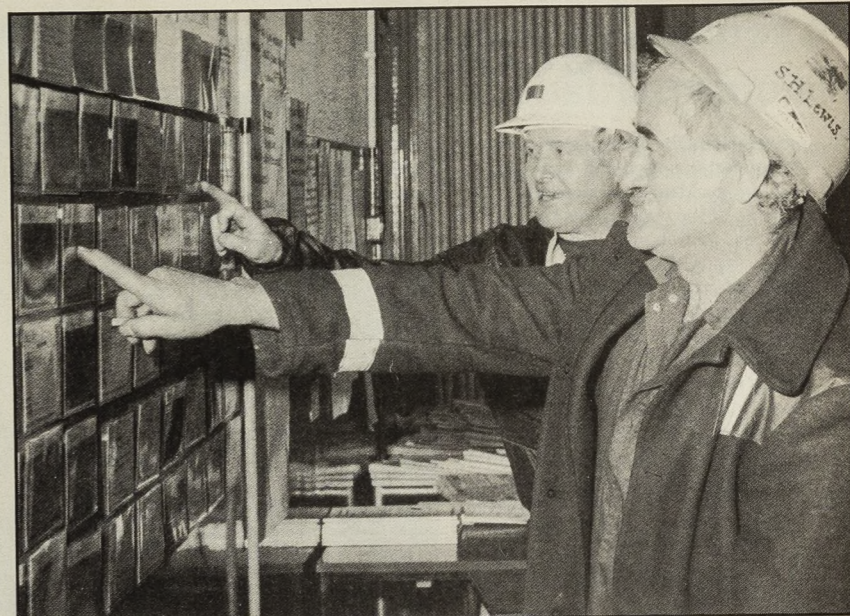
Job shops are being set up to help redundant mineworkers find new jobs which fit existing skills without the need for retraining.

As an extension of British Coal's Job and Career Change Scheme (JACCS) which retrained former miners or developed their existing skills, job shops are based at or near workplaces and are staffed by specialist independent counsellors.

Redundant workers are helped to identify and apply for suitable jobs and helped with job applications and interview techniques.

It seems unlikely that an applicant will find new work to fit his existing skills, retraining will still be available on a wide range of courses covering over 60 different skills including self-employment.

JACCS which operates under British Coal Enterprises, the mining industry's job creation agency, is free to applicants.



Miners see what is on offer in a job shop in Wales.

Photo: Eric Rees

Building site deaths highest for 20 years

The number of fatal accidents to building workers in London is at its highest for more than 20 years.

This was announced by the Health and Safety Executive which voiced concern that already this year 12 people have died on building sites in the capital. And if the pattern continued, last year's provisional figure of 37—the highest since the 1960s—would be equalled or exceeded in 1988.

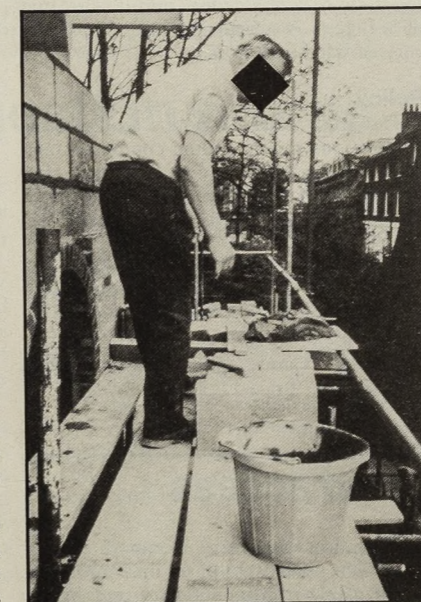
Ian Tuffin, a TUC representative on the HSC said he had been appalled by the conditions he found on some of the sites visited during the latest blitz by inspectors.

"The poor safety standards, particularly on small sites, reflect the deep seated problems of ignorance of risks, poor supervision, lack of expertise to solve health and safety problems and indifference to the consequences of dangerous practices," he said.

And Stephen Miles, a consultant surgeon at St Bartholomew's Hospital, London added: "Almost daily I'm having to treat men whose lives and those of their families have been shattered by occupational injuries. It's this personal cost which seems too easily forgotten."

Mr Tuffin announced that factory inspectors had issued over 1,500 prohibition notices on building contractors to stop dangerous work on sites visited since the nationwide series of blitzes was launched last summer.

In London, inspectors visited 659 sites and served 90 prohibition notices which shut down the sites until safety regulations



were met. They also issued 12 improvement notices.

Among the examples cited was that of a father and son roofing company which was served with a prohibition notice for failing to provide roof edge protection. The father admitted that in 20 years he had never used a scaffold and was affronted to find there was legislation preventing him from taking risks in order to make money.

Among the measures used by the HSC and HSE to tackle the problems as well as a

range of enforcement tactics, are information sheets aimed at the smaller contractor and proposals for changing legislation.

"But no enforcing authority, no matter how large, can be everywhere at once and there are thousands of active construction sites in London alone," said Mr Tuffin.

"It is therefore imperative that smaller contractors are encouraged to take steps themselves to make use of the information and advice which is readily available to the industry and make their sites safer and healthier places to work," he added.

Top notch

Job opportunities for managers in UK industry and commerce during the first quarter of 1988 reached record levels, surpassed only once before since 1960, according to the latest Quarterly Index from MSL International, the executive recruitment consultancy.

Management recruitment soared to a 20-year high in accountancy, financial and manufacturing while senior computer-based appointments also reached peak levels.

Among the individual job groupings within the Index, the most dramatic rise has been the production/operations category, which has increased by 60 per cent over the past twelve months, suggesting that the manufacturing and construction industries are at last on the move.

Seconds out

The potential benefits of secondment are not being adequately realised and when they are it is more by accident than design.

This is one of the conclusions revealed by the first evaluation of secondment of managers from the private sector to enterprise agencies and community and voluntary groups.

The study, carried out by the Centre for Employment Initiatives for the Community Initiative Research Trust and Business in the Community, surveyed 122 companies. It found that over half (65) were seconding 530 staff to not-for-profit organisations. There was a high degree of concentration with one-fifth of the companies contributing more than two-thirds of all secondees (185 of them were accounted for by two companies and major banks were the largest source).

Most managers

Most of the secondees were managers, the ratio, to other staff secondees being seven to one, and there were almost twice as many pre-retirement secondees than any other category.

It was also found that male secondees predominated, that nearly all were on a full-time basis (usually for more than a year) and only 24 companies were involved in career development (mid-career secondments).

Of the host organisations BiC/local enterprise agencies formed the largest single group. Next was Project Trident, followed by Project Fullemploy. Opportunities for the Disabled, and the Prince's Youth Business Trust. Again concentration was high with four of the hosts containing 75 per cent of the secondees.

Despite the unpredictable pattern of

secondments revealed by the study, it was found that "real and remarkable" benefits to secondees and hosts existed.

But there were examples of companies whose aims in seconding staff were not entirely clear in method or management objectives, hosts whose minimal objectives were outweighed by gratitude for an extra pair of hands, and secondees who were not always clear about their status or the reason for secondment.

Almost all companies saw secondment as part of their corporate social responsibility ("It's a public spirited approach to the community").

One company said "It shows employees we care", and another remarked "It gives (senior management) a warm rosy glow". However, employees were reported to view secondment with suspicion—the fate of troublemakers—and often resented it themselves because it depleted staff for no apparent benefit.

While working in the host organisation secondees remain employees of their company. It was found that at best they had the status of 'ambassador', and at worst that of 'refugee'. A typical comment was "I felt very isolated and alone".

Policy

The study sets out policy and practice implications for seconding companies and host organisations, and concludes that proper investment in the secondment process will yield valuable and long-term benefits.

Copies of *Seconds Out* are available from CIRT, 361 Royal Liver Building, Pier Head, Liverpool L3 1JH; or Centre for Employment Initiatives, 140a Gloucester Mansions, Cambridge Circus, London WC1H 8PA. Price £7.50.

Regional centres aid access

The national network of Regional Technology Centres will be completed by the end of the year.

It will help companies to introduce new technologies by giving them easier access to the research and training expertise of universities and polytechnics.

Nine centres are already at work, with four more opening over the next six months.

They are being set up by the Department of Education and Science's PICKUP skills updating programme in conjunction with the Manpower Services Commission and the Department of Trade and Industry.

Education Secretary Kenneth Baker said: "The centres so far set up are winning strong support from industry and higher education. More than 60 firms and nearly 70 colleges and universities are already taking part in the first eight centres.

"We have invested nearly £1 million in the centres in their first year. Industry has backed them to the tune of just over £1 million.

"Over their first five years the PICKUP programme and its partners in government will be putting £2.2 million into this scheme and we hope industry will more than match this."

Flying start for UK tourism

Tourism is off to a flying start in 1988 with over 11 per cent more visitors.

Provisional figures show that in January and February almost 1,900,000 people visited the UK compared with 1,700,000 in the equivalent period last year, the record year for visits to the UK.

The monthly increases were 3 per cent and 22 per cent respectively.

Commenting on the figures, Tourism Minister John Lee said: "February's tourism figures are excellent—up 22 per cent on February 1987 which includes an 18 per cent increase in visitors from North America. Clearly dollar exchange rates could present problems, but our 'spread' of visitors is a source of considerable strength."

Student funding

A three-year, £25 million programme to increase the number of students on manufacturing systems engineering (MSE) courses in response to the needs of industry, has been launched by the Government and the Engineering Council.

The programme aims to fund some 1,500 new undergraduate and postgraduate places each year in higher education by 1991-92. Some of the places will be created by adapting existing courses in other engineering disciplines, and others will be additional to MSE places already planned. Funding will be channelled mainly through the University Grants Committee (UGC), the National Advisory Body for Public Sector Advisory Education (NAB), and the Department of Trade and Industry (DTI). Subject to the passing of the Education Reform Bill, the UGC's and NAB's roles will be taken on by the Universities Funding Council (UFC) and the Polytechnics and Colleges Funding Council (PCFC). The Cranfield Institute of Technology and the Open University will be among the institutions providing courses.

Industry support for the programme is expected to consist of student sponsorships, work experience opportunities, and donations of equipment and teaching materials. This support is expected to account for a third of the total resources of the initiative.

The new programme will be monitored and evaluated for its effectiveness in attracting industrial support, and producing MSE graduates in the numbers, and with the skills, required.

New procedures for industrial tribunals

New procedures to deal with ill-founded applications to industrial tribunals have been proposed by the Government.

The proposals, in a consultation paper, enable a party which believes the other party's case is ill-founded to apply at the pre-hearing stage of the tribunal for an order to require the other party to make a deposit of up to £150 as a condition of proceeding further.

The paper invites comments on this and a separate proposal to enable interest to be paid on industrial tribunals awards.

The consultation paper, available from the Department of Employment Press Office (01-273 4973/4), will be sent to employer and employee bodies, and interested parties. Comments are invited by Monday July 11, 1988.

Forging links

About 40 partnerships are working on the preparation of a Compact to link schools and employers in a bid to guarantee inner city jobs for the young.

The response follows Government backing of the initiative announced during the Action for Cities campaign in March.

All 57 Urban Programme Areas are being invited by the Manpower Services Commission to apply for development funding. It is hoped that initially some 15 Compacts will startup with Government funding of £3 million a year.

Approved partnerships will get a grant of up to £50,000 to work up a full proposal and subsequently 12 selected areas in England will be given up to £100,000 a year for four years. (Two additional Compacts will be supported in Scotland and one in Wales.)

In a Compact employers undertake to guarantee jobs for inner city school leavers who have a good record of motivation, effort and achievement. In most cases the Compact will be with a group of employers which will guarantee training and jobs and reinforce links with local schools.

The American experience is being drawn on with the appointment of Cay Stratton, who was one of the leading figures in the Boston Compact. She will be consultant to the Department of Employment on the Compacts initiative.



Graham Jones' brainwave design of motorway safety barriers made in a single curve instead of being welded together will help save lives and injuries in motorway accidents. Graham, who works for British Steel, picked up the award in the UK Association of Suggestion Schemes search for bright ideas.

Safety suggestion scores

An idea to improve safety on Britain's motorways by a South Wales steel man has won a national competition for this year's best employee suggestion.

Graham Jones' design improvement for the motorway safety barrier was voted unanimous winner by the United Kingdom Association of Suggestion Schemes (UKASS) at a conference organised by The Industrial Society.

Mr Jones, 38, a British Steel foreman at British Steel Newport, South Wales came up with the design which would replace welded motorway safety barriers with a one, piece rolling operation and won a trophy and two British Airways tickets to America.

Growing

The Industrial Society has estimated that if every organisation in Britain ran suggestion schemes to harness the brainwaves of shop floor boffins, the annual national saving to British industry could total £300 million per year. At present UKASS has a growing membership of more than 400 organisations.

There were three categories at the London final—technical, internal services

and customer services—Mr Jones won the customer services section and was then voted overall winner by the panel of judges.

The technical category was won by 55-year-old Bill Larman, a British Airways senior engineer based at Heathrow. His improvement to Concorde's secondary doors has saved the airline £160,000 a year.

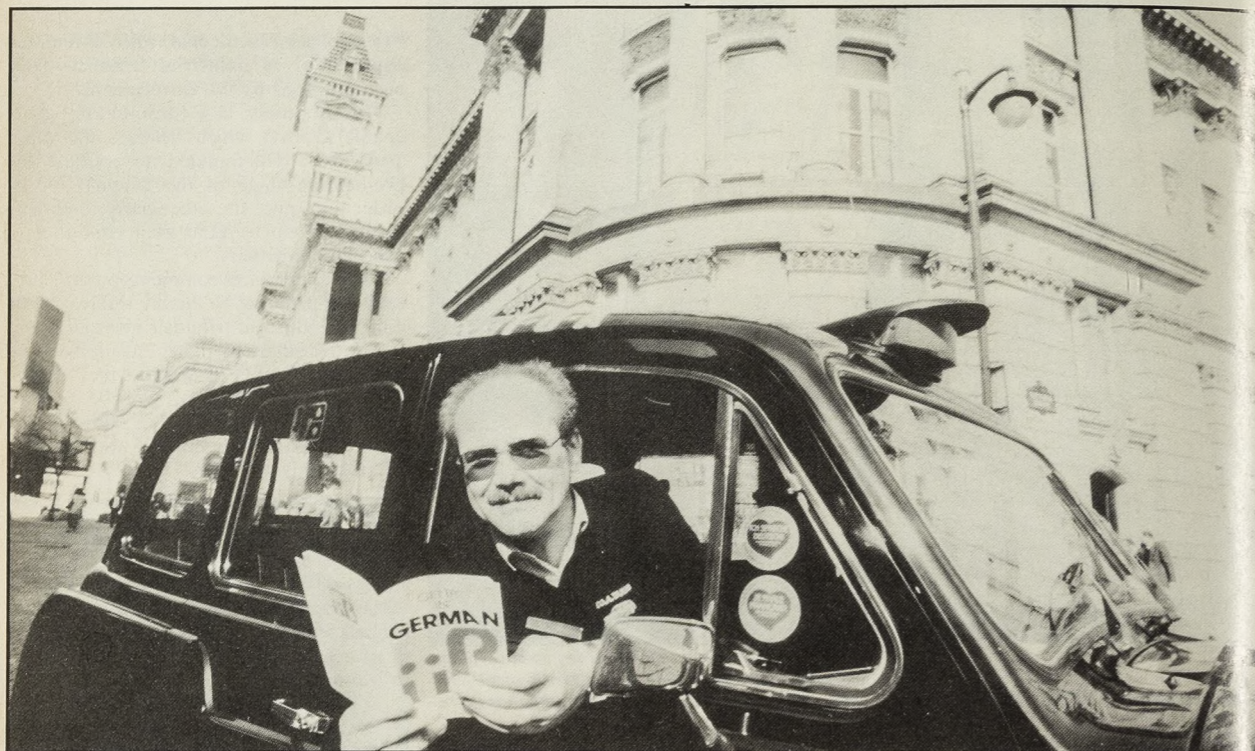
The internal services award went to Cambridge DHSS executive officer, Ian Bidwell. He saved the department £100,000 per year with his idea of replacing the DHSS freephone service with the British Telecom Linkline 800 service—a cheaper, but no less efficient system.

The importance of suggestion schemes was stressed by Andy Barr, director of manufacturing operations, Austin Rover.

He said that Honda's 43,000 employees in Japan make on average 12,000 suggestions each month, of which 95 per cent are adopted. This compared with the UK average of less than 10 per cent participation and 20 per cent adoption.

Mr Barr added that Austin Rover introduced its scheme in 1973 and last year's awards to employees approached £500,000 while savings to the company reached nearly £3.5 million—a figure the company hopes to double this year.

Special Feature



A multi-lingual taxi driver takes the trouble to cater for the millions of overseas visitors expected to flock to Britain this year.

Photo: English Tourist Board

Tourism '88—challenges and opportunities

Tourism contributed some £18,000 million to the British economy in 1987, and provided up to 1.4 million jobs. This article looks at the recent successes of the industry and considers ways to develop it still further.

The number of visits by overseas residents to the United Kingdom reached a new record last year: 15.6 million. For every four overseas visitors in 1982, there were five in 1987—a tremendous increase that has led to the UK reaching fifth spot in the league of world overseas tourist earnings.

According to the latest estimates, tourism contributed some £18,000 million to the British economy in 1987—and at the end of the year provided jobs for some 1.3 million people in the main sectors of the industry, rising to 1.4 million jobs at the height of the season.

The importance of tourism to the economy has never been greater, as was underlined on May 25 when the

Minister with responsibility for Tourism, John Lee, went to Brighton to launch *Tourism '88*.

Tourism '88 is a report by the Department of Employment which not only looks at recent successes in the tourism industry but also suggests ways to establish a framework on which the industry can develop still further. Some of the issues it raises are discussed in this article.

Diversity

Tourism as an industry is different from many others because of the large numbers of people involved in it both as consumers and as producers. In addition to the 15.6

million visits from overseas, there were also an estimated 73 million holidays taken by British residents in this country last year. More than half the overseas visitors spent some time in London but more than two million foreign tourists stayed somewhere else in the country too. For domestic visitors, the South West and Wales are the two most popular destinations.

Nearly there are many and diverse tourism businesses providing services for such a large market, but although the nature and size of such businesses can vary enormously, there is also common ground between them: they share the desire to find out what their customers want, and then match their services to those needs.

However, visitors' expectations are rising all the time. They want to deal with attentive, helpful staff. They want to feel they have received value for money. Despite its record year for visitors, the British tourism industry still needs to be able to meet the demand for higher standards and to face up to increasing competition (particularly from abroad) if it is to retain—and expand—its share of the market.

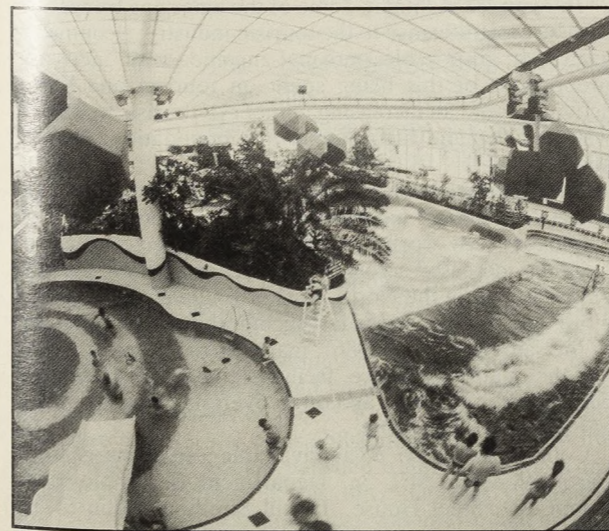
Investment in facilities

According to the English Tourist Board, investment, in 'major' tourism projects (£500,000+) was running at over £100 million during the last six months of 1987. Marina developments have been especially attractive to new investors—above all those with associated retail and leisure facilities—and new hotels, extensions and refurbishments accounted for over a third of the money invested.

Continued investment is vital. The development of all-weather facilities, conference venues and other amenities or attractions can help lengthen the tourist season and bring in new types of business, which in turn can lead to additional spending and new jobs.

A good start has been made already, with all-weather facilities becoming more common and proving extremely popular. For example, the Waterworld complex in Portrush, Northern Ireland, attracted 167,000 visitors in its first year; and Centre Parcs, in Sherwood Forest, has been heavily booked since first opening.

But all investment need not be hi-tech, high cost. Just as vital is the refurbishment of existing facilities—like the pier in Bangor, North Wales—and, most important, ensuring that day-to-day jobs—like clearing litter and keeping beaches clean—are done effectively and efficiently.



Holidaymakers take a dip in a fun pool at Rhyl. Photo: Wales Tourist Board

Investing in people

As well as its large—and increasing—investment in facilities and amenities, the tourism industry has also been re-viewing the way it recruits, trains and develops people. The quality of staff is as important as the quality of facilities on offer in such a consumer orientated industry.



The National Garden Festival is expected to attract 4 million visitors to Glasgow this year.

Photo: Scottish Tourist Board

An industry which in the past has relied so heavily on young people needs to look again at the way it recruits, since there will be a decrease of over 20 per cent in the number of young people aged 16 to 19 between 1986 and 1994. Part of the solution may be improved marketing so as to appeal to even more young people, but tourism may also increasingly have to look towards recruiting older people. After all, the number of jobs in the main tourism sectors has gone up by 23 per cent in the last ten years and there is every sign of the expansion continuing.

Some good careers and recruitment literature has been produced by firms and organisations within the industry though more is still needed. The tourist boards have also issued some useful publications in this field (for example, *The Handbook of Tourism and Leisure*).

But getting the right recruits is only part of the story. Retaining them in the industry, and ensuring that they train and retrain throughout their careers is of equal importance. The Tourism Training Initiative is now providing a new focus for further developments.

The TTI aims to bring together bodies from the industry and the education and training world in order to develop a complementary and coherent system of vocational qualifications which can be recognised by employers and fitted within the National Council for Vocational Qualifications matrix. It is very much about working together with existing training initiatives, with the tourism industry itself taking the lead—since it is largely the private sector which is best placed both to create and to take advantage of the market conditions leading to sustained growth.

Creating a partnership

The idea of partnership is crucial in the development of the industry. People concerned with the industry—both public and private sector—have come together at local, regional and national levels to develop and market everything from individual attractions and particular resorts to assistance from the various tourist boards. *Tourism '88* looks at a variety of partnership examples from the industry and, in particular, it discusses the role of the tourist boards' efforts to encourage partnership.

The Tourism Development Action Programmes (and similar initiatives elsewhere in the United Kingdom) represent one such form of partnership. Another is in the growing commercial membership of the tourist boards themselves—substantial increases have been reported during the past year. Many firms too are receiving assistance through the Tourism Business Advisory Services now set up by most English regional boards or through the similar services offered in Scotland and Wales.

Probably the biggest 'consumer event' this year is the Third National Garden Festival, which runs in Glasgow until September 26. This shows how something planned and worked on in a largely local partnership can become of national importance. Some 4 million visitors are expected and the Scottish Tourist Board, in co-operation with local area tourist boards, has seized the opportunity to promote Glasgow's many other attractions alongside the main draw of the floral displays.

Funding

Financial support has been made available to facilitate the tourist boards' work. In the current year, 1988-89, funding for the BTA and the four national boards has increased by 7 per cent overall, from £69 million to £74 million.

Support for the Section 4 scheme¹ and its equivalents has also increased by a similar percentage. In 1987-88 these schemes led directly to the creation of more than 3,000 jobs as well as many more jobs created in ancillary operations.

The report points out that government funding for the Section 4 scheme, substantial though it is, represents less than 20 per cent of the total costs of the projects assisted across the United Kingdom.

The scheme has helped the tourism industry improve quality so as to match facilities available abroad—from

simple consumer requirements like en-suite bathrooms to full-scale leisure complexes which serve to extend the tourism season.

Indeed, extending the season has been one of the two main priorities for the tourist boards. The other has been to encourage the spread of benefits from tourism more evenly throughout the United Kingdom.



The "Tourism 88" report.

As a step towards this, various initiatives have been taken to encourage tourism in the countryside and farm holidays. For instance, the Farm Diversification Grant Scheme, introduced this year, offers capital grants to farmers wishing to diversify into holiday accommodation, visitor attractions and recreational or sporting activities. Later this year they will be able to get grants for enterprise feasibility studies and to help employ marketing personnel at the start of a new diversification enterprise.

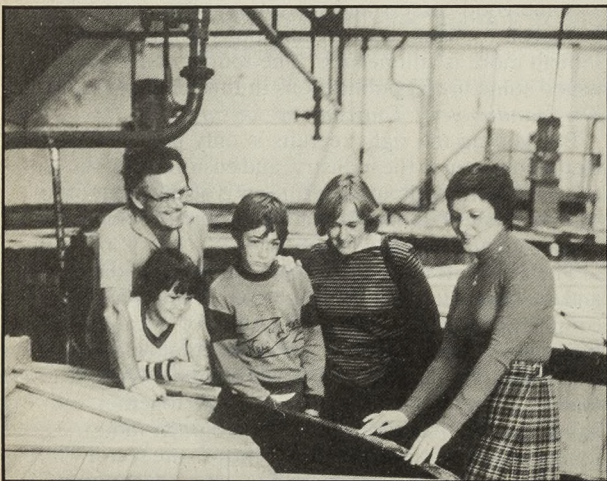
In inner cities too there have been many new projects offering year-round visitor appeal: Granada Studio tours in Manchester, Birmingham International Convention Centre, the Scottish Exhibition and Conference Centre and Kelvin Hall in Glasgow, and the Globe Theatre in Southwark, London, to name but a few. The 'Action for Cities' package (see *Employment Gazette*, April 1988, pp 208-210) should stimulate even more such projects in the months ahead.

What of the future?

Tourism '88 highlights some of the emerging trends likely to be of significance to the tourism industry; a continuing growth in disposable personal income—with increasing proportions of this being spent on tourism and leisure activities—and an increasing number of tourists worldwide who will demand high quality accommodation, facilities and service.

The British industry is well placed to face these challenges. More staff have been taken on (about one in 15 employees now work in tourism related sectors), investment has increased across the country as a whole (the level of investment in the North West of England, for example, more than doubled in the last six months of 1987 compared to the same period in 1986), marketing is being improved and the quality of service, facilities and accommodation is being raised to match, and often overtake, that offered by our foreign competitors.

Copies of *Tourism '88* are available free of charge from: Carol Wheeler, SFT 3c, Department of Employment, Room 209, Steel House, Tothill Street, London SW1H 9NF.



On the whisky trail at Glenlivet distillery.

Photo: Scottish Tourist Board

Special Feature



Employees of Oxford Instruments being taught German at the Oxford Language-Export Centre (LEXIS). These centres provide a mix of language training and export consultancy.

Restructuring training— Evaluation of the Local Collaborative Projects programme

by Paul Cheshire and James Pemberton¹

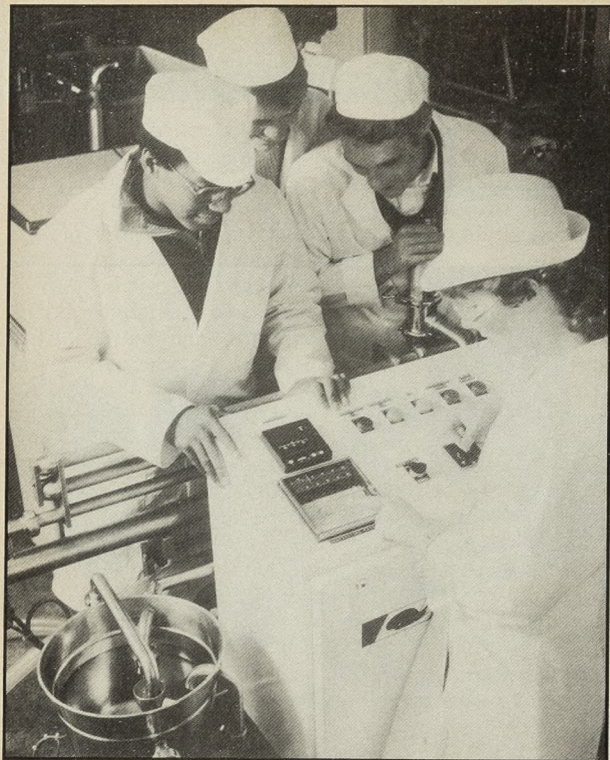
The Local Collaborative Projects programme has been the subject of evaluation over the past two years by researchers from S E Associates, Reading University, and from NWIRU at Manchester University, working in association with the MSC and more recently Glasgow University. This article presents some interim findings.

The Local Collaborative Projects programme, funded jointly by the Manpower Services Commission (MSC) and the Department of Education and Science (DES) was launched in 1984 as one strand in the Adult Training Strategy. If training is an investment, then perhaps the metaphor should be that it is a 'seed capital' programme. The aim of the LCP initiative, as originally conceived in 1983, was to establish networks of collaboration in the labour market between training providers and training users. Although it was called the Local Collaborative Projects (LCP) scheme, 'local' was interpreted broadly to include not only geographically localised labour markets

but also projects addressing specific skills, industries or sectors—such as small firms—at a regional or even national level.

The programme was designed to encourage joint action

¹ Respectively, Reader in Economics and Lecturer in Economics, Department of Economics, University of Reading. The evaluation was a team effort and the authors, who were the co-directors of the evaluation programme, would like gratefully to acknowledge the contributions of Dave Best (Manchester), Rachel Britton (MSC), Dave Carter (Manchester), Barry Chapman (Reading), Peter Lloyd (Manchester) and Bill Sheppard (MSC). The contents of this article do not reflect the official view of the MSC, the Department of Employment or the Department of Education and Science.



Greater Nottingham Co-op Dairy trainees using a computer controlled pasteuriser capable of processing 6,000 gallons of milk an hour.

Photo: DES Pickup programme

by training users, providers and others to help employers define their training needs and make training provision more responsive to those needs. Funding was provided to help meet the costs of establishing this sort of joint approach to training (as opposed to underwriting the costs of actual training) and to generate and pilot new training ideas. A central idea of the programme was that new initiatives should be self-financing. It was also envisaged that resulting new or improved collaborative arrangements should have a life after the end of formal funding, so providing a continuing base for updating and improving training arrangements as training needs change in the future.

A central element in the thinking behind the LCP programme is thus the need to improve the operation of training markets at a time of rapid economic restructuring and consequent rapid change in the pattern of demand for skills. In such a context the existence of established collaborative links between training users, providers and other institutions in local labour markets was seen as a means of helping the supply of training to respond quickly and appropriately to changes in demand patterns. In other words, the LCP programme is an attempt to 'restructure' training markets to facilitate the wider process of economic restructuring.

Project funding was originally limited to one year and for most projects to £15,000; it was conditional upon the active participation of collaborative partners from both sides of the training market, who had to demonstrate a commitment of substantial financial and/or other resources to the project. Each project was to be administered by a 'project director' who might be an existing employee of one of the collaborative partners, or recruited externally. The normal expectation was that overall direction of projects would be under the control of some form of steering committee composed of the collaborative partners. Projects were re-

quired to produce quarterly interim reports and a final report for MSC and DES.

'Employer led' LCPs

One aspect of the LCP programme which was emphasised in its initial formulation was that projects should normally be "employer led"; for example, by employers rather than training providers dominating the steering committee, or the project director being provided by secondment from an employer partner. This reflected the underlying thinking behind the programme: in an era of restructuring, training markets should be driven by the changing needs of training users, with LCPs helping training providers to respond quickly and effectively—but essentially passively—to these needs.

Individual LCPs were expected to conform to the prescribed basic principles and working methods, but virtually no other restrictions were placed on the range of potential applications for funding. These could come from any part of the country and from any occupational or industrial sector. Nor were there significant restrictions on detailed aims: as long as a proposal seems likely to further the strategic aims of the programme, a very wide range of detailed types of objectives can be and have been funded within the LCP umbrella. As a seed capital initiative, it has been intentionally flexible.

The details of the research methods used to evaluate the LCP programme have been described elsewhere¹. The following describes some of the general conclusions reached largely from a detailed study of a sample of 52 projects.

Employers and training providers

Not only was the programme intended, in a general sense, to make training provision more 'employer led' but the aim was that individual projects should normally be led by employers. However, our research has consistently shown that far from being normal, 'employer led' projects are very much the exception. Well under one in ten projects can be regarded as genuinely 'employer led'. The great majority are in effect 'provider led', in the sense that the driving force is a providing institution—a College of Further Education (CFE) or a Polytechnic, or occasionally a training board, training consortium or other similar institution. Typically the project director is a CFE employee, perhaps on secondment for the duration of the project, and his or (less frequently) her ideas are the most influential ones throughout the LCP's development.

There is no doubt that in its simple form, the original aim of a programme dominated by 'employer led' projects has not been achieved. The main reason appears to be the significant difference in *motivation* between the two sides of the training market. Most training providers are completely specialised in the supply of training and for them the development, promotion and marketing of new and existing courses and other training provision is their entire *raison d'être*. It is not surprising that many threw themselves enthusiastically into the LCP programme. Their enthusiasm may have been sharpened by the restrictions in traditional sources of finance which many educational institutions had experienced.

The LCP programme offered a new, if small, alternative source of funds. In contrast, training is only one of many activities relevant to the survival and growth of employers. There are important scale effects, so many small and

¹ Cheshire, P C, Pemberton, J, Chapman, B C, Best, D and Sheppard, W (1986). *The Local Collaborative Projects programme*; report prepared for the MSC/DES LCP Evaluation Group.

medium-sized firms hardly devote any resources to training; nor would it be economic for them to do so. Even giant firms frequently devote only a small proportion of total company turnover to training. In short, training is not normally more than one small part of companies' operations. *It follows that the LCP programme is much less central to the perceived interests of training users than to those of training providers.* Hence it is not surprising that LCPs are normally driven mainly by providers and not employers. Moreover, the evidence suggests that it does not matter greatly whether LCPs are led by providers, by users, or by any other sort of institution such as chambers of commerce. Their achievements were not related to the source of project leadership.

Collaboration within the funding period

Although employers typically do not provide LCP leadership they frequently make an important contribution. Many firms provide resources—both financial and in kind—and many of them work effectively with providers to achieve agreed aims.

An example of successful collaboration illustrates what LCPs can achieve¹. A polytechnic lecturer involved in professional courses believed that many of these courses were outdated and needed drastic overhaul. He went to the professional association concerned and found they supported him. Together they obtained LCP funding to conduct a survey of training needs as perceived by professional firms. The survey was directed by the lecturer (who had previous experience of survey work) and he provided the main driving force throughout the project. However, the professional body provided a mailing list of all member-firms together with a covering letter requesting co-operation. This produced a high response rate. The results of the survey confirmed many of the ideas which motivated it as well as suggesting additional hypotheses. Several new and improved courses have already resulted, and follow-up survey work is continuing.

This example illustrates many of the features of successful LCPs. It was provider led, with the main individual involved having considerable relevant expertise. However, it also involved effective collaboration with, in this instance, an umbrella body representing employers. It involved a survey which was well designed and administered and which produced findings upon which new training provision could be based. Continuing collaboration between the main participating partners holds out the prospect of further progress in future.

Motivation and leadership

Although an LCP's achievements need not be affected by whether it is led by training providers or training users, the qualities of the *individuals* who provide leadership are very important. This reflects the fact that many LCPs involve close collaboration between institutions with no previous connections, and perhaps with little initial mutual sympathy or understanding. Good diplomatic skills are an important part of most successful LCPs. Even more crucial is the *motivation* of the individuals and institutions who provide leadership.

One slightly surprising finding is the role of self-interest. In applying for funding LCP initiators have to explain their aims. These are invariably consonant with the aims of the programme and are usually presented in a suitably worthy

¹ This and other examples in the article preserve the anonymity of individual projects; the research was conducted on the basis that all information was confidential to the research team. The photographs illustrating the article, therefore, are not necessarily of the particular projects described in the text.

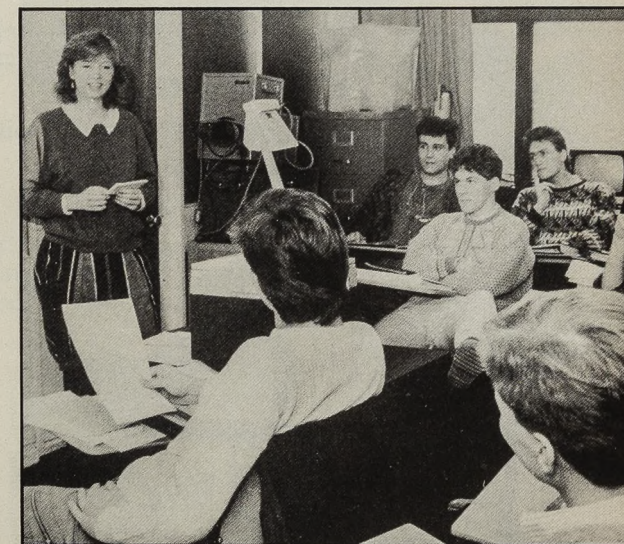
style. The research team found that the initiators of projects often have other motives that are not stressed in applications. Examples encountered included a college department threatened with closure wanting to find a new market, and a large firm with a vested interest in a particular technology seeking to establish a clientele with the necessary skills to employ it. At first the existence of these 'implicit' aims seemed a source of concern. Looking at projects' success (measured on a four-point scale on three criteria), however, there is a strong positive correlation between a project having implicit aims and it being judged successful: 63 per cent of such projects were in the group judged most effective compared to only 25 per cent of projects with no implicit aims. On reflection the reason was fairly obvious: the more implicit aims a project had the greater the motivation of its key personnel.

This formed part of a pattern of findings demonstrating the crucial importance of motivation in the success of LCPs. It illustrates the importance for public policy of harnessing the self-interest of groups whose behaviour policy it is attempting to influence.

Private and public funding

This latter point leads on to one of the clearest findings of the research so far: *the most successful LCPs are those with the highest ratios of partners' funding to official funding.* Data was compiled on the financial value of contributions (including the costs of seconding personnel and of resources in kind) of all participating institutions in the sample and this was combined with the amount of MSC and DES finance to obtain a ratio of partners' to public finance for each project. Projects were then grouped according to their success. For those judged most successful, partners contributed 66p for every £1 from public funds; for the least successful, partners' contributions were only 23p per £1 from public funds; those rated intermediately in terms of their success lay in between. The financial data were not known when assessments of project success were made.

These findings reinforce the general point about motivation. One important influence on the motivation of participating institutions is likely to be the extent to which their own funds are committed to the project (indeed there is probably joint causation with institutions being prepared to commit more where they have more interest in the outcome); hence a high funding ratio is likely to stand as a good proxy for partner motivation. The policy implication



Educational Methods Unit, Oxford Polytechnic.

is that public funding of LCPs should be matched by private funds up to at least a specified ratio. This requirement is now a part of the LCP programme, but it did not apply when the projects investigated by the research team were approved.

Another way in which the programme's use of public money has been improved with experience concerns funding limits: when the programme started there was a one year funding limit, which gave all projects the same incentive to use all available funds within a year. In practice, however, some of the bigger-budget projects could not productively do so: many LCP operations are typically sequential (establish collaborative arrangements; plan and conduct a survey and process the results; draw conclusions for training implications and begin to act upon them) and there are limits to the amount of money which can be (productively) spent within one year. The length of funding period is now more flexible and it is possible for a project's budget to be planned over more than one year.

LCP outcomes

The research team evaluated the results of LCPs under three main headings: securing an information base; setting up permanent collaborative mechanisms; and designing and delivering new training. The first of these appears to be the 'easiest' objective. Nearly every LCP conducts some sort of survey and most achieve at least some 'promotional' and 'informational' material. The former essentially involves marketing of existing courses by training providers; the latter involves market research as part of the process of new course design. However, survey research should really be seen as an intermediate rather than a final objective of LCPs—as a means towards improved training delivery, rather than as an end in itself. Early on, some purely research-based projects were funded but this is no longer the case. All projects are now expected to produce tangible training and collaborative outcomes.

In the case of training outcomes, the sample of projects suggests that the great majority—more than two-thirds—achieve worthwhile new training delivery within six months

of the end of formal funding. In terms of formal new courses, individual LCPs' achievements ranged from several projects in which one or two new courses had been started to one project in which no fewer than 18 new modular courses, all resulting from the LCP, were underway with more planned. Although some 40 per cent of providers planning new courses were not yet in a position to be specific about the number of places that would be available, the mean for those that were was 140 new places per institution.

The *content* of courses reflected the subject matter of individual LCPs, which spread across the whole range of the British economy, including traditional heavy manufacturing, new technology, old established and newly emerging services, the small firms sector and household-name multi-nationals. Some new courses were already firmly established on a self-financing basis, but the majority were not yet at this stage, relying typically on a mixture of private finance and various types of grant and subsidy.

New courses, however, are only one of 11 training outcomes identified. Almost as frequent (and often achieved simultaneously) was an improvement in the content of courses or an improvement in delivery mode; for example, by providing training more flexibly or on site. Also, one of the official aims of the LCP programme is to raise the profile of adult training and retraining, and many LCPs have contributed to this; for example, by instigating regular training newsletters or local training directories. Some have gone further. One LCP led to the development of a local training advisory and brokerage service and a mobile training unit. In another project a 'personnel focus group' was established, open to all local employers wishing to discuss training-related issues. In a third case, a new sales, training and conference centre, aimed particularly at the needs of small firms, resulted from a combination of work done by the LCP and by other complementary initiatives. The last example is particularly noteworthy in view of the difficulty of involving small firms in training initiatives.

Of employers involved with LCPs, 55 per cent of large, 79 per cent of medium and 86 per cent of small, claimed that the project had improved either the quality or the availability of training for them. Further research is evaluating how long these benefits last.

Longer term collaboration

As already explained, a principal purpose of the LCP programme is to restructure the training market by fostering new *permanent* collaborative mechanisms between the two sides of the market, aimed at improving its responsiveness to changes in training needs. Here the research team has found mixed results. The great majority of projects have fostered new personal contacts which are likely to continue beyond the funding period. However, these are essentially *informal* contacts which depend upon the continued presence in post of the individuals concerned. The evidence suggests that formal institutional mechanisms for permanent collaboration result from only about 1 in 3 of LCPs.

On the face of it, the programme thus seems to have had little success here. However, a question must be raised about the interpretation of this aim. Formal collaborative mechanisms often consume significant resources and may also be cumbersome. Informal networks of people who know each other which can be activated when need arises, are more likely to be both responsive and cost effective. But they suffer from their dependence on individuals remaining in post. In many cases the best solution may be, therefore, the formalisation of such informal networks—so



Paint workshops, RTITB.



Assembly workshop, RTITB.

far as this is possible—by including the task of liaising with their opposite number in the training market in the job description of appropriate individuals. This may be much cheaper than setting up elaborate structures and just as effective.

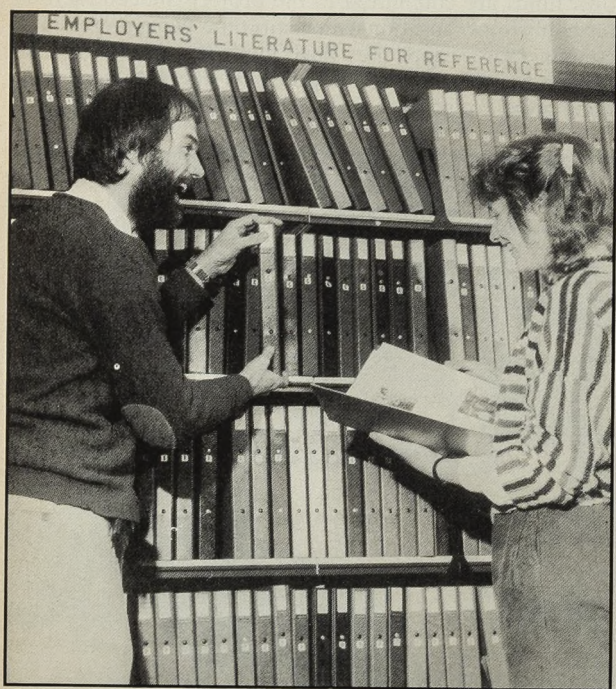
Apart from resource costs and lack of perceived pay-off, the main reason permanent collaborative structures result from only a minority of projects seems to be the difference between participants' views of what they want from projects and the established aims of the LCP programme. In many, perhaps most, cases, participants see LCPs as a means of achieving a specific (and perhaps previously planned) training outcome *rather* than as a means of developing longer term collaborative relationships. Project partners understandably favour immediate and tangible objectives beneficial to themselves rather than longer term and wider aims.

Conclusions

In some ways the LCP programme is meeting its original objectives; in other ways it is falling short. Two things about the programme have become clear from the research, however.

The first is that sometimes a major contribution towards meeting wider objectives can come in unexpected ways. Employer led projects and permanent structures of collaboration were intended, but not widely achieved. But there is some evidence that the programme is indirectly contributing significantly towards public training provision becoming more responsive to employers' needs, with providers seeking to find how their current offerings fall short of users' requirements, and acting on their findings. Although permanent structures have not often resulted, extensive collaboration has taken place and enthusiasm—on both sides of the training market—generated. Informal networks of collaboration have resulted which, if the objectives of the programme are interpreted flexibly, have the potential for more lasting collaboration.

Secondly, there is strong evidence that the programme has acted as 'seed capital'. Its flexibility and the ability it gives partners to follow their interests and instincts have led to a wide range of training initiatives and innovations. As one local DES official interviewed put it: "(LCPs) are important facilitating mechanisms for other training activities"; a MSC official put it like this: "(the programme) is a catalyst for activity of a pump-priming kind". ■



Selecting employees for graduate management scheme.

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Average weekly household expenditure on clothing and footwear was £13.46.

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Revisions to the pattern of household spending in 1986

The May edition of *Employment Gazette*¹ announced that revisions had been made to the results of the 1986 Family Expenditure Survey. This article gives further details and provides revisions to the figures originally published in the December 1987 article "Pattern of household spending in 1986"².

The results of the 1986 Family Expenditure Survey have been revised following the discovery of a fault in one of the computer programs, the effect of which was that certain elements of individuals' business expenditure (for

example, on meals out), together with some double-counting of purchases made under credit arrangements, were incorrectly included in the estimates of weekly expenditure. The revisions reduce the estimate of average household expenditure in 1986 to £178.10 per week, compared with the previously published figure of £185.02.

Because of the basic nature of the error, all categories of

expenditure have been affected and all of the tables and charts in the published 1986 report¹ which contain expenditure data have been revised. Revised results will be made available from HMSO in early July, free of charge to those customers who purchased a copy of the original report.

The income results have not been affected by the program fault. However, since the 1986 report was published, a minor correction has been made to the income data. The effect of this correction is to increase average household income by 2p per week. Normally, a revision of this small scale would be held over until the next annual report, but in current circumstances the change has been included with the expenditure revisions.

The principal purpose of the Family Expenditure Survey is to provide expenditure weights for the Retail Prices Index. However, because of the timing of both the error and its subsequent detection, the RPI weights calculations, and thus the RPI itself, were not affected.

The revised 1986 figures for the main components of expenditure were published in tables 7.1-7.3 of the May 1988 edition of *Employment Gazette*. The remainder of this article presents revisions to the tables published in the earlier article. The information on household composition and characteristics has not been affected, nor have the results on availability of consumer durables.

Household composition and level of spending (table 1)

Table 1 illustrates the relationship between total expenditure and income and how it varies according to the size and family composition of households. The revised

¹ Family Expenditure Survey 1986, HMSO 1987.

Table 1 Average weekly income and expenditure, by household composition and income level

	Number of households in sample	Average number of persons	Average weekly gross income		Average weekly expenditure		Average number of workers
			per person	per household	per person	per household	
All UK households*	7,178	2.55	£91.63	£233.68	£69.74	£178.10	1.16
Household composition			Relative to all households = 100				
One adult:							
Low income pensioner†	655	1	55	21	74	29	0.01
Other retired	318	1	126	49	133	52	—
Non-retired	768	1	168	66	165	65	0.74
One adult, one child‡			53	41	75	58	0.54
One adult, two or more children‡			38	50	55	73	0.51
One man, one woman:							
Low income pensioner†	331	2	47	37	65	51	0.04
Other retired	399	2	104	81	114	89	0.20
Non-retired	1,362	2	159	125	143	112	1.50
Two men or two women			133	104	134	105	1.09
One man, one woman with:							
One child	612	3	101	119	94	111	1.57
Two children	835	4	81	127	81	127	1.58
Three children	294	5	63	123	69	135	1.48
Two adults, four or more children	103	6.37	39	98	45	111	1.06
Three adults			128	150	123	144	2.08
Three adults, one or more children			93	166	93	165	2.49
Four or more adults			123	200	123	200	3.17
Four or more adults, one or more children			86	196	91	208	3.00
Income level:							
Households with gross household income in the:							
Lowest 20 per cent	1,435	1.48	40	23	61	35	0.12
Middle 60 per cent	4,308	2.65	82	85	88	93	1.17
Highest 20 per cent	1,435	3.33	170	222	142	186	2.17

* Includes 30 households in compositions not shown separately.

† Households in which at least three-quarters of the total income of the household is derived from national insurance retirement and similar pensions, including benefits paid in supplement to or instead of such pensions. (From 1986 imputed rent for owner-occupier and rent-free tenures is excluded from the concept of total income while housing benefit is now added in; the overall effect is to increase the number of low income pensioner households.)

‡ Primarily one-parent families but including cases where one parent was away from home.

1986 figures of average weekly expenditure are £178.10 per household and £69.74 per person. These represent increases on 1985 of nearly 10 per cent and just over 11 per cent respectively. The increases in real terms were nearly 6 per cent and over 7½ per cent respectively. The revised estimates of average household income were £233.68 per household and £91.63 per person.

As previously reported, virtually every household group shows a rise in current expenditure over 1985. Although the changes to the expenditure figures by household composition presented in this table are widespread, the revised figures do not differ substantially from the original results. The general effect of the revisions is to increase the relative levels of expenditure (compared to the average of all households) of the lower income households and to reduce the relative levels of expenditure for certain households with two or more adults.

Patterns of expenditure (table 2)

All categories of expenditure have been revised to some degree or other, with the biggest impact occurring in expenditure on 'transport and vehicles' and 'services'. The largest revisions have thus occurred in those households where expenditure on these categories was highest. An effect of the revisions is to increase the proportions of all households' average expenditure on housing, fuel and food.

Employment (table 3)

This table shows how household expenditure and income vary with the current employment status of the head of the household. As is to be expected from the nature of the error, the revisions have been largest in those categories

Table 2 Patterns of household expenditure, by household composition and income level

	Percentage of expenditure allocated to:								
	Housing (net)	Fuel, light and power	Food	Alcohol and tobacco	Clothing and footwear	Household and other goods	Transport and vehicles	Services and miscellaneous	Total of all groups*
All UK households	16.8	5.9	19.6	7.1	7.6	15.6	14.3	13.1	100
Household composition									
One adult:									
Low income pensioner†	20.6	14.1	26.3	4.4	6.2	11.8	3.5	13.1	100
Other retired	29.1	9.0	16.7	3.8	5.4	13.2	6.7	16.1	100
Non-retired	21.3	6.2	16.0	8.9	6.9	12.9	14.0	13.8	100
One adult, one child‡	14.7	8.3	21.2	6.2	10.5	19.0	8.5	11.6	100
One adult, two or more children‡	10.6	9.1	24.8	4.7	9.4	17.5	8.5	15.4	100
One man, one woman:									
Low income pensioner†	19.7	10.7	27.1	6.6	5.8	12.9	8.1	9.1	100
Other retired	21.6	6.6	19.1	5.5	5.0	13.0	11.0	18.2	100
Non-retired	18.0	5.2	17.8	7.2	6.7	17.6	15.4	12.1	100
Two men or two women	15.0	5.4	17.4	7.7	9.0	15.7	14.6	15.2	100
One man, one woman with:									
One child	16.4	5.7	20.2	7.3	7.5	14.4	15.0	13.5	100
Two children	17.3	5.8	20.4	5.9	7.6	15.7	14.0	13.8	100
Three children	16.4	5.2	20.8	5.9	7.9	18.8	12.3	12.7	100
Two adults, four or more children	12.4	7.8	26.4	6.7	9.3	16.6	12.1	8.7	100
Three adults	13.6	4.8	19.0	8.8	7.9	14.6	17.8	13.5	100
Three adults, one or more children	12.2	4.8	20.5	8.8	9.3	16.6	16.2	11.0	100
Four or more adults	11.2	3.8	18.7	10.0	8.9	14.7	21.1	11.6	100
Four or more adults, one or more children	9.5	4.0	21.8	8.5	11.9	14.1	17.8	12.4	100
Income level:									
Households with gross household income in the:									
Lowest 20 per cent	15.7	12.8	26.4	7.7	6.3	13.2	6.5	11.4	100
Middle 60 per cent	18.2	6.2	20.7	7.5	7.2	15.1	13.3	11.8	100
Highest 20 per cent	14.9	4.0	16.8	6.5	8.4	16.8	17.1	15.5	100

* Total expenditure in cash terms and sample sizes are shown in table 1. † and ‡ see footnotes, to table 1.

Table 3 Average expenditure and income, by employment status of head of household

	Employee currently employed	Self-employed	Employee out of job*		Retired	All households	
			Seeking work**	Other			
Number of households in sample	3,586	578	212	236	1,861	7,178	
Average number of persons per household:							
All persons	2.92	3.21	2.91	2.91	2.51	2.55	
Adults	2.05	2.16	1.97	1.85	1.73	1.89	
Children	0.87	1.05	0.94	1.06	0.78	0.66	
Under 2	0.09	0.11	0.13	0.15	0.10	0.07	
2 and under 5	0.15	0.16	0.14	0.25	0.17	0.12	
5 and under 18	0.63	0.78	0.67	0.66	0.51	0.47	
Persons working	1.79	1.81	1.56	0.27	0.33	0.12	
Persons not working	1.13	1.40	1.35	2.63	2.18	1.39	
Average age of head of household	41	44	40	40	47	50	
Average weekly household expenditure (£)	222.29	243.02	164.00	104.53	130.78	101.65	178.10
Commodity or service:							
Housing—Gross	36.52	45.12	30.47	24.54	29.87	27.69	33.70
Net	35.78	44.40	22.95	9.52	19.58	21.42	29.92
Fuel, light and power	10.81	12.57	10.52	9.40	10.65	9.09	10.43
Food	41.60	47.13	31.61	27.69	29.36	21.87	34.97
Alcoholic drink	10.88	11.89	7.95	6.63	5.19	3.31	8.21
Tobacco	5.11	5.83	6.74	6.40	5.54	2.23	4.55
Clothing and footwear	17.70	19.24	10.29	7.65	9.86	5.95	13.46
Durable household goods	18.13	19.34	13.01	7.66	9.42	6.39	13.83
Other household goods	17.23	19.48	11.55	8.85	11.01	7.64	13.87
Transport and vehicles	34.96	34.49	29.44	11.59	16.41	8.96	25.43
Services	29.07	27.25	19.14	8.80	13.37	14.61	22.67
Miscellaneous	1.02	1.40	0.80	0.34	0.39	0.18	0.74
Average weekly income (£)	315.12	305.37	187.60	107.15	130.37	114.91	233.68
Gross income of household members:							
Head	228.55	222.19	122.08	68.80	87.12	83.48	168.14
Wife	55.00	54.46	34.94	18.64	17.99	14.77	39.11
Others	31.57	28.71	30.58	19.71	25.26	16.65	26.43
Sources of income:							
Wages and salaries	271.38	53.07	115.72	24.58	26.87	13.89	150.32
Social security benefits	12.64	16.54	37.93	57.06	53.60	55.51	30.30
Other	31.10	235.74	33.95	25.51	49.90	45.51	53.06

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



Photo: Mike Abrahams/Network.

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

	With dependent children		Without dependent children		All working	All not working	All non-retired households with married women
	Working	Not working	Working	Not working			
Number of households in sample	1,170	855	1,151	608	2,321	1,463	3,784
Average number of persons per household:							
All persons	4.03	4.24	2.47	2.45	3.26	3.50	3.35
Adults	2.20	2.15	2.39	2.39	2.30	2.25	2.28
Children	1.82	2.09	0.08	0.06	0.96	1.25	1.07
Under 2	0.12	0.36	—	—	0.06	0.21	0.12
2 and under 5	0.23	0.53	—	—	0.12	0.31	0.19
5 and under 18	1.47	1.20	0.08	0.06	0.78	0.72	0.76
Persons working	2.21	0.95	2.29	1.00	2.25	0.97	1.07
Persons not working	1.82	3.29	0.19	1.45	1.01	2.53	1.60
Average age of head of household	39	26	45	56	42	44	43
Average weekly household expenditure (£)	255.86	198.92	243.75	200.33	249.85	199.51	230.39
Commodity or service:							
Housing—Gross	40.33	37.01	38.71	34.37	39.53	35.91	38.16
Net	39.92	32.47	38.45	31.88	39.19	32.22	36.50
Fuel, light and power	12.59	11.97	10.96	11.16	11.78	11.63	11.72
Food	51.31	43.66	42.56	39.19	46.97	41.80	44.97
Alcoholic drink	11.32	7.09	13.36	9.27	12.33	8.00	10.66
Tobacco	5.67	5.98	5.86	5.78	5.76	5.90	5.81
Clothing and footwear	22.02	14.63	18.64	13.47	20.34	14.15	17.95
Durable household goods	19.63	16.74	21.12	15.73	20.37	16.32	18.80
Other household goods	20.06	16.26	20.03	15.49	20.04	15.94	18.45
Transport and vehicles	37.07	27.36	42.83	33.94	39.93	30.10	36.13
Services	33.89	21.66	29.50	24.17	31.71	22.70	28.23
Miscellaneous	2.38	1.11	0.45	0.24	1.42	0.75	1.16
Average weekly income (£)	346.19	246.95	368.21	248.09	357.11	247.42	314.70
Gross income of household members:							
Head	240.78	214.78	218.95	191.42	229.96	205.07	220.34
Wife	85.93	20.27	107.93	17.67	96.84	19.19	66.82
Others	19.48	11.90	41.33	39.01	30.31	23.17	27.55
Sources of income:							
Wages and salaries	261.58	169.54	298.01	136.18	279.65	155.68	231.72
Social security benefits	18.42	32.11	7.68	30.52	13.09	31.45	20.19
Other	66.20	45.30	62.53	81.39	64.37	60.30	62.80

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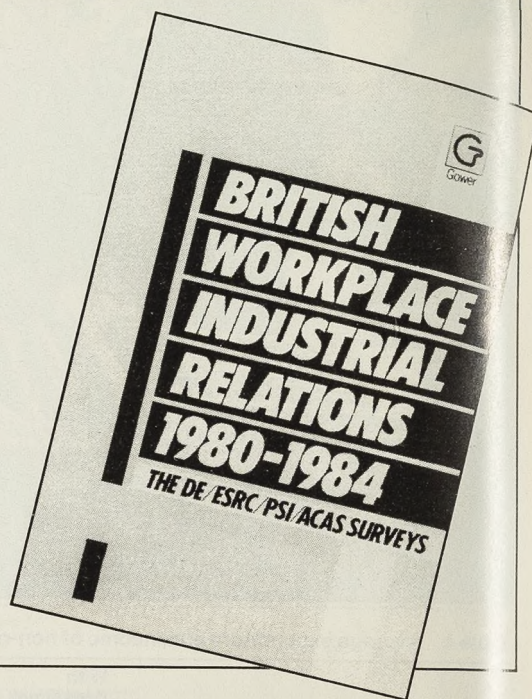
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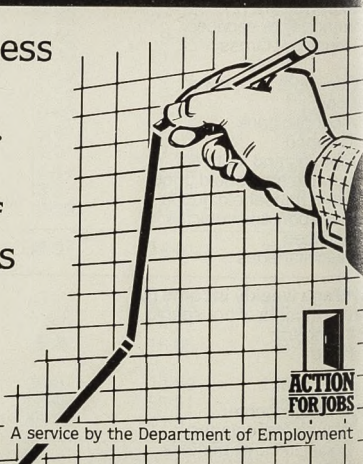


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Food is the largest largest category of household expenditure.

where the head of the household is in work. The average weekly income of heads of households who are self-employed has also been revised, from £305.11 per week to £305.37 per week.

Married women (table 4)

Table 4 illustrates the pattern of expenditure and income in households in which the head was a non-retired married woman, working or not working. The revisions to the expenditure figures in this table are again widespread, with the largest reductions occurring in those households where the married woman is working.

Availability of durable goods (table 5)

This table has not been revised and is included merely for completeness.

Regional expenditure (table 6)

All regions have shown a reduction in expenditure with the largest revisions occurring to the figures for the South East and Greater London.

Further information

Further information on the arrangements for publication of the revisions to the annual report, and on the revised figures, are available from Statistics A6, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.

Table 5 Households with certain durable goods, in 1986 by household composition and in the two years 1985 and 1986 by region

	Number of households in sample	Percentage of households with				Central heating (full or partial)	Washing machine	Refrigerator or fridge freezer	Freezer or fridge freezer	Television	Telephone	Video recorder	Home computer
		Car/van	One	Two	Three or more								
Household composition													
One adult:													
Low income pensioner*	655	7	—	—	7	52	48	91	27	94	64	2	—
Other retired	318	27	—	—	27	68	61	94	48	95	87	3	1
Non-retired	768	43	1	—	44	58	58	92	46	88	64	20	4
One adult, one child‡	165	23	1	—	24	64	82	96	56	96	59	27	12
One adult, two or more children‡	164	34	1	—	35	68	93	97	72	100	70	45	32
One man, one woman:													
Low income pensioner*	331	42	—	—	42	57	81	96	61	99	79	5	1
Other retired	399	64	5	—	69	71	87	98	75	100	93	15	3
Non-retired	1,362	58	20	2	80	75	92	99	78	98	88	41	8
Two men or two women	177	33	15	—	48	59	74	94	55	97	76	24	8
One man, one woman with													
One child	612	53	25	2	81	76	96	99	84	99	84	55	25
Two children	835	57	26	2	85	82	98	99	87	99	88	59	40
Three children	294	55	24	1	79	81	97	99	83	100	81	53	37
Two adults, four or more children	103	52	8	2	62	64	88	97	80	99	62	56	37
Three adults	437	39	32	11	82	74	93	100	83	99	90	51	13
Three adults, one or more children	271	39	29	16	84	80	97	99	89	100	90	62	34
Four or more adults	168	30	28	32	90	77	93	99	89	99	93	67	19
Four or more adults, one or more children	89	32	27	27	86	80	92	100	84	99	88	70	29
All UK households†	7,178	44	15	3	62	70	83	97	69	97	81	36	15
Regions‡													
North	871	42	8	2	52	74	86	96	65	98	71	34	11
Yorkshire and Humberside	1,346	44	12	2	58	64	89	97	64	97	76	28	13
North West	1,610	42	12	2	56	63	83	97	63	98	77	31	15
East Midlands	1,013	47	15	4	65	73	89	97	71	98	78	35	14
West Midlands	1,319	43	15	3	60	64	81	96	64	99	76	33	14
East Anglia	518	53	18	3	73	71	86	99	71	98	88	30	11
South East	4,089	46	18	4	68	75	78	98	76	97	88	38	15
Greater London	1,500	42	13	2	57	70	71	97	70	96	85	37	13
Rest of South East	2,589	48	21	5	74	78	82	99	79	98	89	38	17
South West	1,120	48	20	4	72	74	82	99	77	98	85	33	15
Wales	759	49	14	4	66	71	84	97	69	96	79	30	16
Scotland	1,288	40	10	2	53	61	87	96	57	97	77	33	13
Northern Ireland	257	42	14	2	59	71	81	95	46	96	73	23	5
All regions	14,190	45	15	3	63	70	83	97	68	97	81	33	14

* See footnote to table 1.

† Includes 30 households in compositions not shown separately.

‡ See footnote to table 1.

§ Figures by region are based on the averages of 1985 and 1986 survey results.

Table 6 Average household expenditure and income in the two years 1985 and 1986 by region

	North	Yorkshire and Humberside	North West	East Midlands	West Midlands	East Anglia	South East	Greater London
Number of households in sample	871	1,346	1,610	1,013	1,319	518	4,089	1,500
Average number of persons per household:								
All persons	2.50	2.53	2.54	2.65	2.70	2.56	2.53	2.42
Adults	1.88	1.85	1.87	1.95	1.93	1.94	1.89	1.83
Children	0.62	0.68	0.68	0.70	0.77	0.62	0.64	0.59
Under 2	0.06	0.07	0.07	0.07	0.08	0.08	0.08	0.08
2 and under 5	0.11	0.12	0.12	0.12	0.11	0.12	0.11	0.11
5 and under 18	0.44	0.49	0.48	0.51	0.57	0.41	0.45	0.39
Persons working	1.07	1.06	1.11	1.25	1.15	1.22	1.24	1.15
Persons not working	1.44	1.47	1.44	1.40	1.55	1.34	1.29	1.27
Average age of head of household	51	51	50	50	50	51	50	49
Average weekly household expenditure (£)	144.95	147.58	155.73	158.77	157.53	172.62	201.75	195.93
Commodity or service:								
Housing—Gross	26.21	27.09	30.22	28.37	30.49	32.35	40.55	39.97
Net	21.68	23.35	25.64	25.17	26.09	29.43	37.36	35.59
Fuel, light and power	9.61	9.79	9.89	9.91	10.03	10.71	10.05	9.62
Food	30.98	30.77	31.87	32.88	32.84	33.67	37.03	38.00
Alcoholic drink	8.60	7.62	8.38	8.14	7.63	7.26	8.44	9.09
Tobacco	5.02	4.19	4.95	4.60	4.28	3.71	4.00	4.36
Clothing and footwear	13.08	10.86	11.69	10.94	12.63	11.82	14.53	14.82
Durable household goods	9.58	10.98	10.12	11.12	11.10	13.68	16.54	16.29
Other household goods	11.05	11.11	11.51	12.50	12.15	15.12	15.71	14.57
Transport and vehicles	19.10	19.71	22.49	24.00	21.85	26.59	30.80	26.55
Services	15.61	18.70	18.54	18.99	18.33	20.04	26.39	26.23
Miscellaneous	0.65	0.49	0.67	0.54	0.60	0.60	0.91	0.82
Average weekly income (£)	187.72	193.34	203.68	217.23	208.69	224.48	269.06	267.51
Gross income of household members:								
Head	136.74	140.60	144.16	152.85	150.01	162.69	196.34	192.04
Wife	29.08	33.54	35.05	39.56	34.49	35.50	42.82	38.86
Others	21.90	19.20	24.46	24.81	24.19	26.28	29.91	36.61
Sources of income:								
Wages and salaries	119.50	119.74	130.31	143.88	137.73	139.32	178.67	177.64
Social security benefits	31.87	31.92	32.72	29.24	30.94	27.57	25.66	26.63
Other	36.35	41.68	40.64	44.11	40.02	57.58	64.73	63.24

* Figures by region are based on the averages of 1985 and 1986 survey results. National figures are also shown for 1986.



Taking a close look at the prices offered by a street trader.

Photo: Jim Stagg.

Table 6 (cont'd) Average household expenditure and income in the two years 1985 and 1986 by region

Rest of South East	South West	Wales	Scotland	Northern Ireland	United Kingdom*		Number of households in sample
					(1985-86)	(1986)	
2,589	1,120	759	1,288	257	14,190	7,178	Average number of persons per household:
2.60	2.58	2.61	2.57	2.90	2.57	2.55	All persons
1.92	1.93	1.95	1.88	1.93	1.90	1.89	Adults
0.68	0.65	0.65	0.69	0.97	0.67	0.66	Children
0.07	0.08	0.06	0.08	0.07	0.07	0.07	Under 2
0.11	0.10	0.10	0.11	0.20	0.12	0.12	2 and under 5
0.49	0.46	0.49	0.49	0.70	0.48	0.47	5 and under 18
1.29	1.21	1.09	1.15	0.98	1.16	1.16	Persons working
1.31	1.37	1.52	1.43	1.92	1.41	1.39	Persons not working
50	52	52	49	50	50	50	Average age of head of household
205.12	174.23	154.66	158.80	164.17	170.39	178.10	Average weekly household expenditure (£)
40.88	32.59	25.32	24.73	25.23	31.96	33.70	Commodity or service:
38.39	30.04	21.68	20.54	21.13	28.30	29.92	Housing—Gross
10.30	10.51	10.99	10.26	15.52	10.20	10.43	Net
36.46	33.54	33.15	33.38	36.83	33.85	34.97	Fuel, light and power
8.06	7.01	8.12	8.92	5.29	8.08	8.21	Food
3.78	4.01	4.77	5.99	5.25	4.49	4.55	Alcoholic drink
14.36	10.94	12.02	12.93	15.86	12.70	13.46	Tobacco
16.68	13.33	9.41	12.85	7.92	12.73	13.83	Clothing and footwear
16.37	14.34	12.46	12.07	11.31	13.24	13.87	Durable household goods
33.26	26.11	23.36	22.23	27.04	25.00	25.43	Other household goods
26.49	23.63	18.06	18.92	17.45	21.10	22.67	Transport and vehicles
0.96	0.75	0.64	0.73	0.55	0.71	0.74	Services
269.96	232.63	202.58	210.16	192.78	225.37	233.68	Average weekly income (£)
199.63	171.86	141.74	148.11	131.00	162.56	168.14	Gross income of household members:
44.30	35.36	35.02	36.56	37.66	37.13	39.11	Head
26.02	25.40	25.82	25.49	24.12	25.67	26.43	Wife
							Others
179.27	139.87	120.99	143.74	119.27	145.84	150.32	Sources of income:
25.09	28.24	35.43	30.27	37.31	29.61	30.30	Wages and salaries
65.60	64.52	46.16	36.15	36.20	49.92	53.06	Social security benefits
							Other

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Special Feature



Pensioners in Blackburn supermarket.

Photo: Mike Abrahams/Network

Pensioner price indices: revision of weights

This article gives the weights being used in 1988 for the two special price indices which are compiled for pensioner households mainly dependent on state benefits.

In a report in 1968 (cmd 3677) the Retail Prices Index Advisory Committee (then called the Cost of Living Advisory Committee) recommended that two special indices of retail prices should be compiled to cover the low-income pensioner households whose expenditure has always been excluded from the weighting pattern of the general index of retail prices. The Committee

recommended that the indices, for one and two-person pensioner households, should be compiled in the same way as the general index except that they should exclude housing costs and be quarterly rather than monthly. For purposes of these indices 'pensioner households' are defined as those deriving at least three-quarters of their income from national insurance retirement pensions and

Table 1 Average weekly household expenditure by type of household in 1986

	General index households	One-person pensioner households	Two-person pensioner households	High-income households	All* households in the FES
Number of households	5,855	655	338	322	7,178
Percentage of households:					
Tenants	36	71	59	9	39
Owner-occupiers	64	29	41	91	61
Average number of people per household:					
Retired	0.26	0.97	1.88	0.08	0.40
All	2.71	1.00	2.00	3.37	2.55
Average expenditure by RPI categories (£)					
Food	27.60	12.30	22.90	40.54	26.56
Catering	8.56	1.30	1.59	27.41	8.41
Alcoholic drink	8.64	1.25	2.93	20.36	8.21
Tobacco	4.99	1.04	2.96	5.55	4.55
Housing†	21.05	18.15	18.53	31.57	21.13
Fuel and light	10.55	7.32	9.70	15.33	10.43
Household goods	13.85	3.17	6.25	39.74	13.67
Household services	7.81	3.44	3.66	19.97	7.75
Clothing and footwear	13.66	3.22	5.25	39.22	13.46
Personal goods and services	6.67	1.79	3.19	16.15	6.48
Motoring expenditure	22.16	1.01	6.30	61.38	21.22
Fares and other travel costs	3.79	0.82	0.95	12.31	3.76
Leisure goods	9.02	1.59	2.92	20.02	8.55
Leisure services	5.04	1.47	1.91	17.57	5.12
All	163.37	57.87	89.04	367.11	159.31
Expenditure excluded from the RPI (£)					
Imputed rent	12.82	4.50	7.02	30.45	12.58
Gifts, donations, etc.	2.26	.80	1.24	9.14	2.39
Holiday expenditure††	6.18	.53	.79	23.07	6.16
Repayment and servicing of debts	0.77	0.01	0.03	1.71	0.71
Miscellaneous§	0.77	0.10	0.06	2.24	0.74
All expenditure (gross) recorded in the FES	186.16	63.80	98.19	433.72	181.88
less housing benefit, etc	2.84	11.99	7.69	0.11	3.78
All expenditure (net) recorded in the FES	183.32	51.81	90.50	433.62	178.10

* Components do not aggregate precisely to the total as a small number of pensioner households consist of more than two persons.

† Measured gross of housing benefit but excluding imputed rent and mortgage interest payments.

†† Includes air fares and the rent and rates of second homes.

§ Expenditure not assignable elsewhere, eg children's pocket money.

other social security benefits. Following the latest report of the Advisory Committee (cmd 9848) the definition of 'income' used for this purpose has, since January 1987, excluded the imputed rents of owner-occupiers but included the assistance which some households receive towards meeting their housing costs.

Pensioner households as defined above account for about 45 per cent of all retired people. The remainder—including most of those with an occupational pension or other income not from the state—are covered by the general index, which is regarded as the best overall measure of the rate of inflation facing consumers.

In common with those for the general index the pensioner weights are based on the results of the Family Expenditure Survey (FES). Table 1 shows how average expenditure differed in 1986 as between the households covered by the general index, the two categories of pensioner household and the high-income households whose expenditure is also excluded from the weighting of the general index. (High-income households were defined in the first half of 1986 as those with a gross weekly income above £525 and in the second half as those above £575, corresponding in each case to the top 4 per cent of the income distribution.) It can be seen that, besides

having very different levels of spending, the households excluded from the general index show quite different patterns of expenditure. Indeed, this is the main reason for their exclusion.

Because the FES data for pensioners are subject to relatively large sampling errors the weights for the pensioner indices, though revised every year, are based on the combined results for the latest available three-year period. Those for use in 1988 have been calculated from FES data from mid-1984 to mid-1987, revalued to January 1988 price levels, and are given in table 2.

To illustrate the difference in expenditure patterns the sub-group weights from table 1 can be compared with the corresponding general index weights (as published in the April 1988 issue of *Employment Gazette* but with housing excluded). This is done in table 3, from which it can be seen that the pensioner indices are much more affected by changes in the prices of food, fuel and light and much less affected by motoring costs.

Given these large differences in weighting it might be expected that the pensioner price indices would move very differently from the general index excluding housing but in practice this is not so. In the ten years to the fourth quarter of 1987 the one- and two-person indices increased

Table 2 Price indices for pensioner households mainly dependent on state benefits: weights for use in 1988

	Weight out of 1,000			Weight out of 1,000	
	One-person pensioner households	Two-person pensioner households		One-person pensioner households	Two-person pensioner households
Food	318	333	Fuel and light	182	137
Bread	21	22	Coal and solid fuels	28	29
Cereals	8	8	Electricity	82	59
Biscuits and cakes	21	19	Gas	58	40
Beef	17	24	Oil and other fuels	14	9
Lamb	10	12	Household goods	75	87
of which Home-killed lamb	3	4	Furniture	5	9
Pork	7	9	Furnishings	14	18
Bacon	10	12	Electrical appliances	15	21
Poultry	12	12	Other household equipment	9	11
Other meat	22	24	Household consumables	25	22
Fish	15	17	Pet care	7	6
of which Fresh fish	5	6	Household services	79	48
Butter	7	7	Postal charges	6	5
Oils and fats	6	7	Telephone charges	40	27
Cheese	8	8	Domestic services	16	9
Eggs	9	9	Fees and subscriptions	17	7
Milk	29	28	Clothing and footwear	68	67
Milk products	6	5	Men's outerwear	7	13
Tea	10	10	Women's outerwear	23	17
Coffee and other hot drinks	6	6	Children's outerwear	2	1
Soft drinks	9	9	Other clothing	18	19
Sugar and preserves	10	10	Footwear	18	17
Sweets and chocolates	9	9	Personal goods and services	50	49
Potatoes	11	12	Personal articles	4	7
of which Unprocessed potatoes	8	9	Chemists' goods	23	22
Vegetables	22	22	Personal services	23	20
of which Fresh vegetables	15	15	Motoring expenditure	24	77
Fruit	16	15	Purchase of motor vehicles	3	15
of which Fresh fruit	14	12	Maintenance of motor vehicles	8	13
Other foods	17	17	Petrol and oil	8	29
Catering	32	23	Vehicle tax and insurance	5	20
Restaurant meals	19	12	Fares and other travel costs	21	17
Take-away meals and snacks	13	11	Rail fares	2	1
Alcoholic drink	33	43	Bus and coach fares	14	12
Beer	17	27	Other travel costs	5	4
of which 'On licence' sales	13	21	Leisure goods	46	45
'Off licence' sales	4	6	Audio-visual equipment	2	3
Wines and spirits	16	16	Records and tapes	2	1
of which 'On licence' sales	4	4	Toys, photographic and sports goods	3	3
'Off licence' sales	12	12	Books and newspapers	34	31
Tobacco	33	47	Gardening products	5	7
Cigarettes	31	42	Leisure services	39	27
Other tobacco	2	5	Television licences and rentals	36	24
			Entertainment and recreation	3	3
			All items	1,000	1,000

Table 3 Comparison of pensioner and general index weights (excluding housing) for 1988

	Weight out of 1,000		
	One-person pensioner households	Two-person pensioner households	General index households
Food	318	333	198
Catering	32	23	54
Alcoholic drink	33	43	90
Tobacco	33	47	45
Fuel and light	182	137	72
Household goods	75	87	87
Household services	79	48	52
Clothing and footwear	68	67	88
Personal goods and services	50	49	45
Motoring expenditure	24	77	151
Fares and other travel costs	21	17	26
Leisure goods	46	45	56
Leisure services	39	27	36
All items except housing	1,000	1,000	1,000

by 7.3 and 7.4 per cent per annum on average, and the equivalent general index by 7.4 per cent per annum. For the indices to diverge the differences in weighting would need not only to be significant in themselves but also to be correlated with differences in price movements as between the various categories of goods and services, and in general this has not been the case.

The FES provides expenditure information for many other categories of household besides those for which price indices are compiled, and users wishing to analyse this information may find it helpful to have a more detailed version of *table 1*. This is available on request from the Statistics Division (Branch D1), Caxton House, Tothill Street, London SW1H 9NF at a cost of £2.

All the data quoted in this article, and all those used in compiling the weights for the general RPI and pensioner price indices, take account of the revisions made to the FES results after they had first been published, and are consistent with the figures quoted in the present issue of *Employment Gazette*.

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Labour Market Statistics:

Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes

June 16, Thursday

July 14, Thursday

Aug 18, Thursday

Retail Prices Index

June 17, Friday

July 15, Friday

Aug 19, Friday

Tourism

July 6, Wednesday

Aug 3, Wednesday

Aug 31, Wednesday

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

Unemployment and vacancies: 01-273 5599 (Ansafone Service).

Retail Prices Index: 0923 228500 ext. 456 (Ansafone Service).

Tourism: 01-273 5507.

Employment and hours: 0928 715 151 ext. 2570 (Ansafone Service).

Average Earnings Index: 0923 228500 ext. 408 or 412

Trends in labour statistics

Summary

Unemployment figures (seasonally adjusted, claimants) continued to fall, by 49,000 between March and April, bringing the total below 2 1/2 million and to the lowest level (on a consistent basis) for 6 1/2 years. The series has now fallen continuously since July 1986, by more than 3/4 million, the largest sustained fall since the war. Long-term unemployment is now falling more quickly than total unemployment, particularly among young people.

Vacancies at jobcentres remain relatively high. In April there were 253,700 notified vacancies (seasonally adjusted excluding Community Programme), 17 per cent more than a year ago.

Latest figures for manufacturing employment show an increase of 1,000 over the first quarter of 1988, indicating that the trend has levelled out. Figures for the total employed labour force, little revised, confirm that the employed labour force increased by an estimated 146,000 in the fourth quarter of 1987, contributing to an increase of 506,000 in the year ending December 1987. This is the largest increase in any year for over 30 years. Since March 1983, when the current upward employment trend began, the increase in the employed labour force has been 1,659,000, more than the rest of the European Community combined.

The underlying increase in average earnings in the year to March was about 8 1/2 per cent, the same as for each of the previous three months.

The rate of inflation in April, as measured by the 12-month change in the retail prices index, rose to 3.9 per cent from the 3.5 per cent recorded in March. The overall level of prices was 1.6 per cent higher in April than in March compared with the increase of 1.2 per cent between the corresponding months last year.

The number of working days lost through stoppages of work due to industrial action in the 12 months to March 1988 was provisionally recorded at 2.5 million. This compares with 3.3 million days lost in the 12 months to March 1987, and an annual average of 11.0 million days for the ten-year period 1978 to 1987.

The number of overseas visitors to the United Kingdom in the three months to February 1988 was 14 per cent higher than in the corresponding period a year earlier, with the number of visits from Western Europeans increasing by

19 per cent. The number of visits abroad by UK residents was unchanged compared with the same period a year earlier. The travel account of the balance of payments was zero in the latest three months, compared with a surplus of £125 million in the three-month period to February 1987.

Economic background

Growth in the UK is continuing. Provisional estimates suggest that *Gross Domestic Product (output based)* increased by a little under 1/2 per cent between the fourth quarter of 1987 and the first quarter of 1988 to a level about 4 1/2 per cent higher than a year earlier.

Output of the production industries in the first quarter of 1988 is provisionally estimated to have declined by 1 per cent from the level of the previous quarter, but still to be 2 1/2 per cent higher than in the corresponding period a year earlier. *Manufacturing output* in the first quarter was little changed compared with the previous quarter and 5 1/2 per cent higher, than in the first quarter of 1987. Within manufacturing, there was an increase in the output of other minerals of 6 per cent between the latest two quarters. There were also increases in the output of the metals industry of 4 per cent and in the output of the food, drink and tobacco and 'other manufacturing' industries of 2 per cent. The output of the engineering and allied industries and textiles and clothing industries declined by 2 per cent and the output of the chemicals industry fell by 1 per cent. Output in the energy sector in the latest quarter was depressed by the relatively mild weather and by the dispute in the coal industry during February. In the first quarter of 1988 it was 2 1/2 per cent lower than in the fourth quarter 1987 and 5 per cent lower than in the corresponding period a year earlier.

Consumers' expenditure in the first quarter of 1988 was provisionally estimated at £44.1 billion at 1980 prices. This is a 1/2 per cent increase over the previous quarter and 6 per cent higher than a year earlier. The volume of *retail sales* (provisional estimate) in April was a little above the level in March. In the three months to April the volume of sales was over 1 per cent above that of the previous three months and nearly 6 1/2 per cent higher than in the corresponding period a year earlier.

Capital expenditure, expressed in 1980 prices, by the manufacturing, construction, distribution and financial industries in the first quarter of 1988 was provisionally estimated to be over 1 per cent higher than in the previous quarter and 14 per cent above its level of the corresponding quarter of last year. Within the total, expenditure by manufacturing industry increased by almost 5 per cent between the latest two quarters, and was over 8 1/2 per cent higher than in the first quarter of 1987. Investment by the construction, distribution and financial industries was 1/2 per cent lower than in the preceding quarter, but almost 17 per cent higher than in the same period of 1987.

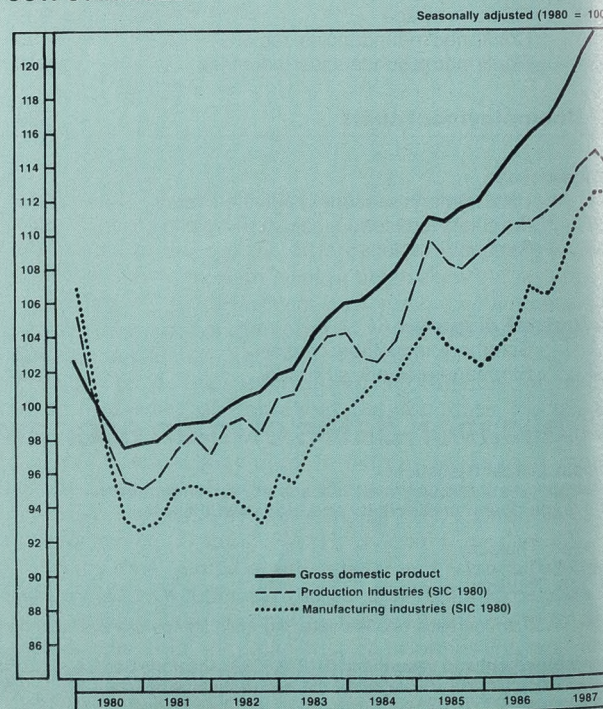
Stocks held by the UK industry on the revised estimate and at 1980 prices rose by about £770 million in 1987 as a whole and by about £140 million in the fourth quarter. The provisional estimate for the first quarter of 1988 shows an increase in stocks held by wholesalers of around £90 million and by retailers of around £40 million. Retailers and wholesalers have now been stockbuilding for 12 and six successive quarters respectively. Stocks held by manufacturers fell by almost £80 million in the first quarter. In the energy and water supply industry, stocks rose by

£320 million in the fourth quarter of 1987.

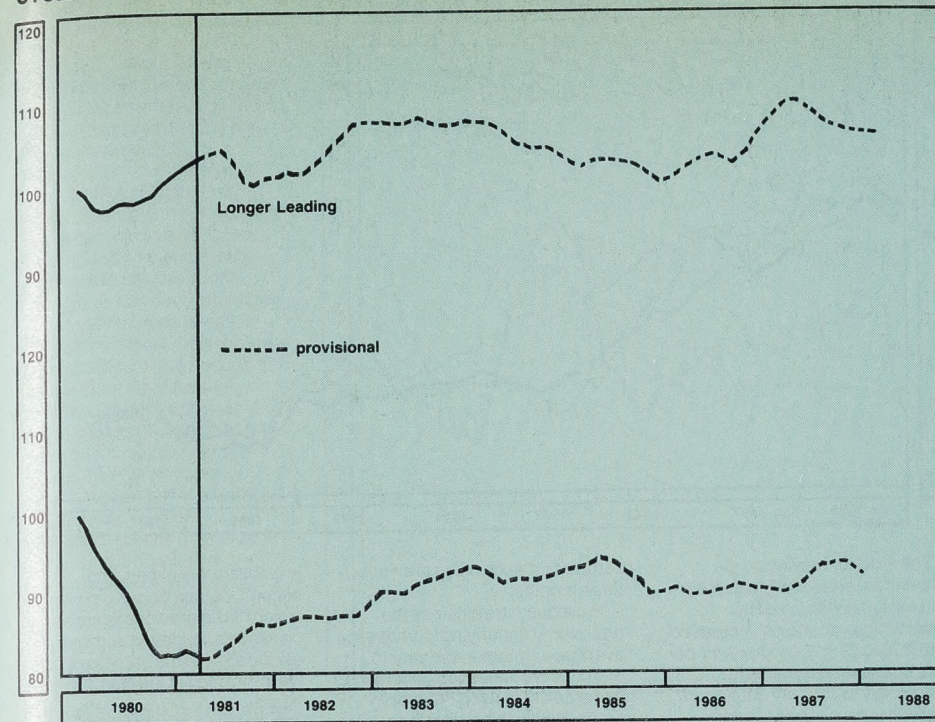
The *Public Sector Borrowing Requirement* (not seasonally adjusted) in April is estimated to have been minus £0.9 billion (that is, a net repayment). This compares with a PSBR of £2.0 billion in April 1987. Proceeds from the receipts of the final payment for British Gas shares and repayment of some British Gas debentures totalled some £1.8 billion in April, so that the PSBR, excluding privatisation proceeds, was £0.9 billion. This compares with £2.2 billion in April 1987. Comparisons between individual months are affected by changes in the pattern of borrowing and by erratic influences.

Sterling's effective exchange rate index in April 1988 rose by nearly 2 1/2 per cent to 78.2. Sterling rose by 2 1/2 per cent against the dollar and by 2 per cent against both the deutschmark and the EMS currencies in total. There was also a rise of 1/2 per cent against the yen. The sterling index was 8 per cent higher than in April 1987, with rises of 15 per cent against the dollar, 6 1/2 per cent against the deutschmark and 7 1/2 per cent against EMS currencies. However, sterling rose by 1/2 per cent against the Japanese yen over the 12-month period. The sterling exchange rate index was 78.4 on May 1, 1988 and fell slightly

OUTPUT INDICES



CYCLICAL INDICATORS: Composite indices of indicator groups



to 78.3 by Thursday, May 26. *UK base rates* fell by 1/2 per cent to 7 1/2 per cent on May 18, 1988. This followed two 1/2 per cent falls on April 11 and March 17 and a 1/2 per cent rise on February 1.

On preliminary figures, the current account of the *balance of payments* in the first quarter 1988 is estimated to have been in deficit by £1.8 billion, compared with £1.3 billion in the previous quarter. Visible trade in the first quarter was in deficit by £3.6 billion following a £3.0 billion deficit in the previous quarter. Within the total the surplus on trade in oil fell from £1.1 billion in the fourth quarter of 1987 to £0.9 billion in the first quarter of 1988. The deficit in non-oil trade rose from £4.1 billion to £4.5 billion between the latest two quarters. The *volume of exports* fell by 6 1/2 per cent in the first quarter, and was 2 1/2 per cent less than a year earlier. The *volume of imports* fell by 3 per cent in the first quarter, but was 11 per cent higher than a year earlier. Balance of payments figures for the early months of 1988 need to be interpreted with caution because new customs procedures introduced on January 1, 1988 may have affected recorded trade figures.

Employment

Estimates of the number of employees in the production industries for March 1988 are newly available this month. The number of *employees employed in manufacturing industries* in Great Britain is estimated to have fallen by 6,000 in March 1988. However,

over the first quarter of 1988 there was an estimated increase of 1,000. Over the last six months for which figures are available (September 1987 to March 1988) there was a fall of 5,000 compared with falls of 19,000 and 54,000 in the previous two six-month periods (March 1987 to September 1987 and September 1986 to March 1987, respectively). This is clear evidence of a levelling out of the downward trend in manufacturing employment compared with the previous relatively rapid falls.

Figures for the rest of the

economy and the employed labour force in Great Britain remain as published last month except for slight revisions to reflect some late data now available. The *employed labour force*—which comprises employees in employment, the self-employed and HM forces—is estimated to have increased by 146,000 in the fourth quarter of 1987, contributing to overall increases of 506,000 in the year to December 1987 and of 1,659,000 since March 1983 (when the upward trend began).

Overtime working by operatives

in manufacturing industries remained high with an estimated 13.40 million hours per week worked in March, giving an average for the first quarter of 13.77 compared with 13.55 in the last quarter of 1987.

Hours lost through *short-time* working in manufacturing industries remain very low, at 0.23 million hours per week in March.

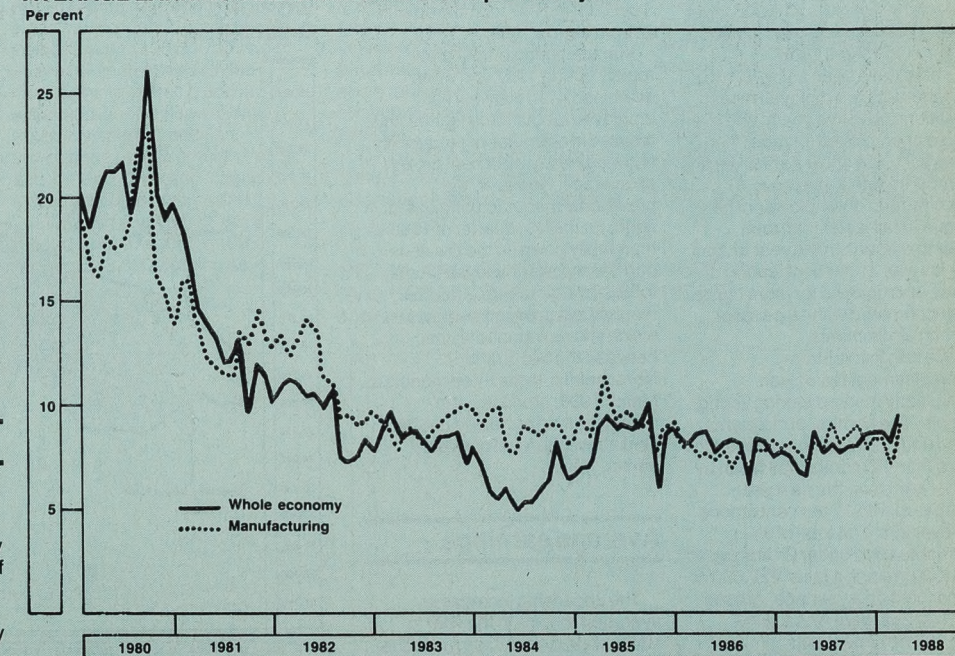
The *index of average weekly hours* worked by operatives (which takes account of overtime and short-time as well as normal basic hours) was estimated at 104.4 in March, 1988, giving an average of 104.6 in the first quarter of 1988. This compares with an average of 104.4 in the last quarter of 1987 and 103.1 in the first quarter of 1987.

Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom (claimants excluding school leavers) fell again—by 49,000—between March and April, to 2,455,000, the lowest level (on a consistent basis) since October 1981. The series has now fallen for 21 consecutive months, by 755,000 since the peak in July 1986—the largest sustained fall since the war. The adult unemployment rate fell by 8.8 per cent in April.

The downward trend in unemployment continues strongly, though less sharply than during the second half of 1987, when there was a fall of over 50,000 per month. In the latest six months to April there has been a fall of 43,100 a month on average—32,800 among men and 10,300 among women.

AVERAGE EARNINGS INDEX: Increases over previous year



Over the past three months, the average monthly fall has been 36,600.

Unemployment has continued to fall in all regions. Over the 12 months to April the adult unemployment rate for the UK has fallen by 2.0 percentage points. The largest falls in the rate over this period were in the West Midlands (2.5 percentage points), the North West and the North (both 2.3 points). The smallest falls in the rates over the past year were in Northern Ireland (1.4 percentage points) and Greater London (1.6 percentage points). Looking over a more recent period, the fall in the unemployment rate over the past six months has been fastest again in the West Midlands but slowest in Greater London.

The total of unemployed claimants in the UK (unadjusted including school leavers) fell by over 56,000 in April to 2,536,000, 9.1 per cent of the working population. The total was 571,000 lower than a year ago. Between March and April, there was an unadjusted fall of 61,000 among adults and an increase of some 5,000 among school-leavers. The school-leaver total, at 57,000, was about 10,000 or 15 per cent lower than a year ago. The fall of 61,000 among adult claimants in April was larger than the fall of about 12,000 attributable to seasonal influences, and so the seasonally adjusted adult total fell by 49,000.

The number of long-term unemployed (claimants unemployed for more than a year) showed a further substantial fall of 71,000 over the latest quarter to April, to reach 1,029,000. There was a record annual fall of 266,000 since April last year to a figure nearly 1/3 million lower than two years ago.

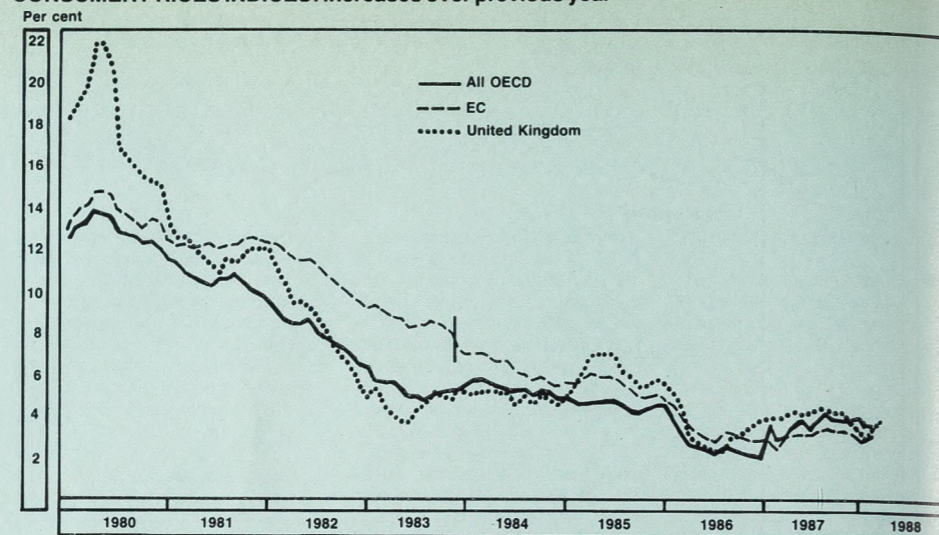
The number unemployed for more than six months similarly showed a sharp fall. At 1,513,000, the total in April was 414,000 lower than a year ago and over 1/2 million lower than in April 1986.

There have been sharp falls in the numbers unemployed for all durations up to five years; and even those unemployed for more than five years now show a small decline compared with a year ago.

Long-term unemployment has begun to fall faster than total unemployment. In the year to April the fall was 21 per cent among those unemployed for more than a year compared with 18 per cent among all claimants.

The falls in long-term unemployment have been particularly marked among young people. The number of claimants aged under 25 and unemployed for more than 12 months has fallen by 34 per cent over the past year compared with 17 per cent among the over 25s. The total of all claimants aged under 25 numbered 804,000 in April, a fall of 222,000 or 22 per cent on a year ago. Among the over 25s there was a fall of 349,000 or 17 per cent.

CONSUMER PRICES INDICES: Increases over previous year



The stock of vacancies at jobcentres (seasonally adjusted and excluding Community Programme vacancies) increased by 8,200 to 253,700 in April, 17 per cent higher than a year ago.

A survey in January confirmed that only about a third of total vacancies are reported to jobcentres.

Productivity

Output per head in the whole economy in the fourth quarter of 1987 was 1/2 per cent higher than in the third quarter and 3 per cent higher than in the fourth quarter of 1986. While the employed labour force grew at 1/2 per cent over the quarter (2 per cent over the year) output has grown faster, at 1 per cent over the quarter (5 1/4 per cent over the year). Productivity in the whole economy, therefore, grew by 3 per cent in 1987, compared with 2 1/2 per cent in 1986.

Manufacturing output grew rapidly during 1987 and when combined with relatively flat employed labour force figures, this resulted in estimates of productivity showing nearly 7 per cent growth on average. However, the provisional manufacturing output figure for the first quarter of 1988 is marginally down on the previous quarter and the employed labour force is marginally up. This has resulted in a productivity figure which shows a small decline between the two quarters. Nonetheless, in the three months to March 1988, productivity in manufacturing remained 5 1/2 per cent above the level of a year earlier.

Average earnings

The underlying increase in average earnings in the year to March was about 8 1/2 per cent, the

same as for each of the previous three months.

In production industries the provisional underlying increase in average earnings in the year to March was 8 1/2 per cent, about the same as the revised February figure. Within this sector the underlying change for manufacturing was also 8 1/2 per cent.

The provisional March estimate for the underlying increase in average earnings in the service industries was also 8 1/2 per cent, about the same as the revised figure for February.

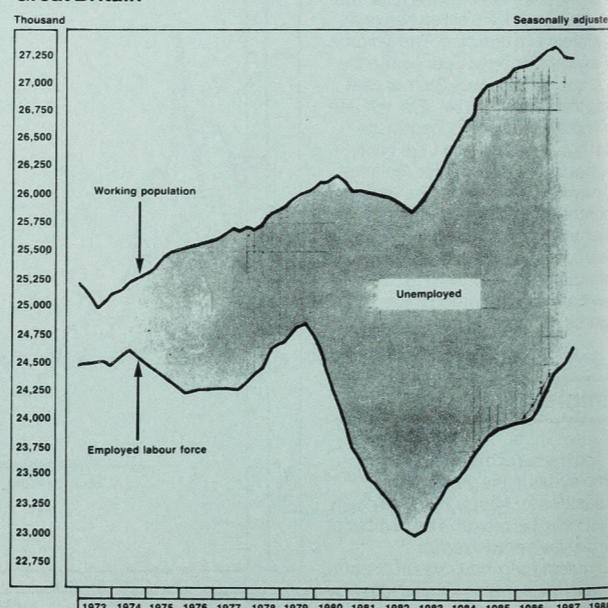
The actual increase in average earnings for the whole economy for the year to March, at 9.6 per cent, was 1 per cent higher than the underlying rate. Two factors contributed to this in about equal parts. First there was a very high

level of arrears of pay, and second, certain bonus payments, which had in previous years been classed as dividends and thus excluded from the earnings index, were included in the March 1988 figure.

In the three months to March, wages and salaries per unit of output in manufacturing were 2 1/2 per cent higher than a year earlier, an increase in average earnings of 8 per cent being offset by a rise in productivity of 5 1/2 per cent. This is the same rate of increase as was recorded for the previous three-month period to December 1987.

Unit wage cost figures for the whole economy show an annual rate of increase of 4 1/4 per cent for the fourth quarter of 1987 and 4 per cent for 1987 as a whole. This compares with an increase of 5 3/4 per cent for the previous year.

WORKING POPULATION AND EMPLOYED LABOUR FORCE: Great Britain



Prices

The annual rate of inflation, as measured by the 12-month change in the retail prices index, rose to 3.9 per cent for April from the 3.5 per cent recorded for March.

The overall level of prices was 1.6 per cent higher in April than in March, compared with the increase of 1.2 per cent recorded between the corresponding months last year. Annual increases in local authority rates and rents and water charges together accounted for nearly half the overall monthly rise in the index. Most of the budget increases in excise duties on alcohol, tobacco and petrol were reflected in prices for April and the lower standard rate of income tax increased the cost of mortgage interest payments not of tax relief. Prices for motor vehicles increased, TV licence fees were higher and the first phase of increased gas and electricity tariffs took effect from the beginning of the month.

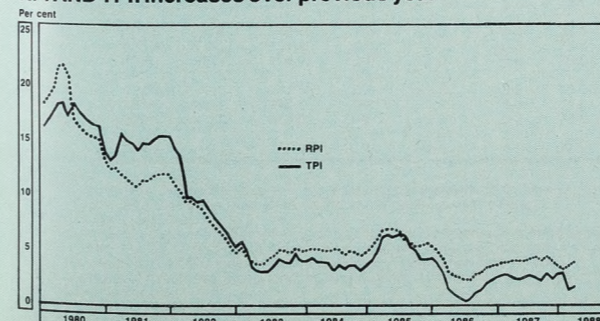
This increase in the annual rate of inflation partly reflects the increases in excise duties announced in the Budget, following the previous years Budget in which most excise duties were not changed. The annual rises in rents, rates, and water, gas and electricity charges were also greater than last year.

Higher industrial electricity costs and prices for home-produced food manufacturing materials led to prices for materials and fuels purchased by manufacturing industry increasing overall by about 0.6 per cent between March and April. This brought the annual rate of increase in these prices up to 2.8 per cent from the 2.3 per cent recorded for March.

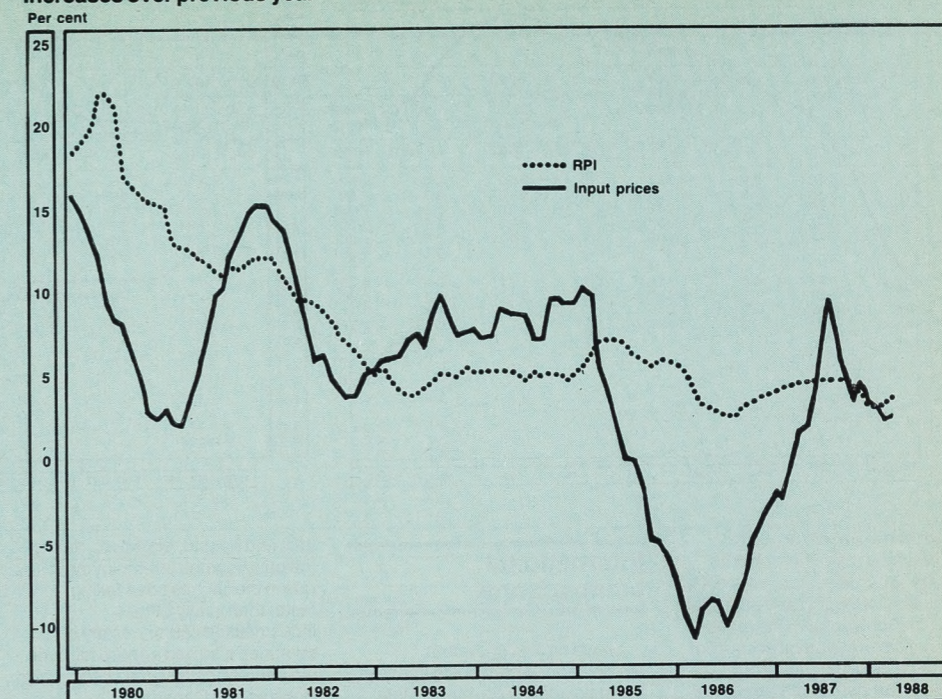
The increase in the price index for manufacturing industry output over the 12 months to April was a little higher at 4.2 per cent, compared with 4.1 per cent for March. Between March and April the index of these prices rose by 0.6 per cent, about one-quarter of which was the result of duty changes introduced in the Budget.

The tax and price index between March and April fell by 0.9 per cent as a result of the combined effect of changes in taxes, personal allowances and employees'

RPI AND TPI: Increases over previous year



RETAIL PRICES INDEX AND MOVEMENTS IN MANUFACTURERS' INPUT PRICES: Increases over previous year



National Insurance contributions, which took effect in April 1988, and price movements. However, this was slightly less than the fall between the corresponding months last year. As a result, the index increased by 1.7 per cent in the year to April, compared with 1.6 per cent recorded for March.

Industrial disputes

It is provisionally estimated that 248,000 working days were lost through stoppages of work due to industrial disputes in March 1988 including some 125,000 days lost as a result of stoppages in the motor vehicle industry, and an estimated 38,000 working days lost in sea transport. In addition, stoppages in public administration and the food, drink and tobacco industry group accounted for 20,000 days and 15,000, days respectively. The March 1988 figure of 248,000 working days lost

compares with 694,000 days lost (also provisional) in February 1988, 251,000 in March 1987 and an average of 955,000 for March during the ten-year period 1978 to 1987.

In the 12 months to March a provisional total of 2.5 million working days were lost, compared with 3.3 million days in the previous 12-month period and an annual average over the ten-year period 1978 to 1987 of 11.0 million days. The largest stoppages in the most recent 12-month period in terms of working days lost were the 1987 Civil Service pay dispute which accounted for 0.6 million days lost, several stoppages in the motor vehicle industry which also accounted for 0.6 million days lost and coal industry strikes which contributed 0.4 million days lost to the total.

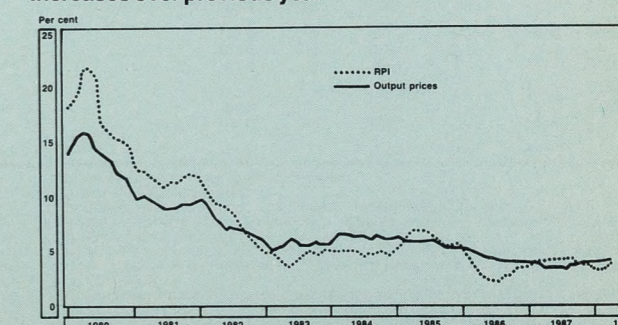
During the 12 months to March 1988, a provisional total of 882 stoppages have been recorded as

being in progress although this figure will be revised upwards because of late notifications. This figure compares with 1,148 stoppages in the 12 months to March 1987 and a ten-year average for the period 1978 to 1987 of 1,597 stoppages in progress.

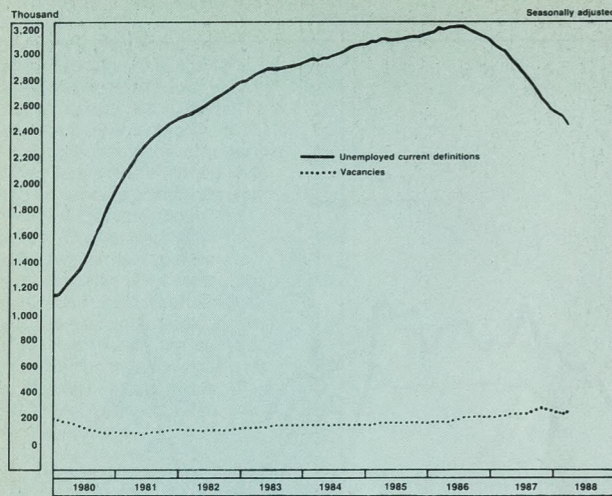
Overseas travel and tourism

It is provisionally estimated that overseas residents made 820,000 visits to the UK in February 1988, an increase of 22 per cent over the same month of 1987. About 63 per cent of these visits were made by Western European residents, 18 per cent by North American residents and 18 per cent by residents of other areas. During the same month, UK residents made 1,330,000 visits abroad, 3 per cent

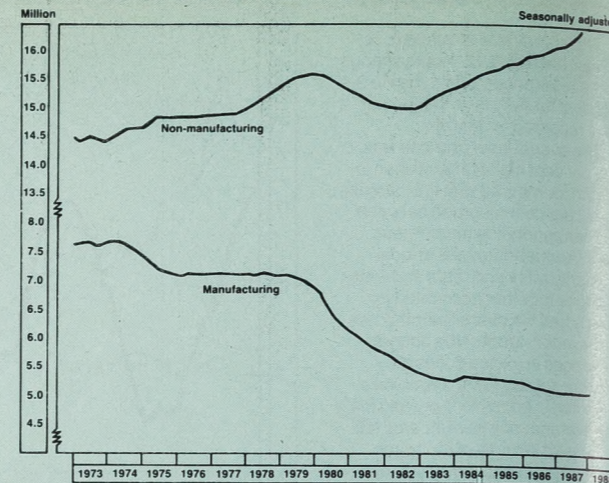
RETAIL PRICES INDEX AND MOVEMENTS IN MANUFACTURERS' SELLING PRICES: Increases over previous year



UNEMPLOYMENT AND VACANCIES: United Kingdom



MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: Great Britain



more than in February 1987.

Overseas residents spent an estimated £285 million in the UK in February, while UK residents spent £410 million abroad. This resulted in a deficit on the travel account of the balance of payments of £125 million, compared with a deficit of £51 million in February 1987.

In the three-month period from December 1987 to February 1988, it is provisionally estimated that overseas residents made 2.9 million visits to the UK, 14 per cent more than in the equivalent period a year earlier. Overseas residents' expenditure in the UK from December 1987 to February 1988 increased by 7 per cent compared with the previous year to £1,095 million. UK residents also spent £1,095 million abroad in the period, an increase of 21 per cent compared with a year earlier. This meant that the travel account of the balance of payments for December 1987 to February 1988 was in balance, compared with a surplus of £125 million in the equivalent period a year earlier.

International comparisons

Latest figures show that employment is continuing to rise in the major OECD countries. Data are not yet available for France and West Germany but in the other five major OECD economies civilian employment rose by 2.2 per cent in the year to the final quarter of 1987. Once again, the North American members recorded the largest rises—Canada 3.9 per cent and the United States 2.8 per cent. The United Kingdom recorded an increase of 2.2 per cent, compared with 1.5 per cent for Japan and 0.5 per cent for Italy. The figures for France and West Germany are unlikely to match those for the rest of the group.

The latest international comparisons of unemployment show that the unemployment rate in the UK is now lower than many of our European partners: France, Belgium, the Netherlands, Spain,

Italy and Ireland. Moreover, during the past year the unemployment rate in the UK has been falling faster than in any other industrialised country. Many other countries also had a sharp fall over the period including the USA, Belgium and Canada, but unemployment increased in Italy and West Germany. More recently, in the latest three months compared with the previous three months (as shown in table 2-18), the UK rate has again fallen faster than in all the other countries except Belgium, where there was a similar fall. Other countries which have experienced a fall over the period include Japan, the USA and Canada. Unemployment has recently continued to rise slightly in Spain and Italy.

In 1987 the United Kingdom's manufacturing productivity relative to the other six major industrialised countries continued the improvement shown in recent years. Since 1980, which marked the end of the period of slower growth experienced by most

countries in the 1970s, the growth in the UK's manufacturing productivity, at about 5¼ per cent a year, has been faster than any other major industrial country. Latest figures for manufacturing productivity in the United Kingdom show growth of about 7 per cent in 1987 over the previous year, compared with 6 per cent for Japan, 4 per cent for the United States, Italy and France, 3 per cent for Canada and only about ½ per cent for Germany.

Consumer prices increased in the 12 months to March by 4.9 per cent in Italy, 4.1 per cent in Canada, and 3.9 per cent in the United States. There were increases of 2.5 per cent in France, 1.0 per cent in West Germany and 0.6 per cent in the Netherlands. In Japan, prices increased by 0.5 per cent over the period. The rate in the United Kingdom for the same period, at 3.5 per cent, was close to the average for the OECD countries (3.5 per cent) but above the average for the European Community as a whole (3.0 per cent).

BACKGROUND ECONOMIC INDICATORS* 0.1

UNITED KINGDOM

	GDP average measure ²		Output GDP ^{3,4}				Index of output UK ⁵				Income			
	1980 = 100 %	%	1980 = 100 %		1980 = 100 %		1980 = 100 %		1980 = 100 %		1980 = 100 %		1980 = 100 %	
			Production industries ^{1,5}	Manufacturing industries ^{1,6}	Index of production OECD countries ¹	Real personal disposable income	Gross trading profits of companies ⁷	£ billion	%					
1982	100.7	1.7	100.1	1.7	98.4	1.9	94.2	0.2	96.6	-3.5	98.6	-0.1	20.8	16.8
1983	104.0	3.3	103.3	3.2	101.9	3.6	96.9	2.9	99.6	3.1	100.8	2.2	24.6	18.2
1984	106.5	2.4	106.7	3.3	103.3	1.4	100.9	4.1	107.2	7.6	103.1	2.3	28.8	17.1
1985	110.4	3.7	110.7	3.8	108.1	4.7	103.8	2.9	110.5	3.1	105.5	2.3	39.8	38.2
1986	113.7	3.0	113.9	2.9	109.7	1.5	104.1	0.3	111.9	1.3	109.5	3.8	47.2	18.6
1987	118.7	4.4	119.4	4.8	113.1	3.1	109.8	5.5	..	..	113.0	3.2	..	..
1987 Q1	116.7	3.7	116.7	4.3	111.3	2.6	106.4	4.3	113.1	1.5	111.7	3.6	12.7	12.4
Q2	117.6	4.0	118.4	4.4	112.2	2.5	108.5	5.0	114.5	2.5	112.8	2.9	13.7	17.1
Q3	119.8	5.4	120.6	5.1	114.0	3.4	111.4	6.8	..	..	113.2	2.9	14.6	18.7
Q4	120.6	4.3	121.8	5.2	114.8	3.9	112.4	5.2	..	..	114.3	3.5	..	..
1988 Q1	..	..	..	..	113.9	2.3	112.2	5.5	..	..	..	..	..	..
1987 Aug	..	..	..	..	115.0	3.4	112.4	6.4	..	..	..	..	..	..
Sept	..	..	..	..	113.7	3.4	111.3	6.8	..	..	..	..	..	..
Oct	..	..	..	..	114.6	3.5	111.9	6.6	..	..	..	..	..	..
Nov	..	..	..	..	114.8	3.2	112.5	5.5	..	..	..	..	..	..
Dec	..	..	..	..	115.1	3.9	112.7	5.2	..	..	..	..	..	..
1988 Jan	..	..	..	..	115.0	4.3	113.8	6.3	..	..	..	..	..	..
Feb	..	..	..	..	112.6	3.3	110.9	5.7	..	..	..	..	..	..
Mar	..	..	..	..	114.0	2.3	111.9	5.4	..	..	..	..	..	..
Expenditure														
	Consumer expenditure 1980 prices		Retail sales volume ¹		Fixed investment ⁸				General government consumption at 1980 prices		Stock changes 1980 prices ¹³	Base lending rates ¹¹		
	£ billion	%	1980 = 100 %	1980 = 100 %	£ billion	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%
1982	138.8	0.8	102.1	1.9	39.54	5.2	5.6	-1.7	9.3	7.1	49.7	1.0	-1.04	10.10¼
1983	144.5	4.1	107.4	5.2	41.61	5.2	5.6	-0.8	9.5	2.6	50.5	1.7	0.73	9
1984	147.7	2.2	111.3	3.6	45.01	8.2	6.6	18.1	10.8	14.1	51.0	1.0	0.31	9½-9¾
1985	153.4	3.9	116.4	4.6	46.40	3.1	7.5	14.8	12.1	11.4	51.6	1.2	0.66	11½
1986	162.6	6.0	122.6	5.3	46.55	0.3	7.2	-5.1	11.9	-1.4	52.2	1.2	0.56	11
1987	171.0	5.2	129.8	5.9	..	..	7.4	4.1	13.5	13.4	..	..	0.77	11
1987 Q1	41.5	4.5	125.5	5.1	11.90	2.9	1.8	-7.7	3.2	11.1	12.9	0.6	-0.18	9
Q2	42.3	4.4	128.6	5.8	12.04	6.3	1.9	9.8	3.3	13.5	13.0	0.8	0.00	..
Q3	43.4	5.8	131.7	6.6	..	..	1.9	5.0	3.2	8.8	13.1	2.0	0.81	..
Q4	43.9	6.1	133.4	5.6	..	..	1.9	10.7	3.8	19.7	13.3	2.3	0.14	..
1988 Q1	44.1	6.2	135.3	7.8	..	..	2.0	8.3	3.8	16.8	..	..	..	..
1987 Aug	..	..	132.1	6.3	..	..	..	..	..	..	..	..	..	10
Sept	..	..	132.0	6.6	..	..	..	..	..	..	..	..	..	9½
Oct	..	..	133.0	6.4	..	..	..	..	..	..	..	..	..	9
Nov	..	..	133.6	5.8	..	..	..	..	..	..	..	..	..	9
Dec	..	..	133.5	5.6	..	..	..	..	..	..	..	..	..	9
1988 Jan	..	..	134.9	6.5	..	..	..	..	..	..	..	..	..	9½
Feb	..	..	135.3	7.1	..	..	..	..	..	..	..	..	..	9
Mar	..	..	135.5	7.8	..	..	..	..	..	..	..	..	..	8½
Apr	..	..	135.8	6.3	..	..	..	..	..	..	..	..	..	8
Visible trade														
	Export volume ¹		Import volume ¹		Balance of payments			Competitiveness		Prices		Producer prices index ^{6,14}		
	1980 = 100 %	1980 = 100 %	1980 = 100 %	1980 = 100 %	Visible balance	Current balance	Effective exchange rate ^{11,12}	Normal unit labour costs ^{1,13}	Tax and price index ¹⁴	Jan 1987 = 100	Materials and fuels	Home sales	1980 = 100 %	1980 = 100 %
1982	101.9	2.6	101.5	5.4	2.3	4.0	90.7	-4.8	101.1	-4.4	167.4	7.3	118.0	7.8
1983	104.2	2.3	100.1	8.5	-0.9	3.8	83.3	-8.2	95.3	-6.0	174.1	4.0	125.3	6.9
1984	112.9	8.4	122.4	11.2	-4.4	2.0	78.7	-5.5	93.0	-2.4	180.8	3.9	135.5	8.1
1985	119.1	5.5	126.4	3.3	-2.2	3.3	78.2	-0.6	93.6	0.7	190.3	5.3	137.7	1.6
1986	123.3	3.5	134.6	6.5	-8.5	0.0	72.8	-6.9	89.5	-4.4	193.8	1.8	126.6	-8.1
1987	130.4	5.8	144.6	7.4	-9.6	-1.7	72.7	-0.1	..	..	100.4	1.8	130.6	3.2
1987 Q1	129.5	9.7	133.5	5.3	-1.2	0.8	69.9	-7.1	88.2	-2.7	100.4	2.7	129.8	-2.0
Q2	126.6	3.3	141.1	8.2	-2.3	-0.3	72.7	-4.5	92.6	-0.9	99.8	2.5	128.7	2.3
Q3	130.6	6.4	151.1	8.5	-3.1	-0.9	72.7	1.0	94.0	6.1	100.0	2.5	131.0	8.4
Q4	134.8	3.8	152.5	7.4	-3.0	-1.3	74.9	9.8	96.3	12.8	101.3	2.5	132.4	3.9
1988 Q1	126.0	-2.6	148.3	11.1	-3.7	-1.9	75.4	7.9	..	..	101.8	2.5	133.7	3.0
1987 Aug	127.6	5.2	154.8	8.5	-1.4	-0.8	72.3	-1.5	..	..	100.0	2.6	131.3	9.1
Sept	134.1	6.7	149.7	8.5	-0.7	0	73.1	1.1	..	..	100.4	2.4	131.1	7.1
Oct	131.8	6.6	148.4	7.5	-0.9	-0.4	73.6	4.5	..	..	100.9	2.9	130.8	5.2
Nov	135.4	4.0	154.3	5.8	-1.1	-0.5	75.4	7.5	..	..	101.5	2.4	131.4	3.1
Dec	137.1	3.3	154.9	5.9	-1.0	-0.4	75.8	9.8	..	..	101.4	1.9	135.1	3.6
1988 Jan	126.4	2.5	151.5	8.9	-1.5	-0.9	75.0	9.9	..	..	101.4	1.4	135.9	3.2
Feb	123.6	-1.9	147.4	9.8	-1.4	-0.8	74.3	9.1	..	..	101.8	1.3	134.0	3.4
Mar	128.1	-3.0	146.0	11.3	-0.9	-0.3	76.8	7.8	..	..	102.3	1.6	131.2	2.3
Apr	134.2	-2.7	155.8	10.4	-1.1	-0.5	78.2	7.6	..	..	101.4	1.7	132.0	2.8

R=Revised
 * For some indicator two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
 † Not seasonally adjusted.
 (1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
 (2) For description of GDP measures see *Economic Trends*, November 1981.
 (3) For details of this series see *Economic Trends*, July 1984 p 72.
 (4) GDP at factor cost.
 (5) Production industries: SIC divisions 1 to 4.
 (6) Manufacturing industries: SIC divisions 2 to 4.
 (7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.
 (8) Gross domestic fixed capital formation.
 (9) Including leased assets.
 (10) Construction distribution and financial industries: SIC divisions 5, 6 and 8.
 (11) Base lending rate of the London clearing banks on the last Friday of the period shown.
 (12) Averages of daily rates.
 (13) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further details see *Economic Trends*, February 1979 p 80.
 (14) Annual and quarterly figures are averages of monthly indices. The levels shown up to the end of 1986 are based on 1978=100. On this basis the index for January 1987 was 198.0. The method used for calculating the changes are as described in the General notes below table 6.7.

1.1 EMPLOYMENT

Working population

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces**	Employed labour force	Working population‡	YTS: non-employee trainees‡
	Male	Female	All					
	R	R	R					
UNITED KINGDOM								
Unadjusted for seasonal variation								
1985 Dec	11,980	9,653	21,633	2,619	323	24,575	27,848	264
1986 Mar	11,864	9,570	21,434	2,623	323	24,379	27,703	228
June	11,891	9,691	21,582	2,627	322	24,530	27,759	253
Sept	11,933	9,715	21,649	2,685	323	24,656	27,989	305
Dec	11,866	9,852	21,718	2,744	320	24,782	28,011	294
1987 Mar	11,801	9,774	21,575	2,802	320	24,697	27,840	265
June	11,880	9,928	21,808	2,861	319	24,988	27,893	318
Sept	11,951	9,952	21,913	2,892	319	25,124	27,994	378
Dec	11,943	10,108	22,051	2,923	317	25,291	27,986	351
UNITED KINGDOM								
Adjusted for seasonal variation								
1985 Dec	11,964	9,594	21,558	2,619	323	24,500	27,748	
1986 Mar	11,925	9,635	21,560	2,623	323	24,506	27,817	
June	11,897	9,675	21,572	2,627	322	24,520	27,838	
Sept	11,873	9,717	21,590	2,685	323	24,598	27,880	
Dec	11,850	9,790	21,640	2,744	320	24,704	27,918	
1987 Mar	11,861	9,841	21,702	2,802	320	24,824	27,950	
June	11,886	9,913	21,798	2,861	319	24,978	27,970	
Sept	11,900	9,952	21,852	2,892	319	25,063	27,898	
Dec	11,927	10,044	21,972	2,923	317	25,211	27,891	

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

* Estimates of employees in employment for December 1984 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample enquiries (*Employment Gazette*, January 1987, p 31). For all dates, individuals with two jobs as employees of different employers are counted twice.
 † Estimates of the self-employed up to mid-1987 are based on the 1981 census of population and the results of the 1981, 1983, 1984, 1985, 1986 and 1987 Labour Force Surveys. The provisional estimates from September 1987 are based on the assumption that the average rate of increase between 1981 and 1987 has continued subsequently. A detailed description of the current estimates is given in the article on p 159 of the March 1988 edition of *Employment Gazette*.

1.2 EMPLOYMENT

Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services																																		
	All industries and services		Manufacturing industries		Production industries		Production and construction industries		Service industries		Agriculture, forestry and fishing		Coal, oil and natural gas extraction and processing		Electricity, gas, other energy and water supply		Metal manufacturing, ore and other mineral extraction		Chemicals and man-made fibres		Mechanical engineering		Office machinery, electrical engineering and instruments												
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted											
Divisions or Classes	0-9	2-4	1-4	1-5	6-9	01-03	11-14	15-17	21-24	25-26	32	33-34	37																						
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907	13,142	13,102	343	344	356	544	383	901	862																		
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338	328	343	507	367	844	815																		
1983 June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788																		
1984 June	20,741	20,722	5,302	5,308	5,909	5,916	6,919	6,929	13,503	13,464	320	289	319	445	343	750	786																		
1985 June	21,006	20,995	5,258	5,272	5,838	5,851	6,833	6,850	13,852	13,815	321	271	309	444	345	748	782																		
1986 April	21,089	21,079	5,170	5,196	5,708	5,733	6,629	6,645 R	14,149	14,115	310	237	301	426	344	734	768																		
May			5,141	5,165	5,675	5,699						233	301	424	343	729	759																		
June			5,133	5,146	5,662	5,676						230	300	425	343	723	758																		
July			5,139	5,131	5,664	5,656						226	299	425	342	724	762																		
Aug			5,132	5,116	5,654	5,636						222	299	424	344	721	760																		
Sept			5,142	5,107	5,661	5,626	6,632	6,591	14,189	14,192	335	220	299	424	346	718	758																		
Oct			5,131	5,098	5,647	5,614						217	299	424	346	715	756																		
Nov			5,120	5,092	5,630	5,602						212	299	423	347	712	752																		
Dec	21,224	21,146	5,105	5,084	5,613	5,592	6,584	6,562	14,327	14,272	313	210	298	421	343	710	751																		
1987 Jan			5,042	5,065	5,543	5,566						205	296	414	340	704	746																		
Feb			5,033	5,062	5,532	5,561						203	296	417	341	701	745																		
Mar	21,084	21,211	5,029	5,053	5,523	5,547	6,498	6,527	14,286	14,372	301	199	294	417	342	703	746																		
April			5,021	5,046	5,508	5,533						194	293	417	341	699	739																		
May			5,027	5,052	5,513	5,538						194	292	414	342	703	736																		
June	21,317	21,307	5,044	5,056	5,531	5,544	6,515	6,529	14,500	14,468 R	302	196	292	415	342	705	742																		
July			5,054	5,048	5,538	5,532						193	291	416	342	703	742																		
Aug			5,059	5,043	5,542	5,526						192	291	419	344	705	746																		
Sept	21,420 R	21,359 R	5,069	5,034	5,553	5,518	6,550	6,510	14,541 R	14,540 R	330	193	291	420	344	702	747																		
Oct			5,065	5,032	5,544	5,511						190	289	420	344	700	745																		
Nov			5,062	5,033	5,540	5,510						188	289	420	343	702	744																		
Dec	21,555 R	21,476 R	5,051	5,028	[5,527]	[5,505]	[6,521]	[6,496]	14,727 R	14,673 R	307	188	[289]	420	342	701	743																		
1988 Jan			5,010 R	5,034 R	[5,483 R]	[5,506 R]						[183]	[290]	418 R	340	702	735 R																		
Feb			5,005 R	5,035 R	[5,473 R]	[5,502 R]						[180]	[288 R]	419 R	341	701	735																		
Mar			5,004	5,029	[5,468]	[5,493]						[177]	[287]	419	341	699	737																		

* See footnotes to table 1.1.

EMPLOYMENT 1.1

Working population

THOUSAND

Quarter	Employees in employment*				Self-employed persons (with or without employees)†	HM Forces**	Employed labour force	Working population‡	YTS non-employee trainees‡
	Male		Female						
	All	Part-time	All	Part-time					
GREAT BRITAIN									
Unadjusted for seasonal variation									
1985 Dec	11,711	832	9,419 R	4,083	2,558	323	24,013	27,164	256
1986 Mar	11,600	819	9,338	4,053	2,563	323	23,823	27,023	221
June	11,629	853	9,460	4,143	2,567	322	23,977	27,080	245
Sept	11,671	843	9,486	4,119	2,625	323	24,104	27,302	297
Dec	11,604	866	9,620	4,237	2,684	320	24,228	27,328	285
1987 Mar	11,541	869	9,544	4,207	2,742	320	24,146	27,163	257
June	11,620	888	9,697	4,277	2,801	319	24,436	27,216	310
Sept	11,701 R	881	9,719	4,246	2,832	319	24,571 R	27,311 R	369
Dec	11,682 R	921	9,873	4,367	2,863	317	24,735 R	27,310 R	342
GREAT BRITAIN									
Adjusted for seasonal variation									
1985 Dec	11,696		9,360		2,558	323	23,938	27,065	
1986 Mar	11,661		9,404		2,563	323	23,950	27,137	
June	11,635		9,444		2,567	322	23,967	27,157	
Sept	11,611		9,487		2,625	323	24,046	27,197	
Dec	11,588		9,558		2,684	320	24,150	27,234	
1987 Mar	11,601		9,611		2,742	320	24,273	27,273	
June	11,625		9,682		2,801	319	24,426	27,291	
Sept	11,639 R		9,720		2,832	319	24,510 R	27,220 R	
Dec	11,666 R		9,809		2,863	317	24,656 R	27,213 R	

** HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel male and female in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
 † The figures unadjusted for seasonal variation do not allow for changes in the coverage of the unemployment statistics and the discontinuities are indicated. The seasonally adjusted figures, however, do allow for these changes as far as possible. For the unemployment series, and a description of the discontinuities, see tables 2.1 and 2.2 and their footnotes.
 ‡ The figures include YTS trainees without contracts of employment based on information from the MSC, and additionally for the UK, trainees on the Youth Training Programme in Northern Ireland, reported by NIDED. These trainees are outside the working population.

EMPLOYMENT 1.2

Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services																																																									
	All employees		Seasonally adjusted		All employees		Seasonally adjusted		Agriculture, forestry and fishing		Coal, oil and natural gas extraction and processing		Electricity, gas, other energy and water supply		Metal manufacturing, ore and other mineral extraction		Chemicals and man-made fibres		Mechanical engineering		Office machinery, electrical engineering and instruments		Motor vehicles and parts		Other transport equipment		Metal goods n.e.s.		Food, drink and tobacco		Textiles, leather, footwear and clothing		Timber, wooden furniture, rubber, plastics, etc.		Paper products, printing and publishing		Construction		Wholesale distribution and repairs		Retail distribution		Hotels and catering		Transport		Postal services and telecommunications		Banking, finance, insurance		Public administration etc.†		Education		Medical and other health services: veterinary services		Other services‡	
	Divisions or Classes	0-9	2-4	1-4	1-5	6-9	01-03	11-14	15-17	21-24	25-26	32	33-34	37	35	36	31	41/42	43-45	46	48-49	47	50	61-63	67	64/65	66	71-77	79	81-85	91-92	93	95	94	96-98																							
1981 June	361	349	410	664	614	500	510	1,102	1,112	2,051	930	975	429	1,712	1,844	1,559	1,247	1,282																																								
1982 June	315	337	385	638	577	473	495	1,038	1,115	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305																																								
1983 June	296	318	344	599	548	469	481	1,015	1,124	1,964																																																

1.3 EMPLOYMENT

Employees in employment*: production industries

GREAT BRITAIN	Division class or group or AH	THOUSAND											
		Mar 1987 R			Jan 1988 R			Feb 1988 R			Mar 1988		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,964.2	1,558.7	5,522.9	3,912.1	1,570.9	5,483.0	3,903.9	1,568.8	5,472.7	3,897.6	1,570.7	5,468.3
Manufacturing industries	2-4	3,543.8	1,485.5	5,029.4	3,510.7	1,499.5	5,010.3	3,507.2	1,497.8	5,005.0	3,504.4	1,499.6	5,004.0
Energy and water supply		420.3	73.2	493.5	401.4	71.3	472.7	396.7	70.9	467.7	393.2	71.1	464.3
Coal extraction and solid fuels	111	149.2	6.7	155.9	137.5	5.3	142.8	135.0	5.1	140.1	131.2	5.0	136.2
Electricity	161	115.7	27.6	143.2	115.1	28.1	143.2	115.1	28.1	143.1	114.9	28.0	143.0
Gas	162	62.1	22.0	84.1	59.9	21.4	81.3	59.9	21.4	81.3	59.6	21.3	80.9
Other mineral and ore extraction, etc	2	585.1	174.1	759.2	582.5	175.4	757.9	582.8	176.9	759.8	583.8	176.1	759.9
Metal manufacturing	22	146.3	19.7	166.0	141.9	19.9	161.8	141.5	20.6	162.1	141.7	20.2	162.0
Non-metallic mineral products	24	171.3	50.8	222.1	176.2	51.7	227.9	176.4	51.8	228.2	177.0	51.7	228.7
Chemical industry/man-made fibres	25/26	241.4	100.4	341.9	239.3	100.4	339.8	240.0	101.2	341.2	240.3	100.8	341.1
Basic industrial chemicals	251	103.0	20.6	123.6	102.7	20.5	123.2	103.4	20.9	124.3	103.3	20.9	124.2
Other chemical products and preparations	255-259	138.4	79.8	218.3	136.6	79.9	216.6	136.6	80.4	217.0	137.0	79.9	216.9
Metal goods, engineering and vehicles	3	1,769.8	464.6	2,234.3	1,743.4	467.3	2,210.8	1,743.6	466.3	2,210.0	1,739.4	466.3	2,205.7
Metal goods nes	31	230.1	63.6	293.6	228.0	65.8	293.8	229.4	64.6	294.1	228.7	64.1	292.7
Mechanical engineering	32	591.1	111.7	702.8	588.3	113.6	701.9	587.2	113.6	700.8	586.0	112.8	698.8
Industrial plant and steelwork	320	66.5	7.8	74.3	67.8	7.6	75.4	66.4	7.6	74.0	66.5	7.6	74.2
Mining and construction machinery, etc	325	63.4	9.2	72.7	62.6	9.1	71.7	62.5	9.2	71.7	62.7	9.2	71.8
Other machinery and mechanical equipment	321-324/327-328	426.6	85.6	512.2	423.7	88.1	511.7	423.7	87.9	511.7	423.1	87.2	510.2
Office machinery, data processing equipment	33	65.8	27.1	92.9	67.5	28.7	96.1	67.7	29.3	97.0	69.1	29.9	99.1
Electrical and electronic engineering	34	377.8	172.7	550.6	369.7	169.8	539.4	369.4	167.4	536.7	368.5	168.3	536.8
Wires, cables, batteries and other electrical equipment	341/342/343	143.5	52.3	195.8	136.5	52.1	188.6	135.4	50.8	186.1	136.3	52.6	188.9
Telecommunication equipment	344	114.2	52.7	166.8	110.1	50.9	160.9	110.6	50.2	160.8	108.0	49.6	157.6
Other electronic and electrical equipment	345-348	120.1	67.7	187.9	123.1	66.8	189.9	123.4	66.4	189.8	124.1	66.1	190.2
Motor vehicles and parts	35	209.6	28.2	237.8	207.9	29.3	237.2	207.9	29.4	237.3	206.3	29.8	236.0
Motor vehicles and engines	351	83.1	7.8	90.9	80.3	8.7	89.1	79.9	8.5	88.5	79.4	8.4	87.7
Bodies, trailers, caravans and parts	352/353	126.5	20.4	146.9	127.6	20.5	148.1	128.0	20.9	148.8	126.9	21.4	148.3
Other transport equipment	36	224.2	30.1	254.3	213.6	29.7	243.3	212.8	29.6	242.4	211.6	29.6	241.2
Aerospace equipment	364	137.4	21.1	158.5	131.9	20.4	152.3	131.1	20.3	151.4	130.1	20.2	150.3
Ship and other transport equipment	361-363/365	86.9	9.0	95.9	81.7	9.3	91.0	81.6	9.4	91.0	81.5	9.4	91.0
Instrument engineering	37	71.2	31.1	102.2	68.5	30.5	99.0	69.2	32.4	101.7	69.2	31.9	101.1
Other manufacturing industries	4	1,188.9	846.9	2,035.8	1,184.8	856.9	2,041.6	1,180.7	854.5	2,035.3	1,181.2	857.2	2,038.5
Food, drink and tobacco	41/42	315.3	216.7	532.0	311.9	221.6	533.5	308.6	217.2	525.8	308.5	220.1	528.6
Meat and meat products, organic oils and fats	411/412	53.6	35.7	89.3	53.9	37.7	91.6	53.3	36.9	90.3	53.2	37.1	90.3
Alcoholic and soft drink manufacture	424-428	67.2	23.2	90.4	66.0	23.4	89.4	65.6	22.8	88.5	65.3	23.5	88.8
All other food, drink and tobacco manufacture	413-423/429	194.4	157.8	352.2	191.9	160.6	352.5	189.6	157.4	347.0	190.1	159.5	349.6
Textiles	43	114.3	108.0	222.3	112.2	105.2	217.4	112.0	105.6	217.6	111.8	105.3	217.1
Footwear and clothing	45	76.9	211.3	288.3	76.5	211.7	288.2	76.1	212.3	288.4	76.5	211.2	287.8
Timber and wooden furniture	46	168.2	39.5	207.7	170.6	40.5	211.1	171.2	40.6	211.8	172.1	40.8	212.8
Paper, printing and publishing	47	316.6	166.4	483.0	309.4	168.7	478.2	308.0	169.7	477.7	307.3	169.9	477.2
Pulp, paper, board and derived products	471/472	95.3	42.9	138.2	94.9	42.7	137.6	94.7	43.5	138.2	94.6	44.4	139.0
Printing and publishing	475	221.3	123.5	344.8	214.5	126.0	340.5	213.3	126.2	339.2	212.6	125.5	338.2
Rubber and plastics	48	143.1	61.7	204.8	148.0	63.1	211.2	148.6	64.7	213.3	149.3	65.1	214.5
Other manufacturing	49	45.2	34.9	80.1	47.9	36.8	84.7	48.7	36.9	85.6	48.0	36.2	84.1

* See footnotes to table 1.1.

EMPLOYMENT 1.6

Labour turnover: manufacturing industries: December 1987 and March 1988

GREAT BRITAIN	Division class of SIC	PER CENT											
		December 1987						March 1988					
		Engagement rate			Leaving rate			Engagement rate			Leaving rate		
SIC 1980		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Minerals and ores extraction other than fuels	2	0.9	1.7	1.1	0.9	2.0	1.1	1.1	1.8	1.3	1.1	2.0	1.3
Metal manufacturing	22	1.2	2.1	1.3	1.0	1.9	1.1	1.3	1.4	1.3	1.1	1.7	1.2
Non-metallic mineral products	24	1.0	2.1	1.2	1.0	2.1	1.2	1.6	2.3	1.7	1.4	1.9	1.5
Chemical industry	25	0.7	1.5	1.0	0.9	2.1	1.2	0.8	1.5	1.0	0.8	2.1	1.2
Metal goods, engineering and vehicles	3	1.2	2.0	1.4	1.3	1.8	1.4	1.3	2.1	1.5	1.6	2.0	1.7
Metal goods nes	31	1.7	2.6	1.9	1.5	1.9	1.8	2.0	1.9	2.0	1.7	2.0	1.8
Mechanical engineering	32	1.4	2.1	1.5	1.4	1.9	1.5	1.6	2.1	1.6	1.7	1.9	1.7
Office machinery, data processing equipment	33	1.0	1.7	1.2	1.7	2.3	1.8	1.1	1.5	1.2	0.8	0.8	0.8
Electrical and electronic engineering	34	1.0	2.1	1.4	1.2	1.9	1.4	1.1	2.5	1.5	1.6	2.5	1.9
Motor vehicles and parts	35	0.7	1.5	0.8	0.7	1.2	0.8	0.9	2.1	1.0	1.2	1.2	1.2
Other transport equipment	36	0.8	1.0	0.9	1.5	1.4	1.5	0.9	1.2	0.9	1.4	0.7	1.3
Instrument engineering	37	0.9	1.4	1.0	1.3	1.7	1.4	1.6	2.2	1.8	2.1	3.0	2.4
Other manufacturing industries	4	1.5	2.0	1.7	1.5	2.7	2.0	1.6	2.5	2.0	1.7	2.5	2.1
Food, drink and tobacco	41/42	1.3	1.9	1.6	1.8	3.5	2.5	1.6	2.8	2.0	1.8	2.9	2.3
Textiles	43	2.0	2.1	2.0	1.9	2.3	2.1	1.8	2.3	2.0	1.6	2.7	2.1
Leather and leather goods	44	3.6	2.8	3.2	2.8	4.6	3.6	2.1	4.5	3.2	3.4	4.0	3.7
Footwear and clothing	45	2.1	2.0	2.0	1.8	2.4	2.3	1.6	2.4	2.2	1.8	2.3	2.2
Timber and wooden furniture	46	2.0	2.5	2.1	1.7	3.1	2.0	2.2	2.9	2.3	2.0	2.3	2.1
Paper, printing and publishing	47	1.0	1.7	1.2	1.1	2.1	1.5	0.9	2.1	1.4	1.5	2.1	1.7
Rubber and plastics	48	1.4	2.8	1.8	1.0	2.5	1.5	2.1	2.7	2.2	1.8	2.4	1.9
Other manufacturing	49	2.1	1.9	2.0	2.0	3.4	2.6	1.8	2.0	1.9	1.6	2.9	2.2
Total all manufacturing industries		1.3	2.0	1.5	1.3	2.4	1.6	1.4	2.3	1.7	1.5	2.3	1.8

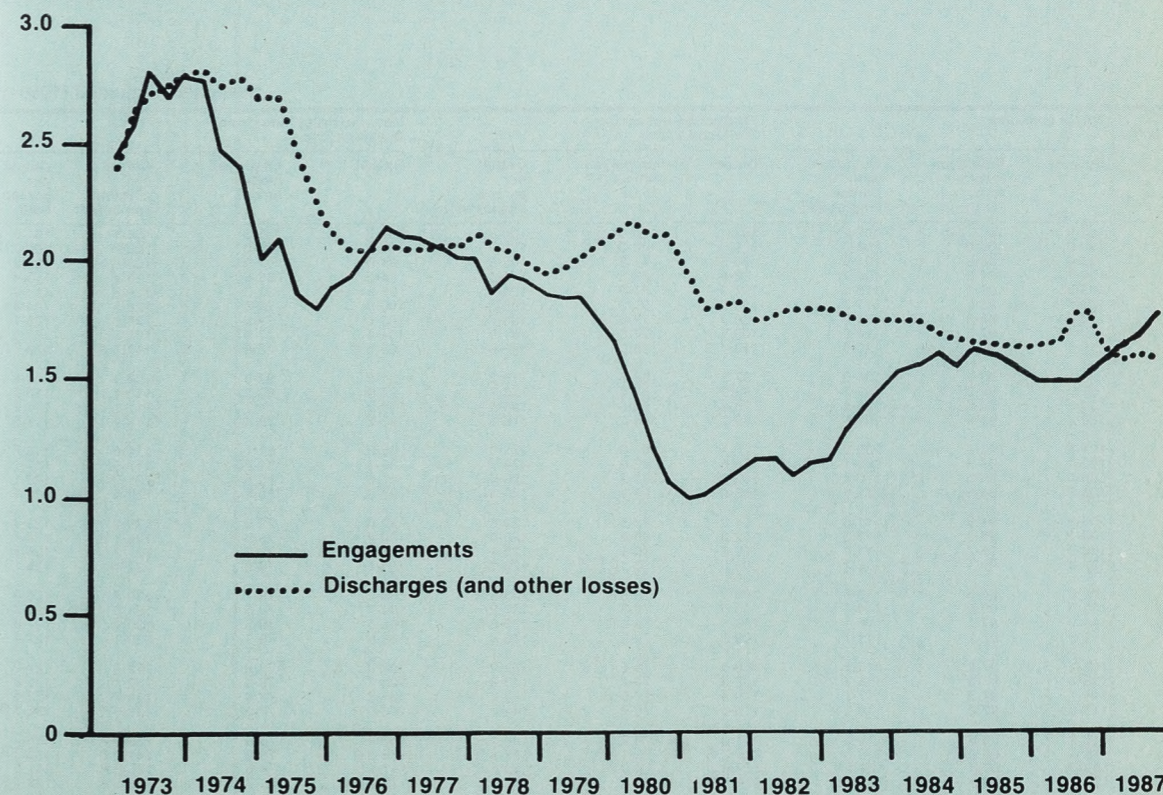
Note: The engagement rate and the leaving rate show the number of engagements and discharges (and other losses) respectively, in the four-week periods ended December 12, 1987 and March 12, 1988 as percentages of the numbers employed at the beginning of the periods. The figures do not include persons engaged during the periods who also left before the end of the periods; the engagement and leaving rates accordingly understate to some extent the total intake and wastage during the periods. The trend in labour turnover is illustrated by the chart below which is constructed from four-quarter moving averages of engagement and leaving rates.

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

Year	Reference month*	Engagement rate	Leaving rate
1986	Nov	1.53	1.75
1987	Feb	1.58	1.70
	May	1.63	1.68
	Aug	1.70	1.63
	Nov	1.75	1.68

* On which the moving average is centred.

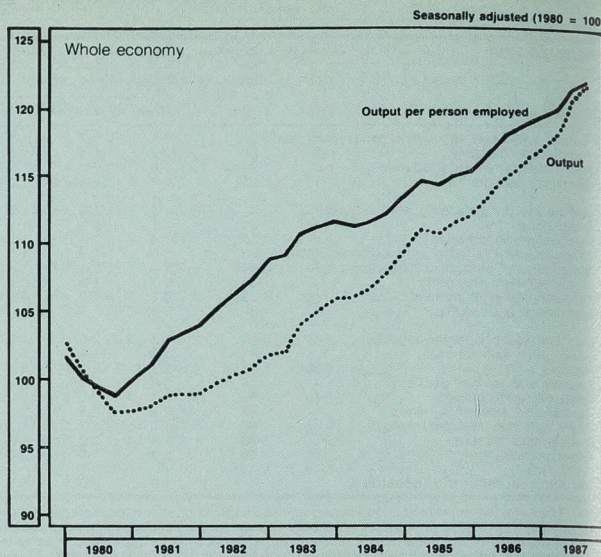
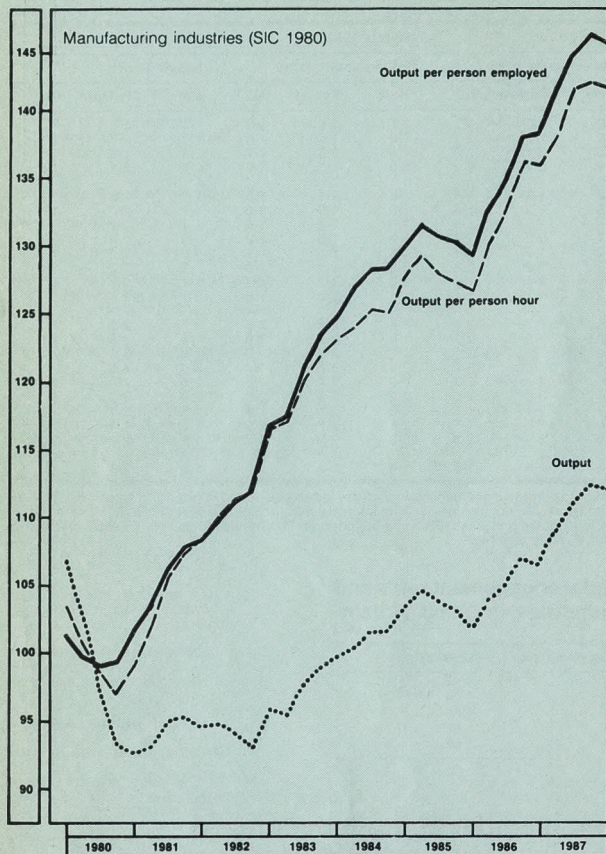
Engagements and discharges (and other losses): manufacturing industries in Great Britain



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

1.8 EMPLOYMENT

Indices of output, employment and productivity



Seasonally adjusted (1980 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1979	102.9	100.7	102.2	107.1	104.6	102.3	109.5	105.3	104.1	101.5
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	98.4	96.6	101.9	96.6	91.5	105.6	94.0	91.0	103.5	104.8
1982	100.1	94.6	105.7	98.4	86.3	114.1	94.2	85.5	110.4	110.4
1983	103.3	93.9	110.0	101.9	81.8	124.7	96.9	81.0	119.8	118.9
1984	106.7	95.5	111.7	103.3	80.3	128.7	100.9	79.8	126.5	124.4
1985	110.7	96.9	114.2	108.1	79.6	135.7	103.8	79.5	130.6	128.1
1986	113.9	97.5	116.9	109.7	77.5	141.6	104.1	77.9	133.8	131.5
1987	119.4	99.1	120.5	113.1 R	76.0	148.8 R	109.7 R	76.8	142.8 R	139.7 R
1982 Q1	99.1	95.3	104.0	97.3	88.3	110.2	94.8	87.6	108.4	108.4
Q2	99.9	94.9	105.3	98.9	87.0	113.7	94.9	86.3	110.1	110.2
Q3	100.5	94.5	106.4	99.2	85.6	115.9	94.1	84.7	111.1	111.2
Q4	100.8	93.9	107.3	98.2	84.2	116.6	93.2	83.4	111.9	111.8
1983 Q1	101.8	93.5	108.9	100.4	83.0	121.0	96.0	82.1	117.0	116.7
Q2	102.1	93.6	109.1	100.6	82.0	122.7	95.4	81.2	117.5	117.1
Q3	104.0	94.0	110.7	102.9	81.3	126.6	97.6	80.6	121.2	120.1
Q4	105.2	94.5	111.3	103.9	80.9	128.4	98.8	80.1	123.4	121.9
1984 Q1	105.9	94.9	111.6	104.3	80.5	129.6	99.8	79.8	125.1	123.3
Q2	106.1	95.3	111.3	102.8	80.3	128.0	100.4	79.8	126.1 R	124.1
Q3	106.9	95.7	111.7	102.6	80.1	128.1	101.6	79.9	127.3	125.3
Q4	107.8	96.1	112.2	103.6	80.1	129.3	101.5	79.8	127.4	125.1
1985 Q1	109.5	96.5	113.5	106.7	79.9 R	133.5 R	103.8	79.7	130.4	128.0
Q2	111.0	96.8	114.7	109.5	79.8	137.2	104.7	79.6	131.6	129.2
Q3	110.8	97.1	114.1	108.1	79.6 R	135.8 R	103.5	79.5	130.4	127.8
Q4	111.5	97.2	114.7	108.0	79.2	136.4	103.0	79.2	130.1	127.4
1986 Q1	111.9	97.2	115.2	108.5	78.5	138.2	102.0	78.8	129.5	127.0
Q2	113.4	97.3	116.6	109.5	77.7	140.9	103.3	78.1	132.4	130.2
Q3	114.7	97.5	117.7	110.3	77.0	143.2	104.3	77.4	134.7	132.4
Q4	115.8	97.9	118.3	110.5	76.7	144.1	106.9 R	77.2	138.5	136.3 R
1987 Q1	116.7	98.3	118.8	111.3	76.2	146.1	106.4	76.9	138.6 R	136.0
Q2	118.4	98.9	119.8	112.2 R	76.1	147.4 R	108.5 R	76.9	141.3 R	138.2 R
Q3	120.6	99.3	121.5	114.0	76.0 R	150.0 R	111.4	76.8	145.0 R	141.8
Q4	121.8	99.8	122.0	114.8 R	75.8	151.5 R	112.4 R	76.7	146.5 R	142.7 R
1988 Q1				113.9	75.7	150.5	112.2	76.8	146.1	142.1

‡ Gross domestic product for whole economy.

* Estimates of the employed labour force include an allowance for underestimation. See article on p 31 of January 1987 *Employment Gazette*.

9 EMPLOYMENT

Selected countries: national definitions

1

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)	Canada	Denmark (6)	France (8)(13)	Germany (FR) (13)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)	United States	
QUARTERLY FIGURES: seasonally adjusted unless stated																			Thousand
Civilian labour force																			
1985 Q1	27,233 R	7,192	3,353	..	12,513 R	..	..	27,228	..	..	22,728	59,568 R	..	2,049	13,530	4,426	3,187	114,991 R
Q2	27,318 R	7,218	3,359	..	12,617 R	..	..	27,274	..	..	22,851 R	59,533 R	..	2,040	13,478	4,414	3,185	114,857 R
Q3	27,373 R	7,290	3,342	..	12,658 R	..	..	27,360	..	..	23,003	59,670	..	2,087	13,557	4,427	3,200	115,494 R
Q4	27,425 R	7,397	3,364	..	12,773 R	..	..	27,392	..	..	22,975 R	59,665 R	..	2,095	13,635	4,427	3,202	116,187
1986 Q1	27,495 R	7,432	3,365	..	12,851 R	..	..	27,443	..	..	23,152 R	60,095 R	..	2,108	13,698	4,392	3,221	116,962 R
Q2	27,517 R	7,514	3,374	..	12,862 R	..	..	27,473	..	..	23,203 R	60,050	..	2,123	13,729	4,396	3,231	117,642 R
Q3	27,557 R	7,557	3,402	..	12,859 R	..	..	27,512	..	..	23,132	60,370	..	2,134	13,807	4,375	3,242	118,203 R
Q4	27,598 R	7,598	3,394	..	12,908 R	..	..	27,526	..	..	23,387 R	60,291 R	..	2,146	13,913	4,382	3,254	118,557
1987 Q1	27,631 R	7,637	3,418	..	13,024 R	..	..	27,572	..	..	23,391 R	60,527 R	..	2,162	14,002	4,420	3,267	119,151 R
Q2	27,651 R	7,696	..	..	13,094 R	..	..	27,632	..	..	23,378 R	60,760	..	2,167	14,294	4,423	3,273	119,626 R
Q3	27,579 R	7,753	..	..	13,139	..	..	27,677	..	..	23,502 R	60,888	..	2,176	..	4,413	3,285	120,053 R
Q4	27,574	..	..	..	13,224	..	..	..	..	..	23,642	61,204	..	..	..	..	..	120,568
Civilian employment																			
1985 Q1	24,031 R	6,596	3,230	..	11,127 R	..	..	24,936	..	..	20,398 R	58,039 R	..	1,989	10,536	4,293	3,155	106,620
Q2	24,105 R	6,606	3,238	..	11,279 R	..	..	24,968	..	..	20,516	58,048 R	..	1,993	10,514	4,284	3,155	106,819 R
Q3	24,148 R	6,693	3,223	..	11,366 R	..	..	25,039	..	..	20,618 R	58,123	..	2,029	10,596	4,307	3,171	107,190 R
Q4	24,177 R	6,801	3,247	..	11,474	..	20,920	25,093	..	..	20,500 R	58,029 R	..	2,045	10,623	4,310	3,175	107,984 R
1986 Q1	24,183 R	6,849	3,253	..	11,605 R	..	..	25,170	..	..	20,625 R	58,471 R	..	2,066	10,650	4,270	3,185	108,760 R
Q2	24,198 R	6,917	3,272	..	11,629 R	..	..	25,234	..	..	20,615 R	58,422 R	..	2,083	10,767	4,276	3,204	109,223 R
Q3	24,275 R	6,935	3,305	..	11,620 R	..	..	25,310	..	..	20,579 R	58,651	..	2,093	10,883	4,264	3,217	109,973 R
Q4	24,384 R	6,958	3,285	..	11,683 R	..	20,931	25,354	..	..	20,639 R	58,630 R	..	2,102	10,959	4,268	3,230	110,436 R
1987 Q1	24,504 R	7,026	3,280	..	11,778 R	..	..	25,396	..	..	20,657 R	58,761 R	..	2,112	10,979	4,329	3,244	111,271 R
Q2	24,659 R	7,056	..	..	11,909 R	..	..	25,407	..	..	20,584 R	58,966 R	..	2,126	11,346	4,331	3,246	112,147 R
Q3	24,744 R	7,123	..	..	11,993 R	..	..	25,432	..	..	20,611 R	59,189 R	..	2,138	..	4,333	3,260	112,854 R
Q4	24,894	..	..	..	12,138	..	..	..	..	..	20,735	59,526	..	..	..	..	..	113,486
LATEST ANNUAL FIGURES: 1987 unless stated																			Thousand
Civilian labour force: Male																			
	16,055	4,541	2,042	2,445	7,427	1,472	13,433	16,581	2,513	898	15,453	36,550	3,824	1,190	9,881	2,298	2,039	66,207	
Female	11,519	2,995	1,343	1,668	5,694	1,250	10,045	10,904	1,379	384	8,650	24,290	2,020	938	4,392	2,087	1,206	53,658	
All	27,574	7,536	3,385	4,113	13,121	2,722	23,478	27,485	3,892	1,282	23,479	60,836	5,844	2,128	14,273	4,386	3,244	119,865	
Civilian employment: Male																			
	14,032	4,198	1,978	2,227	6,793	1,383	12,245	15,381	2,371	726	13,601	35,510	3,326	1,171	7,697	2,238	2,025	62,107	
Female	10,636	2,748	1,301	1,380	5,161	1,139	8,720	9,876	1,217	331	7,046	23,600	1,757	914	3,262	2,031	1,193	50,334	
All	24,669	6,946	3,279	3,607	11,954	2,522	20,965	25,257	3,588	1,056	20,647	59,110	5,083	2,086	10,959	4,269	3,219	112,440	
Civilian employment: proportions by sector																			Per cent
Male:																			
Agriculture	3.4	7.3	7.6	3.7	..	..	..	4.6	24.3	..	10.4	7.2	..	9.0	16.7	5.6	7.6	4.3
Industry	40.2	35.1	48.7	39.0	..	..	..	50.3	32.9	..	37.6	38.1	..	37.7	38.8	44.2	47.1	36.3
Services	56.4	57.6	43.7	57.3	..	..	..	45.1	42.8	..	52.0	54.7	..	53.1	44.4	50.0	45.3	59.3
Female:																			
Agriculture	1.1	4.4	10.2	1.7	..	..	..	6.5	37.9	..	10.7	9.9	..	5.0	12.8	2.6	4.7	1.4
Industry	17.0	14.2	21.3	14.4	..	..	..	26.2	16.6	..	22.8	27.2	..	12.6	17.0	14.6	21.8	15.7
Services	82.1	81.4	68.6	83.8	..	..	..	67.3	45.5	..	66.5	62.9	..	82.3	70.2	82.8	73.6	82.9
All:																			
Agriculture	2.4	6.1	8.7	2.9	4.9	6.7	7.3	5.3	28.9	16.0	10.5	8.3	4.9	7.2	15.6	4.2	6.5	3.0	
Industry	30.2	26.8	37.8	29.7	25.3	28.1	31.3	40.9	27.4	28.9	32.5	33.8	28.1	26.7	32.4	30.2	37.7	27.1	
Services	67.4	67.1	53.6	67.5	69.8	65.2	61.3	53.8	43.8	55.3	57.0	57.9	67.0	66.1	52.1	65.6	55.8	69.9	

Sources: OECD "Labour Force Statistics 1965-1985" and "Quarterly Labour Force Statistics". For details of definitions and national sources the reader is referred to the above publications. Differences may exist between countries in general concepts, classification and methods of compilation and international comparisons must be approached with caution.

Notes: 1 For the UK, the civilian labour force figures refer to working population excluding HM Forces, civilian employment to employed labour force excluding HM Forces, and industry 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 1985.

7 Annual figures relate to second quarter.

8 Civilian employment figures include apprentices in professional training.

9 Annual figures relate to April.

10 Quarterly figures relate to January, April, July and October.

11 Annual figures relate to January.

12 Quarterly figures not seasonally adjusted, annual figures relate to fourth quarter.

13 Annual figures relate to 1986.

1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Average per operative on short-time
1981	1,137	26.6	8.2	9.37	16	621	320	3,720	11.4	335	7.8	4,352	12.6	
1982	1,198	29.8	8.3	9.93	8	320	134	1,438	10.7	142	3.5	1,776	12.4	
1983	1,209	31.5	8.5	10.19	6	244	71	741	10.2	77	2.0	1,000	12.9	
1984	1,297	34.3	8.9	11.39	6	238	40	402	10.4	43	1.5	645	14.4	
1985	1,329	34.0	9.0	11.98	4	165	24	241	10.2	28	0.7	416	15.1	
1986	1,304	34.2	9.0	11.72	5	192	29	293	10.1	34	0.9	485	14.4	
1987	1,359	36.1	9.3	12.68	4	148	21	207	10.0	25	0.7	364	14.8	
Week ended														
1986 Mar 8	1,336	34.7	8.9	11.83	7	261	36	359	10.0	43	1.1	620	14.6	
Apr 12	1,294	33.6	8.8	11.36	6	256	33	339	10.2	40	1.0	595	15.1	
May 17	1,326	34.6	8.9	11.79	4	156	32	322	10.2	35	0.9	478	13.5	
June 14	1,291	33.7	9.0	11.56	3	109	28	283	10.1	31	0.8	392	12.7	
July 12	1,279	33.8	9.2	11.74	4	140	22	220	10.2	25	0.7	360	14.3	
Aug 16	1,192	31.6	9.2	10.99	4	144	20	223	10.9	24	0.6	367	15.3	
Sept 13	1,280	33.8	9.2	11.81	3	116	23	244	10.5	26	0.7	360	13.8	
Oct 14	1,346	35.6	9.0	12.18	8	300	43	445	10.4	50	1.3	745	14.9	
Nov 15	1,393	36.9	9.1	12.69	5	184	33	319	9.7	37	0.9	503	13.5	
Dec 13	1,354	35.8	9.2	12.49	4	164	26	256	9.9	30	0.8	420	14.0	
1987 Jan 10	1,136	30.6	8.6	9.75	11	423	28	281	9.9	39	1.0	704	18.1	
Feb 14	1,305	35.1	9.3	11.97	4	172	34	341	10.0	38	1.0	514	13.4	
Mar 14	1,354	36.3	9.2	12.44	3	109	35	339	9.8	37	1.0	448	12.0	
Apr 11	1,329	35.8	9.2	12.25	4	103	29	273	9.5	33	0.9	435	13.3	
May 16	1,353	36.4	9.3	12.65	3	129	23	229	10.1	26	0.7	358	13.9	
June 13	1,396	37.2	9.3	12.97	3	129	14	132	9.4	17	0.5	262	15.2	
July 11	1,334	35.3	9.4	12.54	4	172	16	153	9.9	20	0.5	325	16.4	
Aug 15	1,268	33.5	9.4	11.88	3	116	15	124	8.4	18	0.5	240	13.6	
Sept 12	1,377	36.0	9.5	13.09	2	89	12	104	8.7	14	0.4	193	13.6	
Oct 10	1,468	38.4	9.7	14.10	3	117	15	140	9.5	18	0.5	264	14.5	
Nov 14	1,516	39.6	9.5	14.24	3	105	15	245	15.9	18	0.5	395	19.5	
Dec 12	1,476	38.6	9.7	14.32	3	106	14	118	8.5	17	0.4	224	13.5	
1988 Jan 16 R	1,370	36.1	9.3	12.72	3	127	19	179	9.6	22	0.6	306	14.0	
Feb 13 R	1,433	37.7	9.3	13.33	3	102	23	237	10.5	25	0.7	339	13.5	
Mar 12	1,452	38.2	9.4	13.59	2	80	20	206	10.4	22	0.6	286	13.2	
SIC 1980														
Week ended														
March 12, 1988														
Metal manufacturing	64.0	46.5	10.3	660.7	—	0.7	0.5	7.2	13.9	0.5	0.4	7.9	14.8	
Iron and steel (221)	24.7	42.3	9.6	237.6	—	—	—	0.3	7.8	—	0.1	0.3	7.8	
Non-ferrous metals (224)	18.6	42.8	10.7	198.7	—	0.1	0.2	4.8	21.5	0.2	0.5	4.9	21.7	
Non-metallic mineral products	75.6	45.2	10.4	789.3	0.1	4.7	0.3	2.0	6.2	0.4	0.3	6.7	15.4	
Chemical industry	59.9	30.8	10.6	632.8	0.1	2.4	0.1	2.0	19.6	0.2	0.1	4.4	27.4	
Basic industrial chemicals (251)	27.2	32.2	11.5	314.0	0.1	2.2	0.1	2.0	19.6	0.2	0.2	4.1	26.8	
Metal goods nes	124.9	46.7	9.5	1,187.9	—	1.9	1.7	18.2	10.5	1.8	0.7	20.0	11.3	
Foundries (311)	41.6	60.9	9.7	402.3	—	0.3	0.6	5.4	8.3	0.7	1.0	5.7	8.6	
Hand tools, finished metal goods (316)	63.8	39.8	9.3	591.6	—	1.6	1.1	12.8	11.6	1.1	0.7	14.4	13.1	
Mechanical engineering	253.1	51.2	9.5	2,399.4	0.2	9.0	1.4	16.4	11.5	1.7	0.3	25.4	15.4	
Metal-working machine tools, etc (322)	32.8	57.5	8.7	285.5	—	—	—	—	—	—	—	—	—	
Other machinery and mechanical equipment (328)	125.3	50.7	9.2	1,148.2	—	0.8	0.4	3.5	8.8	0.4	0.2	4.3	10.8	
Electrical and electronic engineering	127.6	34.4	8.5	1,079.5	0.2	7.0	1.0	10.5	10.4	1.2	0.3	17.5	14.8	
Basic electrical equipment (342)	27.1	43.1	8.2	221.0	0.2	6.6	0.2	4.3	18.3	0.4	0.6	10.9	27.2	
Industrial equipment, batteries, etc (343)	21.4	41.7	8.7	187.4	—	0.4	—	—	9.0	—	—	0.4	34.4	
Telecommunication equipment (344)	31.9	34.5	8.3	266.0	—	0.1	—	0.3	9.8	—	—	0.4	12.5	
Motor vehicles	77.7	38.0	8.4	652.1	0.1	3.6	—	0.6	17.3	0.1	0.1	4.2	33.5	
Motor vehicles and engines (351)	23.6	30.9	8.9	209.8	—	—	—	—	—	—	—	—	—	
Vehicle parts (353)	54.1	42.2	8.2	442.2	0.1	3.6	—	0.6	17.3	0.1	0.1	4.2	33.5	
Other transport equipment	75.5	46.9	8.9	674.4	0.2	7.2	—	—	—	0.2	0.1	7.2	40.1	
Shipbuilding and repairing (361)	30.8	60.5	10.3	317.0	0.2	7.2	—	—	—	0.2	0.4	7.2	40.0	
Aerospace equipment (364)	38.4	42.6	7.8	300.7	—	—	—	—	—	—	—	—	—	
Instrument engineering	24.5	34.3	8.0	196.9	—	0.1	—	—	—	—	—	0.1	40.0	
Food, drink and tobacco	152.6	34.3	9.4	1,438.8	0.2	8.7	1.7	16.2	9.5	2.0	0.4	24.8	12.4	
Textile industry	71.6	32.2	9.1	651.4	0.2	9.5	2.5	26.7	10.6	2.8	1.2	36.2	13.1	
Footwear and clothing	34.4	13.5	6.5	224.1	0.4	15.8	7.5	68.4	9.1	7.9	3.1	84.3	10.6	
Clothing (453)	14.8	10.7	5.4	79.9	0.3	12.2	0.4	5.1	12.8	0.7	0.5	17.3	24.7	
Timber and wooden furniture	76.6	44.5	9.4	720.9	0.1	3.3	1.8	29.8	16.6	1.9	1.1	33.1	17.6	
Paper, printing and publishing	109.1	33.9	9.0	985.2	0.1	2.8	0.1	0.8	8.7	0.2	—	3.6	22.8	
Paper and paper products (471, 472)	37.4	35.7	9.3	347.2	—	0.5	0.1	0.7	7.0	0.1	0.1	1.2	12.0	
Printing and publishing (475)	71.7	33.1	8.9	638.0	0.1	2.4	—	—	—	0.1	—	2.4	24.0	
Rubber and plastics	66.0	41.6	9.9	650.2	0.1	2.3	0.1	1.0	8.1	0.2	0.1	3.3	18.5	
Other manufacturing	18.8	30.0	8.7	163.6	—	0.2	0.2	1.9	12.6	0.2	0.2	2.1	13.3	
All manufacturing	1,452.4	38.2	9.4	13,594.4	2.0	80.2	19.7	206.2	10.4	21.8	0.6	286.4	13.2	

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

EMPLOYMENT 1.12

Hours of work—operatives: manufacturing industries

Seasonally adjusted
1980 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49			43-45	41, 42	21-49			43-45	41, 42
1981	89.0	89.2	86.8	89.5	84.3	88.7	88.9	88.8	101.5	99.0
1982	84.6	85.0	80.1	84.8	89.6	100.5	100.9	100.9	103.9	99.5
1983	82.6	82.5	77.3	85.1	87.4	101.5	102.0	103.2	105.6	100.2
1984	83.4	84.3	73.6	87.0	84.3	102.7	103.5	104.5	105.8	100.3
1985	82.8	82.9	74.6	86.4	83.3	103.2	104.9	105.5	105.6	100.5
1986	80.1	78.6	68.5	85.1	82.7	102.9	103.9	104.1	104.6	100.0
1987	79.9	77.7	66.8	83.8	81.4	103.7	106.1	106.7	105.4	100.1
Week ended										
1986 Feb 8	81.4					103.2				
Mar 8	81.1	80.0	72.0	86.5	84.6	103.1	104.3	104.8	105.0	100.4
Apr 12	80.8					102.9				
May 17	80.3					102.8				
June 14	79.7	78.3	69.1	85.6	83.4	102.6	103.6	103.4	104.4	99.8
July 12	79.6					102.9				
Aug 16	79.4					102.9				
Sept 13	79.2	78.1	66.7	84.1	81.3	102.8	103.4	103.7	104.2	99.9
Oct 11	78.9					102.6				
Nov 15	79.1					102.9				
Dec 13	79.1	77.9	66.2	84.1	81.5	103.0	104.4	104.5	104.6	100.0
1987 Jan 10	78.5					102.9				
Feb 14	79.0					103.2				
Mar 14	79.2	77.1	66.5	83.8	82.1	103.4	105.1	105.9	105.1	99.9
Apr 11	79.2					103.5				
May 16	79.4					103.5				
June 13	79.7	77.4	66.6	84.3	81.3	103.8	105.7	106.5	105.4	100.0
July 11	79.5					103.6				
Aug 15	79.7					103.8				
Sept 12	79.8	77.7	66.9	83.8	81.1	104.0	106.1	106.7	105.5	100.4
Oct 10	82.4					104.4				
Nov 14	82.1					104.3				
Dec 12	80.1	78.4	67.0	83.1	81.1	104.4	107.5	107.5	105.7	100.0
1988 Jan 16	80.7					105.0 R				
Feb 13	80.1 R					104.4				
Mar 12	80.1	77.9	65.9	83.2	81.1	104.4	107.4	107.4	105.4	99.6

2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent working population†	School leavers included in unemployed	Non-claimant school leavers‡	Actual	Seasonally adjusted		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
1984 Annual averages	3,159.8	11.7	113.0	..	3,046.8	2,998.7	11.1	..	..	..	..	..
1985	3,271.2	11.8	108.0	..	3,163.3	3,113.5	11.3	..	..	..	..	..
1986	3,289.1	11.8	104.0	..	3,185.1	3,180.4	11.5	..	..	..	..	..
1987	2,953.4	10.6	73.4	..	2,880.0	2,880.0	10.3	..	..	..	..	..
1986 Apr 10	3,325.1	12.0	112.4	..	3,212.7	3,194.9	11.5	-9.8	13.6	329	2,930	67
May 8	3,270.9	11.8	110.9	..	3,160.0	3,200.1	11.5	5.2	11.8	283	2,921	67
June 12	3,229.4	11.6	107.3	100.8	3,122.1	3,208.8	11.6	8.7	1.4	289	2,874	67
July 10	3,279.6	11.8	101.6	125.1	3,178.0	3,210.3	11.6	1.5	5.1	381	2,832	67
Aug 14	3,280.1	11.8	92.3	113.8	3,187.8	3,206.3	11.5	-4.0	2.1	318	2,896	67
Sept 11	3,332.9	12.0	140.7	..	3,192.2	3,185.7	11.5	-20.6	-7.7	423	2,842	68
Oct 9	3,237.2	11.7	117.5	..	3,119.7	3,163.5	11.4	-22.2	-15.6	353	2,817	67
Nov 13	3,216.8	11.6	98.2	..	3,118.6	3,150.7	11.3	-12.8	-18.5	323	2,827	67
Dec 11	3,229.2	11.6	89.0	..	3,140.2	3,120.7	11.2	-30.0	-21.7	290	2,870	69
1987 Jan 8	3,297.2	11.8	89.2	..	3,208.0	3,112.2	11.2	-8.5	-17.1	297	2,930	71
Feb 12	3,225.8	11.6	79.9	..	3,145.9	3,066.5	11.0	-45.7	-28.1	291	2,867	68
Mar 12	3,143.4	11.3	72.3	..	3,071.1	3,037.3	10.9	-29.2	-27.8	261	2,815	67
Apr 9	3,107.1	11.1	66.6	..	3,040.6	3,021.4	10.8	-15.9	-30.3	284	2,758	65
May 14	2,986.5	10.7	74.9	..	2,911.5	2,950.9	10.6	-70.5	-38.5	246	2,677	63
June 11	2,905.3	10.4	69.4	103.6	2,835.9	2,922.2	10.5	-28.7	-38.4	243	2,601	62
July 9	2,906.5	10.4	63.9	128.9	2,842.5	2,873.1	10.3	-49.1	-49.4	337	2,510	60
Aug 13	2,865.8	10.3	56.1	115.7	2,809.7	2,825.5	10.1	-47.6	-41.8	287	2,522	57
Sept 10	2,870.2	10.3	92.4	..	2,777.8	2,772.2	9.9	-53.3	-50.0	358	2,457	55
Oct 8	2,751.4	9.9	83.2	..	2,668.2	2,713.6	9.7	-58.6	-53.2	311	2,386	54
Nov 12	2,685.6	9.6	69.4	..	2,616.2	2,650.8	9.5	-62.8	-58.2	282	2,353	51
Dec 10	2,695.8	9.7	63.7	..	2,632.1	2,613.9	9.4	-36.9	-52.8	264	2,382	50
1988 Jan 14	2,722.2	9.8	62.8	..	2,659.4	2,564.7	9.2	-49.2	-49.6	270	2,402	51
Feb 11	2,665.5	9.6	57.4	..	2,608.1	2,532.6	9.1	-32.1	-39.4	262	2,356	48
Mar 10	2,592.1	9.3	52.1	..	2,540.0	2,504.0	9.0	-28.6	-36.6	235	2,311	46
Apr 14*	2,536.0	9.1	56.9	..	2,479.0	2,455.0	8.8	-49.0	-36.6	256	2,235	46

2.2 UNEMPLOYMENT GB Summary

UNITED KINGDOM	MALE AND FEMALE											
	Number	Per cent working population†	School leavers included in unemployed	Non-claimant school leavers‡	Actual	Seasonally adjusted		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
1984 Annual averages	3,038.4	11.5	109.7	..	2,928.7	2,886.1	10.9	..	..	..	..	..
1985	3,149.4	11.7	105.6	..	3,043.9	2,998.2	11.1	..	..	..	..	..
1986	3,161.3	11.7	101.6	..	3,059.6	3,055.1	11.3	..	..	..	..	..
1987	2,826.9	10.4	71.4	..	2,755.5	2,755.6	10.1	..	..	..	..	..
1986 Apr 10	3,198.9	11.8	109.8	..	3,089.1	3,071.0	11.3	-10.9	12.3	319	2,814	65
May 8	3,146.2	11.6	108.6	..	3,037.5	3,075.5	11.4	4.5	10.8	275	2,806	65
June 12	3,103.5	11.5	105.3	97.8	2,998.2	3,083.1	11.4	7.6	0.4	279	2,759	65
July 10	3,150.2	11.6	99.8	121.8	3,050.4	3,083.8	11.4	0.7	4.3	369	2,716	66
Aug 14	3,150.1	11.6	90.7	110.5	3,059.4	3,078.9	11.4	-4.9	1.1	309	2,776	65
Sept 11	3,197.9	11.8	136.6	..	3,061.4	3,057.9	11.3	-21.0	-8.4	407	2,724	66
Oct 9	3,106.5	11.5	114.2	..	2,992.3	3,035.4	11.2	-22.5	-16.1	342	2,699	66
Nov 13	3,088.4	11.4	95.5	..	2,992.8	3,023.1	11.2	-12.3	-18.6	314	2,709	65
Dec 11	3,100.4	11.4	86.6	..	3,013.7	2,993.3	11.1	-29.8	-21.5	282	2,751	67
1987 Jan 8	3,166.0	11.6	87.0	..	3,079.0	2,984.9	11.0	-8.4	-16.8	288	2,809	69
Feb 12	3,096.6	11.4	78.0	..	3,018.5	2,940.4	10.8	-44.5	-27.6	283	2,748	66
Mar 12	3,016.5	11.1	70.6	..	2,945.9	2,911.9	10.7	-28.5	-27.1	253	2,698	65
Apr 9	2,979.9	11.0	65.0	..	2,914.9	2,895.4	10.6	-16.5	-29.8	275	2,641	64
May 14	2,860.3	10.5	72.8	..	2,787.5	2,824.8	10.4	-70.6	-38.5	237	2,561	62
June 11	2,779.8	10.2	67.5	100.5	2,712.3	2,796.7	10.3	-28.1	-38.4	234	2,486	60
July 9	2,778.5	10.2	62.2	125.8	2,716.3	2,747.9	10.1	-48.8	-49.2	325	2,395	58
Aug 13	2,738.5	10.1	54.6	112.1	2,683.9	2,700.9	9.9	-47.0	-41.3	278	2,405	55
Sept 10	2,740.2	10.1	89.2	..	2,651.1	2,648.5	9.7	-52.4	-49.4	344	2,343	54
Oct 8	2,626.7	9.7	80.5	..	2,546.2	2,590.9	9.5	-57.6	-52.3	301	2,274	52
Nov 12	2,564.6	9.4	67.2	..	2,497.4	2,530.1	9.3	-60.8	-56.9	274	2,242	49
Dec 10	2,575.2	9.5	61.8	..	2,513.4	2,494.2	9.2	-35.9	-51.4	256	2,270	49
1988 Jan 14	2,600.4	9.6	61.1	..	2,539.3	2,446.3	9.0	-47.9	-48.2	261	2,289	49
Feb 11	2,545.9	9.4	55.9	..	2,490.0	2,415.4	8.9	-30.9	-38.2	254	2,245	48
Mar 10	2,474.6	9.1	50.7	..	2,423.9	2,387.4	8.8	-28.0	-35.6	228	2,202	45
Apr 14*	2,417.7	8.9	55.0	..	2,362.7	2,338.5	8.6	-48.9	-35.9	247	2,126	44

* The latest figures for national and regional seasonally adjusted unemployment are provisional and subject to revision mainly in the following month. The seasonally adjusted series takes account of past discontinuities to be consistent with current coverage.
 † The number of unemployed as a percentage of the estimated total working population (the sum of employees in employment, unemployed, self-employed and H.M. Forces) at mid-1987 for 1987 and 1988 data and at the corresponding mid-year for earlier years.
 ‡ Not included in the total are new school leavers not yet entitled to benefit. A special count is made in June, July and August.

UNEMPLOYMENT 2.1 UK summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent working population†	School leavers included in unemployed	Non-claimant school leavers‡	Actual	Seasonally adjusted		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
1984 Annual averages	2,197.4	13.5	65.0	..	2,132.4	2,102.1	13.0	..	..	..	..	..
1985	2,251.7	13.7	62.6	..	2,189.1	2,159.0	13.1	..	..	..	..	..
1986	2,252.5	13.7	59.7	..	2,192.8	2,190.1	13.3	..	..	..	..	..
1987	2,045.8	12.5	41.9	..	2,003.9	2,003.9	12.3	..	..	..	..	..
1986 Apr 10	2,290.0	14.0	64.8	..	2,225.2	2,201.4	13.4	..	..	..	..	..
May 8	2,251.4	13.7	63.6	..	2,187.9	2,203.0	13.4	..	..	..	..	..
June 12	2,217.5	13.5	61.3	..	2,156.1	2,206.4	13.5	..	..	..	..	..
July 10	2,231.5	13.6	57.8	..	2,173.7	2,204.6	13.4	..	..	..	..	..
Aug 14	2,222.0	13.5	53.3	..	2,168.7	2,201.4	13.4	..	..	..	..	..
Sept 11	2,251.3	13.7	80.7	..	2,170.6	2,188.8	13.3	..	..	..	..	..
Oct 9	2,199.8	13.4	66.9	..	2,132.9	2,174.9	13.3	..	..	..	..	..
Nov 13	2,200.2	13.4	55.9	..	2,144.3	2,170.9	13.2	..	..	..	..	..
Dec 11	2,221.5	13.5	50.6	..	2,170.9	2,153.0	13.1	..	..	..	..	..
1987 Jan 8	2,272.4	13.9	50.8	..	2,221.6	2,147.4	13.1	..	..	..	..	..
Feb 12	2,233.9	13.7	45.5	..	2,188.4	2,122.5	13.0	..	..	..	..	..
Mar 12	2,181.0	13.3	41.1	..	2,140.0	2,105.5	12.9	..	..	..	..	..
Apr 9	2,158.2	13.2	37.9	..	2,120.3	2,095.3	12.8	..	..	..	..	..
May 14	2,080.4	12.7	42.9	..	2,037.5	2,051.9	12.5	..	..	..	..	..
June 11	2,023.0	12.4	39.8	..	1,983.2	2,033.2	12.4	..	..	..	..	..
July 9	2,008.5	12.3	36.4	..	1,972.1	2,002.3	12.2	..	..	..	..	..
Aug 13	1,970.3	12.0	32.1	..	1,938.2	1,970.4	12.0	..	..	..	..	..
Sept 10	1,973.8	12.1	53.3	..	1,920.5	1,939.3	11.9	..	..	..	..	..
Oct 8	1,903.6	11.6	47.3	..	1,856.3	1,899.5	11.6	..	..	..	..	..
Nov 12	1,865.8	11.4	39.3	..	1,826.6	1,854.7	11.3	..	..	..	..	..
Dec 10	1,878.7											

2.3 UNEMPLOYMENT Regions

THOUSAND

		NUMBER UNEMPLOYED			PER CENT WORKING POPULATION†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
		All	Male	Female	All	Male	Female	Actual		Seasonally adjusted		Male	Female		
								Number	Per cent working population†	Change since previous month	Average change over 3 months ended				
SOUTH EAST															
1984	Annual averages	747.5	511.0	236.5	20.1	8.4	9.7	6.5	727.3	711.8	8.0	489.8	222.1		
1985		782.4	527.1	255.2	17.0	8.6	9.9	6.9	765.4	748.8	8.3	507.3	241.6		
1986		784.7	524.7	260.0	14.6	8.6	9.9	6.8	770.1	768.4	8.4	515.6	252.8		
1987		680.5	460.8	219.7	9.6	7.4	8.6	5.6	671.0	670.9	7.3	455.6	215.3		
1987	Apr 9	721.5	489.1	232.4	8.8	7.8	9.1	6.0	712.6	708.6	7.7	-7.5	-11.8	478.2	230.4
	May 14	690.9	469.3	221.6	9.5	7.5	8.8	5.7	681.4	692.8	7.5	-15.8	-11.6	468.7	224.1
	June 11	669.4	455.4	214.0	8.9	7.2	8.5	5.5	660.5	681.3	7.4	-11.5	-11.6	462.1	219.2
	July 9	670.8	454.0	216.9	8.5	7.3	8.5	5.6	662.4	668.0	7.2	-13.3	-13.5	454.9	213.1
	Aug 13	665.6	447.6	218.1	7.6	7.2	8.4	5.6	658.0	654.3	7.1	-13.7	-12.8	447.1	207.2
	Sept 10	653.3	440.7	212.6	10.4	7.1	8.2	5.2	642.9	639.8	6.9	-14.5	-13.8	438.6	201.2
	Oct 8	624.5	423.4	201.1	10.6	6.8	7.9	5.2	614.0	623.4	6.7	-16.4	-14.9	427.9	195.5
	Nov 12	603.1	410.3	192.8	9.1	6.5	7.7	5.0	594.0	603.9	6.5	-19.5	-16.8	414.1	189.8
	Dec 10	603.5	411.8	191.7	8.5	6.5	7.7	4.9	595.0	590.8	6.4	-13.1	-16.3	403.7	187.1
1988	Jan 14	597.6	407.7	189.9	7.6	6.5	7.6	4.9	590.0	572.9	6.2	-17.9	-16.8	389.5	183.4
	Feb 11	586.9	400.0	187.0	6.9	6.3	7.5	4.8	580.0	564.2	6.1	-8.7	-13.2	382.7	181.5
	Mar 10	570.4	389.4	181.0	6.1	6.2	7.3	4.7	564.3	556.7	6.0	-7.5	-11.4	377.7	179.0
	Apr 14*	549.7	374.8	174.9	6.1	5.9	7.0	4.5	543.6	538.7	5.8	-18.0	-11.4	364.7	174.0
GREATER LONDON (included in South East)															
1984	Annual averages	380.6	265.4	115.2	10.2	9.0	10.5	6.9	370.4	362.1	8.6	254.2	107.9		
1985		402.5	278.4	124.1	8.6	9.4	10.9	7.3	393.8	385.0	9.0	267.9	117.2		
1986		407.1	280.9	126.1	7.4	9.5	11.1	7.3	399.7	398.8	9.3	276.3	122.6		
1987		363.8	254.4	109.4	5.2	8.5	10.0	6.3	358.6	358.6	8.4	251.6	107.0		
1987	Apr 9	379.3	265.2	114.1	5.0	8.9	10.4	6.5	374.3	373.5	8.7	-4.0	-5.6	260.5	113.0
	May 14	368.9	258.6	110.3	5.1	8.6	10.2	6.3	363.8	368.5	8.6	-5.0	-4.4	257.8	110.9
	June 11	361.4	254.0	107.4	4.9	8.4	10.0	6.2	356.4	362.9	8.5	-5.6	-4.9	254.2	108.7
	July 9	362.9	253.8	109.1	4.8	8.5	10.0	6.3	358.1	357.3	8.3	-5.6	-5.4	251.3	106.0
	Aug 13	361.2	251.5	109.7	4.4	8.4	9.9	6.3	356.8	351.0	8.2	-6.3	-5.8	247.8	103.2
	Sept 10	355.5	248.1	107.4	5.4	8.3	9.8	6.2	350.1	344.7	8.0	-6.3	-6.1	244.0	100.7
	Oct 8	341.3	239.4	101.9	5.6	8.0	9.4	5.8	335.7	338.4	7.9	-6.3	-6.3	239.5	98.9
	Nov 12	330.7	232.6	98.2	5.1	7.7	9.2	5.6	325.6	331.0	7.7	-7.4	-6.7	234.1	96.9
	Dec 10	332.2	233.9	98.3	4.9	7.8	9.2	5.6	327.3	326.2	7.6	-4.8	-6.2	230.4	95.8
1988	Jan 14	325.3	229.1	96.2	4.4	7.6	9.0	5.5	320.9	318.6	7.4	-7.6	-6.6	224.3	94.3
	Feb 11	324.3	228.1	96.2	4.1	7.6	9.0	5.5	320.1	318.0	7.4	-0.6	-4.3	223.6	94.4
	Mar 10	319.9	225.4	94.5	3.8	7.5	8.9	5.4	316.1	315.8	7.4	-2.2	-3.5	221.9	93.9
	Apr 14*	311.2	219.1	92.1	3.6	7.3	8.6	5.3	307.6	306.7	7.2	-9.1	-4.0	215.1	91.6
EAST ANGLIA															
1984	Annual averages	77.4	52.0	25.3	2.2	8.6	9.5	7.3	75.2	73.9	8.2	50.1	23.8		
1985		81.3	53.2	28.1	2.0	8.8	9.3	7.7	79.3	77.9	8.3	51.3	26.6		
1986		83.4	53.9	29.5	1.9	8.7	9.2	7.9	81.5	81.4	8.5	52.8	28.6		
1987		72.5	47.4	25.1	1.2	7.2	7.8	6.2	71.3	71.4	8.5	46.8	24.5		
1987	Apr 9	78.9	52.0	26.9	1.0	7.8	8.6	6.7	77.9	76.0	7.6	-1.0	-1.2	49.8	26.2
	May 14	75.1	49.5	25.6	1.2	7.5	8.2	6.4	73.9	74.0	7.4	-2.0	-1.3	48.7	25.3
	June 11	71.3	46.9	24.4	1.1	7.1	7.7	6.1	70.2	72.9	7.2	-1.1	-1.4	48.0	24.9
	July 9	70.0	45.6	24.4	1.0	7.0	7.5	6.1	69.0	71.3	7.1	-1.6	-1.6	46.9	24.4
	Aug 13	68.3	44.2	24.1	0.9	6.8	7.3	6.0	67.4	69.8	6.9	-1.8	-1.5	46.0	23.8
	Sept 10	67.2	43.4	23.8	1.4	6.7	7.2	5.9	65.8	68.1	6.8	-1.8	-1.7	44.9	23.2
	Oct 8	64.2	41.5	22.7	1.4	6.4	6.8	5.6	62.8	65.7	6.5	-2.4	-2.0	43.2	22.5
	Nov 12	62.3	40.3	22.0	1.1	6.2	6.7	5.5	61.2	62.7	6.2	-3.0	-2.4	41.0	21.7
	Dec 10	63.1	41.1	22.0	1.0	6.3	6.8	5.5	62.1	61.3	6.1	-1.4	-2.3	39.9	21.4
1988	Jan 14	64.6	41.8	22.8	0.9	6.4	6.9	5.7	63.7	59.6	5.9	-1.7	-2.0	38.3	21.3
	Feb 11	63.5	41.4	22.1	0.9	6.3	6.9	5.5	62.6	58.3	5.8	-1.3	-1.5	37.5	20.8
	Mar 10	60.7	39.5	21.2	0.8	6.0	6.5	5.3	59.9	57.2	5.7	-1.1	-1.4	36.8	20.4
	Apr 14*	58.3	37.8	20.5	0.9	5.8	6.3	5.1	57.4	55.4	5.5	-1.8	-1.4	35.5	19.9
SOUTH WEST															
1984	Annual averages	193.7	127.2	66.5	5.0	9.8	10.8	8.3	188.7	184.6	9.3	121.9	62.7		
1985		204.9	132.8	72.2	4.6	10.1	11.0	8.7	200.4	196.1	9.7	127.6	68.4		
1986		205.7	131.6	74.2	4.2	10.1	10.9	8.8	201.6	201.1	9.8	129.0	72.1		
1987		178.9	115.0	63.9	2.7	8.7	9.6	7.4	176.3	176.3	8.5	113.5	62.7		
1987	Apr 9	191.0	123.1	67.9	2.4	9.3	10.2	7.9	188.5	186.9	9.1	-1.2	-2.5	119.7	67.2
	May 14	178.6	115.6	63.0	2.7	8.7	9.6	7.3	175.9	180.8	8.8	-5.9	-3.4	116.2	64.6
	June 11	169.7	109.7	60.0	2.5	8.2	9.1	7.0	167.2	179.2	8.7	-1.6	-2.9	115.2	64.0
	July 9	170.0	109.2	60.5	2.2	8.2	9.1	7.0	167.5	175.9	8.5	-3.3	-3.6	113.5	62.4
	Aug 13	168.9	107.6	61.3	1.9	8.2	8.9	7.1	167.0	172.7	8.4	-3.2	-2.7	111.3	61.4
	Sept 10	168.2	107.4	60.8	3.1	8.2	8.9	7.1	165.2	167.7	8.1	-5.0	-3.8	108.6	59.1
	Oct 8	163.3	104.6	58.7	3.0	7.9	8.7	6.8	160.3	162.9	7.9	-4.8	-4.3	105.7	57.2
	Nov 12	162.8	104.2	58.6	2.5	7.9	8.7	6.8	160.3	158.8	7.7	-4.1	-4.6	102.8	56.0
	Dec 10	165.2	106.4	58.8	2.3	8.0	8.8	6.8	162.8	156.7	7.6	-2.1	-3.7	101.2	55.5
1988	Jan 14	167.6	107.7	59.9	2.2	8.1	8.9	7.0	165.5	154.2	7.5	-2.5	-2.9	99.0	55.2
	Feb 11	163.3	104.8	58.5	2.0	7.9	8.7	6.8	161.3	151.8	7.4	-2.4	-2.3	97.2	54.6
	Mar 10	156.0	100.1	55.8	1.8	7.6	8.3	6.5	154.2	148.8	7.2	-3.0	-2.6	95.2	53.6
	Apr 14*	148.9	95.8	53.1	1.9	7.2	8.0	6.2	147.1	145.4	7.0	-3.4	-2.9	92.6	52.8

See footnotes to table 2-1/2-2.

UNEMPLOYMENT Regions 2.3

THOUSAND

		NUMBER UNEMPLOYED			PER CENT WORKING POPULATION†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
		All	Male	Female	All	Male	Female	Actual		Seasonally adjusted		Male	Female		
								Number	Per cent working population†	Change since previous month	Average change over 3 months ended				
WEST MIDLANDS															
1984	Annual averages	345.4	243.0	102.4	12.8	13.7	15.7	10.6	332.6	329.3	13.1	233.9	95.3		
1985		349.7	243.1	106.6	12.1	13.7	15.6	10.7	337.6	334.1	13.1	234.5	99.6		
1986		346.7	238.6	108.0	11.7	13.5	15.3	10.6	334.9	334.6	13.0	232.1	102.5		
1987		305.9	211.1	94.8	7.7	11.8	13.5	9.2	297.6	297.6	11.5	206.7	90.9		
1987	Apr 9	320.6	222.5	98.0	7.4	12.4	14.3	9.5	313.2	313.0	12.1	-3.1	-3.8	217.5	95.5
	May 14	310.5	215.5	95.0	8.5	12.0	13.8	9.2	302.1	30					

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in travel-to-work areas* at April 14, 1988

	Male	Female	All	Rate		Male	Female	All	Rate
				† per cent employees and unemployed					† per cent employees and unemployed
Newark	1,685	845	2,530	10.6	Wolverhampton	13,716	5,636	19,352	13.7
Newbury	756	473	1,229	3.4	Woodbridge and Leiston	578	342	920	5.2
Newcastle upon Tyne	39,371	14,093	53,464	14.1	Worcester	2,925	1,603	4,528	7.3
Newmarket	784	633	1,417	5.5	Workington	2,275	1,318	3,593	13.1
Newquay	1,105	712	1,817	20.4	Worksop	2,612	983	3,595	14.2
Newton Abbot	1,344	835	2,179	9.5	Worthing	2,288	1,248	3,536	4.8
Northallerton	500	313	813	5.1	Yeovil	1,537	1,120	2,657	6.4
Northampton	4,183	2,326	6,509	5.9	York	4,841	2,652	7,493	8.9
Northwich	3,007	1,548	4,555	9.9					
Norwich	7,012	3,401	10,413	7.3					
Nottingham	26,305	10,085	36,390	10.8	Wales				
Okehampton	240	155	395	8.4	Aberdare	2,711	934	3,645	21.6
Oldham	6,216	3,053	9,269	12.3	Aberystwyth	761	398	1,159	10.1
Oswestry	768	427	1,195	8.5	Bangor and Caernarfon	2,932	1,197	4,129	15.9
Oxford	4,739	2,363	7,102	3.9	Bienau Gwent and Abergavenny	4,060	1,362	5,422	16.4
Pendle	2,018	1,176	3,194	10.7	Brecon	364	184	548	7.7
Penrith	495	373	868	6.1	Bridgend	4,951	1,955	6,906	13.7
Penzance and St. Ives	1,971	942	2,913	17.0	Cardiff	16,651	5,791	22,442	11.5
Peterborough	5,540	2,578	8,118	5.2	Cardigan	973	455	1,428	22.0
Pickering and Helmsley	213	120	333	8.4	Cardiff	1,077	481	1,558	8.7
Plymouth	10,600	5,423	16,023	12.2	Conwy and Colwyn	2,687	1,311	3,998	13.5
Poole	2,417	1,285	3,702	6.2	Denbigh	641	358	999	9.6
Portsmouth	9,103	4,322	13,425	8.6	Dolgellau and Barmouth	382	194	576	12.5
Preston	9,247	4,509	13,756	9.4	Fishguard	365	173	538	18.9
Reading	3,946	1,767	5,713	3.8	Haverfordwest	2,095	903	2,998	16.4
Redruth and Camborne	2,346	1,016	3,362	17.2	Holyhead	2,263	1,075	3,338	20.0
Retford	1,700	766	2,466	11.5	Lampeter and Aberaeron	623	268	891	16.0
Richmondshire	625	546	1,171	9.7	Llandeilo	257	146	403	12.6
Ripon	338	277	615	6.3	Llandrindod Wells	459	320	779	10.1
Rochdale	5,336	2,536	7,872	12.4	Llanelli	3,392	1,424	4,816	15.6
Rotherham and Mexborough	14,717	5,208	19,925	19.3	Machynlleth	281	163	444	12.7
Rugby and Daventry	2,024	1,530	3,554	6.9	Merthyr and Rhymney	6,363	2,269	8,632	17.7
Salisbury	1,247	918	2,165	5.2	Monmouth	278	173	451	13.1
Scarborough and Filey	2,174	1,047	3,221	10.3	Neath and Port Talbot	4,111	1,512	5,623	13.9
Scunthorpe	4,991	2,098	7,089	13.2	Newport	7,011	2,989	10,000	12.5
Settle	168	144	312	5.5	Newtown	478	299	777	9.1
Shaftesbury	490	332	822	5.4	Pontypool and Cwmbran	3,324	1,560	4,884	13.3
Sheffield	27,657	11,242	38,899	13.7	Pontypridd and Rhondda	6,880	2,241	9,121	15.5
Shrewsbury	2,153	1,197	3,350	7.3	Porthmadoc and Ffestiniog	496	240	736	11.5
Sittingbourne and Sheerness	2,425	1,498	3,923	9.8	Pwllheli	601	289	890	19.0
Skegness	1,504	606	2,110	18.4	Shotton, Flint and Rhyl	6,302	2,854	9,156	13.6
Skipton	399	252	651	5.7	South Pembrokeshire	1,810	746	2,556	21.8
Slaford	572	352	924	8.2	Swansea	10,233	3,518	13,751	14.4
Slough	4,613	2,321	6,934	4.1	Walspool	406	240	646	8.7
South Molton	207	143	350	10.0	Wrexham	3,984	1,849	5,833	12.6
South Tyneside	9,313	3,190	12,503	21.7					
Southampton	9,853	4,305	14,158	7.6	Scotland				
Southend	14,116	7,161	21,277	8.4	Aberdeen	7,715	3,634	11,349	6.7
Spalding and Holbeach	1,057	680	1,737	7.3	Alloa	2,119	852	2,971	18.3
St. Austell	1,599	903	2,502	11.7	Annan	629	430	1,059	12.7
Stafford	2,937	1,835	4,772	6.9	Arbroath	1,013	522	1,535	18.5
Stamford	723	495	1,218	7.0	Ayr	3,971	1,809	5,780	13.7
Stockton-on-Tees	8,885	3,201	12,086	15.6	Badenoch	312	159	463	13.1
Stoke	11,981	6,148	18,129	8.5	Banff	625	303	928	10.5
Stroud	1,370	969	2,339	6.5	Bathgate	5,365	2,306	7,671	15.7
Sudbury	637	410	1,047	6.7	Berwickshire	435	252	687	13.7
Sunderland	23,435	8,036	31,471	18.1	Blaigowrie and Pitlochry	716	387	1,103	10.7
Swindon	4,262	2,549	6,811	7.0	Brechin and Montrose	1,031	640	1,671	13.5
Taunton	1,791	1,001	2,792	6.8	Buckie	329	278	607	14.7
Telford and Bridgnorth	5,844	2,872	8,716	13.4	Campbeltown	453	254	707	18.5
Thanet	4,155	1,907	6,062	14.8	Crieff	286	146	432	12.6
Theftord	999	610	1,609	6.4	Cumnock and Sanquhar	3,048	983	4,031	27.0
Thirsk	246	160	406	9.9	Dumbarton	3,230	1,780	5,010	18.3
Tiverton	446	298	744	6.9	Dumfries	1,370	787	2,157	8.9
Torbay	4,156	2,134	6,290	15.3	Dundee	8,957	4,070	13,027	13.6
Torrington	294	204	498	11.0	Dunfermline	5,005	2,220	7,225	13.8
Totnes	434	288	722	9.4	Dunoon and Bute	795	473	1,268	16.3
Trowbridge and Frome	1,755	1,237	2,992	6.4	Edinburgh	22,076	8,998	31,074	10.4
Truro	1,298	754	2,052	9.0	Elgin	1,065	719	1,784	11.3
Tunbridge Wells	1,857	990	2,847	3.1	Falkirk	5,527	2,951	8,478	14.2
Uttoxeter and Ashbourne	423	286	709	5.7	Forfar	686	430	1,116	11.1
Wakefield and Dewsbury	10,418	3,957	14,375	12.7	Forres	393	259	652	21.3
Walsall	13,592	5,649	19,241	12.2	Fraserburgh	523	242	765	11.0
Wareham and Swanage	366	253	619	6.3	Galashiels	471	229	700	4.6
Warminster	237	215	452	7.0	Girvan	489	245	734	23.5
Warrington	5,065	2,343	7,408	10.2	Glasgow	71,589	26,276	97,865	15.7
Warwick	2,970	1,977	4,947	5.9	Greenock	6,894	2,222	9,116	19.6
Watford and Luton	12,185	5,963	18,148	5.5	Haddington	764	421	1,185	8.6
Wellingborough and Rushden	1,987	1,229	3,216	6.8	Hawick	515	210	725	9.0
Wells	890	598	1,488	6.3	Huntly	214	103	317	8.4
Weston-super-Mare	2,512	1,504	4,016	10.3	Invergordon and Dingwall	2,371	703	3,074	22.8
Whitby	795	343	1,138	16.0	Inverness	3,521	1,416	4,937	11.9
Whitchurch and Market Drayton	857	510	1,367	9.3	Irvine	7,249	2,731	9,980	20.9
Whitehaven	2,001	1,061	3,062	9.3	Islay/Mid Argyll	356	211	567	13.5
Widnes and Runcorn	6,389	2,542	8,931	16.3	Keith	374	222	596	13.4
Wigan and St. Helens	19,761	8,318	28,079	15.8	Kelso and Jedburgh	299	153	452	8.7
Winchester and Eastleigh	1,573	836	2,409	2.9	Kilmarnock	3,319	1,404	4,723	15.4
Windsor	203	128	331	4.6	Kirkcaldy	7,443	3,189	10,632	16.6
Wirral and Chester	22,135	8,801	30,936	15.7	Lanarkshire	19,545	7,855	27,400	17.4
Wisbech	1,445	658	2,103	11.0	Lochaber	791	419	1,210	14.3
					Lockerbie	283	172	455	11.4
					Newton Stewart	386	227	613	18.5

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in travel-to-work areas* at April 14, 1988

	Male	Female	All	Rate		Male	Female	All	Rate
				† per cent employees and unemployed					† per cent employees and unemployed
North East Fife	1,035	673	1,708	10.2	Northern Ireland				
Oban	543	351	894	10.9	Ballymena	2,272	1,030	3,302	13.4
Orkney Islands	534	272	806	12.0	Belfast	41,539	16,547	58,086	16.8
Peebles	306	154	460	10.2	Coleraine	5,264	1,705	6,969	21.9
Perth	1,903	900	2,803	9.7	Cookstown	1,923	642	2,565	31.1
Peterhead	1,046	538	1,584	13.1	Craigavon	7,563	3,112	10,675	17.8
Shetland Islands	417	252	669	6.8	Dungannon	2,868	982	3,850	26.3
Skye and Wester Ross	616	336	952	18.3	Enniskillen	3,103	963	4,066	22.7
Stewarton	479	339	818	10.5	Londonderry	9,576	2,443	12,019	26.6
Stirling	2,626	1,258	3,884	11.7	Magherafelt	1,987	714	2,701	26.1
Stranraer	833	397	1,230	17.4	Newry	5,344	1,818	7,162	28.0
Sutherland	535	237	772	18.2	Omagh	2,472	892	3,364	20.8
Thurso	542	261	803	11.6	Strabane	2,871	639	3,510	31.4
Western Isles	1,568	482	2,050	20.8					
Wick	628	192	820	15.5					

† The number of unemployed as a percentage of the mid-1987 estimates of employees in employment and the unemployed. This is on a different base from the percentage rates given in tables 2.1, 2.2 and 2.3.
* Travel-to-work areas are defined in the supplement to the September 1984 editions of *Employment Gazette*, with slight amendments as given in the October 1984 [p 467], March 1985 [p 126] February 1986 [p 86], and December 1987 [p S25] editions.
† Assisted area status as designated on November 29, 1984. There are no Development Areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.

UNEMPLOYMENT 2.5 Age and duration

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks</	

UNEMPLOYMENT
Age and duration: April 14, 1988
Regions

Duration of unemployment in weeks	Male				Female				Male				Female			
	Under 25	25-54	55 and over	All ages	Under 25	25-54	55 and over	All ages	Under 25	25-54	55 and over	All ages	Under 25	25-54	55 and over	All ages
South East																
2 or less	7,652	10,630	2,547	20,829	4,931	5,865	476	11,272	4,100	3,707	735	8,542	2,735	1,960	128	4,823
Over 2 and up to 4	6,566	9,351	1,754	17,671	4,193	5,405	410	10,008	2,970	4,955	626	8,551	1,774	1,869	121	3,764
Over 4	10,663	15,836	2,908	29,407	6,634	8,211	641	15,486	4,637	5,937	938	11,512	2,771	2,924	175	5,870
8	10,938	16,618	3,021	30,577	7,411	9,449	648	17,508	4,833	6,008	977	11,818	3,331	3,239	209	6,779
13	18,137	30,313	6,898	55,348	12,044	16,436	1,483	29,963	10,072	12,502	2,344	24,918	6,368	6,330	431	13,128
26	20,731	35,887	10,110	66,728	14,260	21,984	2,176	38,420	12,748	14,085	3,467	30,300	8,228	8,227	716	17,171
52	12,106	32,923	8,602	53,631	6,176	12,395	2,500	21,071	6,931	14,262	4,082	25,275	3,416	4,739	930	9,085
104	5,204	19,949	5,375	30,528	2,429	6,069	2,021	10,519	3,152	10,049	4,989	18,190	1,468	2,298	803	4,569
156	2,362	13,031	4,187	19,580	1,110	3,818	1,709	6,637	1,637	5,986	1,795	9,418	725	1,366	604	2,695
208	1,151	10,164	3,690	15,005	553	2,734	1,489	4,776	852	5,200	1,673	7,725	401	1,104	551	2,056
Over 260	1,403	25,030	9,097	35,530	704	5,286	3,258	9,248	1,223	15,853	4,618	21,694	538	2,287	1,349	4,174
All	96,913	219,732	58,189	374,834	60,445	97,652	16,811	174,908	53,155	98,544	26,244	177,943	31,755	36,343	6,017	74,115
Yorks and Humberside																
2 or less	4,023	5,670	1,060	10,753	2,368	2,869	252	5,489	5,040	5,245	1,071	11,356	3,363	2,965	272	6,600
Over 2 and up to 4	3,584	5,192	782	9,558	2,074	2,660	188	4,922	4,029	5,035	763	9,827	2,322	2,596	181	5,099
Over 4	6,118	8,958	1,374	16,450	4,478	4,180	333	7,991	6,669	8,160	1,223	16,052	3,801	3,965	275	8,041
8	6,495	9,603	1,347	17,445	4,005	4,878	324	9,207	7,232	8,464	1,238	16,934	4,119	4,385	313	8,817
13	10,494	17,183	2,943	30,620	6,211	10,122	672	15,005	14,204	17,351	2,935	34,490	8,574	9,088	723	18,385
26	12,895	21,999	4,378	39,272	7,935	10,826	1,050	19,861	18,238	21,239	4,588	44,065	10,521	11,058	1,122	22,701
52	8,045	20,919	4,184	33,148	3,825	7,167	1,306	12,298	9,687	19,920	4,192	33,799	4,672	6,904	1,409	12,985
104	3,487	13,047	2,580	19,114	1,529	3,622	952	6,103	4,510	12,862	2,715	20,087	2,039	3,473	1,125	6,637
156	1,591	8,501	2,080	12,172	686	2,235	820	3,741	2,447	9,379	2,049	13,875	1,068	2,248	950	4,266
208	770	6,567	1,839	9,236	329	1,619	730	2,678	1,435	7,917	2,064	11,416	599	1,607	840	3,046
Over 260	873	15,486	4,940	21,299	363	2,939	1,540	4,842	2,094	29,789	6,640	37,523	797	3,838	1,981	6,616
All	58,375	133,125	27,567	219,067	32,803	51,167	8,167	92,137	75,585	144,361	29,478	249,424	41,875	52,127	9,191	103,193
North West																
2 or less	866	1,143	372	2,381	680	708	79	1,467	3,042	3,398	538	6,978	1,924	1,500	98	3,522
Over 2 and up to 4	687	904	207	1,798	538	579	44	1,161	2,199	3,562	440	6,201	1,107	1,249	60	2,416
Over 4	1,148	1,458	317	2,923	825	897	80	1,802	3,458	4,941	738	9,137	1,876	2,051	126	4,053
8	1,225	1,734	393	3,352	878	1,011	81	1,970	3,692	4,601	688	8,981	2,059	2,291	141	4,491
13	2,108	3,166	917	6,191	1,728	2,121	178	4,025	7,567	9,883	1,613	19,063	4,323	4,482	320	9,125
26	2,048	3,272	1,302	6,622	1,847	2,585	286	4,718	10,192	11,724	2,589	24,505	5,451	5,630	538	11,619
52	1,065	2,841	925	4,831	640	1,167	286	2,093	4,620	10,997	2,612	18,229	2,215	3,285	690	6,190
104	502	1,668	580	2,750	249	541	249	1,039	2,015	6,885	2,123	11,023	1,000	1,682	593	3,275
156	215	1,088	415	1,718	121	392	185	698	1,078	4,903	1,446	7,427	496	1,132	520	2,148
208	125	864	366	1,355	65	256	160	481	734	4,421	1,645	6,800	279	810	398	1,487
Over 260	174	2,620	1,096	3,890	99	568	374	1,041	1,091	15,851	3,757	20,699	431	1,929	1,051	3,411
All	10,163	20,758	6,890	37,811	7,668	10,825	2,002	20,495	39,688	81,166	18,189	139,043	21,161	26,041	4,535	51,737
East Anglia																
2 or less	2,169	3,117	856	6,142	1,584	1,707	143	3,434	2,543	2,296	336	5,175	1,591	1,266	95	2,952
Over 2 and up to 4	1,844	2,527	557	4,928	1,247	1,650	138	3,035	1,804	3,064	287	5,155	1,011	1,244	63	2,318
Over 4	2,761	3,968	887	7,616	1,974	2,442	217	4,633	2,748	3,522	504	6,774	1,520	1,784	104	3,404
8	2,866	4,193	983	8,042	2,237	2,614	174	5,025	2,978	3,704	533	7,215	1,700	2,025	138	3,863
13	5,417	8,546	2,389	16,352	4,239	5,551	518	10,308	6,198	7,983	1,305	15,486	3,580	3,625	250	7,455
26	5,597	9,144	3,573	18,314	4,533	7,163	772	12,468	7,849	9,355	1,968	19,172	4,122	4,499	427	9,048
52	2,388	7,134	2,525	12,047	1,533	3,525	870	5,928	3,379	8,088	1,788	13,255	1,546	2,463	456	4,465
104	878	3,983	1,637	6,498	544	1,442	600	2,586	1,217	4,916	1,278	7,411	565	1,192	346	2,103
156	402	2,892	1,258	4,352	242	977	552	1,771	673	3,259	866	4,798	324	683	280	1,287
208	232	2,099	946	3,277	138	674	427	1,239	396	2,787	789	3,972	175	495	253	923
Over 260	276	5,549	2,429	8,254	164	1,520	980	2,664	571	9,193	2,025	11,789	225	1,222	606	2,053
All	24,830	59,952	18,040	95,822	18,435	29,265	5,391	53,091	30,356	58,167	11,679	100,202	16,359	20,494	3,018	39,871
Wales																
2 or less	3,404	3,256	709	7,369	2,364	2,022	155	4,541	4,057	5,158	824	10,039	2,333	2,570	194	5,097
Over 2 and up to 4	2,685	3,162	624	6,471	1,747	1,796	141	3,684	3,854	5,746	755	10,355	2,061	2,467	145	4,673
Over 4	4,310	5,186	978	10,474	3,013	3,174	212	6,399	5,968	7,645	922	14,535	3,398	3,639	233	7,270
8	4,748	5,508	1,008	11,264	3,249	3,380	218	6,847	6,704	7,781	844	15,329	4,127	4,080	237	8,444
13	8,669	10,874	2,467	22,010	6,106	6,557	521	13,184	13,233	15,956	2,399	31,588	8,105	8,272	603	16,980
26	11,568	13,515	3,836	28,919	8,341	8,935	936	18,212	16,690	20,258	3,454	40,402	9,471	10,089	938	20,498
52	6,583	13,881	3,715	24,179	3,901	5,538	1,068	10,507	9,548	18,414	3,338	31,300	4,626	5,886	1,028	11,540
104	3,012	9,301	2,310	14,623	1,789	2,725	865	5,379	3,866	11,205	2,301	17,372	1,938	2,983	760	5,681
156	1,565	6,727	2,042	10,334	896	1,857	766	3,519	1,991	8,081	1,771	11,843	874	1,790	699	3,363
208	885	5,752	2,067	8,704	440	1,393	752	2,585	1,074	6,014	1,882	8,970	512	1,239	600	2,351
Over 260	1,395	22,274	6,754	30,423	638	3,609	2,070	6,317	1,485	20,199	4,741	26,425	697	2,860	1,472	5,029
All	48,824	99,436	26,510	174,770	32,484	40,986	7,704	81,174	68,470	126,457	23,231	218,158	38,142	45,875	6,909	90,926
Scotland																
2 or less	4,748	5,508	1,008	11,264	3,249	3,380	218	6,847	6,704	7,781	844	15,329	4,127	4,080	237	8,444
Over 2 and up to 4	8,669	10,874	2,467	22,010	6,106	6,557	521	13,184	13,233	15,956	2,399	31,588	8,105	8,272	603	16,980
Over 4	11,568	13,515	3,836	28,919	8,341	8,935	936	18,212	16,690	20,258	3,454					

2.7 UNEMPLOYMENT Age

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
MALE AND FEMALE									
1987 Apr	127.3	270.3	628.3	771.8	495.2	441.3	298.4	74.5	3,107.1
July	116.3	247.6	611.5	711.8	458.2	413.5	280.4	67.1	2,906.5
Oct	134.8	239.6	544.2	667.7	431.4	397.0	275.2	61.4	2,751.4
1988 Jan	119.4	229.6	544.3	673.3	434.8	392.8	270.6	57.4	2,722.2
Apr	106.0	202.0	495.7	633.1	411.5	375.5	260.0	52.2	2,536.0
Proportion of number unemployed									
1987 Apr	4.1	8.7	20.2	24.8	15.9	14.2	9.6	2.4	100.0
July	4.0	8.5	21.0	24.5	15.8	14.2	9.6	2.3	100.0
Oct	4.9	8.7	19.8	24.3	15.7	14.4	10.0	2.2	100.0
1988 Jan	4.4	8.4	20.0	24.7	16.0	14.4	9.9	2.1	100.0
Apr	4.2	8.0	19.5	25.0	16.2	14.8	10.3	2.1	100.0
MALE									
1987 Apr	72.5	159.7	407.5	531.6	372.1	318.7	223.1	73.0	2,158.2
July	66.6	145.8	390.8	491.2	342.2	297.0	209.1	65.8	2,008.5
Oct	76.8	139.5	351.8	462.7	322.6	284.7	205.2	60.3	1,903.6
1988 Jan	67.1	135.4	354.7	470.0	325.9	281.6	201.8	56.5	1,892.7
Apr	59.8	119.6	324.4	441.5	307.9	268.1	193.2	51.1	1,765.7
Proportion of number unemployed									
1987 Apr	3.4	7.4	18.9	24.6	17.2	14.8	10.3	3.4	100.0
July	3.3	7.3	19.5	24.5	17.0	14.8	10.4	3.3	100.0
Oct	4.0	7.3	18.5	24.3	16.9	15.0	10.8	3.2	100.0
1988 Jan	3.5	7.2	18.7	24.8	17.2	14.9	10.7	3.0	100.0
Apr	3.4	6.8	18.4	25.0	17.4	15.2	10.9	2.9	100.0
FEMALE									
1987 Apr	54.9	110.6	220.8	240.2	123.1	122.6	75.2	1.4	948.9
July	49.7	101.7	220.7	220.6	116.1	116.5	71.3	1.4	898.0
Oct	58.1	100.1	192.4	205.0	108.8	112.3	70.0	1.1	847.8
1988 Jan	52.4	94.3	189.6	203.3	108.9	111.2	68.9	0.9	829.5
Apr	46.2	82.4	171.3	191.6	103.6	107.3	66.7	1.1	770.3
Proportion of number unemployed									
1987 Apr	5.8	11.7	23.3	25.3	13.0	12.9	7.9	0.2	100.0
July	5.5	11.3	24.6	24.6	12.9	13.0	7.9	0.2	100.0
Oct	6.9	11.8	22.7	24.2	12.8	13.2	8.3	0.1	100.0
1988 Jan	6.3	11.4	22.9	24.5	13.1	13.4	8.3	0.1	100.0
Apr	6.0	10.7	22.2	24.9	13.5	13.9	8.7	0.1	100.0

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
MALE AND FEMALE								
1987 Apr	165.0	120.3	207.1	232.5	455.5	631.6	1,295.1	3,107.1
July	203.2	135.0	188.8	191.1	405.7	544.4	1,238.3	2,906.5
Oct	170.4	141.8	251.6	202.0	370.2	443.1	1,172.2	2,751.4
1988 Jan	178.9	91.3	209.4	235.3	460.1	446.5	1,100.6	2,722.2
Apr	136.0	120.5	183.0	197.0	386.7	483.6	1,029.2	2,536.0
Proportion of number unemployed								
1987 Apr	5.3	3.9	6.7	7.5	14.7	20.3	41.7	100.0
July	7.0	4.6	6.5	6.6	14.0	18.7	42.6	100.0
Oct	6.2	5.2	9.1	7.3	13.5	16.1	42.6	100.0
1988 Jan	6.6	3.4	7.7	8.6	16.9	16.4	40.4	100.0
Apr	5.4	4.8	7.2	7.8	15.2	19.1	40.6	100.0
MALE								
1987 Apr	107.0	78.9	135.2	151.0	300.3	397.2	988.7	2,158.2
July	122.0	84.6	120.8	122.0	263.2	349.0	946.8	2,008.5
Oct	109.2	88.8	156.7	129.0	235.0	289.6	895.4	1,903.6
1988 Jan	108.6	58.6	140.2	155.0	295.6	288.3	846.3	1,892.7
Apr	87.2	80.0	119.5	125.9	250.2	310.6	792.2	1,765.7
Proportion of number unemployed								
1987 Apr	5.0	3.7	6.3	7.0	13.9	18.4	45.8	100.0
July	6.1	4.2	6.0	6.1	13.1	17.4	47.1	100.0
Oct	5.7	4.7	8.2	6.8	12.3	15.2	47.0	100.0
1988 Jan	5.7	3.1	7.4	8.2	15.6	15.2	44.7	100.0
Apr	4.9	4.5	6.8	7.1	14.2	17.6	44.9	100.0
FEMALE								
1987 Apr	58.0	41.4	71.9	81.5	155.3	234.4	306.4	948.9
July	81.1	50.4	68.0	69.1	142.4	195.4	291.4	898.0
Oct	61.2	53.1	94.9	72.9	135.2	153.6	276.9	847.8
1988 Jan	70.3	32.7	69.2	80.3	164.5	158.2	254.3	829.5
Apr	48.7	40.5	63.5	71.0	136.5	173.0	237.0	770.3
Proportion of number unemployed								
1987 Apr	6.1	4.4	7.6	8.6	16.4	24.7	32.3	100.0
July	9.0	5.6	7.6	7.7	15.9	21.8	32.4	100.0
Oct	7.2	6.3	11.2	8.6	15.9	18.1	32.7	100.0
1988 Jan	8.5	3.9	8.3	9.7	19.8	19.1	30.7	100.0
Apr	6.3	5.3	8.2	9.2	17.7	22.5	30.8	100.0

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at April 14, 1988

	Male	Female	All	Rate		Male	Female	All	Rate
SOUTH EAST									
Bedfordshire	10,083	5,077	15,160	6.4	West Sussex	6,561	3,716	10,277	3.7
Luton	5,296	2,038	7,334		Adur	660	439	1,099	
Mid Bedfordshire	917	781	1,698		Arun	1,444	808	2,252	
North Bedfordshire	2,410	1,319	3,729		Chichester	978	550	1,528	
South Bedfordshire	1,460	939	2,399		Crawley	842	430	1,272	
					Horsham	688	369	1,057	
Berkshire	8,801	4,283	13,084	3.9	Mid Sussex	797	520	1,317	
Bracknell	999	622	1,621		Worthing	1,152	600	1,752	
Newbury	978	594	1,572		Greater London	219,067	92,137	311,204	8.1
Reading	2,786	993	3,779		Barking and Dagenham	3,937	1,589	5,526	
Slough	2,058	888	2,946		Barnet	5,484	2,823	8,307	
Windsor and Maidenhead	1,201	620	1,821		Bexley	3,796	2,149	5,945	
Wokingham	779	566	1,345		Brent	10,105	4,113	14,218	
Buckinghamshire	7,113	3,876	10,989	4.2	Bromley	4,593	2,204	6,797	
Aylesbury Vale	1,232	876	2,108		Camden	8,915	3,776	12,691	
Chiltern	540	315	855		City of London	74	30	104	
Milton Keynes	3,287	1,623	4,910		City of Westminster	7,197	2,979	10,176	
South Buckinghamshire	523	287	810		Croydon	6,371	3,104	9,475	
Wycombe	1,531	775	2,306		Ealing	7,573	3,550	11,123	
East Sussex	12,978	6,745	19,723	7.2	Enfield	5,673	2,786	8,459	
Brighton	4,953	2,342	7,295		Greenwich	8,162	3,605	11,767	
Eastbourne	1,370	683	2,053		Hackney	12,575	4,619	17,194	
Hastings	2,030	871	2,901		Hammersmith and Fulham	7,210	2,912	10,122	
Hove	1,987	1,065	3,052		Haringey	10,234	4,400	14,634	
Lewes	958	659	1,617		Harrow	3,132	1,680	4,812	
Rother	856	531	1,387		Havering	3,773	1,955	5,728	
Wealden	824	594	1,418		Hillingdon	3,120	1,689	4,809	
Essex	25,735	14,110	39,845	7.3	Hounslow	4,251	2,175	6,426	
Basildon	3,653	1,921	5,574		Islington	9,798	4,019	13,817	
Braintree	1,336	915	2,251		Kensington and Chelsea	5,144	2,260	7,404	
Brentwood	790	377	1,167		Kingston-upon-Thames	1,661	807	2,468	
Castle Point	1,329	765	2,094		Lambeth	14,759	5,512	20,271	
Chelmsford	1,546	1,087	2,633		Lewisham	10,528	4,055	14,583	
Colchester	2,296	1,533	3,829		Merton	3,052	1,440	4,492	
Epping Forest	1,592	879	2,471		Newham	9,961	3,538	13,499	
Harlow	1,542	852	2,394		Redbridge	4,626	2,191	6,817	
Maldon	617	378	995		Richmond-upon-Thames	2,150	1,175	3,325	
Rochford	876	479	1,355		Southwark	13,131	4,569	17,700	
Rochford	876	479	1,355		Sutton	2,199	1,125	3,324	
Southend-on-Sea	3,762	1,647	5,409		Tower Hamlets	10,654	2,922	13,576	
Tendring	2,633	1,329	3,962		Waltham Forest	6,789	2,858	9,647	
Thurrock	3,270	1,672	4,942		Wandsworth	8,440	3,528	11,968	
Uttlesford	493	276	769		EAST ANGLIA				
Hampshire	27,022	13,786	40,808	6.3	Cambridgeshire	10,588	5,643	16,231	5.5
Basingstoke and Deane	1,258	691	1,949		Cambridge	1,710	778	2,488	
East Hampshire	838	572	1,410		East Cambridgeshire	486	356	842	
Eastleigh	1,251	765	2,016		Fenland	1,748	895	2,643	
Fareham	1,252	896	2,148		Huntingdon	1,392	1,171	2,563	
Gosport	1,436	1,022	2,458		Peterborough	4,550	1,893	6,443	
Hart	439	342	781		South Cambridgeshire	702	550	1,252	
Havant	2,777	1,226	4,003		Norfolk	17,395	8,862	26,257	8.7
New Forest	2,192	1,158	3,350		Breckland	1,650	1,053	2,703	
Portsmouth	5,667	2,640	8,307		Broadland	1,			

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at April 14, 1988

	Male	Female	All	Rate		Male	Female	All	Rate
Gloucestershire	8,762	5,050	13,812	6.5	Nottinghamshire	37,952	13,889	51,841	11.2
Cheltenham	1,953	915	2,868		Ashfield	1,794	1,121	2,915	
Cotswold	608	472	1,080		Bassetlaw	4,313	1,244	5,557	
Forest of Dean	1,381	894	2,275		Broxtowe	3,977	1,651	5,628	
Gloucester	2,362	1,106	3,468		Gedling	2,593	1,164	3,757	
Stroud	1,375	993	2,368		Mansfield	2,624	1,188	3,812	
Tewkesbury	1,083	670	1,753		Newark	4,488	1,421	5,909	
Somerset	7,376	4,733	12,109	7.3	Nottingham	3,512	1,366	4,878	
Mendip	1,301	932	2,233		Nottingham	14,589	4,920	19,509	
Sedgemoor	1,863	1,143	3,006		Rushcliffe	1,856	935	2,791	
Taunton Deane	1,717	944	2,661		YORKSHIRE AND HUMBERSIDE				
West Somerset	629	360	989		Humberside	32,902	13,496	46,398	13.1
Yeovil	1,866	1,357	3,223		Beverley	1,794	1,121	2,915	
Wiltshire	8,453	5,589	14,042	6.4	Boothferry	1,857	964	2,821	
Kennel	704	539	1,243		Cleethorpes	2,555	1,087	3,642	
Salisbury	1,409	1,004	2,413		East Yorkshire	1,896	1,091	2,987	
Thamesdown	1,209	874	2,083		Glanford	1,646	897	2,543	
West Wiltshire	3,603	2,075	5,678		Great Grimsby	4,727	1,550	6,277	
	1,528	1,097	2,625		Holderness	994	596	1,590	
WEST MIDLANDS					Kingston-upon-Hull	14,416	5,158	19,574	
Hereford and Worcester	13,610	8,006	21,616	8.5	Scunthorpe	3,017	1,032	4,049	
Bromsgrove	1,932	1,113	3,045		North Yorkshire	13,569	7,688	21,257	8.1
Hereford	1,261	769	2,030		Craven	619	448	1,067	
Leominster	642	347	989		Hambleton	1,195	728	1,923	
Malvern Hills	1,510	759	2,269		Harrogate	1,859	1,145	3,004	
Redditch	1,869	1,128	2,997		Richmondshire	635	552	1,187	
South Herefordshire	792	521	1,313		Ryedale	1,084	743	1,827	
Worcester	2,043	1,007	3,050		Scarborough	2,934	1,377	4,311	
Wyche	1,382	994	2,376		Selby	1,811	1,167	2,978	
Wyre Forest	2,179	1,368	3,547		York	3,432	1,528	4,960	
Shropshire	10,134	5,291	15,425	10.3	South Yorkshire	63,850	24,228	88,078	15.9
Bridgnorth	835	573	1,408		Barnsley	11,756	3,752	15,508	
North Shropshire	957	590	1,547		Doncaster	14,383	5,713	20,096	
Oswestry	664	355	1,019		Rotherham	12,128	4,553	16,681	
Shrewsbury and Atcham	1,949	1,073	3,022		Sheffield	25,583	10,210	35,793	
South Shropshire	635	354	989		West Yorkshire	67,622	28,703	96,325	10.5
The Wrekin	5,094	2,346	7,440		Bradford	16,594	6,452	23,046	
Staffordshire	25,987	14,084	40,071	9.4	Calderdale	4,910	2,699	7,609	
Cannock Chase	2,688	1,487	4,175		Kirklees	10,213	4,994	15,207	
East Staffordshire	2,439	1,325	3,764		Leeds	23,056	9,728	32,784	
Lichfield	1,774	1,176	2,950		Wakefield	12,849	4,830	17,679	
Newcastle-under-Lyme	2,839	1,577	4,416		NORTH WEST				
South Staffordshire	2,479	1,425	3,904		Cheshire	26,590	12,683	39,273	10.4
Stafford	2,191	1,333	3,524		Chester	3,679	1,675	5,354	
Staffordshire Moorlands	1,405	1,031	2,436		Congleton	1,113	829	1,942	
Stoke-on-Trent	7,790	3,511	11,301		Crewe and Nantwich	2,445	1,377	3,822	
Tamworth	2,382	1,219	3,601		Ellesmere Port and Neston	3,117	1,306	4,423	
Warwickshire	9,812	6,071	15,883	7.8	Halton	6,110	2,328	8,438	
North Warwickshire	1,326	842	2,168		Macclesfield	2,268	1,324	3,592	
Nuneaton and Bedworth	3,482	1,791	5,273		Vale Royal	2,793	1,501	4,294	
Rugby	1,541	1,082	2,623		Warrington	5,065	2,343	7,408	
Stratford-on-Avon	1,242	884	2,126		Lancashire	41,362	19,106	60,468	11.3
Warwick	2,221	1,472	3,693		Blackburn	5,053	1,949	7,002	
West Midlands	115,227	47,722	162,949	12.4	Blackpool	6,968	2,845	9,813	
Birmingham	51,086	19,919	71,005		Burnley	2,937	1,293	4,230	
Coventry	12,964	5,936	18,900		Chorley	1,946	1,173	3,119	
Dudley	9,609	4,680	14,289		Fylde	1,297	668	1,965	
Sandwell	13,637	5,581	19,218		Hyndburn	1,993	1,089	3,082	
Solihull	5,349	2,892	8,241		Lancaster	4,097	1,854	5,951	
Walsall	10,421	3,947	14,368		Pendle	2,018	1,176	3,194	
Wolverhampton	12,161	4,767	16,928		Preston	5,124	1,985	7,109	
EAST MIDLANDS					Ribble Valley	483	379	862	
Derbyshire	29,450	12,580	42,030	10.8	Rossendale	1,414	744	2,158	
Amber Valley	2,847	1,412	4,259		South Ribble	1,921	1,178	3,099	
Bolsover	2,973	1,086	4,059		West Lancashire	3,886	1,703	5,589	
Chesterfield	4,253	1,555	5,808		Wyre	2,225	1,070	3,295	
Derby	8,879	3,412	12,291		Greater Manchester	97,949	40,708	138,657	12.3
Erewash	2,789	1,217	4,006		Bolton	9,476	3,928	13,404	
High Peak	1,689	1,081	2,770		Bury	4,227	2,216	6,443	
North East Derbyshire	3,455	1,468	4,923		Manchester	27,817	9,401	37,218	
South Derbyshire	1,614	762	2,376		Oldham	6,858	3,372	10,230	
West Derbyshire	951	587	1,538		Rochdale	7,114	3,317	10,431	
Leicestershire	18,718	9,136	27,854	6.9	Salford	10,740	3,785	14,525	
Blaby	853	629	1,482		Stockport	6,725	3,354	10,079	
Charnwood	2,035	1,264	3,299		Tameside	7,095	3,407	10,502	
Harborough	567	427	994		Trafford	6,157	2,546	8,703	
Hinckley and Bosworth	1,354	859	2,213		Wigan	11,740	5,382	17,122	
Leicester	10,297	4,082	14,379		Merseyside	43,523	30,696	74,219	18.4
Melton	582	451	1,033		Knowsley	11,640	4,059	15,699	
North West Leicestershire	2,104	776	2,880		Liverpool	35,777	12,565	48,342	
Oadby and Wigston	552	379	931		Sefton	12,344	5,083	17,427	
Rutland	374	289	663		St Helens	8,354	3,133	11,487	
Lincolnshire	15,150	7,658	22,808	10.5	Wirral	15,408	5,856	21,264	
Boston	1,470	706	2,176		NORTH				
East Lindsey	3,637	1,707	5,344		Cleveland	32,567	10,636	43,203	18.1
Lincoln	3,680	1,524	5,204		Hartlepool	5,780	1,815	7,595	
North Kesteven	1,453	857	2,310		Langbaugh	7,985	2,613	10,598	
South Holland	1,086	706	1,792		Middlesbrough	9,917	3,007	12,924	
South Kesteven	1,939	1,161	3,100		Stockton-on-Tees	8,885	3,201	12,086	
West Lindsey	1,885	987	2,872		Cumbria	11,165	6,568	17,733	8.7
Northamptonshire	9,652	6,018	15,670	6.6	Allerdale	2,620	1,525	4,145	
Corby	1,543	886	2,429		Barrow-in-Furness	1,906	1,197	3,103	
Daventry	722	673	1,395		Carlisle	2,730	1,520	4,250	
East Northamptonshire	657	548	1,205		Copeland	2,094	1,104	3,198	
Kettering	1,137	711	1,848		Eden	595	452	1,047	
Northampton	3,824	2,006	5,830		South Lakeland	1,220	770	1,990	
South Northamptonshire	440	414	854						
Wellingborough	1,329	780	2,109						

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at April 14, 1988

	Male	Female	All	Rate		Male	Female	All	Rate
Durham	24,043	9,285	33,328	14.8	Dumfries and Galloway region	4,304	2,461	6,765	11.9
Chester-le-Street	1,909	785	2,694		Annandale and Eskdale	912	602	1,514	
Darlington	3,749	1,639	5,388		Nithsdale	1,694	896	2,590	
Derwentside	4,201	1,403	5,604		Stewarty	479	339	818	
Durham	2,712	1,127	3,839		Wigtown	1,219	624	1,843	
Easington	4,544	1,496	6,040		Fife region	13,619	6,165	19,784	14.7
Sedgfield	3,499	1,447	4,946		Dunfermline	4,918	2,147	7,065	
Teesdale	558	320	878		Kirkcaldy	7,346	3,138	10,484	
Wear Valley	2,871	1,068	3,939		North East Fife	1,355	880	2,235	
Northumberland	10,059	4,008	14,067	12.8	Grampian region	12,466	6,429	18,895	8.2
Alnwick	1,051	445	1,496		Banff and Buchan	2,194	1,083	3,277	
Berwick-upon-Tweed	786	338	1,124		City of Aberdeen	6,388	2,714	9,102	
Blyth Valley	3,166	1,235	4,401		Gordon	988	661	1,649	
Castle Morpeth	1,202	515	1,717		Kincardine and Deeside	735	493	1,228	
Tynedale	885	532	1,417		Moray	2,161	1,478	3,639	
Wansbeck									

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at April 14, 1988

	Male	Female	All		Male	Female	All
SOUTH EAST							
Bedfordshire							
Luton South	3,535	1,299	4,834	Epsom and Ewell	812	376	1,188
Mid Bedfordshire	1,083	829	1,912	Esher	565	289	854
North Bedfordshire	2,032	1,052	3,084	Guildford	805	351	1,156
North Luton	2,055	970	3,025	Mole Valley	602	299	901
South West Bedfordshire	1,378	927	2,305	North West Surrey	805	472	1,277
Berkshire							
East Berkshire	1,203	708	1,911	Reigate	757	380	1,137
Newbury	820	510	1,330	South West Surrey	594	286	880
Reading East	1,684	651	2,335	Spelthorne	811	518	1,329
Reading West	1,400	515	1,915	Woking	924	428	1,352
Slough	2,058	888	2,946	West Sussex			
Windsor and Maidenhead	997	534	1,531	Arundel	1,227	695	1,922
Wokingham	639	477	1,116	Chichester	978	550	1,528
Buckinghamshire							
Aylesbury	910	666	1,576	Corsham	951	509	1,460
Beaconsfield	701	383	1,084	Horsham	688	369	1,057
Buckingham	1,028	536	1,564	Mid Sussex	688	441	1,129
Chesham and Amersham	531	308	839	Shoreham	877	552	1,429
Milton Keynes	2,753	1,423	4,176	Worthing	1,152	600	1,752
Wycombe	1,190	560	1,750	Greater London			
East Sussex							
Bexhill and Battle	781	470	1,251	Barking	2,098	743	2,841
Brighton Kemptown	2,517	1,131	3,648	Battersea	3,468	1,347	4,815
Brighton Pavilion	2,436	1,211	3,647	Beckenham	1,519	653	2,172
Eastbourne	1,460	735	2,195	Bethnal Green and Stepney	5,603	3,220	8,823
Hastings and Rye	2,204	992	3,196	Bexleyheath	1,017	642	1,659
Hove	1,987	1,065	3,052	Bow and Popular	5,051	1,602	6,653
Lewes	998	680	1,678	Brent East	4,304	1,647	5,951
Wealden	595	461	1,056	Brent North	1,800	916	2,716
Essex							
Basildon	2,818	1,376	4,194	Brent South	4,001	1,550	5,551
Billerica	1,438	934	2,372	Brentford and Isleworth	2,058	944	3,002
Braintree	1,155	791	1,946	Carshalton and Wallington	1,302	617	1,919
Brentwood and Ongar	954	449	1,403	Chelsea	2,296	964	3,260
Castle Point	1,329	765	2,094	Chingford	1,346	638	2,000
Chelmsford	1,196	835	2,031	Chipping Barnet	953	594	1,547
Epping Forest	1,256	718	1,974	Chislehurst	1,130	541	1,671
Harlow	1,714	941	2,655	Croydon Central	1,661	679	2,340
Harwich	2,330	1,094	3,424	Croydon North East	1,843	979	2,822
North Colchester	1,675	1,042	2,717	Croydon North West	2,060	1,001	3,061
Rochford	1,086	645	1,731	Croydon South	807	445	1,252
Saffron Walden	834	486	1,320	Dagenham	1,839	846	2,685
South Colchester and Maldon	1,541	1,104	2,645	Dulwich	2,672	1,098	3,770
Southeast East	2,250	882	3,132	Ealing North	2,015	978	2,993
Southeast West	1,512	765	2,277	Ealing Acton	2,648	1,166	3,814
Thurrock	2,667	1,283	3,950	Ealing Southall	2,910	1,406	4,316
Hampshire							
Aldershot	1,063	761	1,824	Edmonton	2,296	1,066	3,362
Basingstoke	1,054	555	1,609	Eltham	1,875	800	2,675
East Hampshire	916	645	1,561	Enfield North	1,954	992	2,946
Eastleigh	1,765	1,021	2,786	Enfield Southgate	1,423	728	2,151
Fareham	1,342	926	2,268	Erith and Crayford	1,958	996	2,954
Gosport	1,553	1,128	2,681	Feltham and Heston	2,193	1,231	3,424
Havant	2,406	1,051	3,457	Finchley	1,407	778	2,185
New Forest	1,021	523	1,544	Fulham	3,180	1,450	4,630
North West Hampshire	784	493	1,277	Greenwich	2,748	1,140	3,888
Portsmouth North	2,134	1,086	3,220	Hackney North and Stoke Newington	5,890	2,226	8,116
Portsmouth South	3,904	1,729	5,633	Hackney South and Shoreditch	6,685	2,393	9,078
Romsey and Waterside	1,583	845	2,428	Hammersmith	4,030	1,462	5,492
Southampton Itchen	3,518	1,401	4,919	Hampstead and Highgate	3,349	1,593	4,942
Southampton Test	3,093	1,192	4,285	Harrow East	1,884	974	2,858
Winchester	886	430	1,316	Harrow West	1,248	706	1,954
Hertfordshire							
Broxbourne	1,303	720	2,023	Hayes and Harlington	1,351	715	2,066
Hertford and Stortford	767	475	1,242	Hendon North	1,521	726	2,247
Hertsmere	1,195	590	1,785	Hendon South	1,603	725	2,328
North Hertfordshire	1,319	778	2,097	Holborn and St Pancras	5,566	2,183	7,749
South West Hertfordshire	888	487	1,375	Hornchurch	1,220	701	1,921
St Albans	980	497	1,477	Hornsey and Wood Green	4,247	2,008	6,255
Stevenage	1,541	856	2,397	Ilford North	1,367	722	2,089
Watford	1,319	762	2,081	Ilford South	2,206	949	3,155
Welwyn Hatfield	1,086	607	1,693	Islington North	5,425	2,221	7,646
West Hertfordshire	1,182	726	1,908	Islington South and Finsbury	4,373	1,798	6,171
Isle of Wight							
Isle of Wight	3,384	1,885	5,269	Kensington	2,848	1,296	4,144
Kent							
Ashford	1,402	864	2,266	Kingston-upon-Thames	1,098	492	1,590
Canterbury	1,916	987	2,903	Lewisham East	2,521	995	3,516
Dartford	1,461	837	2,298	Lewisham West	2,970	1,202	4,172
Dover	2,192	1,002	3,194	Lewisham Deptford	5,037	1,858	6,895
Faversham	2,327	1,438	3,765	Leyton	3,234	1,237	4,471
Folkstone and Hythe	2,340	1,074	3,414	Mitcham and Morden	1,841	856	2,697
Gillingham	1,767	1,121	2,888	Newham North East	3,392	1,231	4,623
Gravesham	2,212	1,232	3,444	Newham North West	3,307	1,178	4,485
Maidstone	1,242	681	1,923	Newham South	3,262	1,129	4,391
Medway	1,929	1,101	3,030	Norwood	4,796	1,790	6,586
Mid Kent	1,701	1,055	2,756	Old Bexley and Sidcup	821	511	1,332
North Thanet	2,683	1,320	4,003	Orpington	1,095	518	1,613
Sevenoaks	894	490	1,384	Peckham	5,552	1,905	7,457
South Thanet	2,267	1,062	3,329	Putney	1,957	878	2,835
Tombridge and Malling	1,016	635	1,651	Ravensbourne	849	492	1,341
Tunbridge Wells	844	413	1,257	Richmond-upon-Thames and Barnes	1,150	633	1,783
Oxfordshire							
Banbury	1,176	800	1,976	Romford	1,245	639	1,884
Henley	618	321	939	Ruislip-Northwood	658	403	1,061
Oxford East	1,847	783	2,630	Southwark and Bermondsey	4,907	1,566	6,473
Oxford West and Abingdon	1,148	558	1,706	Streatham	3,729	1,434	5,163
Wantage	702	402	1,104	Surbiton	563	315	878
Witney	766	518	1,284	Sutton and Cheam	897	508	1,405
Surrey							
Chertsey and Walton	784	383	1,167	The City of London			
East Surrey	611	319	930	and Westminster South	2,612	1,023	3,635
West Midlands							
Birmingham	4,815	1,847	6,662	Tooting	3,015	1,303	4,318
Coventry	3,742	1,246	4,988	Tottenham	5,987	2,392	8,379
Dudley	2,806	1,057	3,863	Twickenham	1,000	542	1,542
Edgbaston	4,405	1,678	6,083	Upminster	1,308	615	1,923
Edington	6,470	2,407	8,877	Uxbridge	1,111	571	1,682
Hall Green	4,589	1,721	6,310	Vauxhall	6,234	2,288	8,522
Hodge Hill	7,966	2,928	10,894	Walthamstow	2,209	983	3,192
Ladywood	6,902	2,501	9,403	Wanstead and Woodford	1,053	520	1,573
Northfield	6,558	2,407	8,965	Westminster North	4,659	1,986	6,645
Perry Barr	8,610	3,187	11,797	Wimbledon	1,211	584	1,795
Small Heath	7,472	2,734	10,206	Woolwich	3,539	1,665	5,204
Sparkbrook	4,047	1,481	5,528	EAST ANGLIA			
Yardley	5,035	1,819	6,854	Cambridgeshire			
Selly Oak	6,579	2,374	8,953	Cambridge	1,575	704	2,279
North East	3,742	1,246	4,988	Huntingdon	1,220	998	2,218
North West	5,178	1,821	6,999	North East Cambridgeshire	2,038	1,096	3,134
South	3,401	1,182	4,583	Peterborough	4,199	1,639	5,838
South East	6,095	2,219	8,314	Greater London			
East	4,602	1,603	6,205	Barking	2,098	743	2,841
West	3,592	1,242	4,834	Battersea	3,468	1,347	4,815
Stourbridge	5,654	2,031	7,685	Beckenham	1,519	653	2,172
Solihull	2,587	1,061	3,648	Bethnal Green and Stepney	5,603	3,220	8,823
Sutton Coldfield	2,732	1,086	3,818	Bexleyheath	1,017	642	1,659
Walsall North	5,978	2,156	8,134	Bow and Popular	5,051	1,602	6,653
Walsall South	5,381	1,946	7,327	Brent East	4,304	1,647	5,951
Warley East	4,242	1,526	5,768	Brent North	1,800	916	2,716
Warley West	4,616	1,644	6,260	Brent South	4,001	1,550	5,551
West Bromwich East	5,375	1,927	7,302	Brentford and Isleworth	2,058	944	3,002
West Bromwich West	6,558	2,383	8,941	Carshalton and Wallington	1,302	617	1,919
Wolverhampton North East	5,378	1,949	7,327	Chelsea	2,296	964	3,260
Wolverhampton South East	4,992	1,644	6,636	Chingford	1,346	638	2,000
Wolverhampton South West				Chipping Barnet	953	594	1,547
East Midlands							
Derbyshire	3,533	1,118	4,651	Chislehurst	1,130	541	1,671
Amber Valley	4,789	1,290	6,079	Croydon Central	1,661	679	2,340
Bolsover	5,190	1,404	6,594	Croydon North East	1,843	979	2,822
Chesterfield	4,492	1,275	5,767	Croydon North West	2,060	1,001	3,061
Derby North	6,693	1,762	8,455	Croydon South	807	445	1,252
Derby South	3,869	1,172	5,041	Dagenham	1,839	846	2,685
Erewash	2,918	1,144	4,062	Dulwich	2,672	1,098	3,770
High Peak	4,811	1,415	6,226	Ealing North	2,015	978	2,993
North East Derbyshire	3,482	1,137	4,619	Ealing Acton	2,648	1,166	3,814
South Derbyshire	2,253	863	3,116	Ealing Southall	2,910	1,406	4,316
West Derbyshire				Edmonton	2,296	1,066	3,362
Leicestershire							
Blaby	1,862	790	2,652	Eltham	1,875	800	2,675
Bosworth	2,335	906	3				

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at April 14, 1988

	Male	Female	All		Male	Female	All
North Yorkshire				Stockport	2,375	1,031	3,406
Harrogate	1,404	800	2,204	Stretford	5,364	1,958	7,322
Richmond	1,674	1,176	2,850	Wigan	4,106	1,802	5,908
Ryedale	1,404	914	2,318	Worsley	3,227	1,421	4,648
Scarborough	2,686	1,251	3,937				
Selby	1,895	1,226	3,121	Merseyside			
Skipton and Ripon	1,074	793	1,867	Birkenhead	6,224	1,916	8,140
York	3,432	1,528	4,960	Booth	6,959	2,213	9,172
				Crosby	2,863	1,504	4,367
South Yorkshire				Knowsley North	5,966	1,930	7,896
Barnsley Central	4,271	1,229	5,500	Knowsley South	5,674	2,129	7,803
Barnsley East	3,763	1,202	4,965	Liverpool Broadgreen	5,483	2,124	7,607
Barnsley West and Penistone	3,722	1,321	5,043	Liverpool Garston	4,809	1,701	6,510
Don Valley	4,410	1,739	6,149	Liverpool Mossley Hill	4,672	1,901	6,573
Doncaster Central	4,889	1,960	6,849	Liverpool Riverside	7,497	2,425	9,922
Doncaster North	5,084	2,014	7,098	Liverpool Walton	7,318	2,443	9,761
Rother Valley	3,653	1,583	5,236	Liverpool West Derby	5,998	1,971	7,969
Rotherham	4,331	1,483	5,814	Southport	2,522	1,366	3,888
Sheffield Central	6,679	2,242	8,921	St Helens North	3,827	1,454	5,281
Sheffield Attercliffe	3,642	1,555	5,197	St Helens South	4,527	1,679	6,206
Sheffield Brightside	5,126	1,674	6,800	Wallasey	4,661	1,724	6,385
Sheffield Hallam	2,516	1,358	3,874	Wirral South	2,107	1,056	3,163
Sheffield Heeley	4,452	1,756	6,208	Wirral West	2,416	1,160	3,576
Sheffield Hillsborough	3,168	1,625	4,793				
Wentworth	4,144	1,487	5,631	NORTH			
				Cleveland			
West Yorkshire				Hartlepool	5,780	1,815	7,595
Batley and Spen	2,755	1,200	3,955	Langbaurgh	4,802	1,664	6,466
Bradford North	4,584	1,583	6,167	Middlesbrough	6,658	1,989	8,647
Bradford South	3,225	1,252	4,477	Redcar	5,488	1,640	7,128
Bradford West	5,123	1,684	6,807	Stockton North	5,400	1,772	7,172
Calder Valley	1,905	1,259	3,164	Stockton South	4,439	1,756	6,195
Colne Valley	2,011	1,096	3,107				
Dewsbury	2,610	1,312	3,922	Cumbria			
Elmet	1,884	927	2,811	Barrow and Furness	2,162	1,366	3,528
Halifax	3,005	1,440	4,445	Carlisle	2,305	1,220	3,525
Hemsworth	3,980	1,319	5,299	Copeland	2,094	1,104	3,198
Huddersfield	2,837	1,386	4,223	Penrith and the Borders	1,454	1,037	2,491
Keighley	2,019	1,039	3,058	Westmorland and Lonsdale	1,024	655	1,679
Leeds Central	4,752	1,651	6,403	Workington	2,126	1,186	3,312
Leeds East	4,394	1,487	5,881				
Leeds North East	2,564	1,182	3,746	Durham			
Leeds North West	2,089	975	3,064	Bishop Auckland	3,630	1,500	5,130
Leeds West	3,087	1,384	4,471	City of Durham	2,712	1,127	3,839
Morley and Leeds South	2,441	1,008	3,449	Darlington	3,541	1,529	5,070
Normanton	2,125	1,065	3,190	Easington	3,903	1,333	5,236
Pontefract and Castleford	4,004	1,445	5,449	North Durham	3,995	1,441	5,436
Pudsey	1,391	893	2,284	North West Durham	3,358	1,234	4,592
Shipley	1,613	894	2,507	Sedgefield	2,904	1,121	4,025
Wakefield	3,194	1,222	4,416				
				Northumberland			
NORTH WEST				Berwick-upon-Tweed	2,319	977	3,296
Cheshire				Blyth Valley	3,166	1,235	4,401
City of Chester	3,170	1,328	4,498	Hexham	1,065	645	1,710
Congleton	1,195	915	2,110	Wansbeck	3,509	1,151	4,660
Crewe and Nantwich	2,363	1,291	3,654				
Edisbury	2,270	1,148	3,418	Tyne and Wear			
Ellesmere Port and Neston	3,359	1,490	4,849	Blaydon	3,099	1,162	4,261
Halton	4,312	1,837	6,149	Gateshead East	4,120	1,539	5,659
Macclesfield	1,344	892	2,236	Houghton and Washington	5,086	1,823	6,909
Tatton	1,714	948	2,662	Jarrow	4,778	1,557	6,335
Warrington North	3,452	1,434	4,886	Newcastle upon Tyne Central	3,540	1,409	4,949
Warrington South	3,411	1,400	4,811	Newcastle upon Tyne East	4,636	1,595	6,231
				Newcastle upon Tyne North	3,851	1,476	5,327
Lancashire				South Shields	4,535	1,633	6,168
Blackburn	4,359	1,503	5,862	Sunderland North	4,057	2,097	6,154
Blackpool North	3,494	1,330	4,824	Sunderland South	5,428	1,969	7,397
Blackpool South	3,474	1,515	4,989	Tyne Bridge	6,439	1,808	8,247
Burnley	2,937	1,293	4,230	Tynemouth	3,847	1,413	5,260
Chorley	2,055	1,258	3,313	Wallsend	4,793	1,759	6,552
Fylde	1,517	777	2,294				
Hyndburn	1,992	1,089	3,081	WALES			
Lancaster	1,779	798	2,577	Clywd			
Morcambe and Lunesdale	2,470	1,153	3,623	Alyn and Deeside	2,034	1,097	3,131
Pendle	2,018	1,176	3,194	Clywd North West	3,154	1,384	4,538
Preston	4,503	1,608	6,111	Clywd South West	2,014	1,000	3,014
Ribble Valley	884	647	1,531	Delyn	2,539	1,069	3,608
Rossendale and Darwen	2,108	1,190	3,298	Wrexham	2,421	1,127	3,548
South Ribble	1,921	1,178	3,099				
West Lancashire	3,777	1,618	5,395	Dyfed			
Wyre	2,073	973	3,046	Cardigan	2,472	1,114	3,586
				Ceredigion and Pembroke North	2,346	1,119	3,465
Greater Manchester				Llanelli	2,705	1,145	3,850
Altrincham and Sale	1,542	786	2,328	Pembroke	3,962	1,675	5,637
Ashton-under-Lyne	2,717	1,232	3,949				
Bolton North East	3,119	1,219	4,338	Gwent			
Bolton South East	3,763	1,402	5,165	Blaenau Gwent	3,300	1,005	4,305
Bolton West	2,594	1,307	3,901	Islwyn	2,333	884	3,217
Bury North	2,098	1,082	3,180	Monmouth	1,585	906	2,491
Bury South	2,129	1,134	3,263	Newport East	2,783	1,161	3,944
Cheshire	1,079	736	1,815	Newport West	3,101	1,257	4,358
Davyhulme	2,327	943	3,270	Torfaen	3,056	1,357	4,413
Denton and Reddish	3,039	1,465	4,504				
Eccles	3,120	1,230	4,350	Gwynedd			
Hazel Grove	1,534	895	2,429	Caernarfon	2,219	884	3,103
Heywood and Middleton	3,012	1,423	4,435	Conwy	2,312	1,025	3,337
Leigh	3,537	1,483	5,020	Meirionnydd nant Conwy	1,042	565	1,607
Littleborough and Saddleworth	1,693	1,061	2,754	Ynys Mon	2,734	1,320	4,054
Makerfield	3,291	1,679	4,970				
Manchester Central	7,330	2,191	9,521	Mid Glamorgan			
Manchester Blackley	4,223	1,533	5,756	Bridgend	2,137	916	3,053
Manchester Gorton	4,670	1,552	6,222	Caerphilly	3,372	1,089	4,461
Manchester Withington	4,377	1,724	6,101	Cynon Valley	3,165	1,037	4,202
Manchester Wythenshawe	4,141	1,260	5,401	Merthyr Tydfil and Rhymney	3,370	1,251	4,621
Oldham Central and Royton	3,328	1,525	4,853	Ogmore	2,890	850	3,740
Oldham West	2,406	1,163	3,569	Pontypridd	2,894	1,063	3,957
Rochdale	3,533	1,517	5,050	Rhondda	3,206	1,032	4,238
Salford East	5,199	1,552	6,751				
Stalybridge and Hyde	3,076	1,472	4,548				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at April 14, 1988

	Male	Female	All		Male	Female	All
Powys				Strathclyde region			
Brecon and Radnor	1,250	682	1,932	Argyll and Bute	2,031	1,208	3,239
Montgomery	984	598	1,582	Ayr	2,956	1,364	4,320
				Carrick, Cumnock and Doon Valley	4,228	1,564	5,792
South Glamorgan				Clydebank and Milngavie	3,083	1,070	4,153
Cardiff Central	3,655	1,369	5,024	Clydesdale	2,846	1,305	4,151
Cardiff North	1,441	622	2,063	Cumbarnauld and Kilsyth	2,555	1,318	3,873
Cardiff South and Penarth	3,402	997	4,399	Cunninghame North	3,331	1,408	4,739
Cardiff West	3,756	1,176	4,932	Cunninghame South	3,915	1,350	5,265
Vale of Glamorgan	2,700	1,236	3,936	Dumbarton	3,230	1,780	5,010
				East Kilbride	2,857	1,520	4,377
West Glamorgan				Eastwood	1,891	957	2,848
Aberavon	2,387	740	3,127	Glasgow Cathcart	2,726	1,013	3,739
Gower	1,859	839	2,698	Glasgow Central	5,289	1,730	7,019
Neath	2,507	1,040	3,547	Glasgow Garscadden	4,108	1,178	5,286
Swansea East	3,485	1,085	4,570	Glasgow Govan	4,081	1,354	5,435
Swansea West	3,630	1,155	4,785	Glasgow Hillhead	3,413	1,608	5,021
				Glasgow Maryhill	5,371	1,815	7,186
SCOTLAND				Glasgow Pollock	5,140	1,454	6,594
Borders region				Glasgow Provan	5,762	1,678	7,440
Roxburgh and Berwickshire	1,249	615	1,864	Glasgow Rutherglen	4,298	1,495	5,793
Tweeddale, Ettrick and Lauderdale	777	383	1,160	Glasgow Shettleston	4,542	1,425	5,967
				Glasgow Springburn	5,739	1,848	7,587
Central region				Greenock and Port Glasgow	6,101	1,760	7,861
Clackmannan	2,739	1,191	3,930	Hamilton	3,897	1,529	5,426
Falkirk East	2,765	1,365	4,130	Kilmarnock and Loudoun	3,319	1,404	4,723
Falkirk West	2,279	1,186	3,465	Monklands East	3,776	1,402	5,178
Strirling	2,235	1,099	3,334	Monklands West	2,995	1,285	4,280
				Motherwell North	3,770	1,588	5,358
Dumfries and Galloway region				Motherwell South	3,270	1,228	4,498
Dumfries	2,117	1,264	3,381	Paisley North	3,341	1,487	4,828
Galloway and Upper Nithsdale	2,187	1,197	3,384	Paisley South	3,297	1,307	4,604
				Renfrew			

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1987 Apr 9	1,061	619	101	233	383	244	263	388	149	190	890	3,902	—	3,902
May 14	752	512	51	121	242	150	191	317	113	125	729	2,791	—	2,791
June 11	1,311	808	98	236	508	295	446	858	326	242	4,322	8,642	2,440	11,082
July 9	22,949	10,015	2,783	6,631	10,941	6,962	12,329	14,940	6,721	8,531	19,435	112,222	7,997	120,219
Aug 13	29,620	14,557	2,792	8,320	12,814	8,114	13,633	18,293	7,192	9,354	19,795	129,927	8,561	138,488
Sept 10	31,640	14,780	3,179	9,082	13,789	9,181	15,335	20,237	8,161	10,321	18,797	139,722	9,494	149,216
Oct 8	5,393	2,737	308	981	1,364	1,003	1,484	2,003	713	1,227	5,821	20,297	2,269	22,566
Nov 12	907	740	19	86	137	81	160	244	72	90	250	2,046	—	2,046
Dec 10	785	663	25	78	139	64	110	202	68	72	195	1,738	—	1,738
1988 Jan 14	578	463	23	91	118	79	94	173	68	374	185	1,783	—	1,783
Feb 11	546	440	26	85	116	74	76	163	68	55	174	1,383	—	1,383
Mar 10	508	410	32	89	126	76	80	176	75	54	175	1,391	—	1,391
Apr 14	637	473	47	128	189	118	145	260	113	94	492	2,223	—	2,223

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

* Included in South East.

2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1987 Apr 9	326	73	115	50	734	910	984	1,446	536	147	2,039	7,287	1,338	8,625
May 14	164	82	161	55	585	524	901	1,374	259	108	1,934	6,065	1,205	7,270
June 11	173	122	31	53	720	427	649	366	734	107	1,541	4,801	1,107	5,908
July 9	162	101	78	28	461	133	674	612	840	78	1,556	4,622	1,051	5,673
Aug 13	117	65	10	35	270	258	408	293	154	109	1,359	3,013	838	3,851
Sept 10	119	79	67	28	199	342	299	285	185	83	1,380	2,987	927	3,914
Oct 8	86	46	16	47	201	234	468	215	316	144	1,778	3,505	1,196	4,701
Nov 12	75	40	49	32	172	564	369	284	195	243	1,849	3,832	869	4,701
Dec 10	66	49	39	27	185	262	541	241	187	199	1,598	3,345	967	4,312
1988 Jan 14	88	40	172	37	346	436	568	437	403	245	2,626	5,358	1,154	6,512
Feb 11	138	100	143	118	792	652	586	512	722	310	2,874	6,847	1,572	8,419
Mar 10	147	96	52	45	667	709	1,294	537	289	432	2,278	6,450	1,405	7,855
Apr 14	145	92	42	47	618	402	895	388	305	367	2,050	5,259	1,247	6,506

Note: Temporarily stopped workers are not included in the totals of the unemployed.

* Included in South East.

UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM	Under 18	18-19	20-24	25-34	35-44	45-54	55-59	60 and over	All ages
MALE AND FEMALE									
1984 July	19.3	23.4	18.1	11.6	7.2	7.9	12.6	5.2	11.4
Oct	27.5	18.4	17.8	11.9	7.3	8.0	12.9	5.3	11.5
1985 Jan	23.2	24.8	17.9	12.3	7.6	8.5	13.3	5.6	12.1
Apr	18.8	23.3	17.5	12.3	7.6	8.5	13.4	5.3	11.8
July	20.9	22.2	18.0	12.1	7.4	8.3	13.1	5.0	11.7
Oct	24.8	22.8	17.2	12.2	7.5	8.4	13.5	5.1	11.8
1986 Jan	21.5	23.7	18.1	12.6	7.9	8.9	14.2	5.5	12.2
Apr*	21.5	21.8	17.2	12.4	7.8	8.9	14.2	5.4	11.9
July	19.7	21.1	17.7	12.2	7.7	8.7	14.0	5.3	11.8
Oct	21.5	20.9	16.5	12.0	7.6	8.8	14.1	5.5	11.6
1987 Jan	17.5	22.7	16.8	12.3	7.8	9.1	14.8	5.6	11.8
Apr	13.8	20.6	15.7	11.7	7.5	8.8	14.4	5.3	11.1
July	12.6	18.8	15.3	10.8	7.0	8.3	13.6	4.8	10.4
Oct	14.6	18.2	13.6	10.1	6.6	8.0	13.3	4.4	9.9
1988 Jan	12.9	17.5	13.6	10.2	6.6	7.9	13.1	4.1	9.8
Apr	11.5	15.4	12.4	9.6	6.3	7.5	12.6	3.7	9.1
MALE									
1984 July	21.7	25.0	19.9	12.9	9.4	10.0	15.8	7.5	13.2
Oct	30.8	26.2	19.8	13.1	9.5	10.2	16.1	7.5	13.7
1985 Jan	26.5	26.9	19.9	13.7	10.0	10.8	16.6	7.7	14.0
Apr	21.6	25.6	19.7	13.6	10.0	10.7	16.7	7.4	13.8
July	23.9	24.3	19.8	13.2	9.5	10.4	16.1	6.9	13.4
Oct	28.4	24.5	19.0	13.2	9.6	10.5	16.5	7.1	13.6
1986 Jan	24.1	25.8	20.3	14.0	10.2	11.4	17.5	7.7	14.3
Apr*	24.0	23.9	19.4	13.7	10.2	11.2	17.5	7.6	13.9
July	21.8	22.7	19.5	13.3	9.8	11.0	17.2	7.4	13.6
Oct	23.9	22.3	18.4	13.1	9.7	11.0	17.2	7.6	13.4
1987 Jan	19.4	25.5	18.8	13.7	10.2	11.6	18.4	7.9	13.9
Apr	15.2	23.3	17.7	13.1	9.8	11.3	18.0	7.4	13.2
July	14.0	21.3	17.0	12.1	9.0	10.5	16.9	6.6	12.3
Oct	16.1	20.4	15.3	11.4	8.5	10.1	16.6	6.1	11.7
1988 Jan	14.1	19.8	15.4	11.6	8.6	10.0	16.3	5.7	11.6
Apr	12.6	17.5	14.1	10.9	8.1	9.5	15.6	5.2	10.8
FEMALE									
1984 July	16.7	21.6	15.6	9.6	4.0	4.9	7.6	0.2	8.7
Oct	24.1	23.6	15.1	9.9	4.2	5.1	7.9	0.2	8.3
1985 Jan	19.9	22.3	15.0	10.0	4.2	5.3	8.1	0.3	9.1
Apr	16.1	20.6	14.6	10.2	4.4	5.4	8.3	0.3	8.9
July	17.8	19.9	15.6	10.2	4.3	5.4	8.3	0.3	9.1
Oct	21.1	20.8	14.8	10.5	4.5	5.5	8.7	0.3	9.3
1986 Jan	18.8	21.3	15.1	10.5	4.6	5.7	9.0	0.3	9.3
Apr*	18.9	19.4	14.3	10.4	4.6	5.7	9.0	0.2	9.1
July	17.4	19.1	15.3	10.4	4.7	5.8	9.1	0.3	9.2
Oct	19.0	19.3	14.1	10.4	4.7	5.8	9.2	0.3	9.1
1987 Jan	15.5	19.6	14.1	10.0	4.6	5.9	9.3	0.3	8.9
Apr	12.2	17.5	13.0	9.4	4.4	5.7	9.1	0.3	8.2
July	11.1	16.1	13.0	8.6	4.1	5.4	8.6	0.3	7.8
Oct	12.9	15.9	11.3	8.0	3.9	5.2	8.4	0.3	7.3
1988 Jan	11.7	14.9	11.1	8.0	3.9	5.1	8.3	0.2	7.2
Apr	10.3	13.1	10.1	7.5	3.7	4.9	8.1	0.3	6.7

* See footnotes to tables 2.1/2.2.

Notes: 1. Unemployment rates by age are expressed as a percentage of approximate mid-year estimates of the working population in the corresponding age groups, and are consistent with the rates (not seasonally adjusted) shown in tables 2.1, 2.2, and 2.3.
2. While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged under 20 are subject to the widest errors.
3. The working population estimate used to calculate the above unemployment rates exclude many YTS participants who have no contract of employment. Percentage rates for those aged under 18 which include all those on YTS in the UK working population are: 1983: Jan 24.3, Apr 22.7, July 20.6, Oct 27.5; 1984: Jan 20.4, Apr 16.0, July 16.4, Oct 23.3; 1985: Jan 18.6, Apr 15.1, July 16.7, Oct 19.9; 1986: Jan 17.9, Apr 17.9, July 16.4, Oct 17.9; 1987: Jan 13.7, Apr 10.7, July 9.8, Oct 11.4; 1988: Jan 10.1, Apr 9.8.

UNEMPLOYMENT
Selected countries

2.18

THOUSAND

	United Kingdom†	Australia xx	Austria*	Belgium‡	Canada xx	Denmark*	France*	Germany (FR)*	Greece**	Irish Republic**	Italy††	Japan‡	Netherlands*	Norway*	Spain**	Sweden xx	Switzerland*	United States xx	
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED																			
Monthly																			
1987 Apr	3,107	652	167	442	1,271	232	2,593	2,216	116	251	3,143	1,900	668	31.0	2,946	82	22.5	7,306	
May	2,986	635	141	432	1,177	208	2,522	2,099	100	246	3,218	1,910	653	26.7	2,884	74	21.6	7,318	
June	2,905	604	122	424	1,142	195	2,459	2,097	91	247	3,213	1,760	658	28.8	2,839	74	20.7	7,655	
July	2,906	610	120	438	1,158	187	2,488	2,176	90	249	3,219	1,590	692	29.0	2,821	81	20.3	7,453	
Aug	2,866	602	119	429	1,102	199	2,575	2,165	84	249	3,262	1,660	694	31.7	2,812	108	19.7	7,088	
Sept	2,870	598	126	423	1,030	202	2,674	2,107	81	242	3,326	1,660	687	29.8	2,879	85	19.5	6,857	
Oct	2,751	585	147	423	1,000	208	2,697	2,093	87	238	3,328	1,620	638	31.3	2,951	76	19.7	6,845	
Nov	2,686	567	166	417	1,024	215	2,670	2,133	110	241	3,325	1,560	680	31.4	2,998	76	21.0	6,802	
Dec	2,696	620	201	422	1,025	220	2,677	2,308	137	250	3,447	1,500	697	31.4	3,024	71	22.4	6,526	
1988 Jan	2,722	645	227	432	1,161	..	2,689	2,519	147	252	3,531	1,680	700	42.6	3,069	..	24.2	7,603	
Feb	2,665	..	215	428	1,126	..	2,635	2,517	143	251	3,640	..	701	42.6	3,042	..	..	7,482
Mar	2,592	..	..	419	1,181	..	2,548	2,401	..	247	..	..	687	..	..	..	..	7,090
Apr	2,536	..	..	407	1,085	..	..	..	..	242	..	..	..	..	..	..	..	6,359
Percentage rate: latest month	9.1	8.3	7.3	14.8	8.2	8.0	10.3	8.5	7.5	18.7	15.3	2.8	14.1	2.6	20.9	1.6	0.8	5.2	
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED																			
Annual averages																			
1984	2,999	642	130	512	1,397	270	2,309	2,265	71	214	2,955	1,613	823	67.1	2,477	136	32.1	8,539	
1985	3,113	597	140	478	1,329	245	2,425	2,305	89	231	2,959	1,566	762	51.6	2,643	124	27.0	8,312	
1986	3,180	611	152	443	1,236	214	2,517	2,223	110	236	3,173	1,667	712	35.9	2,759	98	22.8	8,237	
1987	2,881	629	165	435	1,172	217	2,623	2,233	..	247	3,294	1,731	686	32.4	2,924	84	..	7,410	
Monthly																			
1987 Apr	3,021	641	163	440	1,211	218	2,659	2,226	..	250	3,136	1,800	689	31.4	2,900	90	..	7,500	
May	2,951	634	162	438	1,188	218	2,661	2,218	..	250	3,233	1,940	684	31.6	2,912	92	..	7,546	
June	2,922	619	161	442	1,175	217	2,645	2,239	..	250	3,239	1,800	682	32.3	2,920	87	..	7,260	
July	2,873	645	154	441	1,190	217	2,638	2,250	..	250	3,297	1,660	686	30.5	2,926	81	..	7,224	
Aug	2,826	630	159	434	1,151	215	2,649	2,246	..	248	3,373	1,700	681	29.5	2,924	93	..	7,221	
Sept	2,772	596	160	430	1,130	217	2,597	2,252	..	247	3,376	1,670	681	31.8	2,946	65	..	7,091	
Oct	2,714	635	161	427	1,111	218	2,572	2,249	..	245	3,340	1,660	683	33.2	2,970	77	..	7,177	
Nov	2,651	619	159	425	1,081	217	2,546	2,242	..	245	3,335	1,630	682	33.6	2,965	82	..	7,090	
Dec	2,614	610	174	421	1,070	217	2,573	2,257	..	245	3,414	1,610	685	30.0	2,980	71	..	6,978	
1988 Jan	2,565	615	168	414	1,072	..	2,578	2,223	..	243	3,422	1,660	680	36.2	2,981	..	..	7,046
Feb	2,533	..	157	412	1,046	..	2,582	2,226	..	245	..	..	683	36.0	2,957	..	..	6,938
Mar	2,504	..	..	409	1,036	..	2,535	2,238	..	243	..	..	684	..	..	..	..	6,800
Apr	2,455	..	..	405	1,025	..	..	..	..	241	..	..	..	..	..	..	..	6,610
Percentage rate: latest month	8.8	7.8	5.3	14.7	7.7	8.0	10.3	7.9	..	18.7	14.7	2.7	14.0	2.2	20.3	1.7	..	5.4	
latest three months change on previous three months	-0.4	N/C	+0.2	-0.4	-0.3	+0.1	N/C	-0.1	..	-0.1	+0.1	-0.1	N/C	-0.1	+0.1	N/C	..	-0.3	
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)																			
Latest month	Mar	Mar	..	Mar	Mar	..	Mar	Mar	..	..	..	Feb	Mar	Feb	Nov	Mar	..	Mar
Per cent	8.9	7.4	..	10.4	7.7	..	10.5	6.5	..	..	.. (3)	2.7	9.6	2.4	19.6	1.7	..	5.5

Notes: (1) The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.
(2) Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.
(3) OECD standardised rates for Italy are no longer being updated and are subject to revision in the light of new information from the EC Labour Force Survey.
(4) The following symbols apply only to the figures on national definitions.
† The unadjusted series includes school leavers. The seasonally adjusted series excludes school leavers, and also 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 total employees.
** Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.
‡ Insured unemployed. Rates are calculated as percentages of total insured population.
§ Labour force sample survey. Rates are calculated as percentages of total labour force.
†† Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.
‡‡ Seasonally adjusted figures are available only for the first month each quarter and taken from OECD sources.
xx Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
e Estimated.
N/C no change.

UNEMPLOYMENT 2.19

THOUSAND

Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM Month ending		INFLOW†												
		Male and Female				Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1987	Apr 9	357.1	7.0	350.1	-3.8	232.6	4.0	228.6	+3.6	124.5	56.8	3.0	121.6	-7.3
	May 12	320.8	21.9	298.9	-38.2	204.8	12.9	191.9	-24.1	116.0	49.9	9.1	107.0	-14.1
	June 11	315.5	10.2	305.3	-38.3	201.9	5.8	196.0	-22.2	113.7	48.0	4.4	109.3	-16.1
	July 9	429.1	10.7	418.4	-35.2	263.3	5.7	257.6	-16.7	165.8	55.2	5.0	160.8	-18.5
	Aug 13	384.4	8.0	376.4	-14.8	237.6	4.4	233.2	-8.1	146.8	56.9	3.5	143.2	-6.7
	Sept 10	456.6	55.5	401.1	-41.9	281.3	32.2	249.1	-17.7	175.2	54.0	23.2	152.0	-24.3
	Oct 8	420.2	25.6	394.6	-40.2	264.9	14.2	250.6	-22.5	155.4	53.9	11.4	144.0	-17.7
	Nov 12	375.3	10.8	364.5	-38.5	241.1	6.1	235.0	-24.8	134.2	52.0	4.8	129.4	-13.7
	Dec 10	328.6	7.5	321.1	-26.8	217.6	4.3	213.3	-17.4	111.0	44.8	3.2	107.8	-9.4
1988	Jan 14	344.4	11.0	333.3	-22.1	214.7	6.2	208.5	-15.5	129.7	52.4	4.9	124.8	-6.6
	Feb 11	345.2	9.4	335.8	-51.5	220.5	5.2	215.3	-41.3	124.6	51.0	4.2	120.4	-10.2
	Mar 10	313.0	7.2	305.9	-27.8	202.5	4.1	198.4	-17.8	110.5	47.0	3.1	107.5	-10.0
	Apr 14	323.9	14.8	309.1	-41.0	210.3	8.6	201.7	-26.9	113.6	47.9	6.2	107.4	-14.2
UNITED KINGDOM Month ending		OUTFLOW‡												
		Male and Female				Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1987	Apr 9	396.4	8.4	388.0	+6.6	257.3	4.7	252.6	+3.5	139.1	59.3	3.7	135.4	+3.1
	May 12	425.4	10.7	414.7	+14.2	272.3	6.2	266.1	+5.7	153.2	67.7	4.6	148.6	+8.4
	June 11	403.4	11.7	391.8	+9.3	264.0	6.6	257.5	+8.3	139.4	59.3	5.1	134.3	+1.0
	July 9	427.9	12.1	415.7	+16.7	279.0	6.8	272.2	+13.5	148.9	60.5	5.3	143.5	+3.2
	Aug 13	419.6	10.1	409.6	+20.9	270.7	5.5	265.2	+16.2	148.9	56.4	4.6	144.4	+4.8
	Sept 10	451.8	12.9	438.9	-3.9	277.6	7.4	270.1	+2.9	174.2	67.1	5.6	168.6	-7.0
	Oct 8	549.0	30.5	518.5	-2.9	340.9	17.8	323.1	+4.4	208.1	68.4	12.7	195.3	-7.4
	Nov 12	432.3	18.4	413.9	+3.8	273.8	10.6	263.3	+9.7	158.5	61.9	7.9	150.6	-6.0
	Dec 10	317.5	10.1	307.4	-22.5	203.6	5.8	197.9	-7.1	113.9	42.7	4.3	109.5	-15.4
1988	Jan 10	321.5	8.4	313.1	+26.2	202.6	4.8	197.8	+25.8	119.0	49.8	3.6	115.3	+0.4
	Feb 11	406.6	11.3	395.3	-51.0	264.5	6.3	258.2	-30.2	142.1	57.9	5.0	137.1	-20.8
	Mar 10	392.5	9.3	383.2	-36.7	255.6	5.2	250.3	-21.5	136.9	55.7	4.1	132.9	-15.2
	Apr 14	372.5	7.6	364.9	-23.1	242.7	4.3	238.4	-14.2	129.8	53.5	3.2	126.5	-8.9

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4½ week month.

† The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.

‡ While these assumptions are reasonable in most months, the inflows tend to be understated a little in September and after Easter when there are many school leavers joining the register and consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.

§ The change in the count of school leavers between one month and the next reflects some of them reaching the age of 18 as well as the excess of their inflow over their outflow.

†† Change since the same month in the previous year gives the best indication of the trend of the series' excluding school leavers.

UNEMPLOYMENT

Flows by age; standardised*; not seasonally adjusted, computerised records only

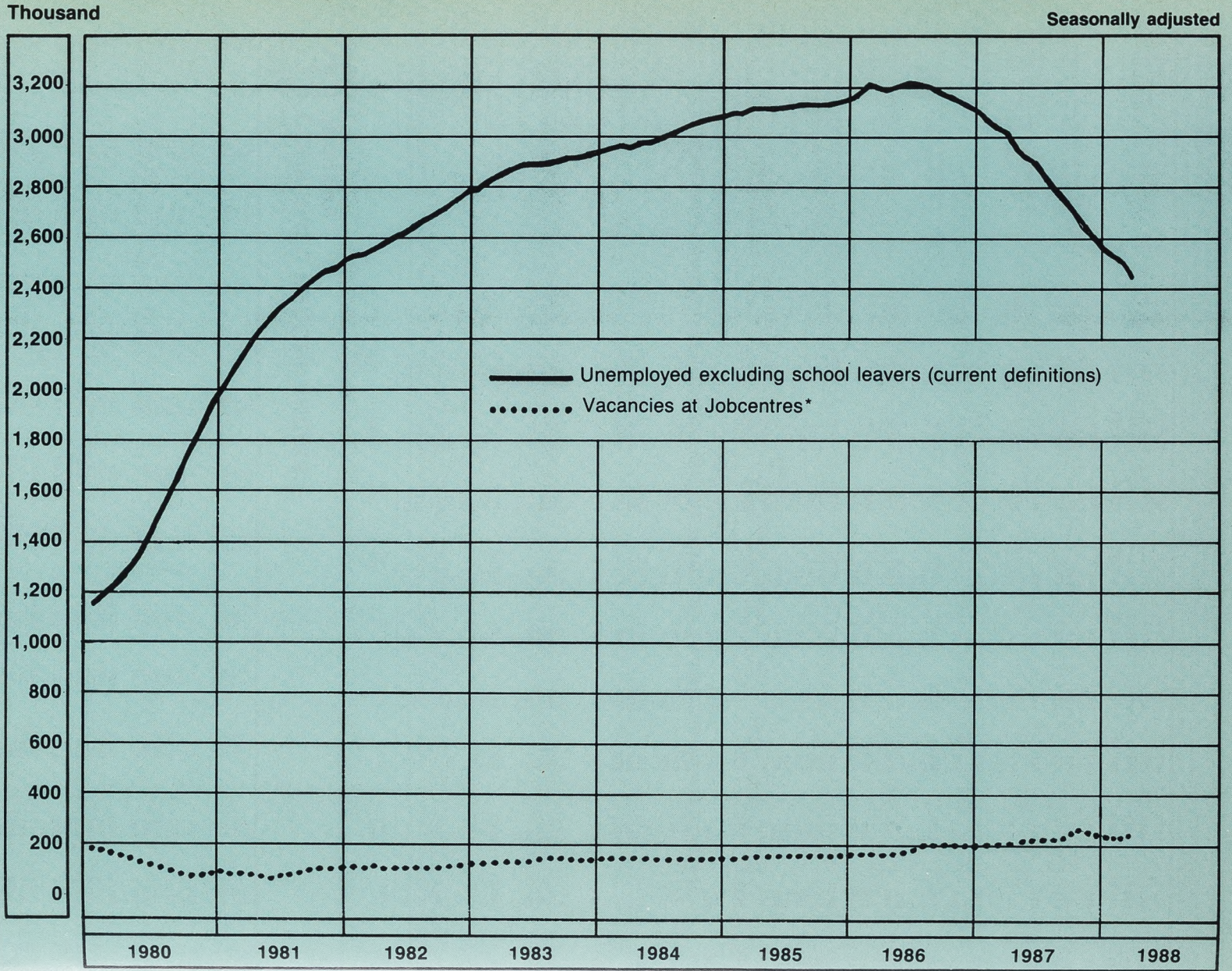
2.20

THOUSAND

Great Britain Month ending		INFLOW										OUTFLOW									
		Age group										Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages	Under 18	18-19	20-24	25-29	30-34	35-44	45-54†	55-59†	60 and over†	All ages
MALE																					
1987	Apr 9	13.4	22.5	52.0	31.7	22.0	34.6	28.0	13.1	8.6	226.0	12.5	24.0	54.2	33.1	23.4	36.3	23.7	9.6	9.5	226.3
	May 14	20.8	20.2	44.9	27.6	19.0	28.8	20.5	9.7	6.9	198.4	13.2	24.8	58.0	35.4	24.1	37.6	24.6	10.4	9.7	237.8
	June 11	14.6	22.0	47.8	28.1	18.7	28.2	19.8	9.4	6.7	195.3	13.1	24.8	57.5	35.7	24.4	37.8	24.4	9.9	9.4	237.0
	July 9	15.3	30.6	83.3	33.9	21.4	31.4	21.7	10.7	7.5	255.9	13.8	27.3	62.1	36.3	24.7	38.1	24.4	9.7	9.3	245.6
	Aug 13	14.4	27.8	65.3	33.2	21.2	30.9	21.5	10.3	6.9	231.6	12.4	26.0	64.7	35.1	23.2	35.4	23.0	9.2	9.1	238.0
	Sept 10	42.9	40.6	62.0	33.1	21.4	31.4	22.5	11.3	6.8	272.1	15.6	28.2	69.8	36.4	23.4	35.1	22.4	9.1	8.7	248.6
	Oct 8	26.2	32.9	63.6	35.4	22.3	33.1	23.5	11.5	7.8	256.4	27.3	44.0	81.6	40.7	27.0	39.3	24.2	9.9	9.3	303.2
	Nov 12	17.8	26.1	58.2	34.3	22.3	34.1	23.6	11.1	7.1	234.6	19.6	27.0	59.7	35.2	23.2	35.2	22.7	9.2	9.1	241.0
	Dec 10	14.9	22.3	51.3	32.1	21.4	32.1	21.7	9.9	6.3	211.9	12.3	19.6	44.3	26.6	17.6	27.7	18.5	7.7	7.3	181.5
1988	Jan 14	16.0	21.6	49.9	31.0	20.5	30.8	21.3	10.3	6.9	208.4	10.9	17.1	41.7	26.5	17.5	26.1	17.2	7.2	7.3	171.6
	Feb 11	16.0	23.1	52.5	32.6	21.4	31.8	21.4	9.5	6.2	214.4	15.0	23.7	55.8	36.2	23.9	35.9	23.4	9.2	9.1	232.2
	Mar 10	13.4	20.7	47.5	29.9	20.0	29.8	20.6	9.2	5.8	196.8	13.4	23.1	55.4	35.4	23.6	35.8	23.0	9.2	8.4	227.2
	Apr 14	16.4	19.1	46.0	29.9	20.2	31.5	23.2	10.9	6.9	204.1	11.2	21.1	51.5	33.0	22.4	34.4	22.4	9.3	8.0	213.3
FEMALE																					
1987	Apr 9	9.7	14.7	31.2	20.6	12.0	17.2	11.4	3.7	—	120.4	9.3	17.3	34.5	21.8	12.4	16.0	9.7	3.1	0.1	124.2
	May 14	14.7	13.3	27.5	18.1	10.5	15.1	9.6	3.0	—	111.8	10.0	18.5	37.4	24.3	14.1	18.7	11.2	3.6	0.1	137.9
	June 11	10.5	14.7	29.0	17.7	10.1	14.4	9.4	3.1	—	108.9	10.0	17.3	34.7	22.0	12.6	16.6	10.4	3.4	0.1	127.0
	July 9	11.8	23.6	58.9	21.2	12.0	17.7	10.4	3.5	—	159.1	10.4	19.7	37.5	22.9	12.8	16.1	9.9	3.3	0.1	132.7
	Aug 13	10.7	20.2	44.4	21.4	12.2	18.6	11.1	3.6	—	142.1	9.6	19.3	42.1	21.8	12.0	15.6	9.6	3.2	0.1	133.1
	Sept 10	31.2	33.3	39.1	20.4	11.9	17.2	10.7	4.0	—	167.8	11.4	21.4	49.9	24.1	14.5	21.1	12.2	3.6	0.1	158.4
	Oct 8	20.7	25.3	39.8	21.2	11.6	16.5	10.8	3.7	—	149.5	19.9	34.9	54.5	26.2	15.1	20.9	12.0	3.7	0.1	187.3
	Nov 12	13.7	18.3	35.3	20.3	11.1	16.3	11.1	3.8	—	129.9	14.6	21.5	39.2	22.5	12.8	17.7	10.9	3.4	0.1	142.8
	Dec 10	11.0	14.3	28.6	17.3	9.7	14.2	9.4	3.1	—	107.6	9.3	15.0	28.9	16.6	9.2	12.5	8.2	2.5	0.1	102.5
1988	Jan 14	12.9	16.8	33.3	19.6	11.3	17.1	10.7	3.5	—	125.2	8.2	13.4	27.7	17.8	10.5	14.3	8.8	2.9	0.1	103.7
	Feb 11	12.3	16.4	31.8	19.7	11.3	15.5	10.4	3.2	—	120.5	11.5	17.2	34.2	21.3	12.1	16.4	10.5	3.2	0.1	126.6
	Mar 10	9.8	13.7	27.6	17.5	10.1	14.7	10.0	3.2	—	106.6	10.0	16.6	33.5	20.9	11.9	16.6	10.6	3.3	0.1	123.6
	Apr 14	12.0	12.6	26.7	17.4	10.4	15.8	10.9	3.6	—	109.4	8.6	15.5	31.6	19.8	11.5	15.8	10.3	3.4	0.1	116.6
Changes on a year earlier																					
MALE																					
1987	Apr 9	-18.4	-0.4	+2.2	+1.3	+0.8	+1.0	+2.5	-0.8	-2.3	-14.0	-0.1	-1.8	-0.5	+1.0	+1.1	+1.7	+1.9	+0.9	—	+3.4
	May 14	-2.1	-2.6	-3.7	-2.4	-1.9	-3.7	-3.2	-1.9	-2.0	-23.5	-4.1	-2.4	+1.5	+2.1	+1.1	+1.7	+2.0	+1.2	+0.2	+2.9
	June 11	-8.1	-3.5	-3.4	-1.9	-1.8	-3.7	-2.5	-1.0	-1.7	-27.5	-4.4	-2.5	+1.4	+3.0	+1.6	+2.4	+2.2	+1.1	—	+4.9
	July 9	-8.6	-2.5	-4.4	-0.2	-0.9	-1.5	-1.6	-1.1	-2.2	-22.8	-6.3	-2.1	+2.8	+2.9	+2.0	+3.4	+2.4	+1.4	+0.3	+6.7
	Aug 13	-6.4	-0.6	+1.9	-0.5	-0.4	-1.9	-1.9	-1.0	-2.4	-12.2	-4.4	-0.5	+3.5	+3.4	+1.9	+3.0	+2.2	+1.2	+0.2	+10.3
	Sept 10	-19.0	-6.8	-0.6	+0.7	-0.4	-1.5	-1.9	-1.2	-2.4	-33.1	-10.9	-2.3	+1.0	+2.1	+0.7	+0.8	+1.2	+0.8	-0.7	-7.3
	Oct 8	-1.8	-1.5	-3.6	-1.6	-2.0	-3.9	-2.8	-1.8	-2.7	-21.8	-7.4	-4.5	+2.8	+3.0	+2.4	+2.6	+1.8	+1.2	-0.2	-1.5
	Nov 12	-3.0	-1.8	-3.0	-2.2	-2.7	-4.3	-3.6	-2.3	-2.6	-25.4	-3.3	-1.1	+1.0	+2.6	+0.9	+1.6	+1.6	+0.8	-0.5	+3.7
	Dec 10	-2.0	-1.8	-3.1	-0.7	-1.4	-3.2	-2.8	-0.9	-1.3	-17.4	-2.8	-2.5	-2.8	+0.3	-0.3	-0.7	+0.1	+0.4	-0.6	-9.0
1988	Jan 14	-2.0	-0.7	-1.3	-0.3	-1.2	-3.4	-4.2	-1.9	-1.6	-16.6	+1.2	+1.9	+6.1	+5.2	+3.0	+3.3	+2.1	+1.1	+0.2	+24.1
	Feb 11	-2.8	-3.8	-7.8	-5.3	-4.5	-8.0	-5.6	-2.1	-1.7	-41.6	-3.0	-3.0	-6.6	-2.4	-2.9	-5.7	-2.4	-0.6	-1.3	-28.0
	Mar 10	-1.5	-2.3	-3.3	-0.8	-1.1	-3.1	-3.4	-1.3	-1.3	-18.4	-3.1	-4.0	-0.8	-1.7	-3.2	-2.2	-0.4	-1.5	-1.3	-19.3
	Apr 14	+3.0	-3.4	-6.0	-1.8	-1.8	-3.1	-4.8	-2.2	-1.7	-21.9	-1.3	-2.9	-2.7	-0.1	-1.0	-1.9	-1.3	-0.3	-1.5	-13.0
FEMALE																					
1987	Apr 9	-14.0	-1.9	-1.7	-0.6	-0.6	-0.6	-0.2	-0.3	—	-20.0	-0.7	-1.3	-0.1	+1.2	+0.9	+1.1	+0.8	+0.4	—	+2.4
	May 14	-2.3	-2.4	-4.2	-2.7	-1.1	-0.7	-0.5	-0.5	—	-14.5	-2.8	-0.9	+0.8	+2.3	+1.6	+2.1	+1.8	+0.7	—	+5.6
	June 11	-6.6	-3.7	-4.2	-2.5	-1.2	-1.6	-0.9	-0.3	—	-21.0	-3.7	-2.3	-0.6	+0.6	+0.6	+1.0	+1.3	+0.6	—	+2.5
	July 9	-7.5	-3.3	-6.6	-2.6	-1.1	-1.4	-1.0	-0.3	—	-23.8	-5.5	-1.8	-0.1	+1.7	+1.0	+1.3	+1.4	+0.7	—	-1.4
	Aug 13	-4.0	-1.0	-0.4	-1.2	-1.0	-0.7	-0.6	-0.3	—	-9.3	-3.8	-1.0	+0.9	+1.3	+0.7	+1.4	+1.0	+0.6	—	+1.0
	Sept 10	-15.5	-9.1	-3.8	-3.0	-1.9	-1.8	-0.8	-0.7	—	-36.6	-7.9	-2.9	-1.9	-0.5	-0.5	-0.3	+0.8	+0.3	—	-12.9
	Oct 8	-1.0	-1.3	-5.5	-3.6	-1.9	-1.9	-1.0	-0.6	—	-15.9	-5.2	-0.6	+0.2	-0.2	+1.0	+1.1	+0.5	0.0	—	-9.4
	Nov 12	-1.9	-1.7	-3.6	-2.7	-1.4	-1.6	-0.8	-0.3	—	-14.1	-2.9	-2.2	-2.3	-1.4	-1.0	-0.3	+0.7	+0.2	—	-8.9
	Dec 10	-1.5	-2.6	-2.8	-1.8	-0.8	-0.6	-0.4	-0.2	—	-9.8	-2.6	-3.3	-4.6	-2.8	-1.6	-1.4	-0.2	-0.1	—	-16.5
1988	Jan 14	-1.7	-1.3	-1.9	-0.6	-0.7	-0.8	-0.2	-0.1	—	-7.3	+0.3	+0.1	+0.2	-0.8	-0.4	—	+0.8	+0.2	—	+0.3
	Feb 11	-1.8	-2.2	-3.2	-1.5	-0.8	-0.9	-0.0	-0.1	—	-10.5	-2.1	-2.9	-5.3	-4.4	-2.9	-2.3	-0.6	-0.2	—	-20.6
	Mar 10	-0.8	-1.5	-2.9	-1.8	-1.2	-1.6	-0.4	—	—	-10.3	-1.7	-2.5	-4.1	-2.9	-1.8	-1.3	-0.3	+0.1	—	-14.4
	Apr 14	+2.3	-2.1	-4.5	-3.2	-1.6	-1.4	-0.5	-0.1	—	-11.0	-0.7	-1.8	-2.9	-2.0	-0.9	-0.2	+0.6	+0.3	—	-7.6

* Flow figures are collected for four or five week periods between counts dates; the figures in the table are converted to a standard 4½ 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.



*Vacancies at Jobcentres are only about a third of total vacancies.

2.30 CONFIRMED REDUNDANCIES* Region

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1984	42,501	24,239	2,356	15,054	29,678	24,017	26,570	37,935	25,727	203,838	11,441	30,164	245,443
1985	34,926	23,601	3,585	13,615	29,803	17,660	33,319	35,784	24,834	193,526	15,027	26,424	234,977
1986	39,284	24,737	5,001	16,509	22,645	21,283	27,151	40,132	22,679	194,684	11,359	31,958	238,001
1987 R	19,850	12,246	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	144,135
1986 Q4	7,330	5,201	2,003	3,688	4,016	5,327	5,406	12,059	6,552	46,381	2,573	7,337	56,291
1987 Q1	8,555	5,378	524	3,102	3,692	8,208	7,756	7,510	4,593	43,940	1,481	6,218	51,639
Q2 R	4,421	2,856	592	3,616	3,966	2,988	2,498	5,463	3,484	27,028	1,053	6,523	34,604
Q3 R	3,101	1,669	443	3,488	2,620	1,524	3,017	5,277	2,982	22,452	1,182	4,838	28,472
Q4 R	3,773	2,343	609	3,347	2,370	2,254	2,595	4,994	2,851	22,793	1,373	5,254	29,420
1987 Jan	2,414	1,948	190	831	1,132	2,936	1,884	1,655	1,129	12,171	400	2,139	14,710
Feb	3,023	1,992	100	736	1,291	2,116	2,180	2,767	1,528	13,741	355	1,774	15,870
Mar	3,118	1,438	234	1,535	1,269	3,156	3,692	3,088	1,936	18,028	726	2,305	21,059
Apr R	1,792	1,260	203	1,455	1,826	978	786	1,782	902	9,724	298	2,462	12,484
May R	1,903	1,234	242	903	1,211	1,208	1,035	1,749	1,099	9,350	255	2,413	12,018
June R	726	362	147	1,258	929	802	677	1,932	1,483	7,954	500	1,648	10,102
July R	1,270	874	141	1,206	1,238	577	1,039	2,417	1,195	9,083	286	1,607	10,976
Aug R	944	270	113	1,446	655	353	1,110	1,639	1,029	7,289	591	1,510	9,390
Sept R	887	525	189	836	727	594	868	1,221	758	6,080	305	1,721	8,106
Oct R	1,419	850	154	991	852	435	924	1,651	888	7,314	433	1,619	9,366
Nov R	999	779	154	1,641	758	1,028	568	1,615	948	7,711	369	2,122	10,202
Dec R	1,355	714	301	715	760	791	1,103	1,728	1,015	7,768	571	1,513	9,852
1988 Jan	929	535	56	548	583	1,160	1,148	1,194	1,014	6,632	577	616	7,825
Feb	886	577	36	593	326	1,436	1,128	1,585	857	6,847	359	8214	8,214
Mar	1,055	717	40	613	346	2,299	1,333	1,830	907	8,423	1,340	662	10,425
Apr	1,026	932	0	284	361	1,455	630	1,173	245	5,174	514	578	6,266

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

2.31 CONFIRMED REDUNDANCIES* Industry

GREAT BRITAIN		Division	Class or Group	1986	1987 R	1986 Q4	1987 Q1	Q2 R	Q3 R	Q4 R	1988 Feb	Mar†	Apr†
SIC 1980													
Agriculture, forestry and fishing		0	01-03	422	489	113	110	75	213	91	7	26	0
Coal extraction and coke			11-12	16,430	13,498	3,683	10,531	740	462	1,765	1,400	3,748	42
Mineral oil and natural gas extraction				2,621	890	407	35	31	469	345	0	0	0
Mineral oil processing				1,432	551	486	170	269	103	9	0	31	11
Nuclear fuel production				33	303	33	97	48	77	81	27	27	10
Gas, electricity and water			16-17	591	287	138	72	130	85	0	23	0	0
Energy and water supply industries		1		21,107	15,519	4,747	10,905	1,218	1,196	2,200	1,450	3,806	63
Extraction of other minerals and ores			21, 23	1,157	137	128	51	39	20	27	0	0	0
Metal manufacture				7,321	2,983	1,410	863	928	687	505	46	180	86
Manufacture of non-metallic products				4,159	1,934	949	787	586	416	145	39	40	214
Chemical industry				5,182	3,518	1,129	1,071	901	786	760	117	105	52
Production of man-made fibres				37	0	0	0	0	0	0	0	0	0
Extraction of minerals and ores other than fuel: manufacture of metal, mineral products and chemicals		2		17,856	8,572	3,616	2,772	2,454	1,909	1,437	202	325	352
Shipbuilding and repairing			30	3,540	1,864	1,497	1,147	336	245	136	34	34	2
Manufacture of metal goods			31	6,884	4,918	1,230	3,819	1,048	988	1,256	264	228	130
Mechanical engineering			32	28,260	16,726	6,562	8,126	4,495	3,110	5,302	1,336	1,081	588
Manufacture of office machinery and data processing equipment				2,031	1,261	244	449	439	240	133	14	12	52
Electrical and electronic engineering			34	16,079	13,222	3,659	4,042	3,865	2,572	2,743	561	551	641
Manufacture of motor vehicles			35	10,932	3,842	3,091	1,437	1,250	487	668	40	101	24
Manufacture of aerospace and other transport equipment			36	4,239	7,053	1,308	2,646	1,051	1,662	1,694	294	776	800
Instrument engineering			37	931	717	248	213	266	136	102	59	56	0
Metal goods and engineering and vehicles industries		3		72,896	49,603	17,839	15,379	12,750	9,440	12,034	2,602	2,839	2,237
Food, drink and tobacco			41-42	13,378	10,922	2,726	3,761	2,379	2,618	2,164	817	721	739
Textiles			43	6,278	4,382	1,482	1,089	1,192	1,276	825	222	259	50
Leather, footwear and clothing			44-45	6,031	3,167	1,305	919	1,082	682	484	210	140	221
Timber and furniture			46	2,583	1,800	192	876	246	253	105	105	129	47
Paper, printing and publishing			47	9,340	4,354	2,385	1,010	1,142	1,564	638	106	279	507
Other manufacturing			48-49	5,220	4,177	929	1,168	1,320	747	942	352	218	307
Other manufacturing industries		4		42,830	28,802	9,019	8,823	7,361	7,140	5,478	1,812	1,746	1,871
Construction			50	19,438	10,615	5,833	3,436	2,354	1,995	2,830	437	545	593
Wholesale distribution			61-63	6,864	5,280	1,688	1,684	1,398	1,192	1,006	181	254	215
Retail distribution			64-65	12,311	8,657	1,498	2,489	2,389	1,866	1,913	1,037	303	324
Hotel and catering			66	3,640	2,342	1,906	1,124	874	137	207	12	0	12
Repair of consumer goods and vehicles			67	1,013	834	122	160	553	79	42	0	0	0
Distribution, hotels and catering, repairs		6		23,828	17,113	5,214	5,457	5,214	3,274	3,168	1,230	557	551
Transport			71-77	17,198	4,256	6,566	1,514	921	995	826	81	262	239
Telecommunications			79	717	648	119	402	199	37	10	79	25	0
Transport and communication		7		17,915	4,904	6,685	1,916	1,120	1,032	836	160	287	239
Insurance, banking, finance and business services			81-85	4,104	1,789	716	709	307	344	429	115	148	32
Banking, finance, insurance, business services and leasing		8		4,104	1,789	716	709	307	344	429	115	148	32
Public administration and defence			91-94	9,060	3,569	1,216	1,023	785	1,207	554	147	116	276
Medical and other health services			95	5,935	2,068	1,035	652	619	651	146	40	20	48
Other services n.e.s.			96-99, 00	2,610	1,092	258	457	347	71	217	12	10	4
Other services		9		17,605	6,729	2,509	2,139	1,751	1,929	917	199	146	328
All production industries			1-4	154,689	102,496	35,221	37,879	23,783	19,685	21,149	6,066	8,716	4,523
All manufacturing industries			2-4	133,582	86,977	30,474	26,974	22,565	18,489	18,949	4,616	4,910	4,460
All service industries			6-9	63,452	30,535	15,124	10,214	8,392	6,579	5,350	1,704	1,138	1,150
ALL INDUSTRIES AND SERVICES			0-9	238,001	144,135	56,291	51,639	34,604	28,472	29,420	8,214	10,425	6,266

Notes: * Figures are based on reports (ES955's) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in an article on p 245 of the June 1983 edition of *Employment Gazette*.
† Provisional figures as at May 1, 1988; final figures are expected to be higher than this. The total for Great Britain is projected to be about 12,000 in March and 10,000 in April.
** Included in the South East.

VACANCIES 3.1 UK vacancies at jobcentres: seasonally adjusted (excluding Community Programme vacancies) 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	
1983	137.3			181.7		179.5		137.0		
1984	150.2			193.9		193.7		149.8		
1985	162.1			201.6		200.5		154.6		
1986	188.8			212.4		208.3		157.4		
1987	235.0			222.2		222.1		159.3		
1986	Apr 4	173.9	1.0	3.2	206.9	7.5	206.5	7.1	155.6	4.1
	May 2	171.7	-2.2	0.9	210.3	0.9	208.9	1.0	159.9	0.6
	June 6	185.0	13.3	4.0	208.1	1.5	195.1	-1.8	149.4	-1.6
	July 4	193.4	8.4	6.5	217.9	3.7	208.5	0.7	157.1	0.5
	Aug 8	200.5	7.1	9.6	219.2	3.0	210.9	0.7	157.9	-0.7
	Sept 5	202.0	1.							

3.3 VACANCIES

Regions: vacancies at jobcentres and careers offices

		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 (including Community Programme vacancies)															
1983	Annual	52.9	22.9	5.3	13.6	11.5	8.7	10.5	15.3	7.5	7.8	17.1	150.2	1.2	151.4
1984	Annual	62.5	27.5	5.8	14.8	12.5	8.8	10.3	16.6	8.2	8.2	16.5	164.1	1.5	165.6
1985	Averages	65.6	28.2	6.3	17.8	14.5	9.8	10.7	18.1	9.7	9.3	17.0	178.7	1.6	180.3
1986		75.6	32.4	6.8	21.1	18.6	11.6	14.1	22.6	13.4	12.2	19.8	216.0	2.0	218.0
1987		95.3	40.1	8.6	22.3	24.8	13.6	18.3	27.4	15.7	13.6	22.2	261.7	2.0	263.8
1987	Apr 3	84.2	36.4	7.9	22.7	20.9	12.9	16.7	25.5	14.7	12.0	20.2	237.9	2.2	240.0
	May 8	93.2	38.4	8.7	25.7	23.5	14.4	18.6	28.4	14.9	13.0	22.7	263.3	2.1	265.4
	June 5	97.2	39.9	9.1	25.7	24.7	14.6	19.2	29.2	15.8	15.1	23.1	273.6	2.2	275.8
	July 3	97.2	39.6	9.0	23.6	25.5	13.9	18.3	29.3	16.1	14.1	23.1	270.1	2.1	272.3
	Aug 7	95.2	37.8	9.0	22.8	25.5	13.9	18.5	29.0	16.4	14.1	23.4	267.7	2.1	269.9
	Sept 4	106.1	43.4	9.6	24.3	28.5	15.5	20.3	30.9	17.9	14.9	25.0	293.1	2.1	295.2
	Oct 2	115.6	48.7	10.2	24.8	31.1	16.0	21.5	32.0	17.8	15.6	25.4	309.9	2.2	312.2
	Nov 6	116.0	48.3	9.8	22.7	30.7	15.0	20.4	30.1	17.4	14.5	24.6	301.3	2.3	303.6
	Dec 4	104.2	42.2	8.8	20.0	28.0	13.3	18.6	25.0	15.6	13.2	22.0	268.6	2.7	271.4
1988	Jan 8	98.1	39.1	8.5	19.3	27.3	12.8	17.6	23.5	14.4	13.3	20.2	255.0	2.9	257.9
	Feb 5	96.7	36.5	8.4	19.5	27.6	13.1	17.3	23.3	14.2	13.5	20.5	254.0	2.8	256.9
	Mar 4	96.6	34.5	9.0	21.2	26.7	13.8	17.5	25.2	14.3	13.8	21.9	260.1	2.8	263.0
	Apr 8	103.1	36.4	10.0	24.2	27.6	15.3	17.9	26.5	15.4	14.8	24.2	279.2	3.0	282.2
Community Programme vacancies††															
1983	Annual	2.1	0.8	0.2	0.9	1.9	0.7	1.8	2.0	1.7	0.9	1.7	14.0	0.3	14.0
1984	Annual	3.0	1.5	0.3	1.2	1.8	0.7	2.0	2.1	1.6	0.9	1.7	15.4	0.3	15.7
1985	Averages	3.3	1.6	0.5	1.7	2.3	0.8	2.0	2.0	1.9	1.3	2.4	18.2	0.4	18.6
1986		4.8	2.4	0.6	3.0	3.2	1.3	2.8	3.6	2.8	2.8	3.6	29.2	0.6	29.9
1987		4.6	2.3	0.6	2.7	3.7	1.4	2.7	3.2	3.7	2.5	3.4	28.5	0.5	29.0
1987	Apr 3	3.7	1.9	0.6	2.4	3.0	1.2	2.2	2.8	3.2	2.0	3.0	24.0	0.5	24.5
	May 8	4.0	2.0	0.6	2.4	3.1	1.4	2.5	2.9	3.2	2.0	3.5	25.5	0.5	26.0
	June 5	4.1	2.1	0.6	2.8	3.4	1.4	2.8	3.1	3.5	2.5	3.3	27.5	0.5	28.0
	July 3	4.5	2.3	0.5	2.8	3.6	1.4	2.6	3.5	3.5	2.5	3.2	28.1	0.5	28.6
	Aug 7	4.6	2.3	0.6	2.8	3.8	1.5	2.6	3.6	3.7	2.4	4.1	29.7	0.5	30.2
	Sept 4	4.8	2.4	0.6	2.7	4.0	1.6	2.9	3.8	4.3	2.7	3.9	31.5	0.5	31.9
	Oct 2	5.2	2.7	0.6	2.7	4.4	1.6	3.0	3.5	4.0	2.9	3.4	31.5	0.5	32.0
	Nov 6	5.1	2.6	0.6	2.6	4.6	1.5	2.9	3.5	4.1	2.9	3.2	31.1	0.5	31.6
	Dec 4	5.2	2.7	0.6	2.6	4.4	1.5	2.9	3.0	4.2	3.1	3.1	30.6	1.0	31.7
1988	Jan 8	5.3	2.8	0.6	2.8	4.5	1.6	3.0	3.3	4.2	3.2	3.5	31.9	1.2	33.1
	Feb 5	5.1	2.7	0.6	2.8	4.6	1.4	2.9	3.4	3.9	3.4	3.5	31.5	1.1	32.6
	Mar 4	4.8	2.6	0.6	2.7	4.3	1.4	2.8	3.1	3.6	3.2	3.4	30.0	1.0	30.9
	Apr 8	4.8	2.6	0.6	2.7	4.3	1.4	2.7	2.9	3.8	3.1	3.6	30.0	0.9	30.9
Total excluding Community Programme vacancies															
1983	Annual	50.8	22.1	5.1	12.7	9.6	8.0	8.7	13.2	5.9	6.8	15.3	136.1	1.2	137.3
1984	Annual	59.4	26.0	5.4	13.6	10.7	8.1	8.2	14.5	6.6	7.3	14.8	148.6	1.2	149.8
1985	Averages	62.3	26.6	5.8	16.1	12.2	9.0	8.7	16.0	7.8	8.0	14.6	160.5	1.2	161.7
1986		70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1
1987		90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1987	Apr 3	80.5	34.5	7.3	20.3	17.9	11.8	14.5	22.7	11.6	10.1	17.3	213.9	1.6	215.5
	May 8	89.3	36.4	8.1	23.4	20.4	13.1	16.2	25.4	11.7	11.0	19.3	237.8	1.6	239.5
	June 5	93.1	37.8	8.5	22.9	21.3	13.2	16.4	26.1	12.3	12.5	19.7	246.1	1.7	247.9
	July 3	92.7	37.4	8.5	20.8	21.8	12.5	15.7	25.9	12.6	11.6	19.8	242.0	1.7	243.7
	Aug 7	90.6	35.5	8.4	20.0	21.7	12.5	15.8	25.4	12.7	11.7	19.3	238.0	1.6	239.6
	Sept 4	101.3	41.0	9.0	21.6	24.5	13.9	17.4	27.2	13.6	12.2	21.1	261.6	1.7	263.3
	Oct 2	110.4	46.0	9.6	22.1	26.7	14.4	18.4	28.4	13.8	12.7	22.0	278.5	1.7	280.2
	Nov 6	110.9	45.7	9.1	20.1	26.2	13.5	17.6	26.7	13.2	11.6	21.4	270.2	1.8	272.0
	Dec 4	99.0	39.4	8.2	17.4	23.5	11.8	15.7	22.0	11.4	10.1	18.9	238.0	1.7	239.7
1988	Jan 8	92.8	36.4	7.8	16.5	22.8	11.3	14.6	20.2	10.2	10.1	16.8	223.1	1.7	224.8
	Feb 5	91.6	33.8	7.8	16.8	23.0	11.7	14.4	19.9	10.3	10.1	17.0	222.5	1.7	224.2
	Mar 4	91.7	31.9	8.4	18.5	22.4	12.4	14.7	22.1	10.8	10.6	18.5	230.2	1.9	232.0
	Apr 8	98.3	33.8	9.3	21.6	23.3	13.9	15.2	23.6	11.6	11.7	20.6	249.1	2.1	251.3
Vacancies at careers offices															
1983	Annual	3.6	1.9	0.2	0.5	0.7	0.5	0.5	0.5	0.3	0.2	0.3	7.2	0.3	7.4
1984	Annual	4.3	2.1	0.3	0.6	0.9	0.5	0.6	0.5	0.3	0.2	0.3	8.5	0.5	9.0
1985	Averages	6.0	3.2	0.4	0.7	1.2	0.6	0.6	0.7	0.3	0.2	0.3	10.8	0.7	11.5
1986		7.6	4.4	0.4	0.7	1.2	0.7	0.6	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987		11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1987	Apr 3	9.1	5.3	0.3	1.1	1.1	0.8	0.8	0.9	0.4	0.4	0.3	15.2	0.6	15.9
	May 8	10.8	6.2	0.5	1.3	1.3	1.0	1.0	1.1	0.5	0.3	0.5	18.2	0.7	19.0
	June 5	14.4	9.0	0.5	1.2	1.9	1.0	1.1	1.2	0.6	0.4	0.4	22.6	0.9	23.5
	July 3	15.2	9.0	0.6	1.4	1.3	1.0	1.3	1.1	0.4	0.4	0.4	23.0	0.8	23.9
	Aug 7	14.1	8.6	0.7	1.3	1.3	1.0	0.9	1.2	0.5	0.3	0.5	21.8	0.8	22.6
	Sept 4	14.4	8.2	0.7	1.4	1.7	1.1	0.9	1.3	0.5	0.4	0.5	22.8	0.8	23.7
	Oct 2	14.2	8.2	0.7	1.2	1.8	1.1	0.9	1.2	0.4	0.3	0.4	22.1	1.0	23.1
	Nov 6	13.8	8.1	0.6	1.0	1.9	1.0	0.8	1.0	0.3	0.3	0.4	21.1	0.9	22.0
	Dec 4	13.3	8.0	0.5	1.0	1.6	0.8	0.6	0.9	0.3	0.3	0.5	19.7	0.8	20.5
1988	Jan 8	12.6	7.5	0.5	0.9	1.3	0.9	0.8	1.1	0.3	0.3	0.5	19.1	0.8	19.9
	Feb 5	12.2	7.0	0.5	0.9	1.0	0.9	0.7	1.0	0.3	0.2	0.5	18.0	0.8	18.8
	Mar 4	12.7	6.7	0.7	1.1	1.3	1.0	0.7	1.1	0.3	0.3	0.5	19.6	0.8	20.4
	Apr 8	13.3	6.7	0.8	1.2	1.5	1.0	1.0	1.3	0.3	0.3	0.4	21.1	1.0	22.1

Notes: About one-third of all vacancies are notified to jobcentres. These could include some that are suitable for young people and similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count.
* Included in South East.
† Vacancies on Government schemes (Enterprise Ulster and Action for Community Employment (ACE)) are not separately identified for Northern Ireland prior to December 1983.
†† Includes vacancies on the Community Enterprise Programme, the forerunner of Community Programme.

INDUSTRIAL DISPUTES

Stoppages of work 4.1

Stoppages—industry

United Kingdom	12 months to Mar 1988			12 months to Mar 1987		
	Stoppages in progress	Workers involved	Working days lost	Stoppages in progress	Workers involved	Working days lost
United Kingdom	65	33,400	248,000	65	33,400	248,000
SIC 1980						
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	201	178,800	383,000	407	93,400	167,000
Coke, mineral oil and natural gas	1	100	—	—	—	—

4.2 INDUSTRIAL DISPUTES*

Stoppages of work: summary

United Kingdom	Number of stoppages		Number of workers (thou)		Working days lost in all stoppages in progress in period (thou)	
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services	All manufacturing industries
1978	2,471	2,498	1,001	1,041	9,405	7,678
1979	2,080	2,125	4,586	4,608	29,474	22,552
1980	1,330	1,348	830†	834†	11,964	10,896
1981	1,338	1,344	1,512	1,513	4,266	2,292
1982	1,528	1,538	2,101†	2,103†	5,313	1,919
1983	1,352	1,364	573†	574†	3,754	1,776
1984	1,206	1,221	1,436†	1,464†	27,135	2,658
1985	887	903	643	791	6,402	912
1986	1,053	1,074	538	720	1,920	1,069
1987	1,004	1,016	884	887	3,546	595
1986 Mar	69	91	40	66	184	104
Apr	112	128	57	82	145	80
May	78	99	40	49	288	243
June	97	116	45	64	170	112
July	82	100	18	22	67	46
Aug	77	92	26	28	67	53
Sept	90	102	57	67	154	125
Oct	128	148	41	48	167	84
Nov	89	107	88	98	117	45
Dec	73	91	43	50	97	25
1987 Jan	99	111	168	171	889	66
Feb	102	123	44	148	928	85
Mar	104	120	209	215	251	71
Apr	114	135	131	155	336	58
May	78	95	88	126	222	34
June	84	104	45	157	345	36
July	72	93	40	61	214	37
Aug	57	71	16	22	43	23
Sept	63	84	16	19	56	39
Oct	79	96	22	24	75	51
Nov	97	108	79	80	127	74
Dec	55	72	27	35	60	20
1988 Jan	53	62	37	39	92	28
Feb	69	90	156	186	694	393
Mar	40	65	18	33	248	165

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

United Kingdom	THOUSAND									
	Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries
SIC 1968	II	VI and XII	VII, VIII and IX	X	XI	XIII-XV	III-V, XVI-XIX	XX	XXII	I, XXI, XXIII-XXVII
1978	201	585	1,193	160	4,047	179	1,514	416	360	750
1979	128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541
1980	166	8,884	586	195	490	44	698	281	253	367
1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
1982	(11-14)	(21, 22, 31)	(32-34, 37)	(35)	(36)	(43, 45)	(23-26, 41, 42, 44, 46-49)	(50)	(71-79)	(01-03, 15-17, 61-67, 81-85, 91-99 and 00)
1982	380	197	538	551	172	61	400	41	1,675	1,299
1983	591	177	507	545	191	32	324	68	295	1,024
1984	22,484	90	4,222	1,046	497	66	537	334	666	992
1985	4,143	109	155	70	256	31	291	50	197	1,100
1986	143	152	108	411	411	38	136	33	190	486
1987	217	36	197	158	67	50	88	22	1,705	1,007
1986 Mar	16	50	11	19	8	2	14	3	22	38
Apr	21	22	8	15	23	5	6	14	17	14
May	12	6	3	6	210	7	10	1	26	6
June	5	1	10	4	86	1	10	—	5	31
July	10	2	28	1	2	11	—	6	3	5
Aug	4	3	27	5	4	3	12	1	6	3
Sep	11	1	44	9	57	—	14	—	6	12
Oct	19	—	63	7	4	—	9	7	39	18
Nov	16	3	17	8	—	10	6	1	18	37
Dec	16	4	6	—	13	—	2	1	7	48
1987 Jan	9	7	30	8	10	3	8	—	787	27
Feb	24	15	42	2	13	17	8	5	778	37
Mar	20	—	4	4	4	3	14	1	8	150
Apr	28	—	35	11	3	10	5	1	10	239
May	13	2	18	7	4	—	2	2	20	154
June	14	—	8	8	7	1	10	1	9	285
July	70	—	5	2	16	8	7	6	55	47
Aug	2	4	10	4	2	1	3	1	11	6
Sept	6	2	14	8	—	8	2	2	2	7
Oct	7	3	5	33	1	1	9	2	3	13
Nov	15	—	3	62	—	2	7	1	5	31
Dec	10	3	—	11	—	4	1	1	17	11
1988 Jan	35	4	5	6	6	2	7	—	20	7
Feb	177	7	5	365	2	1	12	2	53	70
Mar	6	8	6	125	1	5	19	—	46	31

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

EARNINGS 5.1

Average earnings index: all employees: main industrial sectors

GREAT BRITAIN	Whole economy (Divisions 0-9)		Manufacturing industries (Revised definition) (Divisions 2-4)		Production industries (Revised definition) (Divisions 1-4)		Service industries (Divisions 6-9)									
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted								
SIC 1980	% change over previous 12 months		% change over previous 12 months		% change over previous 12 months		% change over previous 12 months									
		underlying†		underlying†		underlying†		underlying†								
1980	111.4		109.1		113.0		JAN 1980 = 100									
1981	125.8		123.6		127.8											
1982	137.6		137.4		138.9											
1983	149.2		149.7		150.0											
1984	158.3		162.8		158.5											
1985	171.7		177.6		171.4											
1986	185.3		191.2		184.6											
1987	199.8		200.7		198.8											
1983 Jan	142.6	144.5	8.8	8	142.9	144.0	9.1	9	143.5	144.6	9.0	8 3/4	144.8	146.4	8.8	
Feb	145.4	147.2	9.6	8	143.7	144.8	9.0	8 3/4	144.1	145.2	7.8	8 3/4	149.3	150.1	11.4	
Mar	146.1	146.3	8.6	7 3/4	145.1	145.0	7.9	8 1/2	145.9	145.3	7.9	8 1/2	148.6	149.1	9.5	
Apr	146.0	147.0	8.6	7 1/2	146.7	148.1	8.9	8 1/2	147.4	148.5	9.1	8 1/2	147.2	148.3	8.6	
May	148.3	148.6	8.7	7 1/2	149.2	148.2	8.6	8 1/2	149.3	148.4	8.4	8 1/2	150.4	150.8	9.6	
June	149.7	148.2	8.2	7 1/2	150.2	147.8	8.1	8 1/2	150.4	148.2	7.7	8	151.4	151.4	9.1	
July	151.7	150.3	7.7	7 1/2	151.2	149.7	8.6	8 3/4	151.8	150.0	8.3	8 1/2	153.9	152.3	7.6	
Aug	150.4	150.2	8.4	7 3/4	149.9	150.8	9.0	8 3/4	150.4	151.3	8.6	8 1/2	152.8	151.8	8.7	
Sept	150.5	150.7	8.5	7 3/4	150.9	152.4	9.4	9 1/4	151.4	153.0	9.1	9	151.8	151.5	8.9	
Oct	151.7	152.0	8.7	7 3/4	153.3	154.4	9.6	9 1/2	154.1	155.4	10.1	9 1/4	152.1	152.2	7.8	
Nov	152.8	152.1	7.3	7 3/4	156.5	155.6	9.9	9 3/4	155.7	154.7	8.3	9 1/4	153.1	153.6	6.8	
Dec	155.1	153.4	8.0	8	157.0	156.6	9.7	9 3/4	155.9	155.8	8.3	9 1/4	157.3	155.1	8.4	
1984 Jan	152.7	154.7	7.1	7 3/4	155.9	157.0	9.0	9 1/2	154.9	156.0	7.9	9	154.3	155.9	6.5	
Feb	153.8	155.6	5.7	7 3/4	157.5	158.7	9.6	9 1/2	156.5	157.8	8.7	9	154.5	155.2	3.4	
Mar	154.2	154.4	5.5	7 3/4	159.3	159.2	9.8	9 1/2	154.3	153.7	5.8	9	156.5	157.0	5.3	
Apr	154.7	155.8	6.0	7 3/4	158.0	159.5	7.7	9 1/4	153.4	154.5	4.0	8 3/4	157.8	158.9	7.1	
May	155.7	156.0	5.0	7 3/4	160.6	159.5	7.6	9 1/4	155.7	154.7	4.2	8 3/4	158.3	158.7	5.2	
June	157.5	156.0	5.3	7 3/4	163.8	161.1	9.0	9 1/4	158.4	156.1	5.3	8 3/4	158.8	159.0	5.0	
July	159.6	158.2	5.3	7 1/2	164.6	162.9	8.8	9	159.5	157.6	5.1	8 1/2	162.1	160.3	5.3	
Aug	159.2	159.0	5.9	7 1/2	162.8	163.7	8.6	8 3/4	157.7	158.7	4.9	8 1/4	162.7	161.8	6.6	
Sept	159.9	160.2	6.3	7 1/2	164.5	166.1	9.0	8 3/4	159.7	161.4	5.5	8 3/4	162.4	162.4	7.2	
Oct	164.2	164.5	8.2	7 1/2	167.2	168.3	9.0	8 1/2	162.2	163.6	5.3	8	168.6	168.7	10.8	
Nov	162.8	162.0	6.5	7 1/2	169.1	168.1	8.0	8 1/2	164.4	163.4	5.6	8	164.5	165.1	7.5	
Dec	165.3	163.5	6.6	7 1/2	170.0	169.5	8.2	8 1/2	164.9	164.7	5.7	8	168.4	165.9	7.0	
1985 Jan	163.4	165.5	7.0	7 1/2	170.5	171.7	9.4	8 1/2	165.9	167.1	7.1	8 1/4	165.0	166.7	6.9	7
Feb	164.6	166.5	7.0	7 1/2	170.6	172.0	8.4	8 1/2	166.3	167.6	6.2	8 1/4	166.3	166.9	7.5	7
Mar	168.1	168.3	9.0	7 1/2	173.9	173.8	9.2	8 3/4	171.7	171.0	11.3	8 1/4	168.2	168.6	7.4	7
Apr	169.4	170.6	9.5	7 1/2	176.0	177.6	11.3	8 3/4	174.3	175.5	13.6	8 1/4	168.8	170.0	7.0	7
May	169.4	169.7	8.8	7 1/2	175.6	174.4	9.3	9	174.2	173.2	12.0	8 1/2	169.2	169.6	6.9	7
June	171.9	170.2	9.1	7 1/2	179.1	176.2	9.4	9	178.1	175.6	12.5	8 1/2	169.9	170.1	7.0	6 3/4
July	173.7	172.2	8.8	7 1/2	180.2	178.3	9.5	9	179.9	177.8	12.8	8 3/4	172.0	170.1	6.1	6 3/4
Aug	173.4	173.1	8.9	7 1/2	177.0	178.1	8.8	9	176.6	177.8	12.0	8 3/4	173.9	173.1	7.0	6 3/4
Sept	176.1	176.4	10.1	7 3/4	179.8	181.5	9.3	9	179.8	181.7	12.6	8 3/4	175.8	176.0	8.4	6 3/4
Oct	173.9	174.3	6.0	7 1/2	179.7	180.9	7.5	8 3/4	179.3	180.8	10.5	8 3/4	172.4	172.4	2.2	6 3/4
Nov	176.8	175.9	8.6	7 1/2	184.0	182.9	8.8	8 3/4	183.5	182.4	11.6	8 3/4	174.8	175.6	6.4	6 1/2
Dec	180.0	178.1	8.9	7 1/2	185.3	184.7	9.0									

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN	Agriculture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing**	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
JAN 1980 = 100														
1980	117.7	106.1	104.4	116.2	**	109.1	109.8	106.9	109.0	100.5	111.4	103.7	109.0	107.3
1981	131.8	118.6	119.8	133.5	125.0	121.6	124.8	117.3	123.4	111.4	124.0	116.8	123.9	120.2
1982	144.2	131.1	135.8	147.8	137.3	136.8	138.9	130.6	139.2	125.3	137.3	129.3	136.7	131.8
1983	157.5	134.7	147.8	159.2	150.7	148.5	152.0	142.3	152.9	138.6	143.2	140.3	149.6	143.5
1984	169.6	157.7	162.5	170.4	167.1	159.5	164.9	156.1	167.1	149.0	157.4	151.9	160.9	154.4
1985	184.4	135.3	178.6	182.7	181.6	172.4	179.1	172.3	182.3	168.9	170.9	164.1	174.9	169.6
1986	194.6	166.8	195.6	195.4	193.4	185.7	193.2	184.3	196.9	183.6	184.4	176.2	190.1	181.9
1987	206.9	179.1	214.4	210.1	211.6	201.5	209.4	197.6	214.4	199.2	197.7	190.3	204.5	196.9
1985 Jan	163.9	74.0	170.5	174.9	177.5	163.0	170.8	164.2	173.8	171.0	161.8	156.7	167.5	163.1
1985 Feb	170.3	78.2	173.1	175.9	169.7	165.5	170.4	165.5	175.6	162.3	164.6	158.7	170.0	164.2
1985 Mar	170.4	122.5	173.6	175.9	175.8	168.5	173.1	169.1	181.4	167.8	168.5	161.9	167.9	166.6
1985 April	175.4	137.9	173.5	173.8	188.0	170.0	173.8	168.9	185.3	167.2	168.1	161.6	171.9	167.0
1985 May	173.6	139.5	178.3	175.9	174.9	170.4	174.6	170.6	181.2	168.7	167.0	164.5	173.5	168.9
1985 June	188.2	148.0	177.1	182.5	175.7	175.2	178.8	173.4	183.1	168.3	183.3	164.5	176.5	172.1
1985 July	193.6	149.5	178.5	193.2	198.8	173.0	181.6	174.7	183.5	172.8	172.1	164.8	176.4	172.0
1985 Aug	203.1	150.7	177.2	184.8	176.7	172.1	180.8	171.7	181.0	166.8	167.8	163.1	173.0	168.5
1985 Sept	206.3	152.9	183.7	194.5	196.5	176.5	179.8	174.4	182.7	165.6	170.8	165.5	175.8	171.3
1985 Oct	200.5	153.6	181.7	187.1	176.7	175.6	180.4	175.5	184.5	167.2	174.4	166.5	177.0	172.5
1985 Nov	182.9	159.3	185.5	188.4	177.1	176.6	195.3	180.1	186.3	175.6	173.3	171.6	182.6	174.5
1985 Dec	184.5	157.8	190.0	184.9	192.0	182.0	190.1	179.7	189.6	173.2	178.6	169.7	186.7	174.5
1986 Jan	179.5	172.0	185.1	185.4	188.3	176.3	183.4	177.7	189.5	172.5	179.7	169.7	185.0	177.2
1986 Feb	177.9	166.4	187.3	189.7	179.9	177.0	184.2	180.8	189.7	176.5	178.2	170.6	183.3	176.7
1986 Mar	179.4	170.1	188.2	189.3	184.5	178.8	186.2	182.5	192.7	185.9	181.1	173.8	183.0	179.5
1986 April	183.2	164.7	188.1	189.5	202.6	182.5	186.1	184.1	199.5	178.0	179.8	172.1	187.3	177.2
1986 May	186.0	159.6	199.7	191.1	185.9	183.3	189.4	182.3	193.6	182.2	178.6	175.8	188.7	180.0
1986 June	193.2	159.4	195.4	191.5	191.5	191.5	192.8	184.1	199.7	190.6	184.7	176.2	192.9	184.1
1986 July	197.3	160.7	194.8	204.7	205.6	186.6	192.3	187.1	196.9	184.4	182.1	176.9	189.9	183.5
1986 Aug	213.4	161.7	194.2	207.2	189.8	185.5	192.4	183.0	195.8	182.6	188.8	176.2	186.6	181.0
1986 Sept	218.0	168.8	197.3	198.1	189.7	190.5	193.1	183.9	196.6	183.2	183.9	177.4	191.1	182.8
1986 Oct	213.7	171.0	194.5	199.2	207.9	188.7	196.6	185.6	199.9	183.2	186.1	178.2	191.0	183.7
1986 Nov	198.0	172.6	219.3	199.6	190.9	191.0	211.6	189.0	202.2	189.7	194.9	184.7	199.9	189.0
1986 Dec	195.7	174.2	203.1	199.1	203.9	197.2	210.6	191.4	207.2	194.6	194.5	182.5	202.1	187.6
1987 Jan	188.9	174.6	203.7	207.8	205.4	190.2	198.4	189.1	204.0	189.8	193.2	181.1	201.5	188.5
1987 Feb	188.3	175.7	203.7	203.2	196.2	192.6	200.7	192.0	204.6	194.7	193.4	184.6	195.3	192.3
1987 Mar	189.5	178.5	205.3	202.3	196.9	195.5	198.9	193.4	208.6	196.6	201.7	185.5	195.9	194.8
1987 April	199.1	185.1	209.9	201.4	220.2	195.8	203.7	192.0	213.5	194.7	191.6	184.9	202.5	188.0
1987 May	196.7	172.7	220.2	203.0	205.8	196.5	205.8	193.6	210.9	198.3	191.6	187.1	205.8	193.7
1987 June	206.0	178.0	214.0	202.8	204.8	205.4	208.8	198.6	217.5	208.6	197.0	191.4	204.7	200.5
1987 July	210.2	177.0	223.1	211.9	234.4	205.0	212.9	200.7	216.7	201.8	196.3	192.1	205.1	201.8
1987 Aug	218.0	178.6	212.5	226.4	201.4	201.2	209.6	198.8	214.7	197.4	195.6	190.9	203.2	197.6
1987 Sept	229.0	177.9	209.3	216.1	208.2	206.2	205.2	199.4	216.6	199.8	197.9	193.7	207.0	199.0
1987 Oct	225.5	181.8	210.9	215.4	236.0	203.8	210.3	201.0	218.1	201.8	197.9	194.4	205.7	200.3
1987 Nov	222.5	183.5	238.4	218.8	207.9	206.7	229.0	205.1	220.9	202.8	202.3	200.9	210.7	205.1
1987 Dec	209.3	185.3	221.6	212.3	221.8	218.9	229.6	207.3	226.8	204.1	214.3	197.5	216.5	201.5
1988 Jan	195.7	188.5	226.9	212.0	229.2	207.9	217.3	207.1	227.1	202.6	203.0	198.0	211.9	202.9
1988 Feb	193.6	171.9	224.7	211.2	210.2	209.1	215.4	209.2	229.2	173.2	203.3	202.1	211.9	203.5
1988 Mar	194.2	194.2	226.6	211.9	213.7	213.0	217.2	215.1	230.2	225.7	204.4	201.6	211.1	207.9

* England and Wales only.
 ** Because of a dispute in the steel industry, insufficient information is available to enable reliable indices for "metal processing and manufacturing" to be calculated for 1980, but the best possible estimates have been used in the compilation of the indices for manufacturing and whole economy. The index series for this group has a base of April 1980=100.

EARNINGS 5.3

Average earnings index: all employees: by industry

(not seasonally adjusted)

Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication††	Banking, finance and insurance	Public administration	Education and health services	Other services ‡	Whole economy	GREAT BRITAIN
(44-45)	(46)	(47)	(48-49)	(50)	(61-65, 67)	(66)	(71-72, 75-77, 79)	(81-82, 83pt.-84pt.)	(91-92pt.)	(93,95)	(97pt.-98pt.)		SIC 1980 CLASS
JAN 1980 = 100													
107.6	105.9	110.4	107.6	111.5	107.2	108.0	108.4	112.7	114.2	123.8	113.3	111.4	118.0
121.4	115.2	128.2	121.1	125.8	120.3	120.5	120.6	128.9	129.6	140.8	128.0	125.8	125.8
134.1	126.9	142.8	134.0	137.6	132.6	127.6	132.2	144.6	140.0	147.9	143.7	137.6	137.6
145.2	139.9	156.6	144.0	148.0	143.6	137.9	144.3	157.5	149.5	163.6	156.0	149.2	149.2
155.6	150.2	170.1	157.1	156.7	153.9	148.0	154.1	170.4	159.3	170.3	169.4	158.3	158.3
168.4	161.0	184.8	169.7	169.5	165.2	157.2	166.2	184.8	169.0	178.3	182.3	171.7	171.7
180.8	172.3	198.6	183.0	182.9	176.7	168.7	177.0	203.5	178.5	196.3	196.7	185.3	185.3
192.8	187.6	214.7	198.4	197.5	189.7	182.0	190.9	225.1	190.6	210.2	210.1	199.8	199.8
162.3	160.6	174.1	163.9	158.1	159.6	153.0	158.9	174.6	164.2	170.9	182.4	163.4	1985 Jan
163.9	156.2	175.0	164.2	162.1	159.7	149.5	159.0	174.3	169.1	173.7	178.0	164.6	1985 Feb
167.0	154.3	179.5	165.9	169.4	161.6	151.3	162.3	190.4	166.4	172.4	179.5	168.1	1985 Mar
166.9	158.7	182.9	167.0	167.6	167.3	152.8	164.6	178.0	165.4	173.0	178.6	169.4	1985 April
167.3	153.6	183.8	169.9	165.5	164.1	156.3	164.6	185.1	165.2	174.7	177.9	169.4	1985 May
171.3	158.4	188.3	171.3	171.7	165.1	156.2	164.3	184.9	170.9	173.4	172.7	171.9	1985 June
168.3	161.7	187.1	171.0	171.6	165.8	156.8	168.2	187.1	167.6	179.7	177.2	173.7	1985 July
166.9	171.7	185.9	170.2	167.1	164.1	159.8	170.1	181.0	167.4	190.1	181.5	173.4	1985 Aug
169.6	165.2	189.5	169.7	174.0	167.1	160.2	167.0	182.8	172.8	190.2	196.4	176.1	1985 Sept
169.0	166.5	188.6	171.6	172.6	164.9	159.9	166.3	183.3	172.2	180.0	185.5	173.9	1985 Oct
171.6	165.8	192.5	175.7	176.4	167.7	159.6	177.5	185.5	173.1	177.3	186.4	176.8	1985 Nov
177.1	159.4	190.8	176.1	178.4	175.0	171.0	171.3	210.0	173.7	183.6	191.8	180.0	1985 Dec
175.8	169												

5.4 EARNINGS AND HOURS

Average earnings and hours: manual employees: by industry†

UNITED KINGDOM	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
MALE (full-time on adult rates)										
Weekly earnings										£
1983	156.30	152.57	162.13	139.45	137.78	146.96	146.82	137.93	148.17	120.66
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	128.59
1985	180.15	172.96	187.19	167.86	160.26	170.94	174.76	156.56	173.18	140.50
1986	198.21	184.98	201.37	176.15	167.36	184.09	186.36	168.16	186.47	148.48
1987	219.89	198.94	215.84	192.92	179.27	210.58	197.89	184.19	197.82	162.93
Hours worked										
1983	41.7	45.1	42.8	41.7	41.9	41.0	41.1	42.4	45.2	43.9
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
1985	41.9	45.3	42.7	43.0	42.3	40.4	42.1	42.9	45.1	44.2
1986	41.8	45.1	42.9	42.3	41.8	40.2	41.8	42.8	44.9	43.7
1987	42.8	45.3	43.3	43.6	42.6	41.8	42.3	43.6	45.0	44.5
Hourly earnings										pence
1983	374.7	338.6	379.1	334.3	328.5	358.0	357.6	325.3	327.5	274.7
1984	400.3	381.4	403.5	359.3	347.9	385.1	382.4	347.0	356.9	292.2
1985	429.6	382.2	438.5	390.6	379.2	422.8	414.8	364.9	383.7	317.9
1986	473.6	410.5	469.1	416.1	400.6	457.8	445.9	392.6	415.7	340.0
1987	513.7	439.3	498.3	442.1	420.8	503.5	467.9	422.8	439.2	366.3
FEMALE (full-time on adult rates)										
Weekly earnings										£
1983	92.82	92.40	101.21	97.96	97.18	109.56	101.72	94.00	99.58	77.56
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	82.97
1985	111.45	106.43	118.44	118.10	109.74	126.39	126.63	105.55	114.20	89.52
1986	113.84	112.92	130.58	125.38	117.27	140.86	127.86	115.19	123.21	94.47
1987	124.44	121.14	137.88	131.67	127.08	155.14	138.76	123.99	130.64	102.13
Hours worked										
1983	38.5	38.4	38.2	38.7	38.1	38.5	37.7	38.3	39.1	38.1
1984	38.8	38.5	38.5	38.5	38.3	38.5	38.3	37.9	38.8	38.4
1985	38.5	38.4	38.5	39.0	38.6	38.1	38.2	38.1	38.7	37.9
1986	38.9	38.1	39.1	38.8	38.9	38.0	38.9	38.7	39.0	37.6
1987	39.0	38.8	39.1	39.4	39.0	39.0	39.4	39.3	38.7	37.8
Hourly earnings										pence
1983	240.8	240.7	264.7	253.1	254.8	284.7	269.8	245.7	254.9	203.7
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2	215.8
1985	289.2	277.0	308.0	302.9	284.3	331.6	331.2	277.3	295.0	235.9
1986	293.0	296.1	333.9	323.0	301.5	370.9	328.3	297.3	316.1	251.4
1987	319.2	312.4	352.5	334.4	326.0	397.9	352.3	315.8	337.7	270.1
ALL (full-time on adult rates)										
Weekly earnings										£
1983	154.05	145.59	149.79	136.85	122.74	144.12	144.76	128.18	134.32	102.01
1984	166.50	155.58	161.37	149.78	129.34	156.22	156.85	137.66	146.47	108.56
1985	177.90	165.23	174.30	165.16	142.68	167.87	172.71	145.58	156.17	118.15
1986	195.68	175.69	187.43	173.36	148.97	183.24	181.07	157.31	168.55	124.66
1987	216.75	189.58	201.11	189.24	159.36	206.97	195.23	172.10	178.69	135.89
Hours worked										
1983	41.6	44.3	41.8	41.5	40.5	40.9	40.9	41.5	43.5	41.4
1984	42.1	44.3	42.2	42.2	40.5	41.1	41.4	41.7	43.5	41.6
1985	41.8	44.5	41.9	42.8	41.0	40.3	42.0	41.9	43.3	41.5
1986	41.8	44.2	42.2	42.1	40.7	40.1	41.6	42.0	43.2	41.0
1987	42.7	44.5	42.5	43.4	41.2	41.6	42.2	42.7	43.2	41.5
Hourly earnings										pence
1983	370.3	328.8	357.9	329.6	302.8	352.8	353.9	309.0	308.9	246.4
1984	395.9	351.0	382.8	355.1	319.3	380.1	378.5	330.1	336.5	261.2
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	360.8	285.0
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2	304.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3	327.4

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

5.5 EARNINGS

Index of average earnings: non-manual workers

Full-time adults*

Great Britain	Manufacturing Industries								
April of each year	Weights	1980	1981	1982	1983†	1984†	1985†	1986†	1987†
Men	689	404.0	451.4	506.2	547.3	604.5	657.5	724.7	776.8
Women	311	494.1	559.5	625.3	681.4	743.9	807.2	869.4	947.0
Men and women	1,000	418.7	469.1	525.6	569.3	627.3	682.0	748.4	804.6

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

EARNINGS AND HOURS 5.4

Average earnings and hours: manual employees: by industry†

Leather, footwear and clothing (44-45)	Timber and wooden furniture (46)	Paper products printing and publishing (47)	Rubber, plastics and other manufacturing (48-49)	All manufacturing industries (21-49)	Electricity, gas, other energy and water supply (15-17)	Construction (50)	Transport and communication* (71-72, 75-77,79)	All industries covered SIC 1980
113.94	133.35	184.22	140.51	146.19	169.13	139.99	162.43	£ 148.63
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	159.30
129.72	154.00	214.42	162.57	170.58	193.34	160.37	..	..
134.81	163.40	235.17	177.70	182.25	208.70	171.25	..	..
142.55	174.76	253.77	190.88	197.92	222.22	180.62	..	..
42.0	43.0	42.1	43.1	42.5	40.8	43.6	46.5	43.3
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
42.0	44.1	42.4	43.4	43.0	41.1	44.0	..	..
41.7	43.6	42.1	43.4	42.7	41.3	44.0	..	..
42.0	44.4	43.0	43.7	43.5	41.4	44.1	..	..
271.6	309.8	437.7	325.9	343.6	415.0	321.2	349.5	pence 343.5
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	366.7
309.0	348.9	506.1	374.5	397.1	470.0	364.8	..	..
323.6	374.7	558.6	409.6	426.8	504.9	389.3	..	..
339.7	393.9	590.7	436.3	455.1	536.3	409.4	..	..
73.60	97.36	112.07	87.52	90.32	112.46	77.98	118.08	£ 91.26
78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	97.34
85.22	113.18	129.16	98.23	103.21	124.17	95.86	..	..
89.55	121.09	139.81	107.39	110.48	157.49	98.55	..	..
96.51	128.43	152.00	113.63	118.79	163.79	104.68	..	..
37.1	38.4	38.6	38.6	38.1	36.1	39.2	40.8	38.2
37.0	38.4	38.8	38.6	38.1	37.5	38.8	41.5	38.2
37.1	38.7	38.5	38.6	38.1	36.9	38.3	..	..
36.8	38.4	38.7	38.5	38.1	39.4	37.8	..	..
37.2	39.1	39.2	38.7	38.4	38.6	38.0	..	..
198.6	253.7	290.6	226.6	237.2	311.4	199.0	289.4	pence 239.1
212.6	267.2	308.3	239.8	252.9	336.1	226.6	305.4	254.9
229.9	292.4	335.9	254.5	271.0	336.4	250.4	..	..
243.3	315.5	361.3	278.8	289.7	399.4	260.8	..	..
259.8	328.3	387.7	293.7	309.5	424.7	275.8	..	..
82.96	129.37	170.39	127.29	132.98	168.43	139.80	160.58	£ 138.74
88.13	136.00	182.49	136.87	143.09	179.22	147.59	171.39	148.69
95.10	149.83	198.21	145.72	155.04	192.65	160.11	181.06	160.39
99.31	159.09	215.74	161.91	164.74	208.03	170.99	193.47	171.02
106.78	170.20	233.61	171.85	178.54	221.48	180.30	206.73	184.10
38.2	42.5	41.4	42.0	41.5	40.7	43.6	46.2	42.4
38.1	42.4	41.7	42.1	41.7	40.7	43.3	46.5	42.5
38.2	43.6	41.6	42.2	41.8	41.1	43.9	46.4	42.8
37.9	43.1	41.4	42.3	41.6	41.3	44.0	47.0	42.7
38.2	43.8	42.2	42.5	42.2	41.4	44.1	47.0	43.1
217.2	304.2	411.4	303.1	320.5	413.9	320.9	347.3	pence 327.3
231.4	320.7	437.2	324.9	343.0	440.5	341.0	368.7	349.5
249.2	343.8	476.2	345.7	370.6	468.9	364.4	390.0	374.7
262.4	369.4	521.0	382					

5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours		Hourly earnings (pence)	Weekly earnings (£)		Hours		Hourly earnings (pence)
			excluding those whose pay was affected by absence					excluding those whose pay was affected by absence		
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours		including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	
April of each year										
FULL-TIME MEN†										
Manual occupations										
1981	119.3	124.7	43.5	286.0	279.8	118.4	121.9	44.2	275.3	269.1
1982*	134.8	138.1	43.8	315.1	307.9	131.4	133.8	44.3	302.0	294.7
1983†	142.8	147.4	43.7	336.7	329.2	140.3	143.6	43.9	326.5	319.0
1984	141.0	145.5	43.6	333.0	325.5	138.4	141.6	43.8	322.7	315.2
1985	153.6	158.9	44.4	358.1	348.5	148.8	152.7	44.3	345.0	336.1
1986	167.5	172.6	44.6	386.8	373.8	159.8	163.6	44.5	368.0	356.8
1987	178.4	183.4	44.5	411.6	398.5	170.9	174.4	44.5	392.6	380.8
1987	191.2	195.9	44.7	437.6	423.8	182.0	185.5	44.6	416.5	404.3
Non-manual occupations										
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1	419.7
1982*	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5	462.3
1983†	178.5	179.8	38.9	453.4	452.5	177.9	178.9	38.2	462.5	462.3
1984	193.2	194.6	39.1	491.6	491.0	193.7	194.9	38.4	503.4	502.9
1985	191.4	192.9	39.1	487.3	486.6	190.6	191.8	38.4	494.8	494.2
1986	211.7	213.5	39.3	537.8	537.1	207.3	209.0	38.5	537.4	536.4
1987	230.7	232.0	39.3	582.0	580.7	223.5	225.0	38.6	574.7	573.2
1987	254.4	255.7	39.3	641.0	640.0	243.4	244.9	38.6	627.3	625.8
1987	271.9	273.7	39.4	684.1	684.0	263.9	265.9	38.7	679.9	679.3
All occupations										
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0	331.2
1982*	148.8	152.6	42.2	357.0	354.0	151.5	154.5	41.7	365.6	364.6
1983†	147.9	151.8	42.3	354.2	351.4	151.5	154.5	41.7	365.6	364.6
1984	158.6	163.3	42.2	383.0	380.0	163.8	167.5	41.5	399.1	398.0
1985	156.4	161.2	42.2	378.1	375.0	161.1	164.7	41.4	392.6	391.2
1986	171.2	176.8	42.8	409.9	406.2	174.3	178.8	41.7	423.0	421.4
1987	187.2	192.6	42.9	444.3	438.6	187.9	192.4	41.9	452.5	449.9
1987	202.3	207.8	42.9	479.1	474.0	203.4	207.5	41.8	488.9	486.6
1987	217.0	222.3	43.0	511.0	506.5	219.4	224.0	41.9	527.3	526.2
FULL-TIME WOMEN‡										
Manual occupations										
1981	72.5	76.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8	188.2
1982*	79.9	82.9	39.6	207.1	207.1	78.3	80.1	39.3	205.0	202.7
1983†	79.6	82.6	39.6	208.9	206.6	78.3	80.1	39.3	205.0	202.7
1984	86.7	90.3	39.7	227.3	224.9	85.6	87.9	39.3	224.3	222.0
1985	86.7	90.4	39.7	227.7	225.3	85.8	88.1	39.3	224.9	222.6
1986	91.9	96.0	39.9	240.9	238.1	90.8	93.5	39.4	238.0	235.1
1987	100.1	104.5	40.0	261.7	257.3	98.2	101.3	39.5	256.9	252.9
1987	107.0	111.6	40.0	278.9	274.6	104.5	107.5	39.5	273.0	269.2
1987	113.8	119.6	40.3	297.2	291.9	111.4	115.3	39.7	292.0	287.4
Non-manual occupations										
1981	86.4	87.3	37.1	234.2	233.4	85.6	86.7	36.5	259.7	259.2
1982*	97.2	97.6	37.2	260.3	259.0	95.6	96.7	36.5	259.7	259.2
1983†	97.0	97.4	37.2	259.8	258.5	95.6	96.7	36.5	259.7	259.2
1984	105.5	106.2	37.2	283.3	281.9	104.3	104.9	36.5	283.0	282.2
1985	106.2	107.0	37.2	285.4	284.0	104.3	104.9	36.5	283.0	282.2
1986	115.8	117.2	37.4	310.8	308.7	115.1	116.1	36.5	312.9	311.9
1987	125.5	126.8	37.4	336.5	334.7	123.0	124.3	36.5	334.3	333.1
1987	135.8	136.7	37.4	363.2	361.2	132.4	133.8	36.6	359.1	357.6
1987	147.7	149.1	37.5	391.6	389.4	155.4	157.2	36.8	390.6	388.8
All occupations										
1981	78.1	81.5	38.4	211.6	210.6	78.3	80.1	37.2	241.8	241.2
1982*	87.1	89.7	38.5	232.1	230.4	85.6	86.7	36.5	259.7	259.2
1983†	86.8	89.4	38.5	231.4	229.7	85.6	86.7	36.5	259.7	259.2
1984	94.5	97.6	38.6	252.7	250.1	93.5	95.8	37.2	288.5	287.5
1985	94.7	97.9	38.6	252.7	250.1	93.5	95.8	37.2	288.5	287.5
1986	101.7	105.5	38.8	270.9	268.8	101.6	103.9	37.2	290.6	289.5
1987	110.6	114.7	38.8	294.4	291.5	109.5	112.2	37.2	310.3	309.1
1987	119.2	123.2	38.8	316.1	313.3	114.9	117.2	37.2	334.0	332.4
1987	128.2	133.4	39.0	339.2	335.9	123.0	126.4	37.3	362.5	360.7
1987				363.2	361.2	144.3	145.7	36.7	390.6	388.8
1987				391.6	389.4	155.4	157.2	36.8	418.0	415.9
FULL-TIME ADULTS										
(a) MEN, 21 years and over AND WOMEN, 18 years and over										
All occupations										
1981	118.6	124.3	41.2	299.0	295.6	121.6	124.9	40.3	305.1	303.2
1982*	134.0	139.0	41.3	329.6	325.4	134.1	136.5	40.2	334.6	332.1
1983	133.3	137.2	41.4	327.2	323.1	134.1	136.5	40.2	334.6	332.1
1983	143.2	148.0	41.4	354.1	349.9	145.4	148.3	40.0	365.1	362.5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1981	116.8	122.5	41.2	294.7	291.2	119.8	123.1	40.3	300.4	298.4
1982*	132.0	135.9	41.3	324.6	320.3	132.1	134.5	40.2	329.3	326.7
1983	131.2	135.2	41.4	322.3	318.2	132.1	134.5	40.2	329.3	326.7
1983	141.2	146.0	41.4	349.1	344.8	143.2	146.1	40.1	359.5	356.8
(c) MALES AND FEMALES on adult rates										
1983	142.2	147.0	41.4	351.5	347.3	144.5	147.4	40.1	362.6	360.0
1984	155.2	160.8	41.9	380.6	375.4	155.8	159.3	40.3	389.9	385.7
1985	169.2	174.7	41.9	411.8	404.8	167.4	171.0	40.4	416.8	412.7
1986	183.1	188.6	41.9	444.4	437.7	181.2	184.7	40.4	450.8	446.8
1987	196.0	202.0	42.0	474.1	467.6	194.9	198.9	40.4	484.7	481.1

Notes: New Earnings Survey estimates.
 * Results for manufacturing industries for 1981 and the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification [SIC]. Results for manufacturing industries for 1983 to 1987 inclusive and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.
 † Results for 1981-82 inclusive and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 to 1987 inclusive and the second row of figures for 1983 relate to males or females on adult rates.

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

Labour costs		Manu-	Mining and	Construction	Energy (excl.	Index of	Whole
		facturing	quarrying		coal) and	production	economy
					water supply**	industries§§	
							Pence per hour
	1975	161.68	249.36	156.95	217.22	166.76	..
	1978	244.54	365.12	222.46	324.00	249.14	..
	1981	394.34	603.34	357.43	595.10	405.57	..
	1984	509.80	..	475.64	811.41	..	..
	1985	554.2	..	511.2	860.6	..	..
Percentage shares of labour costs*							Per cent
Wages and salaries	1978	84.3	76.2	86.8	78.2	83.9	..
	1981	82.1	73.3	85.0	75.8	81.6	..
	1984	84.0	..	86.0	77.7	..	..
	1985	84.7	..	86.6	78.6	..	..
of which Holiday, sickness, injury and maternity pay	1978	9.2	9.3	6.8	11.2	9.0	..
	1981	10.0	8.7	7.8	11.5	9.7	..
	1984	10.5	..	8.0	11.5	..	..
	1985	10.6	..	8.0	11.5	..	..
Statutory National Insurance contributions	1978	8.5	6.7	9.1	6.9	8.4	..
	1981	9.0	7.0	9.9	7.0	8.9	..
	1984	7.4	..	7.7	5.5	..	..
	1985	6.7	..	7.2	5.1	..	..
Private social welfare payments	1978	4.8	9.4	2.3	12.2	5.1	..
	1981	5.2	10.1	2.8	13.1	5.6	..
	1984	5.3	..	4.1	12.1	..	..
	1985	5.3	..	4.1	12.2	..	..
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1978	2.3	7.7	1.9	2.6	2.6	..
	1981	3.7	9.6	2.3	4.1	3.9	..
	1984	3.3	..	2.2	4.7	..	..
	1985	3.3	..	2.1	4.1	..	..
SIC 1980							
Labour costs per unit of output §			% change over a year earlier				% change over a year earlier
1980 = 100							
1980	100.0	22.2	100.0	100.0	100.0	100.0	22.9
1981	109.4	9.4	106.9	107.5	119.2	109.3	11.0
1982	113.2	3.5	106.0	109.7	122.8	111.7	4.2
1983	111.8	-1.2	99.8	107.3	126.9	110.3	3.5

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

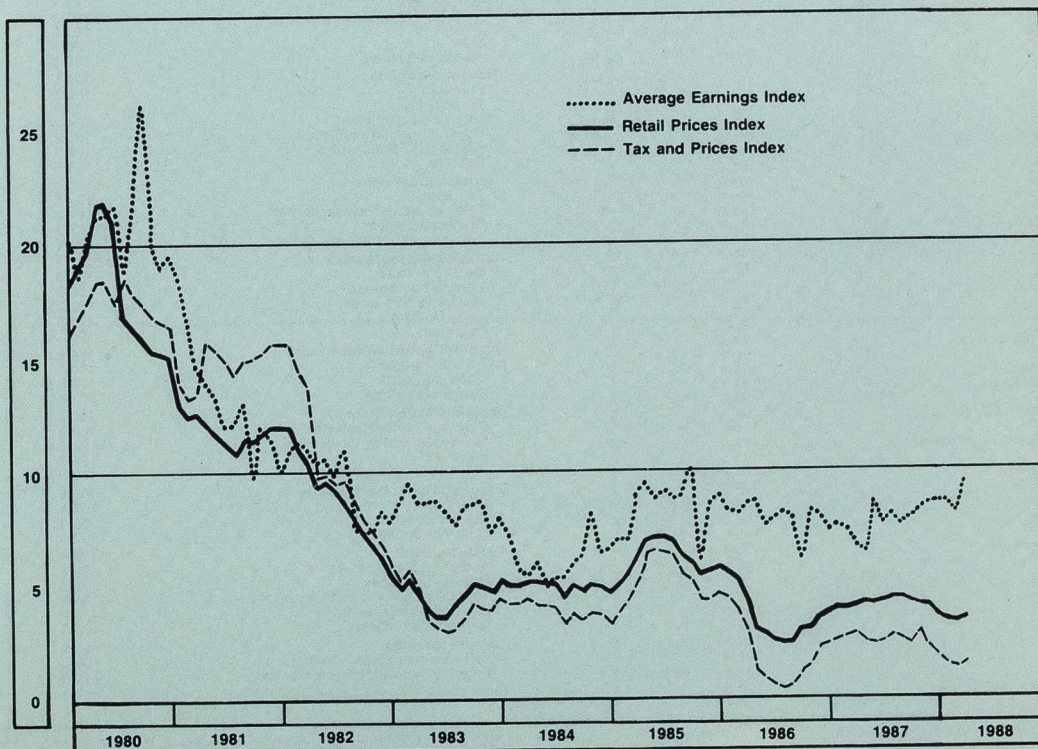
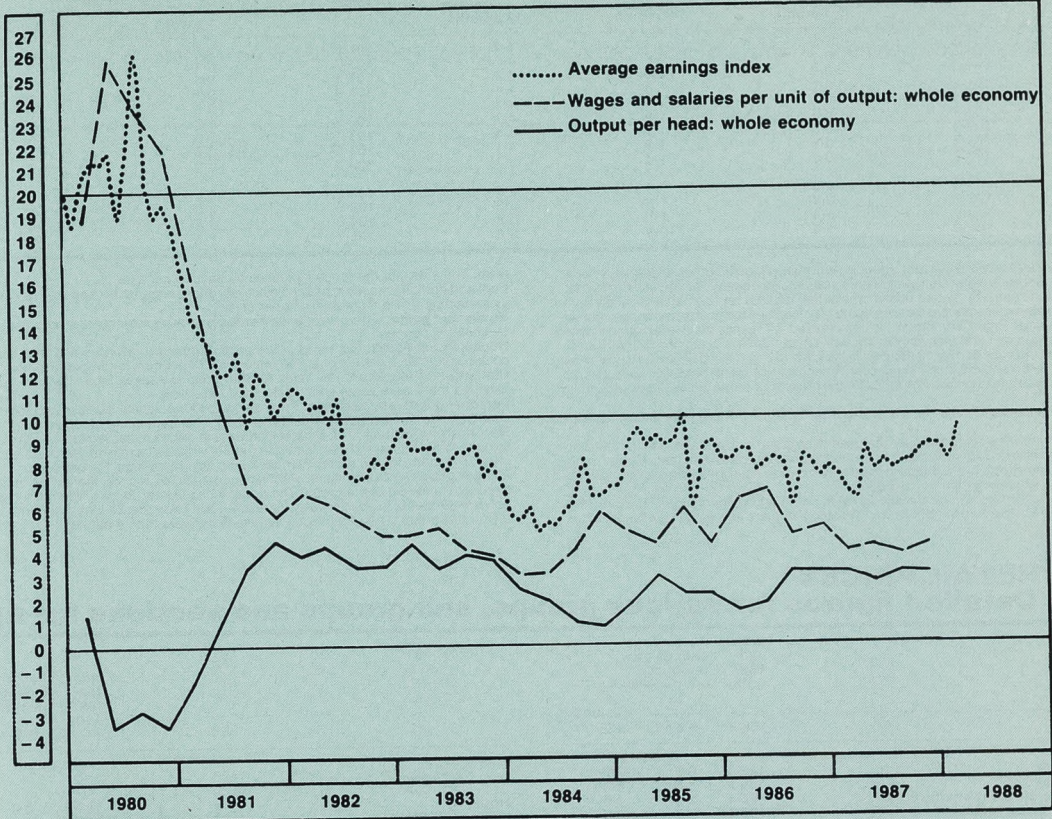
EARNINGS
5
6

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	
	(1)(2)	(2)(5)(6)	(7)(8)	(8)	(6)(8)	(4)	(8)	(8)	(8)	(4)	(2)(5)	(4)	(3)(8)	(2)(8)(9)	(6)(8)	(5)	(8)(10)	
Annual averages																		
1977	64.2	82.9	79	78	73.2	68.1	84	53	62	59.1	81.9	87	82	..	78.5	..	Indices 1980 = 100	
1978	73.4	87.6	85	83	80.7	76.9	89	65	71	68.6	86.8	92	89	..	85.3	90.0	78	
1979	84.9	92.1	92	91	89.9	86.9	94	79	83	81.9	93.0	96	91	..	91.9	93.1	85	
1980	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100	92
1981	113.3	106.2	110	112	109.5	112.3	105	127	116	123.1	105.6	103	110	122.6	110.5	105.1	110	100
1982	126.0	112.7	117	125	120.4	131.9	110	170	133	144.1	110.7	110	121	142.0	119.2	111.6	117	117
1983	137.4	117.8	122	130	128.3	146.7	114	203	149	172.3	115.0	113	132	163.4	128.6	119.2	121	121
1984	149.3	123.7	128	136	134.4	158.0	117	256	164	192.0	120.3	114	143	182.5	140.9	..	126	126
1985	162.9	131.2	133	142	141.0	167.1	122	307	176	212.9	125.1	120	153 R	200.7	151.5	..	131	131
1986	175.4	137.0	136	146	147.7	174.0	126	346	188	223.1	128.0	122	169 R	222.7	162.7	..	134	134
1987	189.5	146.4	139	150	161.5	179.6	132	..	..	237.5	131.3	124	..	..	173.2	..	136	136
Quarterly averages																		
1986 Q4	181.0	138.3	139	149	151.0	175.5	129	359	192	227.4	128.7	123	177 R	227.9	165.3	..	135	135
1987 Q1	184.0	138.4	135	149	154.9	176.7	129	371	..	231.2	130.7	123	189 R	235.5	170.2	..	135	135
Q2	186.9	140.8	138	148	162.3	178.3	131	377	..	236.5	130.4	124 R	195 R	239.5	174.2	..	136	136
Q3	191.1	142.0	137	149	162.7	179.6	133	377	..	238.8	131.2	124	197 R	234.5	172.4	..	136	136
Q4	196.2	144.0	142	152	166.2	181.0	133	..	..	243.7	133.6	124	..	..	175.8	..	138	138
1987 July	190.4	143.6	..	148	164.6	179.6	133	..	..	238.7	128.2	124	..	..	172.7	..	136	136
Aug	190.0	137.2	..	149	160.1	..	..	..	..	238.8	131.8	124	..	..	171.6	..	138	138
Sept	192.8	145.2	137	151	163.5	..	..	..	..	238.8	133.5	124	..	..	173.0	..	138	138
Oct	194.8	142.9	..	152	164.7	181.0	133	..	..	241.2	134.1	124	..	..	174.5	..	137	137
Nov	195.0	142.8	..	153	165.5	..	..	..	..	244.8	134.0	124	..	..	175.3	..	138	138
Dec	198.8	146.2	142	153	168.4	..	..	..	..	245.1	132.8	124	..	..	177.7	..	139	139
1988 Jan	198.8	..	..	155	..	182.1	..	..	..	..	..	..	..	..	..	..	139	139
Feb	197.4	..	..	..	..	..	..	..	..	..	136.6	124	..	..	..	..	139	139
Increases on a year earlier																		
Annual averages																		
1977	10	9	9	11	10	13	7	21	15	28	9	7	10	..	7	2	..	Per cent
1978	14	6	7	7	10	13	5	24	15	16	6	5	8	..	9	3	..	9
1979	16	6	8	9	11	13	6	20	15	19	7	4	10	..	8	2	..	8
1980	18	8	9	10	11	15	6	27	21	22	7	4	10	..	9	5	..	9
1981	13	6	10	12	9	12	5	27	16	24	6	3	10	20	11	5	..	9
1982	11	6	11	12	10	17	5	33	15	17	5	7	10	15	8	6	..	7
1983	9	5	4	4	7	11	3	19	12	20	4	3	9	15	8	7	..	4
1984	9	5	5	5	5	8	3	26	10	11	4	1	11	12	10	8	..	4
1985	8	4	4	4	4	7	4	20	7	11	4	5	7 R	10	8	..	..	4
1986	8	4	2	3	5	5	4	13	7	7	3	2	10	11	7	..	..	2
1987	8	7	2	3	9	3	5	..	..	6	3	2	..	..	6	..	..	1
Quarterly averages																		
1986 Q4	8	3	1	3	5	4	4	11	6	4	2	2	12 R	10	8	..	..	2
1987 Q1	8	2	-1	3	8	3	4	10	..	5	2	2	18 R	5	6	..	..	1
Q2	8	3	1	2	10	3	5	10	..	7	2	1	17 R	11	7	..	..	2
Q3	8	3	2	3	10	3	4	9	..	7	3	1	14	6	6	..	..	1
Q4	8	4	2	2	10	3	3	..	..	7	4	1	..	..	6	..	..	2
Monthly																		
1987 July	9	4	..	2	9	3	4	..	..	7	2	1	..	..	7	..	..	1
Aug	8	2	..	3	9	..	..	..	..	7	2	1	..	..	6	..	..	2
Sept	8	4	2	3	11	..	..	..	..	6	3	1	..	..	6	..	..	3
Oct	8	3	..	3	11	3	4	3	4	7	4	1	..	..	7	..	..	2
Nov	8	5	..	3	11	..	..	..	..	7	4	1	..	..	6	..	..	2
Dec	8	4	3	2	9	..	..	..	..	7	4	1	..	..	6	..	..	2
Jan	8	..	..	4	..	3	4	..	..	..	5	1	..	..	..	..	..	2
Feb	7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2

Source: OECD—Main Economic Indicators.

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

Percentage changes on a year earlier



6.1 RETAIL PRICES

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

	All items				All items except seasonal foods			
	Index Jan 13, 1987 = 100	Percentage change over			Index Jan 13, 1987 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1987 Apr	101.8	1.2	3.4	4.2	101.6	1.0	3.0	3.0
May	101.9	0.1	2.6	4.1	101.7	0.1	2.2	2.2
June	101.9	0.0	2.3	4.2	101.8	0.1	2.1	2.1
July	101.8	-0.1	1.8	4.4	101.9	0.1	1.9	1.9
Aug	102.1	0.3	1.7	4.4	102.2	0.3	1.9	1.9
Sept	102.4	0.3	1.8	4.2	102.6	0.3	2.0	2.0
Oct	102.9	0.5	1.1	4.5	103.1	0.5	1.5	1.5
Nov	103.4	0.5	1.5	4.1	103.6	0.5	1.9	1.9
Dec	103.3	-0.1	1.4	3.7	103.3	-0.3	1.5	1.5
1988 Jan	103.3	0.0	1.5	3.3	103.3	0.0	1.4	1.4
Feb	103.7	0.4	1.6	3.3	103.6	0.3	1.4	1.4
Mar	104.1	0.4	1.7	3.5	104.0	0.4	1.4	1.4
Apr	105.8	1.6	2.8	3.9	105.7	1.6	2.5	2.5

The overall level of prices was 1.6 per cent higher in April than in March. Annual increases in local authority rates and rents and water charges together accounted for nearly half of this monthly rise. Most of the budget increases in excise duties on alcohol, tobacco and petrol were reflected in prices for April, and the lower standard rate of income tax increased the cost for mortgage interest payments net of tax relief. Prices for motor vehicles increased, TV licence fees were higher and the first phase of increased gas and electricity tariffs took effect from the beginning of the month.

Food: There was an increase of over 10 per cent in the price of home-killed lamb; the index for all seasonal food rose by a little more than 1 1/4 per cent. Among non-seasonal products, there was a 2 per cent increase in soft drinks prices. The index for the group as a whole increased by around 1/2 per cent.

Catering: The group index increased by a little less than 1 per cent. There were price increases throughout the group.

Alcoholic drink: There were price increases throughout the group over and above those resulting from excise duty increases. The index for the group increased by a little less than 1 1/2 per cent.

Tobacco: Some of the effects of the Budget excise duty increase have taken effect. The index for the group rose by a little more than 1 1/2 per cent.

Housing: There were increases in local authority rates, rents, and water charges. The cut in the basic rate of income tax has had the effect of increasing mortgage interest payments net of tax

relief. The index for the group increased by about 5 per cent.

Fuel and light: Increases in gas and electricity prices began to take effect. The index for the group increased by a little more than 1 1/4 per cent.

Household goods: There were price increases through most of the group. The index increased by about 1/2 per cent.

Household services: Increases in the price of domestic services and fees and subscriptions contributed to an increase of a little more than 1/4 per cent in the group index.

Clothing and footwear: The index for the group increased by a little less than 1/4 per cent, although there were some spring sale price reductions.

Personal goods and services: Price increases for personal services and for chemists' goods contributed to an increase of a little less than 1 per cent in the group index.

Motoring expenditure: The Budget increases in excise duties led to a rise in petrol prices, and the cost for purchase and maintenance of motor vehicles increased. Motor insurance also rose in price. The index for the group increased by a little more than 1/4 per cent.

Leisure goods: Although some gardening products fell in price, there were increases in prices throughout the rest of the group. The group index increased by a little more than 1/2 per cent.

Leisure services: In addition to an increase in television licence fees, prices rose throughout the rest of this group. The group index increased by more than 4 per cent.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for April 19

	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)	
		1	12		1	12
		All items				
All items	105.8	1.6	3.9			
Food and catering	105.3	0.6	3.7			
Alcohol and tobacco	105.2	1.5	4.7			
Housing and household expenditure	106.4	2.8	3.5			
Personal expenditure	104.1	0.4	3.0			
Travel and leisure	106.4	1.4	4.7			
All items excluding seasonal food	105.7	1.6	4.0			
All items excluding food	106.0	1.7	4.1			
Seasonal food	108.5	1.3	1.0			
Food excluding seasonal	103.8	0.4	3.3			
All items excluding housing	105.0	1.0	3.8			
Nationalised industries	104.9	1.8	4.1			
Consumer durables	103.0	0.4	2.0			
Food	104.4	0.5	2.8			
Bread	106.5	6				
Cereals	107.1	5				
Biscuits and cakes	103.1	2				
Beef	106.2	6				
Lamb	102.6	-7				
of which, home-killed lamb	106.2	-6				
Pork	99.9	1				
Bacon	101.9	3				
Poultry	100.7	-2				
Other meat	99.8	-1				
Fish	104.9	3				
of which, fresh fish	105.7	6				
Butter	103.1	3				
Oil and fats	101.3	3				
Cheese	106.6	7				
Eggs	110.5	3				
Milk, fresh	104.4	4				
Milk products	107.5	5				
Tea	101.0	1				
Coffee and other hot drinks	92.5	-3				
Soft drinks	112.2	10				
Sugar and preserves	109.8	8				
Sweets and chocolates	101.1	1				
Potatoes	99.6	-2				
of which, unprocessed potatoes	98.2	-4				
Vegetables	114.2	3				
of which, other fresh vegetables	117.6	2				
Fruit	105.3	3				
of which, fresh fruit	106.2	3				
Other foods	104.0	3				
Catering	108.5	0.9	7.0			
Restaurant meals	108.6	7				
Canteen meals	109.0	8				
Take-aways and snacks	108.1	7				
Alcoholic drink	106.1	1.4	5.3			
Beer	106.8	6				
— on sales	106.8	6				
— off sales	107.0	5				
Wines and spirits	105.1	4				
— on sales	106.3	5				
— off sales	104.2	3				
Tobacco	103.2	1.6	3.4			
Cigarettes	103.5	4				
Tobacco	100.7	1				
Housing	109.9	5.0	4.7			
Rent	111.9	8				
Mortgage interest payments	101.6	-4				
Rates	116.8	8				
Water and other charges	115.5	9				
Repairs and maintenance charges	105.5	4				
Do-it-yourself materials	106.0	5				
Fuel and light	99.1	1.3	-0.8			
Coal and solid fuels	101.9	2				
Electricity	101.7	2				
Gas	96.6	-3				
Oil and other fuel	89.5	-7				
Household goods	105.0	0.5	3.4			
Furniture	105.5	4				
Furnishings	105.9	4				
Electrical appliances	104.1	2				
Other household equipment	105.3	4				
Household consumables	106.7	6				
Pet care	100.6	0				
Household services	105.7	0.3	4.8			
Postage	100.6	0				
Telephones, telemessages, etc	101.2	1				
Domestic services	107.3	6				
Fees and subscriptions	109.7	8				
Clothing and footwear	103.1	0.2	2.1			
Men's outerwear	104.4	3				
Women's outerwear	100.9	0				
Children's outerwear	102.3	2				
Other clothing	104.6	3				
Footwear	104.1	3				
Personal goods and services	106.0	0.9	4.6			
Personal articles	101.0	1				
Chemists goods	106.9	5				
Personal services	109.8	8				
Motoring expenditure	107.0	1.3	4.8			
Purchase of motor vehicles	109.5	7				
Maintenance of motor vehicles	108.6	7				
Petrol and oil	99.9	-1				
Vehicle tax and insurance	112.9	10				
Fares and other travel costs	105.8	0.2	5.6			
Rail fares	107.1	7				
Bus and coach fares	108.3	7				
Other travel costs	102.6	3				
Leisure goods	103.9	0.6	3.0			
Audio-visual equipment	95.1	-4				
Records and tapes	99.6	0				
Toys, photographic and sport goods	104.3	4				
Books and newspapers	110.9	7				
Gardening products	105.3	6				
Leisure services	108.3	4.3	6.7			
Television licences and rentals	103.6	3				
Entertainment and other recreation	111.8	10				

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

6.3 RETAIL PRICES

Average retail prices of selected items

Average retail prices on April 19 for a number of important items derived from prices collected for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.

It is only possible to calculate a meaningful average price for

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

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

Average prices on April 19, 1988

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
FOOD ITEMS				Butter			
Beef: home-killed				Home-produced, per 250g	284	52	48-60
Sirloin (without bone)	247	328	240-386	New Zealand, per 250g	263	52	50-53
Silverside (without bone) †	332	225	208-250	Danish, per 250g	275	58	56-64
Best beef mince	331	129	98-169	Margarine			
Fore ribs (with bone)	216	168	129-209	Soft 500g tub	277	35	26-55
Brisket (without bone)	283	170	140-192	Low fat spread 250g	309	39	31-44
Rump steak †	325	297	249-339	Lard, per 250g	309	16	14-21
Stewing steak	321	159	142-189	Cheese			
Lamb: home-killed				Cheddar type	286	135	114-169
Loin (with bone)	288	222	178-278	Eggs			
Shoulder (with bone)	274	115	94-149	Size 2 (65-70g), per dozen	262	112	84-128
Leg (with bone)	281	193	160-229	Size 4 (55-60g), per dozen	206	99	78-110
Lamb: imported				Milk			
Loin (with bone)	187	155	134-175	Pasteurised, per pint	309	26	23-26
Shoulder (with bone)	184	86	78-99	Skimmed, per pint	282	25	22-27
Leg (with bone)	193	152	138-168	Tea			
Pork: home-killed				Loose, per 125g	309	41	32-51
Leg (foot off)	282	110	89-148	Tea bags, per 250g	320	96	79-109
Belly †	261	84	70-98	Coffee			
Loin (with bone)	324	140	118-160	Pure, instant, per 100g	583	133	87-175
Fillet (without bone)	246	197	138-280	Ground (filter fine), per 1/2lb	268	136	115-169
Bacon				Sugar			
Collar †	139	114	98-140	Granulated, per kg	309	53	51-54
Gammon †	270	186	149-212	Fresh vegetables			
Back, vacuum packed	204	161	135-215	Potatoes, old loose			
Back, not vacuum packed	240	161	139-176	White	244	13	8-17
Ham (not shoulder), per 1/4lb	326	58	46-76	Red	86	12	9-14
Sausages				Potatoes, new loose	205	20	16-24
Pork	336	87	69-99	Tomatoes	327	82	68-98
Beef	252	81	62-94	Cabbage, greens	280	27	18-42
Pork luncheon meat, 12oz can	193	47	43-54	Cabbage, hearted	280	22	15-29
Corned beef, 12oz can	200	72	54-98	Cauliflower, each	309	55	39-68
Chicken: roasting				Brussels sprouts			
Frozen, oven ready	237	63	42-87	Carrots	317	24	17-32
Fresh or chilled 4lb, oven ready	277	82	71-90	Onions	331	24	15-32
Fresh and smoked fish				Mushrooms, per 1/4lb	327	31	23-38
Cod fillets							

6.4 RETAIL PRICES

General index of retail prices

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

Year	ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food	Meals bought and consumed outside the home	Alcoholic drink
1974	108.5	109.3	108.8	108.4	106.1	103.0	106.9
1975	134.8	135.3	135.1	147.5	133.3	129.8	134.3
1976	157.1	156.4	156.5	147.5	133.3	129.8	134.3
1977	182.0	179.7	181.5	208.1	190.3	197.0	185.7
1978	197.1	195.2	197.8	227.3	203.8	180.1	207.8
1979	223.5	222.2	224.1	246.7	228.3	211.1	239.9
1980	263.7	265.9	265.3	295.9	277.5	224.5	262.0
1981	295.0	299.8	296.9	368.0	307.9	277.5	290.0
1982	320.4	326.2	322.0	417.6	299.3	244.7	318.0
1983	335.1	342.4	337.1	440.9	308.8	282.8	341.7
1984	351.8	358.9	353.1	454.9	326.1	319.0	366.5
1985	373.2	383.2	375.4	478.9	336.3	314.1	387.7
1986	385.9	396.4	387.9	496.6	347.3	336.0	412.1

Year	ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food	Meals bought and consumed outside the home	Alcoholic drink
1975 Jan 14	119.9	120.4	120.5	119.9	118.3	106.6	118.7
1976 Jan 13	147.9	147.9	147.6	172.8	148.3	158.6	146.2
1977 Jan 18	172.4	169.3	170.9	198.7	183.1	214.8	172.3
1978 Jan 17	189.5	187.6	190.2	220.1	196.1	173.9	200.4
1979 Jan 16	207.2	204.3	207.3	234.5	217.5	207.6	219.5
1980 Jan 15	245.3	245.5	246.2	274.7	244.8	223.6	248.9
1981 Jan 13	277.3	280.3	279.3	348.9	266.7	225.8	274.7
1982 Jan 12	310.6	314.6	311.5	387.0	296.1	287.6	297.5
1983 Jan 11	325.9	332.6	328.5	441.4	301.8	256.8	310.3
1984 Jan 10	342.6	348.9	343.5	445.8	319.8	321.3	319.8
1985 Jan 15	359.8	367.8	361.8	465.9	330.6	306.9	335.6
1986 Jan 14	379.7	390.2	381.9	489.7	341.1	322.8	344.9
Feb 11	381.1	391.4	383.3	489.5	343.6	328.2	346.9
Mar 11	381.6	391.5	383.4	489.5	345.2	337.5	347.3
Apr 15	385.3	395.6	387.0	497.8	347.4	343.7	348.7
May 13	386.0	395.8	387.3	495.9	349.8	356.8	349.4
June 10	385.8	395.3	387.0	496.8	351.4	361.8	350.3
July 15	384.7	394.9	386.8	498.3	347.4	332.2	350.7
Aug 12	385.9	396.1	387.9	499.8	348.6	336.5	351.4
Sept 16	387.8	398.5	390.0	500.5	348.3	331.7	351.8
Oct 14	388.4	399.6	390.9	500.4	347.6	324.9	352.2
Nov 11	391.7	403.7	394.3	500.7	347.5	322.8	352.4
Dec 9	393.0	404.7	395.3	499.7	349.8	333.3	353.4
1987 Jan 13	394.5	405.6	396.4	502.1	354.0	347.3	355.9

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All items except food	All items except seasonal food	All items except housing	Nationalised industries	Consumer durables	Food			Catering	Alcoholic drink
								All	Seasonal	Non- seasonal food		
Weights 1987	1,000	833	974	843	57	139	167	26	141	46	76	
1988	1,000	837	976	840	54	141	163	24	139	50	78	
1987 Annual averages	101.9	102.0	101.9	101.6	100.9	101.2	101.1	101.6	101.0	102.8	101.7	
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	
Feb 10	100.4	100.4	100.3	100.4	100.0	100.0	100.7	103.2	100.2	100.4	100.3	
Mar 10	100.6	100.6	100.6	100.6	100.0	100.8	100.7	103.0	100.3	100.8	100.6	
Apr 14	101.8	101.8	101.6	101.2	100.8	101.0	101.6	107.4	100.5	101.4	100.8	
May 12	101.9	101.8	101.7	101.6	100.7	101.2	102.2	110.6	100.7	101.8	101.2	
June 9	101.9	101.9	101.8	101.6	100.7	101.1	101.6	105.2	100.9	102.3	101.4	
July 14	101.8	102.1	101.9	101.4	100.9	99.9	100.4	97.0	101.0	102.9	101.7	
Aug 11	102.1	102.4	102.2	101.7	101.3	100.3	100.7	98.6	101.0	103.6	102.1	
Sept 8	102.4	102.8	102.6	102.1	101.4	101.7	100.4	95.7	101.2	104.3	102.8	
Oct 13	102.9	103.3	103.1	102.6	101.5	102.2	101.1	96.8	101.8	104.7	103.5	
Nov 10	103.4	103.8	103.6	103.0	101.9	102.9	101.6	98.8	102.1	105.3	103.3	
Dec 8	103.3	103.5	103.3	103.2	101.9	103.2	102.4	102.4	102.4	105.8	103.1	
1988 Jan 12	103.3	103.4	103.3	103.2	102.8	101.2	102.9	103.7	102.7	106.4	103.7	
Feb 16	103.7	103.8	103.6	103.6	103.1	101.9	103.6	106.9	103.0	107.1	104.2	
Mar 15	104.1	104.2	104.0	104.0	103.0	102.6	103.9	107.1	103.4	107.5	104.6	
Apr 19	105.8	106.0	105.7	105.0	104.9	103.0	104.4	108.5	103.8	108.5	106.1	

6.4 RETAIL PRICES

General index of retail prices

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services	1974 Weights
43	124	52	64	91	63	135	54	1974
46	108	53	70	89	71	149	52	1975
46	112	56	75	84	74	140	57	1976
46	112	58	63	82	71	139	54	1977
46	113	60	64	80	70	140	56	1978
48	120	59	64	82	69	143	59	1979
40	124	59	69	84	74	151	62	1980
36	135	62	65	81	75	152	66	1981
41	144	62	64	77	72	154	65	1982
39	137	69	64	74	75	159	63	1983
36	149	65	69	70	76	158	65	1984
37	153	65	65	75	77	156	62	1985
40	153	62	63	75	81	157	58	1986

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services	1974 Weights
115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8	1974
147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5	1975
171.3	143.2	182.4	144.2	139.4	161.3	166.0	159.5	1976
209.7	161.8	211.3	166.8	157.4	188.3	190.3	173.3	1977
226.2	173.4	227.5	182.1	171.0	206.7	207.2	192.0	1978
247.6	208.9	250.5	201.9	187.2	236.4	243.1	213.9	1979
290.1	269.5	313.2	226.3	205.4	276.9	288.7	262.7	1980
358.2	318.2	380.0	237.2	208.3	300.7	322.6	300.8	1981
413.3	358.3	433.3	243.8	210.5	325.8	343.5	331.6	1982
440.9	367.1	465.4	250.4	214.8	345.6	366.3	342.9	1983
489.0	400.7	478.8	256.7	214.6	364.7	374.7	357.3	1984
532.5	452.3	499.3	263.9	222.9	392.2	392.5	381.3	1985
584.9	478.1	506.0	266.7	229.2	409.2	390.1	400.5	1986

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 1988
38	157	61	73	44	74	38	127	22	47	30	1987 weights 1988
36	160	55	74	41	72	37	132	23	50	29	1988
100.1	103.3	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6	Annual averages 1987
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	Jan 13 1987
99.9	100.3	100.0	100.4	100.1	100.3	100.3	101.0	99.8	100.2	100.1	Feb 10
99.9	100.7	99.8	101.0	100.3	100.8	100.7	101.3	99.9			

6.5 RETAIL PRICES

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

UNITED KINGDOM												PER CENT		
	All items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services		
1974 Jan 15	12.0	20.1	20.7	1.7	0.4	10.5	5.8	9.8	13.5	7.3	9.8	12.2		
1975 Jan 14	19.9	18.3	18.7	18.2	24.0	10.3	24.9	18.3	18.6	25.2	30.3	15.8		
1976 Jan 13	23.4	25.4	23.2	26.1	31.1	22.2	35.1	19.0	10.9	21.6	20.5	33.0		
1977 Jan 18	16.6	23.5	17.9	16.6	18.8	14.3	17.6	11.5	12.9	15.7	13.9	8.3		
1978 Jan 17	9.9	7.1	15.8	8.8	15.3	6.6	10.6	11.6	10.2	12.7	11.1	11.8		
1979 Jan 16	9.3	10.9	9.6	5.3	3.9	15.8	6.0	6.9	7.6	9.0	10.0	8.3		
1980 Jan 15	18.4	12.6	22.5	21.4	16.5	24.8	18.9	15.4	11.9	19.6	22.8	22.2		
1981 Jan 13	13.0	8.9	14.8	15.0	10.0	20.1	28.4	6.9	5.3	13.4	11.6	17.1		
1982 Jan 12	12.0	11.0	7.2	15.9	32.2	22.8	13.0	3.7	-0.2	6.5	10.4	12.6		
1983 Jan 11	4.9	1.9	7.3	9.9	8.7	-0.5	16.2	2.6	1.8	8.0	7.1	12.6		
1984 Jan 10	5.1	6.0	7.0	6.3	5.8	9.9	0.5	2.6	-0.3	4.7	4.8	3.9		
1985 Jan 15	5.0	3.4	6.2	5.8	12.7	8.8	3.9	2.1	3.3	7.1	2.4	5.4		
1986 Jan 14	5.5	3.2	6.2	6.5	7.4	11.4	4.0	2.9	3.6	6.5	3.6	6.3		
1987 Jan 13	3.9	3.8	6.6	4.0	10.5	8.3	-0.2	0.2	2.5	2.5	1.7	4.0		

															PER CENT		
	All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services		
1987 Mar 10	4.0	3.3	6.6	3.9	8.9	8.2	-0.4	1.6	3.4	2.1	4.2	4.3	6.0	-0.4	3.4		
Apr 14	4.2	3.6	6.2	3.9	3.6	9.1	-0.2	1.8	4.0	2.5	3.7	5.7	3.5	0.6	2.6		
May 12	4.1	3.4	6.1	4.0	1.2	7.8	-0.2	1.7	4.3	2.3	3.9	7.3	4.5	1.3	1.7		
June 9	4.2	2.3	5.9	4.1	0.7	10.2	-0.2	1.8	4.3	2.3	4.0	6.4	4.3	1.5	1.9		
July 14	4.4	2.3	6.3	4.0	0.7	10.3	-0.7	2.3	4.6	0.9	4.0	8.1	4.6	1.8	2.1		
Aug 11	4.4	2.3	6.5	4.0	0.4	10.1	-0.9	2.7	4.9	0.3	4.0	8.4	4.5	1.8	1.9		
Sept 8	4.2	2.1	6.5	4.2	0.5	9.9	-1.6	3.0	5.3	1.5	3.0	6.8	4.4	2.6	2.1		
Oct 13	4.5	3.0	6.3	4.5	1.0	10.2	-2.1	3.0	5.5	1.3	3.4	7.1	4.8	3.3	3.3		
Nov 10	4.1	3.6	6.5	4.4	1.2	6.7	-1.7	3.2	4.9	1.5	4.4	6.5	5.2	3.6	3.8		
Dec 8	3.7	3.7	6.2	4.5	1.2	4.2	-1.6	3.3	4.8	1.9	3.9	5.8	5.1	3.6	3.6		
1988 Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6		
Feb 16	3.3	2.9	6.7	3.9	1.7	4.0	-2.0	3.5	5.2	1.6	4.4	4.0	5.9	3.1	3.6		
Mar 15	3.5	3.2	6.6	4.0	1.7	4.0	-2.0	3.5	5.1	2.1	4.4	4.2	5.7	3.0	3.7		
Apr 19	3.9	2.8	7.0	5.3	3.4	4.7	-0.8	3.4	4.8	2.1	4.6	4.8	5.6	3.0	6.7		

Notes: See notes under table 6-7.

6.6 RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
JAN 15, 1974 = 100													
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1	
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7	
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0	
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8	
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3	
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8	
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	279.3	289.8	295.0	299.8	
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	249.6	261.6	267.1	271.8	
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	279.3	289.8	295.0	300.5	
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	316.3	320.2	
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5	
1985	363.2	371.4	371.3	374.5	360.7	369.0	368.7	371.8	353.0	361.8	362.6	365.3	
1986	378.4	382.8	382.6	384.3	375.4	379.6	379.9	382.0	367.4	371.0	372.2	375.3	
1987 January	386.5				384.2				377.8				
JAN 13, 1987 = 100													
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9	
1988	102.8				103.1				103.6				

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

RETAIL PRICES 6.7

Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	JAN 15, 1974 = 100
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	311.5
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	321.3
1986	382.0	340.1	432.7	428.4	587.2	510.4	281.3	231.0	468.4	472.1	343.1
1987 January	386.5	344.6	448.5	438.4	605.5	510.5	..	231.7	..	..	357.0
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1983	333.3	296.7	358.2	377.3	440.6	461.2	257.4	223.8	383.9	393.1	320.6
1984	350.4	315.6	384.3	399.9	488.5	479.2	264.3	223.9	405.8	407.0	331.1
1985	367.6	325.1	406.7	425.5	531.6	503.1	275.8	232.4	438.1	429.9	353.8
1986	379.2	334.6	432.9	445.3	584.4	511.3	281.2	239.5	456.0	428.5	368.4
1987 January	384.2	338.8	448.8	456.0	602.3	512.2	..	240.5	..	..	..
GENERAL INDEX OF RETAIL PRICES											
1983	329.8	308.8	364.0	366.5	440.9	465.4	250.4	214.8	345.6	366.3	342.9
1984	343.9	326.1	390.8	387.7	489.0	478.8	256.7	214.6	364.7	374.7	357.3
1985	360.7	336.3	413.3	412.1	532.5	499.3	263.9	222.9	392.2	392.5	381.3
1986	371.5	347.3	439.5	430.6	584.9	506.0	266.7	229.2	409.2	390.1	400.5
1987 January	377.8	354.0	454.8	440.7	602.9	506.1	..	230.8	..	..	..
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	101.1	102.3	102.9	JAN 13, 1987 = 100
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1987	101.2	101.1	102.8	101.8	100.1	99.1	102.2	100.9	101.2	102.3	103.5
GENERAL INDEX OF RETAIL PRICES											
1987	101.6	101.1	102.8	101.7	100.1	99.1	102.1	101.9	101.1	101.9	103.4
											101.5
											101.6
											101.6

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

GENERAL NOTES—RETAIL PRICES

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

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

Calculations

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

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

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

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

Structure

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

Definitions

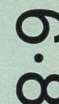
Seasonal food: Items of food the prices of which show significant seasonal variations. These are fresh fruit and vegetables, fresh fish, eggs and home-killed lamb.

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

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

RETAIL PRICES

Selected countries: consumer prices indices

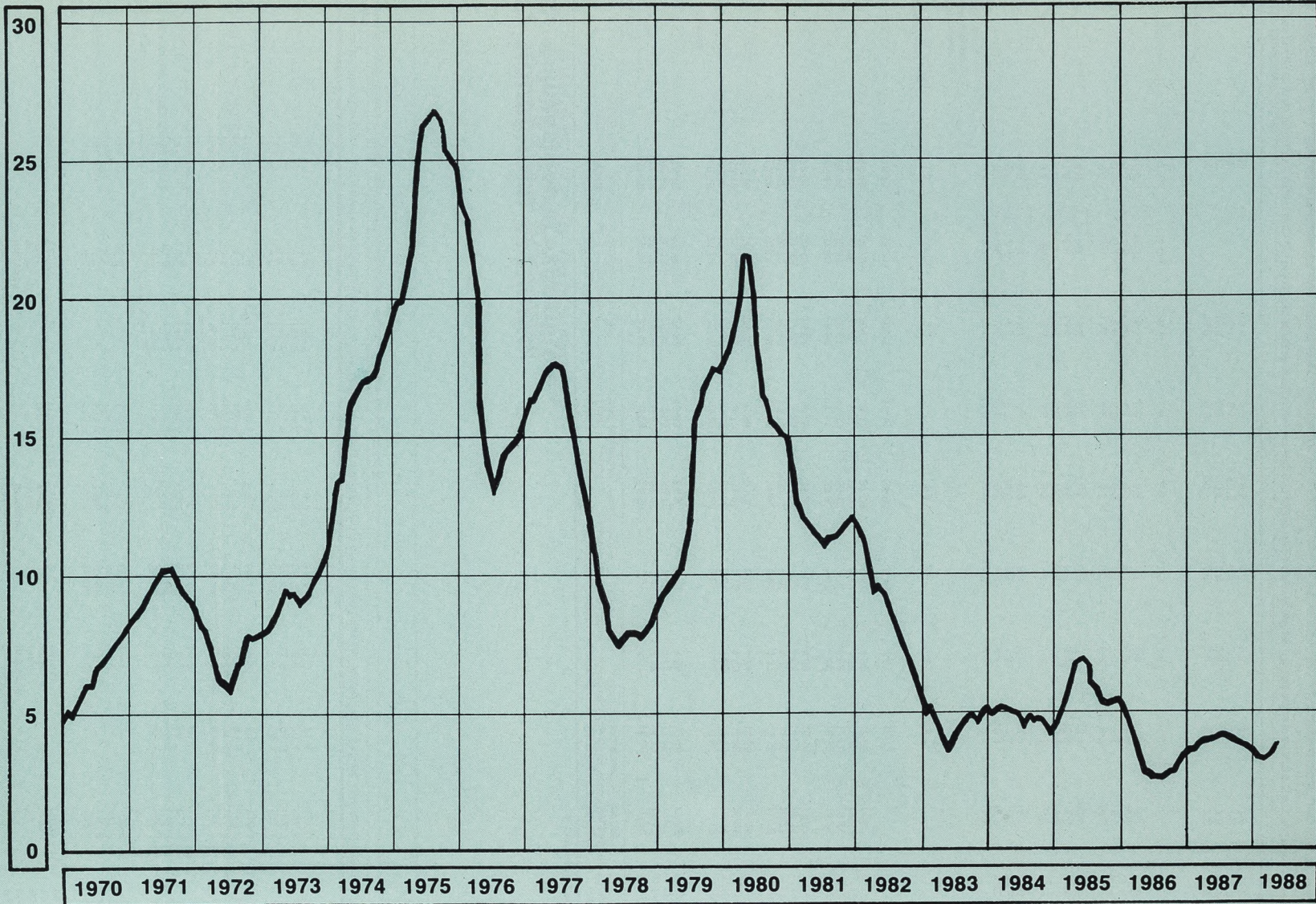


	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD*	
Annual averages																				Indices 1980 = 100
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2	
1976	59.6	68.7	83.0	80.2	70.7	66	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7	
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.8	69.4	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8	
1978	74.7	83.2	90.7	89.8	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	90.1	86	74.8	82	92.8	79.2	80.7	
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1	88.1	88.6	
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1981	111.9	109.6	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	112	106.5	110.4	110.5	
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	131.1	122	112.5	117.1	119.1	
1983	127.1	134.1	116.3	126.0	131.9	132	139.0	115.6	181.0	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.3	
1984	133.4	139.4	122.9	134.0	137.6	140	149.3	118.4	214.4	169.3	174.3	112.1	120.0	146	163.6	143	119.3	126.1	131.7	
1985	141.5	148.8	126.9	140.5	143.1	146.4	158.0	121.0	255.8	178.5	190.3	114.4	122.7	154	178.0	153.7	123.3	130.5	137.6	
1986	146.3	162.4	129.0	142.3	149.0	151.7	162.2	120.7	314.7	185.2	201.4	114.9	122.9	165	193.7	160.3	124.2	133.1	141.1	
1987	152.4	176.1	130.9	144.5	155.5	157.8	167.3	121.0	366.4	191.1	211.0	114.6	122.3	180	203.9	167.0	126.1	137.9	145.8	
Quarterly averages																				
1987 Q1	150.2	172.0	129.4	143.5	152.7	155.0	165.5	120.7	345.9	189.6	207.2	113.7	121.5	176	201.0	164.5	125.7	135.5	143.6	
Q2	152.4	174.6	130.5	144.5	154.8	157.5	166.9	121.1	365.5	190.8	209.6	115.1	122.1	178	202.3	165.1	125.7	137.3	145.4	
Q3	152.7	177.5	132.2	145.3	156.6	158.5	167.9	121.1	367.1	191.8	211.8	114.7	122.3	181	204.9	168.0	126.0	138.8	146.5	
Q4	154.4	180.5	131.4	144.9	157.7	160.4	168.7	121.2	386.8	191.9	215.3	115.0	123.1	183	207.3	170.5	126.8	140.0	147.7	
1988 Q1	155.1	..	132.2	..	159.0	162.4	169.4	121.7	393.0	193.3	217.6	114.4	122.1	188	209.9	172.8	127.8	140.9	148.7	
Monthly																				
1987 Oct	153.9	..	131.6	145.2	157.2	160.0	168.5	121.1	383.5	..	214.7	115.5	123.3	183	207.3	170.1	126.5	139.9	147.6	
Nov	154.7	180.5	131.2	144.7	157.9	160.5	168.7	121.1	386.1	191.9	215.4	114.9	123.2	183	206.9	170.7	127.0	140.0	147.7	
Dec	154.5	..	131.4	144.8	158.0	160.6	168.8	121.3	390.9	..	215.8	114.7	122.9	184	207.6	170.7	127.0	140.0	147.9	
1988 Jan	154.5	..	131.9	144.6	158.4	161.3	169.1	121.5	390.3	..	216.9 R	114.4	121.9	186	209.0	171.6	127.3	140.4	148.2	
Feb	155.1	..	132.1	145.0	158.9	162.6 R	169.4 R	121.8	388.5 R	193.3 R	217.6	114.2	122.1	187 R	209.6	172.9	127.9	140.8	148.5	
Mar	155.7	..	132.6	145.1	159.7	163.3	169.8	121.9	400.3	..	218.2	114.7	122.5	190	211.1	173.9	128.3	141.4	149.3	
Apr	158.2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																				
Annual averages																				
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	12.1	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
1981	11.9	9.6	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5	
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8	
1983	4.6	10.1	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3	
1984	5.0	4.0	5.7	6.3	4.3	6.3	7.3	2.4	18.1	8.7	10.8	2.2	3.3	6.6	11.3	7.5	2.8	4.3	5.1	
1985	6.1	6.7	3.3	4.9	4.0	4.7	5.8	2.2	19.3	8.7	9.2	2.1	2.3	5.5	8.8	7.4	3.4	3.5	4.5	
1986	3.4	9.1	1.7	1.3	4.1	3.6	2.7	-0.2	23.0	3.8	5.8	0.4	0.2	7.1	8.8	4.3	0.7	2.0	2.6	
1987	4.2	8.4	1.5	1.5	4.4	4.0	3.1	0.2	16.4	3.2	4.8	0.3	-0.5	9.1	5.3	4.2	1.5	3.6	3.3	
Quarterly averages																				
1987 Q1	3.9	9.4	0.3	1.1	4.1	5.0	3.2	-0.5	16.4	3.4	4.1	-1.3	-1.2	10.0	6.1	3.8	0.9	2.2	2.3	
Q2	4.2	9.3	1.4	1.6	4.6	3.3	3.4	0.1	17.8	2.8	4.2	-0.2	-1.0	9.2	5.6	3.4	1.0	3.8	3.9	
Q3	4.3	8.3	2.3	2.1	4.5	3.9	3.4	0.6	16.0	3.2	4.9	0.1	0.2	7.9	4.6	4.7	1.8	4.2	3.7	
Q4	4.1	7.1	1.7	1.6	4.2	4.0	3.2	1.0	15.4	3.1	5.3	0.4	-0.1	7.0	4.6	4.9	1.9	4.5	4.0	
1988 Q1	3.3	..	2.2	1.1	4.1	4.8	2.4	0.8	13.6	1.9	5.0	0.6	0.5	6.8	4.4	5.0	2.2	4.0	3.6	
Monthly																				
1987 Oct	4.5	..	1.8	1.7	4.3	3.9	3.2	0.9	15.3	..	5.3	0.4	0.1	7.5	4.6	5.1	1.9	4.5	3.9	
Nov	4.1	7.1	1.7	1.5	4.2	4.0	3.2	1.0	15.3	3.1	5.4	0.4	-0.1	7.5	4.7	5.4	2.1	4.5	3.9	
Dec	3.7	..	1.7	1.4	4.2	4.1	3.1	1.0	15.7	..	5.2	0.5	-0.2	7.4	4.6	5.1	1.9	4.4	4.0	
1988 Jan	3.3	..	1.9	0.9	4.1	4.3	2.4	0.7	14.3	..	5.0	0.7	0.6	7.0	4.5	4.4	1.6	4.0	3.5	
Feb	3.3	..	2.2	1.0	4.1	5.2	2.4	0.9	13.4	1.9	4.9	0.6	0.5	6.8	4.3	5.2	1.7	3.9	3.5	
Mar	3.5	..	2.3	1.0	4.1	4.7	2.5	1.0	13.2	..	4.9	0.5	0.6	7.2	4.5	5.4	1.8	3.9	3.6	
Apr	3.9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

* The index for the OECD as a whole is compiled using weights derived from private final consumption expenditure and exchange rates for previous year.

Per cent



7.1 HOUSEHOLD SPENDING All expenditure: per household and per person

UNITED KINGDOM	Average weekly expenditure per household				Average weekly expenditure per person			
	At current prices		At constant prices		At current prices		At constant prices	
	Actual	Seasonally adjusted	Seasonally adjusted	Percentage increase on a year earlier	Actual	Seasonally adjusted	Seasonally adjusted	Percentage increase on a year earlier
	£	Percentage increase on a year earlier	£	Index (1975=100)	£	Percentage increase on a year earlier	£	Index (1975=100)
Annual averages								
1983*	141.03	6.4	103.3	—	53.06	8.0	109.4	1.4
1984	151.92	7.7	106.4	3.0	57.96	9.2	114.3	4.5
1985	162.50	6.5	108.3	1.7	62.60	8.0	117.3	2.7
1986*	178.10	9.6	114.2	5.5	69.74	11.4	125.8	7.3
Quarterly averages								
1984 Q1	140.15	5.7	145.6	103.6	53.19	7.9	55.4	110.8
Q2	156.90	13.0	155.2	109.4	60.86	15.8	59.7	118.4
Q3	147.49	3.9	148.4	103.6	55.99	4.9	56.7	111.4
Q4	163.48	8.7	158.2	109.1	62.02	10.8	60.1	116.6
1985 Q1	152.69	8.4	158.7	107.9	58.68	9.8	61.1	116.7
Q2	161.57	2.4	159.7	106.8	62.89	2.7	61.4	115.5
Q3	164.07	11.0	165.4	109.5	62.74	12.1	63.8	118.9
Q4	172.01	4.8	166.2	108.9	66.18	6.2	64.3	118.4
1986 Q1*	166.44	9.0	172.9	112.4	65.95	12.4	68.4	125.1
Q2*	175.20	8.4	173.2	111.9	70.40	11.9	68.6	124.7
Q3*	180.15	9.8	182.0	116.4	68.97	9.9	70.4	126.6
Q4*	190.18	10.6	183.5	116.1	73.44	11.0	71.4	127.0
1987 Q1*	178.70	7.4	185.6	116.3	69.52	5.4	72.0	126.9

Source: Family Expenditure Survey — For a brief note on the Survey, the availability of reports and discussion of response rates see *Employment Gazette*, December 1987 (pp 592-599) and June 1988 (pp ???).

* Results for 1986 and Quarter 1, 1987 have been revised. See Special Feature on pp 324-331.

7.2 HOUSEHOLD SPENDING Composition of expenditure

UNITED KINGDOM	ALL ITEMS	Housing*		Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	Durable household goods	Other goods	£ per week per household
		Gross	Net								
Annual averages											
1983	141.03	25.34	22.43	9.22	29.56	6.91	4.21	10.00	10.26	10.81	
1984	151.92	27.41	24.06	9.42	31.43	7.25	4.37	11.10	11.57	11.89	
1985	162.50	30.18	26.63	9.95	32.70	7.95	4.42	11.92	11.61	12.59	
1986†	178.10	33.70	29.92	10.43	34.97	8.21	4.55	13.46	13.83	13.87	
Quarterly averages											
1984 Q1	140.15	26.12	22.72	10.20	30.25	6.21	4.08	8.55	11.12	10.26	
Q2	156.90	29.79	26.37	10.28	31.38	6.94	4.26	11.31	10.38	10.86	
Q3	147.49	26.74	23.39	8.77	31.05	7.16	4.40	9.93	10.25	11.45	
Q4	163.48	27.52	23.92	8.38	33.10	8.75	4.74	14.65	14.55	15.02	
1985 Q1	152.69	28.41	24.96	10.66	31.92	6.92	4.37	9.64	11.76	10.96	
Q2	161.57	30.72	26.99	10.77	32.10	7.87	4.28	11.70	10.71	11.50	
Q3	164.07	31.22	27.99	9.23	32.58	7.77	4.55	11.31	10.35	12.18	
Q4	172.01	30.43	26.64	9.15	34.25	9.28	4.49	15.16	13.67	15.80	
1986 Q1†	166.44	31.93	28.34	11.11	33.20	6.97	4.09	10.29	14.25	12.28	
Q2†	175.20	32.31	28.61	11.63	34.17	7.75	4.58	12.60	12.64	12.77	
Q3†	180.15	35.75	31.89	9.61	35.36	8.52	4.65	13.49	13.47	12.87	
Q4†	190.18	34.79	30.83	9.41	37.09	9.57	4.89	17.32	14.92	17.44	
1987 Q1†	178.70	33.21	29.23	11.38	34.88	8.19	4.81	10.73	..	..
Standard error** per cent											
1987 Q1†	1.9	1.9	2.3	1.4	1.4	3.5	3.4	3.7	..	..
Percentage increase in expenditure on a year earlier											
1983	6.4	8.7	7.1	10.5	4.9	12.7	9.3	3.2	6.3	7.4	
1984	7.7	8.2	7.3	2.2	6.3	4.9	3.8	10.9	12.7	10.0	
1985	6.5	7.4	7.6	5.7	4.0	9.6	1.3	7.4	0.3	5.9	
1986†	9.6	11.7	12.4	4.8	6.9	3.3	2.9	12.9	19.1	10.2	
1985 Q1	8.4	6.0	6.3	4.5	5.5	11.4	7.1	12.7	5.4	6.8	
Q2	2.4	—	-0.8	4.8	2.3	13.4	0.5	3.4	3.2	5.9	
Q3	11.0	16.8	18.1	5.2	4.9	8.5	3.4	13.9	1.0	6.3	
Q4	4.8	7.7	8.2	9.2	3.5	6.0	-5.3	3.5	-6.0	5.2	
1986 Q1†	9.0	12.4	13.5	4.2	4.0	0.7	-6.4	6.7	14.3	12.0	
Q2†	8.4	5.2	6.0	8.0	6.5	-1.5	7.0	7.7	18.0	11.0	
Q3†	9.8	14.5	13.9	4.1	8.5	9.7	2.2	19.3	30.1	5.7	
Q4†	10.6	14.3	15.7	2.8	8.3	3.1	8.9	14.3	9.1	10.4	
1987 Q1†	7.4	4.0	3.1	2.4	5.1	17.5	17.6	4.3	..	..
Percentage of total expenditure											
1983	100	16.8	16.8	6.5	20.7	4.8	3.0	7.0	7.2	7.6	
1984	100	15.8	15.8	6.2	20.7	4.8	2.9	7.3	7.6	7.8	
1985	100	16.4	16.4	6.1	20.1	4.9	2.7	7.3	7.2	7.8	
1986†	100	16.8	16.8	5.9	19.6	4.6	2.5	7.6	7.8	7.8	

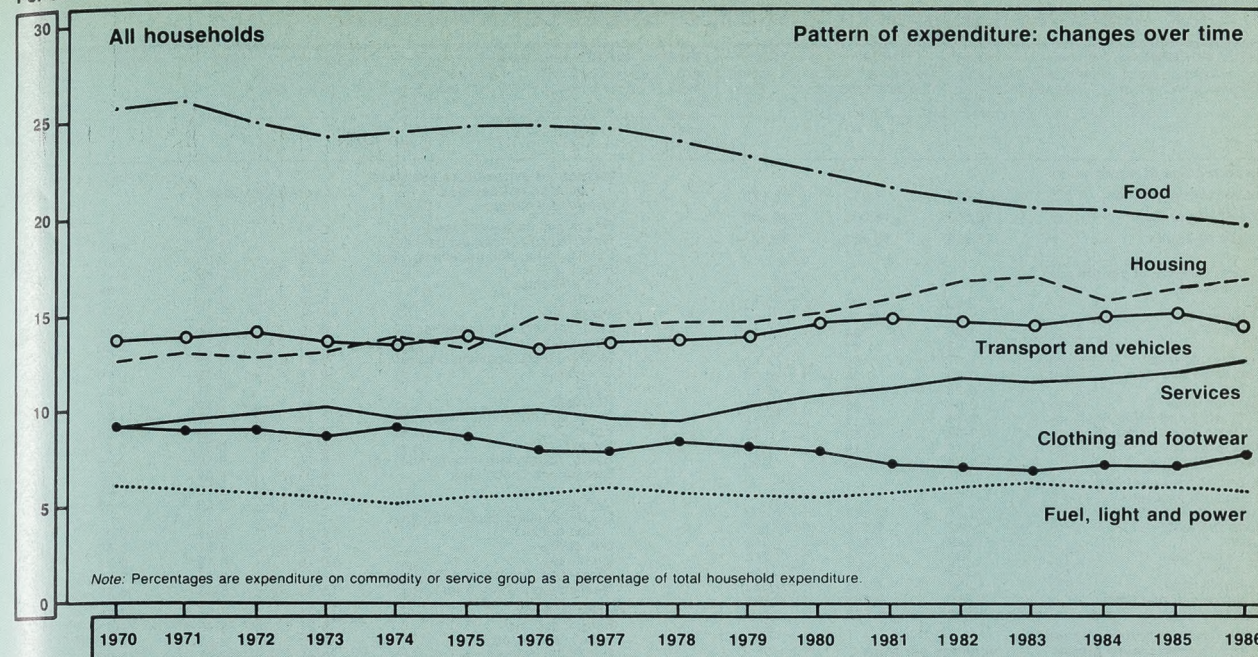
Source: Family Expenditure Survey.

* Housing figures are given in terms of gross expenditure (ie: before deducting all allowances, benefits and rebates) and net expenditure. The net figure is included in the "all items" figure of household expenditure.

† Results for 1986 and Quarter 1, 1987 have been revised. See Special Feature on pp 324-331.

** For notes on standard errors see *Employment Gazette*, March 1983, p 122 or annex A of the 1986 FES Report.

Per cent



HOUSEHOLD SPENDING 7.2 Composition of expenditure

UNITED KINGDOM	£ per week per household										Annual averages	
	Transport and vehicles	Services	Household goods	Household services	Personal goods and services	Motoring expenditure	Fares and other travel goods	Leisure goods	Leisure services	Miscellaneous		
Annual averages												
1983	20.96	16.09	11.57	11.89	6.48	21.22	4.21	8.54	13.18	0.58	1983	
1984	22.77	17.41	11.57	11.89	6.48	21.22	4.21	8.54	13.18	0.64	1984	
1985	24.56	19.48	11.61	12.59	6.48	21.22	4.21	8.54	13.18	0.68	1985	
1986†	25.43	22.67	13.67	8.50	6.48	21.22	4.21	8.54	13.18	0.74	1986†	
Quarterly averages												
1984 Q1	21.05	15.08	11.45	11.45	6.48	21.22	4.21	8.54	13.18	0.63	1984 Q1	
Q2	22.13	22.53	11.45	11.45	6.48	21.22	4.21	8.54	13.18	0.55	1984 Q2	
Q3	23.62	16.91	10.25	11.45	6.48	21.22	4.21	8.54	13.18	0.52	1984 Q3	
Q4	24.38	15.07	10.25	11.45	6.48	21.22	4.21	8.54	13.18	0.92	1984 Q4	
1985 Q1	22.70	18.27	10.25	11.45	6.48	21.22	4.21	8.54	13.18	0.52	1985 Q1	
Q2	24.03	21.14	10.25	11.45	6.48	21.22	4.21	8.54	13.18	0.49	1985 Q2	
Q3	26.13	21.17	13.67	8.50	6.48	21.22	4.21	8.54	13.18	0.92	1985 Q3	
Q4	25.40	17.39	13.67	8.50	6.48	21.22	4.21	8.54	13.18	0.80	1985 Q4	
1986 Q1†	24.61	20.65	14.08	7.30	5.49	21.11	3.50	7.90	12.41	0.86	1986 Q1†	
Q2†	24.60	25.30	12.57	10.54	6.23	20.00	4.60	7.70	13.67	0.56	1986 Q2†	
Q3†	25.76	23.73	13.08	8.08	6.27	21.01	4.75	7.93	14.71	0.81	1986 Q3†	
Q4†	26.70	21.08	14.90	8.10	7.88	22.71	3.99	10.56	12.00	0.93	1986 Q4†	
Standard error** per cent												
1987 Q1†	..	..	5.9	5.1	3.9	3.9	7.1	6.2	8.5	23.2	1987 Q1†
Percentage increase in expenditure on a year earlier												
1983	5.9	4.7	10.0	10.0	6.3	23.05	4.46	8.49	14.59	0.91	1983	
1984	8.7	8.2	12.7	10.0	6.3	23.05	4.46	8.49	14.59	0.83	1984	
1985	7.9	11.9	12.7	10.0	6.3	23.05	4.46	8.49	14.59	11.5	1985	
1986†	3.5	16.4	19.1	10.2	6.3	23.05	4.46	8.49	14.59	8.8	1986†	
1985 Q1	7.8	21.2	14.3	12.0	6.8	23.05	4.46	8.49	14.59	0.86	1985 Q1	
Q2	8.6	-9.2	14.3	12.0	6.8	23.05	4.46	8.49	14.59	4.3	1985 Q2	
Q3	10.6	25.2	13.67	8.50	6.3	23.05	4.46	8.49	14.59	67.9	1985 Q3	
Q4	4.2	15.4	13.67	8.50	6.3	23.05	4.46	8.49	14.59	-13.8	1985 Q4	
1986 Q1†	8.4	13.0	14.3	12.0	6.8	23.05	4.46	8.49	14.59	26.9	1986 Q1†	
Q2†	2.4	19.7	14.3	12.0	6.8	23.05	4.46	8.49	14.59	14.3	1986 Q2†	
Q3†	-1.4	12.1	13.67	8.50	6.3	23.05	4.46	8.49	14.59	-12.0	1986 Q3†	
Q4†	5.1	21.2	13.67	8.50	6.3	23.05	4.46	8.49	14.59	16.3	1986 Q4†	
1987 Q1†	..	..	5.9	5.1	3.9	3.9	7.1	6.2	8.5	36.4	1987 Q1†
Percentage of total expenditure												
1983	14.7	11.3	7.7									

8.3 TOURISM Overseas travel and tourism: Visits to the UK by overseas residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted R			
1976	10,808		2,093	6,816	1,899
1977	12,281		2,377	7,770	2,134
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986 P	13,844		2,843	8,302	2,599
1987 PR	15,445		3,394	9,195	2,855
1986 P Q1	2,560	3,761	525	1,536	499
Q2	3,312	3,058	672	2,017	623
Q3	5,055	3,335	1,071	2,933	1,050
Q4	2,917	3,690	575	1,815	526
1987 P Q1	2,620	3,855	502	1,632	486
Q2	4,018	3,744	938	2,445	635
Q3	5,576	3,720	1,283	3,158	1,135
Q4 R	3,231	4,126	672	1,960	599
1987 P January	1,031	1,428	174	640	216
February	672	1,216	127	410	135
March	917	1,211	200	582	135
April	1,304	1,266	191	944	168
May	1,295	1,274	343	746	260
June	1,419	1,204	404	755	207
July	1,869	1,216	428	1,105	336
August	2,210	1,266	479	1,316	414
September	1,497	1,238	376	736	385
October R	1,338	1,386	338	740	260
November R	940	1,273	163	595	181
December R	954	1,467	170	626	158
1988 P January (e)	1,060	1,480	170	670	220
February (e)	820	1,496	150	520	150

Notes: See table 8.2.

TOURISM 8.4 Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted R			
1976	11,560		579	9,954	1,027
1977	11,525		619	9,866	1,040
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986 P	25,181		1,167	22,110	1,905
1987 PR	27,430		1,559	23,661	2,210
1986 P Q1	3,734	6,172	159	3,020	556
Q2	6,410	6,015	269	5,701	440
Q3	10,026	6,480	437	9,147	442
Q4	5,011	6,514	301	4,242	467
1987 P Q1	4,237	7,022	254	3,400	584
Q2	7,311	6,845	347	6,432	532
Q3	10,646	6,820	583	9,506	558
Q4 R	5,236	6,743	375	4,324	537
1987 P January	1,305	2,243	120	975	209
February	1,291	2,569	53	1,086	152
March	1,642	2,211	81	1,339	222
April	2,072	2,198	104	1,722	247
May	2,390	2,457	130	2,118	142
June	2,848	2,190	114	2,592	142
July	3,147	2,358	118	2,921	108
August	4,039	2,289	258	3,540	242
September	3,460	2,173	207	3,045	208
October R	2,537	2,218	227	2,124	186
November R	1,602	2,445	77	1,323	201
December R	1,097	2,080	71	876	150
1988 P January (e)	1,400	2,418	140	980	280
February (e)	1,330	2,660	60	1,050	220

Notes: See table 8.2.

TOURISM 8.5 Overseas travel and tourism: visits to the UK by country of residence

THOUSAND

	1985	1986 P	1987 P	1986 P				1987 P			
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total all countries	14,449	13,844	15,445	2,560	3,312	5,054	2,917	2,620	4,018	5,576	3,231
North America											
USA	3,166	2,288	2,800	437	523	863	466	409	790	1,041	560
Canada	631	555	594	89	149	208	110	93	147	242	111
Total	3,797	2,843	3,394	525	672	1,071	575	502	938	1,283	672
European Community											
Belgium/Luxembourg	503	496	491	65	122	189	119	104	124	154	109
France	1,620	1,756	2,008	404	490	545	317	327	665	684	332
Federal Republic of Germany	1,484	1,599	1,644	284	396	585	335	291	482	534	338
Italy	494	494	683	72	75	259	89	104	110	343	126
Netherlands	762	769	855	125	177	240	227	156	212	265	223
Denmark	201	250	242	48	52	73	76	57	59	79	48
Greece	118	94	130	23	20	25	25	31	27	35	37
Spain	342	366	456	73	65	147	81	81	81	174	120
Portugal	64	81	67	16	21	23	21	19	14	22	12
Irish Republic	968	984	1,033	157	238	391	198	158	263	397	215
Total	6,557	6,888	7,610	1,268	1,655	2,478	1,488	1,326	2,039	2,685	1,560
Other Western Europe											
Austria	108	117	127	17	19	54	27	18	25	58	25
Switzerland	339	346	403	51	101	105	91	67	101	120	115
Norway	237	285	296	62	70	84	69	65	81	84	65
Sweden	380	407	417	80	113	124	90	83	125	103	106
Finland	70	67	116	13	22	21	11	26	30	34	25
Others	179	189	227	44	37	68	40	47	44	74	65
Total	1,313	1,413	1,586	268	362	455	328	306	406	473	401
Other countries											
Middle East	588	535	526	105	107	229	93	96	82	239	108
North Africa	119	100	100	20	18	40	21	16	26	39	19
South Africa	147	141	157	29	35	49	27	26	36	64	31
Eastern Europe	68	66	101	13	11	30	12	15	16	36	34
Japan	211	205	297	51	37	67	50	69	57	99	72
Australia	473	467	508	79	119	183	86	86	129	194	99
New Zealand	83	92	122	11	25	34	21	15	24	61	22
Latin America	166	181	160	25	44	74	39	36	36	59	29
Rest of World	927	912	884	166	227	344	177	127	229	344	185
Total	2,782	2,699	2,855	499	623	1,050	526	486	635	1,135	599

Notes: See table 8.2.

8.6 TOURISM Overseas travel and tourism: visits abroad by country visited

THOUSAND

	1985	1986 P	1987 P	1986 P				1987 P			
				Q1	Q2	Q3	Q4	Q1	Q2 R	Q3	Q4
Total all countries	21,610	25,181	27,430	3,734	6,410	10,026	5,011	4,237	7,311	10,646	5,236
North America											
USA	722	946	1,245	139	223	322	262	223	299	388	335
Canada	193	221	314	20	47	115	39	32	49	195	39
Total	914	1,167	1,559	159	269	437	301	254	347	583	375
European Community											
Belgium/Luxembourg	755	761	642	109	198	221	232	149	158	154	182
France	4,523	5,188	5,321	829	1,271	1,994	1,094	910	1,310	2,085	1,016
Federal Republic of Germany	1,321	1,258	1,397	204	309	479	267	249	410	440	297
Italy	1,066	1,103	1,155	150	320	504	128	185	331	524	148
Netherlands	949	868	940	146	278	276	169	160	321	255	205
Denmark	151	154	152	28	35	56	35	42	46	29	29
Greece	1,319	1,520	1,843	9	438	880	193	13	527	1,095	207
Spain	4,175	5,887	6,559	620	1,486	2,531	1,250	753	1,969	2,542	1,296
Portugal	709	956	903	122	244	385	205	111	198	427	167
Irish Republic	1,462	1,657	1,528	265	405	668	319	228	390	597	314
Total	16,430	19,352	20,472	2,482	4,984	7,994	3,892	2,791	5,656	8,165	3,860
Other Western Europe											
Yugoslavia	586	661	644	11	191	397	62	8	193	404	39
Austria	557	587	624	230	116	197	44	277	104	204	39
Switzerland	488	520	540	160	126	166	68	170	126	177	67
Norway/Sweden/Finland	346	339	307	85	94	114	47	47	83	105	71
Gibraltar/Malta/Cyprus	475	534	863	44	159	222	109	96	200	355	211
Other	82	116	211	7	31	57	20	11	69	96	37
Total	2,514	2,757	3,189	537	717	1,153	350	609	775	1,341	464
Other countries											
Middle East	189	221	201	60	41	59	61	41	52	64	44
North Africa	273	280	380	68	58	57	97	85	115	82	97
Eastern Europe	237	194	225	51	49	63	30	28	45	85	66
Australia/New Zealand	154	188	203	72	56	24	35	87	42	32	42
Commonwealth Caribbean	122	162	188	44	41	40	37	46	45	49	48
Rest of World including Cruise	777	860	1,013	261	195	198	207	297	233	246	240
Total	1,752	1,905	2,210	556	440	442	467	584	532	558	537

Notes: See table 8.2.

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

THOUSAND

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	12,646	7,580	5,067	5,876	2,295	2,193	2,283
1979	12,486	7,614	4,872	5,529	2,395	2,254	2,308
1980	12,421	7,323	5,098	5,478	2,565	2,319	2,058
1981	11,452	6,889	4,563	5,037	2,453	2,287	1,675
1982	11,636	6,911	4,724	5,265	2,393	2,410	1,568
1983	12,464	7,661	4,803	5,818	2,556	2,560	1,530
1984	13,644	8,515	5,129	6,385	2,863	2,626	1,770
1985	14,449	9,413	5,036	6,666	3,014	2,880	1,890
1986 P	13,844	8,788	5,056	5,890	3,257	2,939	1,757
1987 P	15,445	10,235	5,209	6,797	3,522	3,141	1,984
Percentage change 1987/1986	+12	+16	+3	+15	+8	+7	+13
1985 Q1	2,337	1,630	707	864	657	522	294
Q2	3,957	2,464	1,493	1,988	793	736	440
Q3	5,405	3,334	2,070	2,813	756	1,039	797
Q4	2,751	1,985	766	1,002	808	582	358
1986 P Q1	2,560	1,721	839	927	711	588	334
Q2	3,312	2,056	1,256	1,396	890	683	344
Q3	5,054	3,004	2,051	2,501	789	1,030	735
Q4	2,917	2,007	909	1,066	868	639	344
1987 P Q1	2,620	1,875	745	902	771	627	320
Q2	4,018	2,439	1,578	1,923	923	729	443
Q3	5,576	3,478	2,097	2,838	823	1,091	824
Q4	3,231	2,443	788	1,135	1,005	694	397

Notes: See table 8.2.

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

THOUSAND

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	13,443	8,416	5,028	8,439	2,261	1,970	774
1979	15,466	9,760	5,706	9,827	2,542	2,166	931
1980	17,507	10,748	6,759	11,666	2,690	2,317	834
1981	19,046	11,374	7,672	13,131	2,740	2,378	797
1982	20,611	12,031	8,580	14,224	2,768	2,529	1,090
1983	20,994	12,361	8,634	14,568	2,886	2,559	982
1984	22,072	13,934	8,137	15,246	3,155	2,689	982
1985	21,610	13,732	7,878	14,898	3,188	2,628	896
1986 P	25,181	16,495	8,686	17,949	3,350	2,794	1,088
1987 P	27,430	19,323	8,107	19,694	3,625	3,057	1,054
Percentage change 1987/1986	+19	+17	-7	+10	+8	+9	-3
1985 Q1	3,279	2,383	896	1,946	699	508	126
Q2	5,585	3,502	2,083	3,881	886	625	193
Q3	8,258	4,994	3,264	6,322	725	979	231
Q4	4,488	2,853	1,635	2,749	877	516	346
1986 P Q1	3,734	2,661	1,074	2,219	738	572	205
Q2	6,410	4,219	2,191	4,616	906	680	208
Q3	10,026	6,258	3,767	7,946	804	1,003	273
Q4	5,011	3,358	1,654	3,169	902	538	403
1987 P Q1	4,237	3,070	1,167	2,669	793	579	197
Q2	7,311	5,241	2,070	5,329	967	758	256
Q3	10,646	7,213	3,433	8,404	812	1,116	314
Q4	5,236	3,799	1,436	3,292	1,053	604	286

Notes: See table 8.2.

TOURISM 8.9 Visitor nights

MILLION NIGHTS

	Overseas visitors to the UK	UK residents going abroad	1985		1986 P		1987 P	
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1978	149.1	176.4	25.8	38.1	42.5	63.1	114.7	
1979	154.6	205.0	31.4	49.7	67.0	139.1	54.1	
1980	146.0	227.7	25.4	32.9	31.5	85.4	151.4	
1981	135.4	251.1	28.6	37.8	33.9	85.4	151.4	
1982	145.0	264.4	28.6	37.8	33.9	85.4	151.4	
1983	154.5	277.5	28.6	37.8	33.9	85.4	151.4	
1984	167.0	270.0	28.6	37.8	33.9	85.4	151.4	
1985	156.7	311.6	28.6	37.8	33.9	85.4	151.4	
1986 P	176.0	345.8	28.6	37.8	33.9	85.4	151.4	
1987 P	176.0	345.8	28.6	37.8	33.9	85.4	151.4	
Percentage change 1987/1986	+12.3	+11.0						

Notes: See table 8.2.

9.1 OTHER FACTS AND FIGURES YTS entrants: regions

Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	York-shire and Humberside	North West	Northern	Wales	Scotland	Great Britain
Planned entrants April 1988-March 1989	36,359	20,211	23,939	39,712	38,578	38,102	51,988	23,276	19,487	42,710	334,362
Entrants to training April 1988	516	285	379	1,038	977	919	980	596	792	616	7,098
Total in training April 29, 1988	41,521	20,492	30,625	45,352	46,618	43,271	58,253	27,722	23,053	45,103	382,010

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

Measure	Great Britain		Scotland		Wales	
	Apr	Mar	Apr	Mar	Apr	Mar
Community Industry	7,000	7,000	1,669	1,690	841	872
Community Programme	223,000	224,000	31,344	31,052	19,668	19,865
Enterprise Allowance Scheme	94,000	95,000	8,603	8,711	5,851	5,867
Job Release Scheme	16,000	18,000	1,163	1,319	594	652
Jobshare	779	783	31	30	83e	90
Jobstart Allowance	3,000*	3,000†	332*	344†	253*	246†
New Workers Scheme	14,000	16,000	1,524	1,739	1,563e	1,697e
Restart interviews (cumulative total)	2,248,016**	2,066,994††	281,223**	258,460††	130,060**	118,895††

* Live cases as at March 25, 1988.
† Live cases as at February 26, 1988.
** April 10 to March 25, 1988.
†† April 10 to February 26, 1988.

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

Registered† for employment at jobcentres, April 8, 1988
Employment registrations† taken at jobcentres, March 7 to April 8, 1988
Placed into employment by jobcentre advisory service, March 7 to April 8, 1988*

54,156
8,175
3,078

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

9.4 OTHER FACTS AND FIGURES Jobseekers and unemployed people with disabilities registered† for work at jobcentres and local authority careers offices

GREAT BRITAIN	Disabled people*							
	Suitable for ordinary employment				Unlikely to obtain employment except under sheltered conditions			
	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed
1987 Jan	22.2	19.5	43.6	33.2	3.9	3.4	2.2	1.7
Apr	22.9	20.0	46.3	35.5	4.1	3.6	2.5	1.9
July	23.6	20.5	48.7	37.4	4.3	3.8	2.7	2.1
Oct	21.5	18.3	47.2	34.4	3.9	3.5	2.5	1.9
1988 Jan	21.5	18.4	45.6	32.9	4.1	3.6	2.5	1.8

* Includes registered disabled people and those who, although eligible, choose not to register.
† For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 21, 1987, the latest date for which figures are available, 383,500 people were registered under the Acts.

DEFINITIONS

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Employees in employment plus HM forces and self-employed.

EMPLOYEES IN EMPLOYMENT

A count of civilian jobs, both main and secondary, 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.

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

HOUSEHOLD SPENDING

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

INDUSTRIAL DISPUTES

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

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

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

SIC 1968 Orders III-XIX. SIC 1980 Divisions 2 to 4.

Conventions

The following standard symbols are used:

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

NORMAL WEEKLY HOURS

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

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES

SIC 1980, Divisions 1 to 4 inclusive.
SIC 1968, Orders II-XXI.

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 1968 Orders XXII-XXVII. SIC 1980 Divisions 6 to 9.

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX.

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

TEMPORARILY STOPPED

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

UNEMPLOYED

People claiming benefit (that is unemployment benefit, supplementary benefits or national insurance credits) at Unemployment Benefit Offices on the day of the monthly count, who on that day were unemployed and able and willing to do any suitable work. (Students claiming benefit during a vacation and who intend to return to full-time education are excluded.)

UNEMPLOYED SCHOOL LEAVERS

Unemployed people under 18 years of age who have not entered employment since terminating full-time education.

VACANCY

A job opportunity notified by an employer to a Jobcentre or Careers Office (including Community Programme vacancies; and '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.

WORKING POPULATION

Employed labour force plus the unemployed.

- R revised
- e estimated
- MLH Minimum List Heading of the SIC 1968
- nes not elsewhere specified
- SIC UK Standard Industrial Classification, 1968 or 1980 edition
- EC European Community

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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK				Average weekly and hourly earnings and hours worked (manual workers)			
Quarterly series	M (Q)	June 88:	1-1	<i>Manufacturing and certain other industries</i>			
Labour force estimates, projections		Mar 88:	117	Summary (Oct)	B (A)	June 88:	5-4
Employees in employment				Detailed results	A	Apr 88:	229
Industry: GB				<i>Manufacturing</i>			
All industries: by Division class or group	Q	May 88:	1-4	International comparisons	M	June 88:	5-9
: time series, by order group	M	June 88:	1-2	Aerospace	D	Aug 86:	340
Manufacturing: by Division class or group	M	June 88:	1-3	Agriculture	A	Apr 88:	256
Occupation				Coal-mining	A	Apr 88:	255
Administrative, technical and clerical in manufacturing	A	Dec 87:	1-10	Average earnings: non-manual employees	M (A)	June 88:	5-5
Local authorities manpower	Q	Apr 88:	1-7	Overtime and short-time: manufacturing			
Region: GB				Latest figures: industry	M	June 88:	1-11
Sector: numbers and indices	Q	May 88:	1-5	Region: summary	Q	June 88:	1-13
Self-employed: by region		Mar 88:	162	Hours of work: manufacturing	M	June 88:	1-12
: by industry		Mar 88:	161	Output per head			
Census of Employment: Sept 1984				Output per head: quarterly and annual indices	M (Q)	June 88:	1-8
GB and regions by industry		Jan 87:	31	Wages and salaries per unit of output	M	June 88:	5-7
UK by industry		Sept 87:	444	Manufacturing index, time series	M	June 88:	5-7
Quarterly series		June 88:	1-9	Quarterly and annual indices			
International comparisons	M			Labour costs			
Apprentices and trainees by industry:				Survey results 1984	Triennial	June 86:	212
Manufacturing industries	A	July 87:	1-14	Per unit of output	M	June 88:	5-7
Apprentices and trainees by region:				Retail prices			
Manufacturing industries	A	July 87:	1-15	General index (RPI)			
Employment measures	M	June 88:	9-2	Latest figures: detailed indices	M	June 88:	6-2
Registered disabled in the public sector	A	Feb 88:	65	percentage changes	M	June 88:	6-2
Labour turnover in manufacturing	Q	June 88:	1-6	Recent movements and the index excluding seasonal foods	M	June 88:	6-1
Trade union membership	A	May 88:	??	Main components: time series and weights	M	June 88:	6-4
Unemployment and vacancies				Changes on a year earlier: time series	M	June 88:	6-5
Unemployment				Annual summary	A	Apr 88:	222
Summary: UK	M	June 88:	2-1	Revision of weights	A	Apr 88:	248
GB	M	June 88:	2-2	Pensioner household indices			
Age and duration: UK	M (Q)	June 88:	2-5	All items excluding housing	M (Q)	June 88:	6-6
Broad category: UK	M	June 88:	2-1	Group indices: annual averages	M (A)	June 88:	6-7
Broad category: GB	M	June 88:	2-2	Revision of weights	A	June 88:	332
Detailed category: GB, UK	Q	June 88:	2-6	Food prices	M	June 88:	6-3
Region: summary	Q	June 88:	2-6	London weighting: cost indices	D	May 82:	267
Age time series UK	M (Q)	June 88:	2-7	International comparisons	M	June 88:	6-8
: estimated rates	Q	June 88:	2-15	Household spending			
Duration: time series UK	M (Q)	June 88:	2-8	All expenditure: per household	Q	June 88:	7-1
Region and area				: per person	Q	June 88:	7-1
Time series summary: by region	M	June 88:	2-3	Composition of expenditure			
: assisted areas, travel-to-work areas	M	June 88:	2-4	: quarterly summary	Q	June 88:	7-2
: counties, local areas	M	June 88:	2-9	: in detail	Q (A)	June 88:	7-3
(formerly table 2.4)				Household characteristics	Q (A)	June 88:	7-3
: Parliamentary constituencies	M	June 88:	2-10	Industrial disputes: stoppages of work			
Age and duration: summary	Q	June 88:	2-6	Summary: latest figures	M	June 88:	4-1
Flows:				: time series	M	June 88:	4-2
GB, time series	D	May 84:	2-19	Latest year and annual series	A	Sept 87:	466
UK, time series	M	June 88:	2-19	Industry			
GB, Age time series	M	June 88:	2-20	Monthly: Broad sector: time series	M	June 88:	4-1
GB, Regions and duration	Q	Apr 88:	2-23/24/26	Annual Detailed	A	Sept 87:	466
GB, Age and duration	Q	Apr 88:	2-21/22/25	Prominent stoppages	A	Sept 87:	474
Students: by region	M	June 88:	2-13	Main causes of stoppage			
Disabled jobseekers: GB	M	June 88:	9-3/4	Cumulative	M	June 88:	4-1
International comparisons	M	June 88:	2-18	Latest year for main industries	A	Sept 87:	471
Ethnic origin		Mar 88:	164	Size of stoppages	A	Sept 87:	473
Temporarily stopped: UK				Days lost per 1,000 employees in recent years by industry	A	Sept 87:	470
Latest figures: by region	M	June 88:	2-14	International comparisons	A	June 88:	335
Vacancies				Tourism			
UK unfilled, inflow outflow and placings seasonally adjusted	M	June 88:	3-1	Employment in tourism: industries GB	M	June 88:	8-1
Region unfilled excluding Community Programme seasonally adjusted	M	June 88:	3-2	Overseas travel: earnings and expenditure	M	June 88:	8-2
Region unfilled unadjusted	M	June 88:	3-3	Overseas travel: visits to the UK by overseas residents	M	June 88:	8-3
Redundancies				Visits abroad by UK residents	M	June 88:	8-4
Confirmed: GB latest month	M	June 88:	2-30	Overseas travel and tourism			
Regions	M	June 88:	2-30	Visits to the UK by country of residence	Q	Apr 88:	8-5
Industries	M	June 88:	2-31	Visits abroad by country visited	Q	Apr 88:	8-6
Detailed analysis	A	Dec 86:	500	Visits to the UK by mode of travel and purpose of visit	Q	Apr 88:	8-7
Advance notifications	Q (M)	Nov 87:	573	Visits abroad by mode of travel and purpose of visit	Q	Apr 88:	8-8
Payments: GB latest quarter	D	July 86:	284	Visitor nights	Q	Apr 88:	8-9
Industry	A	Dec 86:	500	YTS			
Earnings and hours				YTS entrants: regions	M	June 88:	9-1
Average earnings							
Whole economy (new series) index							
Main industrial sectors	M	June 88:	5-1				
Industry	Q	June 88:	5-3				
Underlying trend	Q (M)	Mar 88:	197				
New Earnings Survey (April estimates)							
Latest key results	A	Nov 87:	567				
Time series	M (A)	June 88:	5-6				
Basic wage rates: manual workers							
Normal weekly hours	A	Apr 88:	230				
Holiday entitlements	A	Apr 88:	257				

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

Special Feature



General strike in Rome.

Photo: S Ferraris/Gamma/Frank Spooner Pictures

International comparisons of industrial stoppages for 1986

This annual article compares the incidence of working days lost in the United Kingdom with the data available for other countries. Comparisons of international disputes statistics are complicated by differences in methods of compiling data and the criteria used for inclusion of stoppages in the statistics. The article also discusses these differences.

The latest available annual data on industrial disputes statistics in OECD countries relate to 1986. These indicate that in 1986 the United Kingdom stood towards the lower end of the ranking by incidence rates.

Over the ten-year period 1977-86 the United Kingdom was a little above the middle-ranked position. Over this period the countries showing the highest incidence of working days lost per employee were Spain, Italy, Greece, Ireland and Canada. Countries recording relatively few

days lost per employee included Austria, Switzerland, Japan, the Netherlands, the Federal Republic of Germany and Norway. The statistics also show that during 1977 to 1986 in OECD countries there was a general downward trend in the incidence of working days lost.

Considerable care must be taken when making detailed international comparisons because of the different coverage of each country's statistics. The figures presented in this article, therefore, should not be seen as providing a

precise comparison between countries; but they are useful in indicating approximate levels of the effects of stoppages and, particularly, recent trends. The differences in coverage, which may partly explain why a particular country appears to have a better—or worse—record than another country, are discussed in the latter half of this article.

More detailed estimates for the United Kingdom, covering the year 1986, were published in an article in the September 1987 edition of *Employment Gazette* (pp 466–477).

Overall comparisons

Table 1 shows the number of working days lost per thousand employees in employment (wage-earners and salaried employees) recorded for each of 21 OECD countries for the years 1977 to 1986, the latest year for which information is available in most countries.

In most countries there was considerable variation between years in the incidence of working days lost, with some years heavily influenced by a small number of large stoppages. To minimise the effect of extreme years, longer-term comparisons are more appropriate than annual comparisons although they can mask any trend in the figures.

There was a general decrease in the incidence of working days lost in OECD countries between the first five-year period (1977–81) and the second five-year period (1982–86). Only four countries recorded a higher incidence rate.

During the more recent five-year period, 1982–86, the United Kingdom lost an annual average of 420 days per thousand employees in employment as a result of stoppages caused by industrial disputes. (This is about half a working day a year per employee.) The United Kingdom average was influenced by one large dispute in the coal mining industry which began in 1984.

While comparisons must be made with care, the overall average of 420 days a year per thousand employees was exceeded by Italy (an average of 700 days lost per thousand employees), New Zealand (570), Greece (560), Finland (530), and Spain (510) over the same period. Countries

recording the lowest incidence of days lost due to industrial disputes were Austria and Switzerland (less than five days lost per thousand employees), Japan (10), the Netherlands (20), Sweden (60) and Germany (70).

Selected industries

One feature of industrial disputes is the tendency for the incidence of strikes to vary between industrial sectors, with some industries consistently having higher rates in those countries in which they are present. These characteristics, taken together with the differing industrial structure of countries, may partly explain why a particular country has a worse, or better, record than another.

To help reduce this effect a comparison of the four main sectors of industry which are especially prone to disputes—mining and quarrying, manufacturing, construction, and transport and communication—is shown in table 2.

Very broadly, the incidence of working days lost in the selected industries was in most countries about twice as high as in all industries and services taken together, with Spain suffering the most days lost per thousand employees in employment over the ten-year period 1977–86. Other countries with high rates were Italy, Canada and Ireland. As with the all industry incidence rates there was a general decrease from the five-year period 1977–81 to the one for 1982–86.

Coverage and comparability

As with most international statistics, those on industrial stoppages need to be compared carefully; in particular, small differences among the rates shown in tables 1 and 2 are probably not significant. Most countries do not require employers to provide details of strikes but instead rely on voluntary notifications of disputes to a national or local government department, backed up by news media reports.

None of the 21 OECD countries mentioned in this article aim to record the full effects of stoppages of work. They do not, for example, measure time lost at establishments whose employees are not involved in a dispute but are

unable to work because of shortages of materials supplied by establishments which are on strike. This is partly because of reporting problems and partly the difficulty in deciding to what extent a particular firm's experiences are due to the effects of a strike elsewhere.

Similarly, other forms of industrial action, such as go-slows, work-to-rules and overtime bans, are not generally recorded, nor are their effects quantifiable with any degree of certainty.

There are significant differences between countries in the criteria which exist to determine whether a particular stoppage will be entered in the official records. Most countries exclude small stoppages from the statistics, the threshold being defined in terms of the number of workers involved, the length of the dispute, the number of days lost, or a combination of all or some of these. These are summarised in table 3 which has been up-dated since last year's article, (*Employment Gazette*, November 1987, pp 562–566); the United Kingdom, for example, excludes disputes involving fewer than ten workers or lasting less than one day unless the aggregate number of days lost exceeds 100. The Federal Republic of Germany adopts the same criteria and a number of other countries' thresholds are similar—any differences will affect the number of disputes recorded but will not greatly influence the computed number of working days lost.

There are two countries which are exceptions to the generalisation about reporting thresholds—the United States and Denmark.

In 1981 the United States revised its series of industrial stoppage statistics to include only those disputes involving more than 1,000 workers, whereas previously the threshold had been six workers. It is estimated that this change has reduced the recorded number of working days lost by between 30 and 40 per cent.

Similarly, but not with such a marked effect on the level of working days lost, Danish statistics do not record disputes in which fewer than 100 working days are lost.

The incidence rates for these two countries are clearly not directly comparable with those for the UK, the Federal Republic of Germany and other countries with similar thresholds.



Demonstration, Spain, 1986.

There are a number of other important differences which may be significant when making international comparisons. Some countries exclude the effects of disputes in certain industrial sectors. For example, New Zealand and France omit public sector strikes and France also excludes disputes by agricultural workers. The omission of such strikes may markedly reduce the number of officially recorded working days lost in some years.

Political stoppages are not included in the figures for the United Kingdom, France, New Zealand and the United States. However, because of the difficulty in deciding what constitutes a political stoppage, the effect of this exclusion on the number of recorded days lost is uncertain; in the United Kingdom this is, in most years, insignificant.

The inclusion or omission of those workers indirectly involved in a stoppage (those who are unable to work because others at their workplace are on strike) varies between countries. Only about half the countries listed in table 3—including, the UK, the Netherlands, New Zealand and the USA—attempt to include them.

Table 1 Industrial disputes: working days lost per thousand employees* in all industries and services 1977–86

	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	Average†		
											1977–81	1982–86	1977–86
United Kingdom	450	410	1,270	520	200	250	180	1,280	300	90	580	420	500
Australia	330	420	780	630	780	370	310	240	230	240	590	280	430
Austria	—	—	—	10	—	—	—	—	10	—	—	—	—
Belgium	220	330	200	70	—	—	—	—	—	—	(200)	—	—
Canada	380	830	840	930	890	610	460	390	310	690	780	490	630
Denmark**	120	70	80	90	320	50	40	60	1,060	40	140	260	200
Finland	1,310	70	130	840	340	100	360	750	80	1,320	540	530	530
France**	210	130	210	100	80	130	80	80	50	60	140	80	110
Germany (FR)	—	200	20	10	—	—	—	260	—	—	50	(70)	(50)
Greece	810	630	1,040	1,740	480	840	320	320	620	700	940	560	750
Ireland	570	770	1,750	480	500	500	380	470	520	—	810	(470)	(660)
Italy	1,170	720	1,920	1,140	730	1,280	980	610	270	390	1,140	700	920
Japan	40	40	20	30	10	10	10	10	10	10	30	10	20
Netherlands	60	—	70	10	10	50	30	10	20	10	30	20	30
New Zealand**	410	360	350	350	360	300	340	380	660	1,110	360	570	470
Norway	20	40	—	60	20	170	—	60	40	560	30	170	100
Portugal	130	—	200	200	330	170	230	100	100	140	(220)	150	(180)
Spain	1,940	1,380	2,310	790	670	360	580	880	440	300	1,440	510	990
Sweden	20	10	10	1,150	50	—	10	10	130	170	250	60	160
Switzerland	—	—	—	—	—	—	—	—	—	—	—	—	—
United States**‡	260	270	230	230	190	100	190	90	70	120	230	110	170

() Brackets indicate averages based on incomplete data.

— Not available.

— Less than five days lost per thousand employees.

* Employees in employment: some figures have been estimated.

† Annual averages for those years within each period for which data are available, weighted for employment.

** Note the coverage differences mentioned in the text under the heading "significant differences".

‡ Figures for all years reflect the threshold of more than 1,000 workers involved which was introduced in 1981.

Sources:

Working days lost: International Labour Office (ILO) Yearbook of Labour Statistics 1980 and 1986 (Geneva: 1980; 1987).

Employees in employment: ILO and OECD publications.

Table 2 Industrial disputes: working days lost per thousand employees* in selected industries (mining and quarrying, manufacturing, construction, and transport and communication) 1977–86

	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	Average†		
											1977–81	1982–86	1977–86
United Kingdom	840	840	2,410	1,160	330	460	330	3,210	660	180	1,130	970	1,060
Australia	670	980	1,570	1,350	1,730	810	620	530	520	570	1,260	610	940
Austria	—	10	—	10	—	—	—	—	—	—	—	—	—
Belgium	420	560	360	140	—	—	—	—	—	—	(370)	—	—
Canada	830	1,920	1,650	1,510	1,870	1,410	600	930	600	1,180	1,570	950	1,260
Denmark**	260	100	150	210	720	100	80	160	2,380	90	280	570	420
Finland	2,280	150	260	1,280	560	220	400	700	160	2,210	900	740	820
France**	260	200	350	170	160	260	160	160	90	80	230	150	190
Germany (FR)	—	360	40	10	—	—	—	520	—	—	80	(130)	(100)
Greece	—	—	850	1,280	720	920	—	—	—	—	(950)	(920)	(940)
Ireland	890	1,110	3,620	650	930	630	560	670	450	—	1,440	(580)	(1,080)
Italy	1,570	900	2,590	1,620	970	1,940	1,510	780	430	420	1,530	1,040	1,300
Japan	70	60	40	50	20	20	20	20	10	—	50	(20)	(30)
Netherlands	140	—	180	30	10	60	40	20	50	20	70	40	60
New Zealand**	790	790	770	720	760	670	790	900	1,320	2,560	770	1,260	1,020
Norway	30	90	10	140	40	390	10	60	100	920	60	300	180
Portugal	190	—	290	350	490	300	450	190	190	230	(330)	270	(300)
Spain	3,400	1,840	3,280	—	—	460	530	880	290	470	(2,840)	530	(1,530)
Sweden	20	10	20	2,240	60	—	10	20	10	—	470	10	240
Switzerland	—	—	—	—	—	—	—	—	—	—	—	—	—
United States**	—	—	—	540	470	300	590	160	140	360	(500)	310	(360)

See footnotes to table 1.

Table 3 Industrial disputes: comparisons of coverage and methodology

	Minimum criteria for inclusion in statistics	Are political stoppages included?	Are indirectly affected workers included?	Sources and notes
United Kingdom	More than ten workers involved and of more than one day's duration unless 100 or more working days lost	No	Yes	Local unemployment benefit offices make reports to Department of Employment HQ, which also checks press, unions, and large employers
Australia	10 or more days lost	Yes	Yes	Information gathered from arbitrators, employers, and unions
Austria	No restrictions on size	Yes	No	Trade unions provide information
Belgium	More than one working day's duration	Yes	No	Local police reports sent to National Conciliation Service. Follow-up questionnaires sent from National Statistical Institute
Canada	10 or more days lost or of more than a half day's duration	Yes	No	Reports from Canada Manpower Centres also Press and Provincial Labour Depts
Denmark	100 or more days lost	Yes	Yes	Voluntary reports from employers' organisations sent annually to Statistical Office
Finland	More than four hours' duration unless 100 or more working days lost	Yes	Yes	Returns from mail questionnaires to employers and employees
France	No restrictions on size. However, public sector and agricultural employees are excluded from statistics	No	No	Labour inspectors' reports
Germany (FR)	More than ten workers involved and more than one day's duration unless 100 or more working days lost	Yes	No	Compulsory notification by employers to Labour Offices
Ireland	Ten or more days lost or of more than one day's duration	Yes	Yes	Reports from local employment offices
Italy	No restrictions on size	Yes since 1975	No	Local police reports sent to Central Institute of Statistics
Japan	More than half a day's duration	No	No	Interviews by Prefectorial Labour Policy section or local Labour Policy Office of employers and employees
Netherlands	No restrictions on size	Yes	Yes	District Employment Offices inform Central Bureau of Statistics. Public servants are forbidden to strike
New Zealand	More than ten working days duration. Statistics exclude public sector strikes	No	Yes	Information gathered by district offices of Dept of Labour
Norway	More than one day's duration	Yes	No	Questions to employees' and employers' organisations
Portugal	Up to 1985: no restrictions on size 1986 and onwards: excludes firms with fewer than five employees. However, statistics exclude disputes which involve more than one company	Not known	No	1986 and onwards: figures exclude Madeira and the Azores
Spain	Up to 1985: no restrictions on size 1986 and onwards: excludes general strikes	Yes	Yes	Monthly returns made by local province delegates of Ministry of Labour Statistics. Up to 1985: figures exclude Catalonia 1986 and onwards: figures exclude Basque country
Sweden	More than one hour's duration	Yes	No	Press reports compiled by State Conciliation Service are checked by employers' organisations and sent to Central Statistical Office
Switzerland	More than one day's duration	Yes	Yes	Federal Office for industry, crafts, occupations, and employment collects press reports, and checks with trade unions and employers
United States	More than one day's or shift's duration and more than 1,000 workers involved	No	Yes	Reports from press, employers, unions and agencies, followed up by questionnaires

Note: Details for Greece not available.

Among countries which exclude indirectly involved workers are Belgium, France, the Federal Republic of Germany and Japan. This could lead to serious under-recording of the amount of working time lost at establish-

ments suffering industrial stoppages, depending on the extent to which stoppages are the result of the actions of a minority with an impact on the rest of the workforce or a general withdrawal of labour.

Special Feature



The last meeting of the Manpower Services Commission which became the Training Commission under the Employment Act. From left to right are: James Gilchrist, Prof Kenneth Durrands, Roy Grantham, Roy Jackson, Roger Dawe, Director General, Sir James Munn, chairman, Mike Twomey, Richard Price, John Peake (obscured), Michael Bett, John Pearman. Some other members were absent.

Provisions of the Employment Act 1988

The Employment Act 1988 reforms industrial relations and trade union law, and enables new arrangements to be made for employment and training. It was introduced as a Bill in October last year, and its terms were summarised in the November 1987 edition of *Employment Gazette*. This article describes the main provisions; it is not a definitive statement of law.

- The Employment Act 1988 received Royal Assent on May 26. Its main purposes are to:
- give trade union members statutory rights to protect them against abuse of power by their unions;
 - enhance union democracy and accountability;
 - enable union members to enforce these, and other, statutory rights which Parliament has given them;
 - remove remaining statutory support for closed shops;
 - enable improvements to be made to arrangements for training and employment.
- The Act's provisions come into force as follows:
- Part II (employment and training), and section 18 (power for the Secretary of State to issue certain codes of practice), which are enabling provisions, came into effect on Royal Assent. Section 30, which affects liability in tort for the organisation of industrial action among Crown employees or office holders also commenced on that date. Other sections in Part III came into force on Royal Assent, but their provisions have no effect until the commencement of any particular section to which they relate;

- sections 1-7, 9-11, 12(2), 13-14, 16-17, 22-23, and related provisions in schedules to the Act will come into effect on July 26, 1988. Appropriate transitional arrangements will be made (as described below in relation to individual sections);
- sections 8 and 15 and related provisions in schedules to the Act are expected to be brought into effect later this year, and sections 19-21 and related provisions by the end of the year. The rest of section 12 will come into effect on July 26, 1989.

Employment Act 1988: section by section analysis¹

Part I: Trade unions

Section 1 gives a union member the right to apply to the court² or an order where his union has authorised or en-

¹ For the sake of brevity, the words "he" and "his" are used throughout this article to mean "he or she" and "his or her".

² Throughout this article the word "Court" always means the High Court in England and Wales, and the Court of Session in Scotland.

dorsed industrial action¹ in which he and other members of the union have been, or are likely to be, induced to take part (or to continue to take part) without the support of a ballot.

The right will apply whether or not the trade union has been or is likely to be successful in inducing a member to take industrial action. A trade union is to be held to have induced a person to take industrial action if the inducement was an act for which the union would be responsible under section 15 of the Employment Act 1982².

The conditions, which must be met if an authorisation or endorsement by a trade union of any industrial action is to be regarded as being with the support of a ballot are as follows:

- the trade union must have held one or more ballots in respect of the strike or other industrial action;
- the applicant must have been given entitlement to vote in the appropriate ballot;
- the requirements relating to the conduct of a ballot laid down in section 11 of the Trade Union Act 1984 (as amended by schedule 3 of the Act) must have been satisfied in relation to the ballot in which the applicant was entitled to vote;
- the majority of those voting in the ballot must have answered 'yes' to the appropriate question; voters must be asked whether they are prepared to take part in a strike or action short of a strike or, where the industrial action consists of both types of action, whether they are prepared to take part in the type of action in which they are being induced to take part³;
- the first authorisation or endorsement by the trade union of the industrial action, and—in the case of authorisation—the commencement of that action, must have taken place, or be likely to take place, after, but no more than four weeks after, the date of the ballot.

Where the court is satisfied that the trade union has authorised or endorsed industrial action in which members, including the applicant, are likely to be (or have been) induced to take part without the support of a ballot, it must make an order. Any such order will require the union to take steps, including the withdrawal of its authorisation or endorsement, to ensure that (a) members are not induced to take part or continue to take part in industrial action and (b) members do not, after the making of the order, engage in any conduct which results from an unlawful previous inducement.

A trade union is not required to hold separate ballots in order to satisfy both the provisions of this section and section 10 of the Trade Union Act 1984 (which gives a right of action in tort for inducing breach or interference with the performance of contracts of employment by a union in the absence of a proper ballot). To satisfy the provisions of both sections, balloting must comply with the requirements of section 11 of the 1984 Act.

A number of changes have been made to section 11 by paragraph 5(8) of schedule 3 of the Employment Act 1988, largely to bring its terms into line with section 1. A particular change has been made to the questions which the union must ask those members voting in the ballot and to the content of the voting paper. Paragraph 5(8) of schedule 3

¹ "Industrial action" is defined for the purposes of section 1 (and of section 11 of the 1984 Act as amended by paragraph 5(8) of schedule 3) as any strike or other industrial action by persons employed under contracts of employment.

² Section 15 of the 1982 Act describes the circumstances in which an act is to be taken as authorised or endorsed by a trade union.

³ Paragraph 5(7) of schedule 3 to the Act amends section 10 of the Trade Union Act 1984 to require a union to have asked the appropriate question in relation to the type of industrial action (that is, a strike or action short of a strike) during which a tortious act has occurred if it is to retain its immunity.

removes the reference to breaches of contracts of employment from the questions, and requires a separate statement to be included on each voting paper, advising voters that industrial action may involve breach of their employment contracts. Nothing on the voting paper may qualify or comment upon that statement.

Transitional arrangements will mean that complaints about failure to satisfy the new and amended statutory requirements for industrial action balloting may not be made in respect of inducement to take industrial action supported by a ballot held before the commencement date, which satisfied the current requirements of Part II of the Trade Union Act 1984. Similar exclusion will be made where a ballot began before, but finished after, that commencement date.

Section 2 of the Act is concerned with union members applying to the courts over certain grievances which they have already pursued with their unions for at least six months.

It provides that the court is not to dismiss or adjourn the proceedings on the ground that further procedures for resolving the grievance are available under the union's rules. References to a trade union's rules include references to any arbitration or other agreement imposed by it under those rules.

The grievance must be one which (a) the union's rules require or allow to be submitted for determination or conciliation, and (b) in respect of which the court's jurisdiction cannot be ousted.

The court may extend the period of six months where it is satisfied that any delay in the union's own procedures has been caused by the unreasonable conduct of the applicant.

The provisions of this section do not affect any other enactment or rule of law by virtue of which a court would disregard the availability of further procedures under the union's rules in deciding whether or in what way to exercise its jurisdiction. The provisions apply to grievances submitted to unions after commencement.

Section 3 provides any individual who is or has at any time been a member of a trade union with the right not to be unjustifiably disciplined by that trade union. Discipline is unjustifiable if the union's reason for it is conduct (or supposed conduct) falling within the list set out in the section which includes:

- failing to, or proposing or preparing not to, participate in or support any strike or other industrial action, and conduct which indicates opposition or lack of support for such action;
- failing to contravene, for any purpose connected with any strike or other industrial action, any requirements imposed under a contract of employment or other agreement with the employer;
- making, proposing or preparing to make or assisting someone else to make an allegation that the union or an official acted contrary to the union's rules or unlawfully. Discipline for conduct falling under this head is not unjustifiable, however, if the assertion was false and the person making it believed it to be false or otherwise acted in bad faith, and there was no other reason for disciplining him, or the only other reasons were reasons in respect of which he does not fall to be treated as unjustifiably disciplined;
- seeking or proposing to seek advice or assistance from the Commissioner for the Rights of Trade Union Members (established under section 19), the Certification Officer, or any other person.

Union discipline will not be unjustifiable, however, in respect of actions, omissions and statements which are comprised in conduct protected by the section, provided

the union can distinguish them from the conduct specified in the section and show that individuals would be disciplined for those acts, omissions and statements whether or not they were done or made in connection with such conduct.

An individual is disciplined for the purposes of the section where, after commencement, a determination is made, or purportedly made, under union rules, or by an official of the union or by a number of people including an official, that the individual should suffer one of the penalties listed in the section. These include: expulsion from the union or a branch, imposition of a fine, deprivation of benefits and subjection to any other detriment.

The remedy for any breach of the right not to be unjustifiably disciplined is by way of sections 4 and 5. But that right is in addition to any other common law or statutory rights which an individual may possess.

Section 4 provides a right for an individual who claims that he has been unjustifiably disciplined by a union to present a complaint to an industrial tribunal. Complaints must normally be submitted to a tribunal within three months of the date of the determination which an individual claims breached his right not to be unjustifiably disciplined. A tribunal must make a declaration where it finds that a complaint of unjustifiable discipline is well-founded.

However, where an individual is, or is seeking to be, in employment to which section 4 of the Employment Act 1980 applies, any exclusion or expulsion by a union, if it amounts to unjustifiable discipline, will be regarded as an unreasonable exclusion or expulsion for the purposes of the Act.

Section 5 provides that where a complaint of unjustifiable discipline has been declared well-founded, the complainant may make an application for compensation to be paid by the union and/or an order that the union pay to him the amount of any fine which he has paid but not had refunded.

The right of application is to the Employment Appeal Tribunal (EAT) where the disciplinary decision has not been revoked or the union has failed to do whatever is necessary to reverse the effect of any penalty imposed. In all other cases, the application shall be to an industrial tribunal.

Applications cannot be made before four weeks or after six months from the date of the tribunal's declaration that the complaint is well-founded.

Subject to a maximum (currently £13,420), both the EAT and the tribunal are required to make an award of compensation which is just and equitable in all the circumstances. The amount which the EAT may award is also subject to a minimum (currently £2,400).

Section 6 imposes duties on trade unions to keep their accounting records available for inspection, and to allow union members the right on request to inspect those records (and to be accompanied by an accountant in such inspection).

The provisions of the section apply to all trade unions other than those consisting wholly of constituent or affiliated organisations, or representatives of such organisations or of such organisations together with representatives of constituent or affiliated organisations.

Breach of these duties is made a criminal offence under section 12 of the Trade Union and Labour Relations Act 1974 (TULRA).

The accounting records concerned are those which (or which purport to be those which) every trade union already has to keep in order to comply with the requirements of section 10 of TULRA and relate to any period beginning

after December 31, 1987. They may be in documentary or non-documentary form, and may be held in union branches or sections.

All unions must keep their accounting records for six years from January 1 following the end of the period to which they relate.

If a person who is a member of the union makes a request to inspect accounting records relating to any such period when he was a member, the union must make arrangements to allow the inspection within 28 days (beginning on the day the request was made). The union must continue to keep these records available for inspection by that person if the six-year period would expire before inspection could take place. Unless the member agrees otherwise, the arrangements must allow for inspection at a reasonable hour, and at the place where the records are normally kept.

The union must allow the member to be accompanied by an accountant¹ during inspection of the records, and must allow the member to take (or supply him with) copies of or extracts from any records inspected. The union is, however, entitled to refuse to allow an accountant to accompany the member unless the accountant enters into an agreement which the union may reasonably require to protect the confidentiality of the records.

Where, but only where, the union informs the member before arrangements are made for inspection that it intends to levy a charge and the principles on which it will be calculated, the member will have to pay the appropriate sum. However, the charge cannot be demanded until the member has inspected the records, and must not exceed the reasonable administrative expenses incurred by the union in complying with the member's request to inspect (and as determined in accordance with the principles of charging previously notified).

A member refused access to his union's accounting records, or who claims that his union has in any other way failed to comply as required by the section with a request to inspect such records, may apply to the court. If it is satisfied that the union has failed to comply as required, the court is to make an order ensuring that the member is allowed to inspect the relevant records, be accompanied by an accountant, and copy or be supplied with copies of or extracts from those records.

Section 7 provides that where, after commencement, an employee certifies to his employer that his membership of a trade union will end from a particular date and that the union knows of this, or that any notice of termination he has given the union has expired or will expire on a particular date, the employer must ensure that no deductions in respect of membership of the union after that date are made from his wages.

This does not apply until it is reasonably practicable for the employer to vary the net amount paid to the employee.

An employee who claims that his employer has failed to comply with the section may apply under Part I of the Wages Act 1986 to an industrial tribunal, which may make a declaration and order the refund of deductions made unlawfully.

Section 8 makes it unlawful for the property of a union to be applied in or towards indemnifying individuals for any penalty imposed by a court for an offence (other than an "excepted offence" — see below) or for contempt of court.

The section specifically empowers a union to recover from an individual the amount of any such unlawful payment; in cases which involve the application of property

¹ An accountant is a person who, at the time of the inspection, is qualified as specified in paragraph 6 of schedule 2 to the Trade Union and Labour Relations Act 1974.

other than by making a payment, the recipient is liable to account to the union for the value of that property.

A union member may apply to the court if his union fails to bring or continue proceedings where it would be reasonable for the union to bring them in order to recover the value of an unlawful indemnity. The court may, if it is satisfied that the union's failure was unreasonable, make an order authorising the member to bring or continue such proceedings on his union's behalf and at its expense.

Provision is made for the Secretary of State to make an order (subject to negative resolution by either House of Parliament) which would designate any "excepted offences". An offence so designated would be exempt from the provisions of the section. If it is decided that such a designation order should be made, the intention is that the commencement date for section 8 be fixed so that the order will also be operative at that date.

The section is without prejudice to any enactment, rule of law or provision of union rules which otherwise make it unlawful for union property to be applied in a particular way, or any remedy otherwise available in respect of any unlawful application of union property.

Section 9 gives a trade union member the right to apply to the court if the trustees of his union have (a) used its property for unlawful purposes (or allowed it to be so used) or (b) have complied or are proposing to comply with any direction (whether or not given under the union's rules) to apply union property unlawfully. The right may be exercised by any person who was a member of the union at the time of the action that is the subject of the application.

The section specifies the powers available to the court. The remedy provided by this section is, however, without prejudice to any other remedy available for breach of trust by the trustees.

If satisfied that an application under the section is well-founded, the court may:

- require the trustees to take specified steps to protect or recover the union's property;
- appoint a receiver of the union's property; and
- remove one or more of the trustees.

In any case where union trustees have applied or were proposing to apply the property of the union, or to comply with any direction which was, or would have been, in contravention of any court order, the court must order the removal of all trustees, except for any who can convince the court that they should remain.

Section 10 provides that the immunity in tort provided by section 13 of the Trade Union and Labour Relations Act 1974 shall not apply if the reason, or one of the reasons, for an act of inducement to take industrial action is the fact or belief that a particular employer:

- is employing, has employed or might employ a person who is not a member of any trade union (or of a particular trade union or of one of a number of particular trade unions);
- is failing, has failed or might fail to discriminate against a person who is not a member of any trade union (or of a particular trade union or of one of a number of particular trade unions).

An employer discriminates against a person who is not a member of a trade union if he ensures that his conduct in relation to people who are or may be employed by him is different according to whether or not the people are or are not members and is more favourable to those people who are members.

Section 11 has the effect that, following commencement, dismissal of an employee for not being a member of a trade union (or of a particular trade union, or of one of a number of particular trade unions) will be "unfair" dismissal in all

circumstances, including where the dismissal would previously have been "fair" because the employee was subject to an approved closed shop. Correspondingly, such an employee will also have the right in all circumstances not to have action short of dismissal taken against him by his employer to compel him to become such a member.

Section 12, on coming into force, will extend¹ to the general secretary and president of a union and to non-voting members of a union's principal executive committee, the requirement for regular elections which already applies to voting members of a union's principal executive committee by virtue of Part I of the Trade Union Act 1984.

A person is to be regarded as a member of the principal executive committee of a trade union if he is a voting member of that committee or, if he is (a) a non-voting member of that committee under union rules, or (b) someone who is entitled under the rules or practice of the union to attend and speak at some or all committee meetings other than for the purpose of providing factual information or technical or professional advice to the committee about matters which it takes into account in carrying out its functions.

The president (or equivalent) and general secretary (or nearest equivalent) of any union are deemed to be members of the union's principal executive committee. An exception is made for those who are neither voting members of the committee nor employees of the union and who can hold their position under the union's rules for not more than 13 months.

Where an individual who is required by virtue of the section to be elected was elected within five years of the section coming into force, he will not be required to be re-elected (to conform with the new statutory requirements) until five years from the date of his last election. However, this exemption does not apply, if the election was one in which the only people entitled to vote were members, within the terms of the 1984 Act as amended by the section, of the union's principal executive committee.

The section excludes from the extended election requirement any principal executive committee member who, at commencement, is entitled under the rules of the union to remain in his post without renewal of his employment contract until he reaches retirement age, will reach retirement age within two years, and has been a full-time employee of the union for a period (not necessarily continuous) of at least ten years. This exclusion does not, however, apply where principal executive committee members continue to hold their posts after reaching retirement age.

In addition, the 1984 Act will be modified by subsection (2) so that an elected principal executive committee member whose union merges with another union following commencement of this subsection will be able to hold office in the new union for as long as he would have held office if there had been no merger. This subsection will come into force before the other parts of section 12.

Section 13 gives candidates in an election to a union's principal executive committee, held after commencement of the section, the right to prepare an election address and have it sent out with the voting papers.

Unions are required to make arrangements for copying the election address at no cost to the candidates. They may not edit addresses unless expressly permitted by the candidate, although amendments which are necessary to the copying process may be made. The same copying process is to be applied to all addresses and any facilities and restric-

¹ A small number of unions are exempted from the extended election requirement. These unions are known as special register bodies and are registered under the Companies Act or incorporated by charter or letters patent.

tions concerning, for example, the preparation, submission, length and modification of addresses must, so far as reasonably practicable, be provided or applied equally to all candidates.

Unions may impose a requirement that addresses do not exceed a specified length but may not require them to be less than 100 words.

Any civil or criminal liability in respect of the contents of an election address rests solely with the candidate.

Section 14 has the effect that ballots for all members of a union's principal executive committee which begin after commencement of the section, and ballots for the approval of the use of union funds for political purposes, are to be conducted by the postal voting method only. Union members are given a right to see and have a copy of their entry on the union electoral register.

Section 15 has the effect that, before holding an executive election or political fund ballot which begins after commencement of the section, a union must appoint a qualified independent scrutineer to carry out certain functions specified in the section and any other functions which the union may choose to specify in the terms of appointment.

The union must ensure that nothing in those terms would make it reasonable for any person to call the scrutineer's independence into question. It must also ensure that the scrutineer carries out his functions and that there is no interference which would make it reasonable for any person to call his independence into question. The union must comply with all reasonable requests made by the scrutineer in relation to his functions.

An independent scrutineer must be someone who is specified, or satisfies conditions that are specified, in an order made by the Secretary of State and who the union has no grounds for believing will carry out his duties other than competently or whose independence might reasonably be called into question. The scrutineer's appointment must require him to be the person who supervises the production and distribution of all the voting papers and to whom the papers are returned by those voting; to take any appropriate steps to enable him to make a report on the ballot to the trade union as soon as reasonably practicable after the last date for the return of voting papers; and to retain custody of all returned voting papers for at least one year from the announcement of the result. Voting papers must be numbered and must specify the address and date for their return.

The scrutineer's report must include, for example, the number of voting papers distributed and returned, and whether or not the scrutineer is satisfied as to a number of specified matters. These are:

- that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment in relation to the ballot or election;
- that such security arrangements as were reasonably practicable to avoid unfairness or malpractice were taken with respect to the handling and counting of the voting papers; and
- that the scrutineer has been able to carry out his functions without interference.

The trade union must not publish the result of the ballot or election until it has received the scrutineer's report and must, within three months of receiving the report, bring its contents to the attention of members by the normal method used when matters of general interest need to be communicated to them. In addition, members are entitled to receive on request a copy of the report, either free of charge or on payment of a reasonable fee.

Section 16 establishes a right of complaint to the Certification Officer or the court where it is claimed that a ballot taken for the purposes of the 1913 Act (that is, on the use of funds for political purposes) has not complied with rules approved by the Certification Officer, or there has been a failure to comply with the rules in respect of a proposed ballot.

Such an application may only be made by a person who was a member of the trade union in question at the time of the application and, in cases where the ballot has already been held, was such a member at the time the ballot was held.

The application must be made within one year of the announcement of the result by the trade union in question.

Section 17 amends the statutory requirements on industrial action balloting in sections 10 and 11 of the Trade Union Act 1984. It specifies conditions which must be satisfied if a trade union intending to organise industrial action wishes to conduct an aggregated ballot covering different places of work¹.

These conditions are that the union must reasonably believe that each union member whose votes are to be aggregated has a factor, relating to his terms and conditions of employment or occupational description, in common with one or more of the other members entitled to vote which he does not have in common with any members employed by the same employer not entitled to vote. This factor may not be one which those employed by the same employer have in common as a consequence of working at the same place. Where these conditions are not satisfied, the section requires a trade union to conduct separate ballots for each place of work where members who are properly entitled to vote work².

Where a union has held separate place-of-work ballots in order to comply with section 11 of the 1984 Act, all the requirements of that section must be satisfied in relation to any one place in order to preserve the union's immunity for organising industrial action by members at that place (and to protect it against application to the court by a member under section 1 of the Employment Act 1988).

However, failure to satisfy the section 11 requirements in connection with any particular place-of-work ballot will not affect the union's ability to organise lawful industrial action at any other.

Section 18 empowers the Secretary of State to issue statutory codes of practice to promote desirable practice in relation to the conduct of trade union ballots and elections. It does this by extending the scope of section 3(1) of the Employment Act 1980, which enables the Secretary of State to issue codes of practice containing such guidance as he thinks fit for the purpose of promoting the improvement of industrial relations. The provisions of section 3 of the 1980 Act, for example on consultation and Parliamentary approval prior to the issue of a code, will therefore apply to codes issued under section 18.

Section 19 provides that the Secretary of State is to appoint a Commissioner for the Rights of Trade Union Members. Neither the Commissioner, nor the Commissioner's staff, are to have Crown Status.

Provisions in schedule 1 to the Act are to apply to the

¹ "Place of work", in relation to any person employed, means the premises occupied by his employer at or from which that person works; or, where he does not work at or from any such premises or works at or from more than one set of premises, the premises occupied by his employer with which his employment has the closest connection.

² Aggregation of votes by members with different places of work will therefore be permissible if the "balloting constituency", identified by applying the terms of section 11(1) of the Trade Union Act 1984, (a) consists of all the union's members or all its members employed by one or more particular employers, or (b) to the extent that all members whose votes are to be aggregated have a common distinguishing factor (or a number of such factors taken together) satisfying the terms of that Act.

Commissioner, and concern the Commissioner's terms of appointment, remuneration, and staff.

The schedule also enables the Commissioner to pay travelling and other expenses incurred by applicants for assistance, sets out the requirements which are to apply to the production and publication of accounts and annual reports, and disqualifies the holder of the office of Commissioner from being a Member of Parliament.

Section 20 concerns the powers of the Commissioner to grant assistance to union members contemplating or taking certain proceedings. The Commissioner is to consider any application for such assistance as soon as reasonably practical.

If assistance is to be granted, the Commissioner must notify the applicant and offer a choice as to the financial arrangements to be made; the Commissioner may make the award subject to restrictions, and must in all cases state the extent (that is to say, the stage in proceedings) to which assistance is offered. If assistance is not to be granted, the Commissioner may notify the applicant of the reasons for this decision.

Assistance by the Commissioner may include making arrangements for, or bearing the costs of (a) any advice or assistance by a solicitor or counsel and (b) representation of the applicant or such assistance as is usually given by a solicitor or counsel in steps preliminary or incidental to any proceedings or in bringing about a compromise to avoid or end proceedings.

In deciding whether or not to grant any application for assistance, and the extent of any such grant, the Commissioner may have regard to whether the case raises a question of principle and/or it is unreasonable to expect the applicant to deal with the complexities of the case unaided and/or whether, in the Commissioner's opinion, the case involves a matter of substantial public interest.

If an application (a) follows and relates to a declaration against the member's union by the Certification Officer about a political fund ballot, union election or membership register and (b) it appears to the Commissioner that the applicant has a reasonable prospect of obtaining an order from proceedings, the Commissioner is required to grant assistance.

Assistance will then be granted to the extent necessary to secure steps which will remedy the failure specified in the Certification Officer's declaration and ensure that the same, or a similar, failure does not arise again.

The Commissioner can provide assistance in relation to the following proceedings (or legal actions arising out of them):

- application to the court under section 1, 6, 9, or 16 of the Employment Act 1988;
- application to the court under section 8(3) of the Employment Act 1988 or any other proceedings brought by virtue of that section;
- application to the court under section 5 of the Trade Union Act 1984¹;
- those brought by virtue of section 3(1) of the Trade Union Act 1913².

In addition, the Secretary of State is given power, subject to affirmative resolution by both Houses of Parliament, to add further proceedings against a union, a union official or trustee to those in scope of the Commissioner's assistance

¹ Remedy for failure to comply with statutory requirements for trade union elections and membership registers.

² Restriction on application of union funds used for party political purposes without a properly constituted political fund.

³ As, for example, applies to procedure to be followed by the Certification Officer in dealing with an application by a union for a certificate of independence under section 8 of the Employment Protection Act 1975.

as set out above. The Commissioner cannot, however, give assistance with the making of an application to the Certification Officer.

Section 21 gives the Commissioner powers to recover sums paid to assisted applicants in certain circumstances. The Commissioner may recover an amount equal to that paid by way of assistance if it was granted on the basis of a statement which the applicant knew to be false in a material particular or which was false in such a particular and made recklessly.

The recovery of expenses incurred by the Commissioner in assisting an applicant are to be a first charge, for the benefit of the Commissioner, on (a) any costs or expenses which are payable to the applicant, by virtue of a judgment or order of the court, by any other person in respect of the matter in connection with which the assistance was provided, and (b) the applicant's rights under any compromise or settlement arrived at in connection with that matter to avoid or end proceedings.

It also places a duty on the Commissioner, where assistance is granted in relation to proceedings, to do so on terms (or to make arrangements) which ensure that anyone against whom the proceedings are brought is informed of that assistance.

The Commissioner is also required, in every case where assistance is granted with respect to proceedings, to agree that the applicant will be indemnified against liability to pay costs or expenses to any other person by virtue of any judgment or order of the court in the proceedings concerned, subject only to such exceptions as the Commissioner may have included in notifying the applicant of the decision to grant assistance.

Section 22 provides that the Certification Officer (CO) may regulate the procedure to be followed on any application or complaint to him or where his approval is sought with respect to any matter except where express provision is made by any enactment³.

In regulating his procedure, the CO may include such provisions as he considers appropriate for restricting the circumstances in which a complainant's identity is disclosed to any person. The intention is to exclude from the application of this provision any application or complaint made to the CO before its commencement date.

The Secretary of State is empowered to make a scheme under which the CO may make payments in respect of expenses incurred by people attending hearings relating to complaints.

Section 23 enables the court, without prejudice to any power otherwise conferred upon it, to grant such interlocutory relief (in Scotland an interim order) as it considers appropriate, in respect of applications for orders under sections 1, 6, 9 and 15 of the Employment Act 1988, and under section 5 of the Trade Union Act 1984 (which relates to union elections and membership registers).

Part II: Employment and training

Section 24 amends section 1 of the Employment and Training Act 1973 and changes the name of the Manpower Services Commission to the "Training Commission" to reflect its new focus on training and retraining.

It also enables the Secretary of State to appoint up to six Commission members in addition to the existing ten members provided for in the 1973 Act. Section 24, therefore, enables the Government to fulfil its General Election Manifesto commitment to increase employer representation on the Commission.

Section 25 inserts new sections 2 and 3 into the Employment and Training Act 1973 and sets out the duties of the Secretary of State and the Commission in relation to training and employment.

The amended 1973 Act places the Secretary of State under a duty to make arrangements to assist people to select, train for, obtain and retain suitable employment and for employers to obtain suitable employees.

Section 25 is necessary to give the Secretary of State the powers to run the new Employment Service in the longer term following the transfer of jobcentres and related activities to the Department of Employment in October last year. It also provides for the Secretary of State to delegate all or part of his duties to the Training Commission, which is empowered to undertake anything for this purpose that the Secretary of State may authorise or direct.

Section 25 also enables the Secretary of State to pay a Bridging Allowance to young people who have lost or left their job or YTS place and have applied for another YTS place. The power to pay the Bridging Allowance, together with the provisions of the Social Security Act 1988, follows from the Government's Manifesto commitment to remove entitlement to benefit from 16 and 17-year-olds now that every unemployed school leaver is guaranteed a place on YTS.

Section 26 allows the Secretary of State to specify, by regulation, the status of participants receiving payments on schemes run under section 2 of the Employment and Training Act 1973 (as amended by section 25 of the Employment Act 1988).

Section 26 also allows the Secretary of State to specify how payments are to be treated. The power could be used, where necessary, to make it clear to scheme providers what their statutory obligations are in relation to trainees on Government schemes; and to clarify the rights of participants. It might also be used, for example, to ensure that trainees receiving training allowances are not liable for National Insurance contributions.

Section 27 corrects an anomaly in section 20 of the Social Security Act 1975 so that the benefit sanctions for employment and training are brought fully into line. Section 20 currently provides that people who unreasonably refuse to take part in training, which has been approved by the Secretary of State for this purpose, can be disqualified from unemployment benefit. This amendment removes the

anomaly which means that at present a trainee on an approved training scheme can engineer his own dismissal through misconduct without incurring benefit sanctions whereas an employee in the same circumstances would be subject to sanctions.

The section also adds the Secretary of State to the list of those who can properly notify a person about a job vacancy or training place. The list currently includes the Commission but needs to be altered to reflect the transfer of responsibility for the Employment Service—which in practice undertakes nearly all the notifications under this provision—from the Commission to the Secretary of State.

Section 28 amends section 4 of the Employment and Training Act 1973 to allow the Secretary of State or the Training Commission to disclose to outside agencies information on employers' names and addresses, etc collected during the Census of Employment so that these agencies can carry out research or surveys on behalf of the Secretary of State or the Commission.

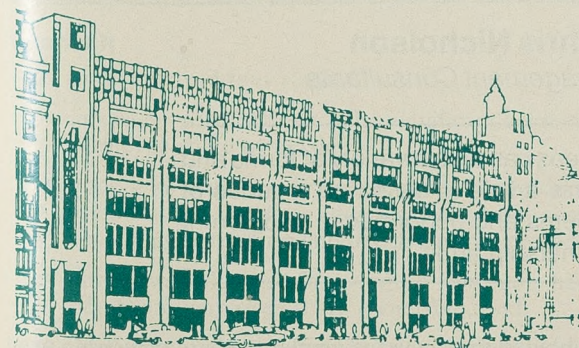
Section 29 amends the Industrial Training Act 1982 to enable the Secretary of State to appoint additional members to industrial training boards and the Agricultural Training Board, and clarifies the voting rights of board members.

Part III: Miscellaneous and supplemental

Section 30 provides that where a person holds office or employment under the Crown on terms which do not constitute a contract of employment between that person and the Crown, those terms shall nevertheless be deemed to constitute such a contract for the purposes of the law relating to the liability in tort of any person who induces another to break or interfere with a contract, and for the purposes of sections 1, 3 and 10 of the Employment Act 1988.

The section also applies to the Crown the prohibition on union membership or recognition requirements in contracts for the supply of goods or services in the Employment Act 1982, and the terms of section 7 of the Employment Act 1988 which relate to deduction of union subscriptions.

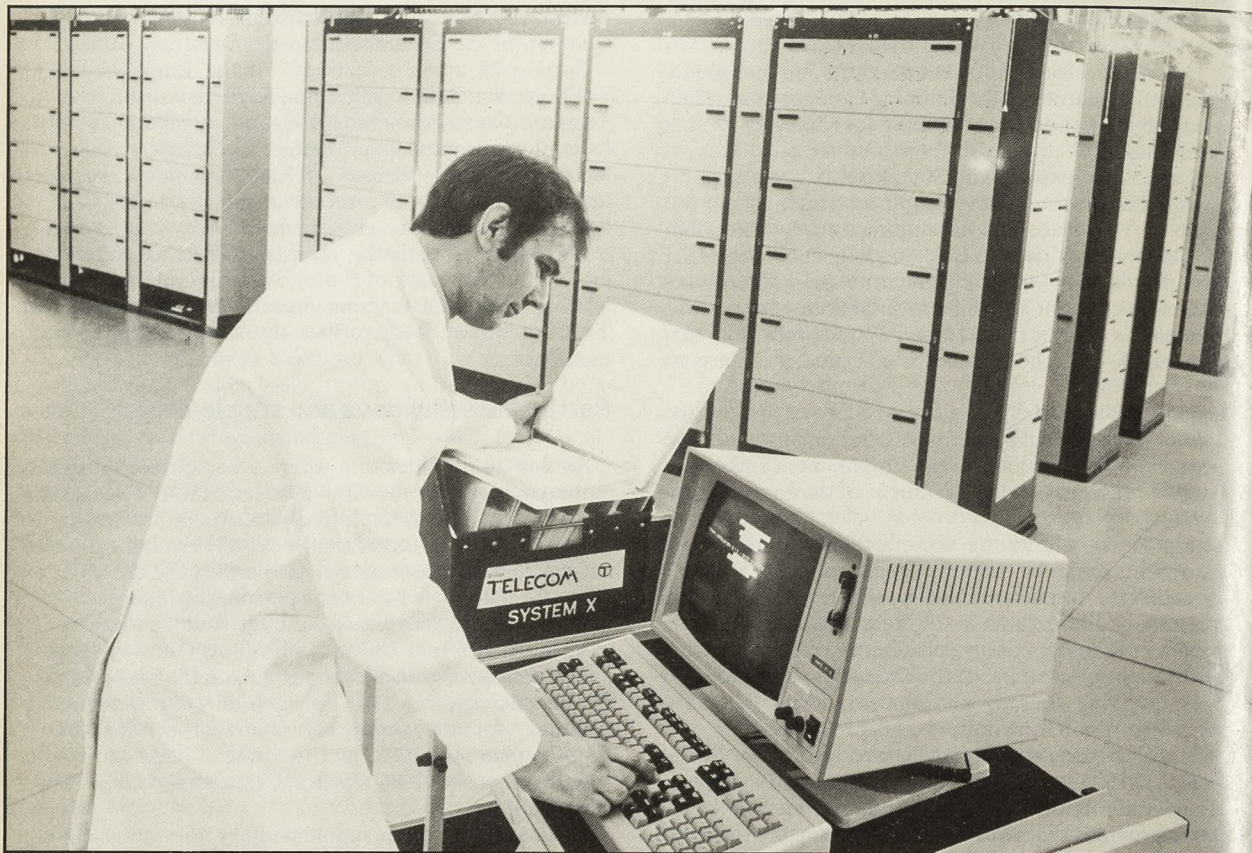
Sections 31–34 cover supplementary provisions applying to the Act as a whole, including financial provisions, interpretation, minor and consequential amendments and repeals, short title, commencement and extent. ■



News releases, pictures and publications for review should be sent to:

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Special Feature



Many British Telecom employees now own shares in their company.

Photo: British Telecom

The problems and performance of employee ownership firms

By Vicky Pryce and Chris Nicholson
Peat Marwick McLintock Management Consultants

Ownership of companies by their employees can take a variety of forms and has been increasing in recent years. This article is based on a series of interviews aimed at examining the problems and performance of different kinds of employee ownership firms.

Over the past ten years there has been increased interest across the whole spectrum of political and business opinion in the issue of employee share ownership, both in order to increase employee involvement in the running of companies and in order to spread wealth more widely. There have been a number of factors which have

combined to encourage employee share ownership, most importantly:

- the Government's desire to encourage wider share ownership, which has been manifested particularly clearly in the context of various well publicised

privatisations such as British Telecom and British Gas,

- the privatisation of various parts of State industries, such as the Rover Group and the National Bus Company, which has provided the opportunity to consider new ownership structures including management/employee or employee buy-outs.
- the trend during the 1980s towards management buy-outs of parts of individual private companies which has also provided the opportunity to consider new ownership structures involving employee participation.

Increased interest in employee share ownership has been reflected in three major pieces of legislation designed to make employee share ownership more attractive by giving tax relief for employee acquisitions of share interests, namely:

- 1983 Finance Act (Approved Profit Sharing Schemes),
- 1980 Finance Act (Approved SAYE Share Option Schemes) and
- 1984 Finance Act (Approved Share Option Schemes).

Share or share option schemes have now become an important part of the remuneration package for many employees and this, when combined with the increase in employee share ownership due to the factors mentioned above, has raised the possibility of employees coming to own a substantial stake in the companies for which they work.

Against such a background of increased interest in employee share ownership, this article reports the outcome of a Department of Employment funded study to examine the problems and performance of firms with a significant degree of employee share ownership.

For the purpose of this study, a firm with a "significant degree of employee ownership" was defined as "a firm where 10 per cent or more of the equity of the company is held individually or collectively by ten or 10 per cent of the employees of the company (whichever is the greater), and where decision-making is not by one person one vote."

The aim was to exclude from the study management buy-outs, family run businesses and co-operatives, but to include firms where significant employee stakes are currently or will be held individually, such as Unipart and ESOP (Employee Share Ownership Plan) companies such as Roadchef, and also firms where shares are held collectively on behalf of employees.

Approach

The study involved four stages:

- interviews with 20 firms with a significant degree of employee share ownership,
- interviews with six firms which had considered establishing a significant degree of employee share ownership in the firm and decided not to proceed,
- interviews with 15 firms which did not have significant employee share ownership, and
- interviews with firms/organisations which provide advice to such firms.

It should be stressed that the sample of firms interviewed was not necessarily a representative sample of such firms. Indeed, in the absence of previous knowledge about the size or composition of this sector of firms, there would be

little basis upon which to construct a representative sample.

Firms were identified for interview from a variety of sources and in particular from promotional organisations, firms giving advice in this field and academics. These sources were also used to identify firms which had considered significant employee share ownership and decided not to proceed. However, an attempt was made to interview as broad a range of firms as possible to seek to identify a range of problems and experiences.

A breakdown of the categories of employee share ownership covered is as follows:

Category	Total
ESOP	5
1980 SAYE share option scheme	2
Non-Finance Act management/employee buy-out	5
"Traditional" employee benefit trust/partnership	7
Other	1

Eight of the firms interviewed were management-led employee buy-outs or pure employee buy-outs (the five shown plus three of the ESOPs) and this inevitably means that the results are heavily influenced by the particular problems faced in a buy-out situation.

Seventy-five per cent of firms interviewed introduced significant employee ownership stakes during the 1980s. This means that in many cases they have not had sufficient time to experience the recurrent problems such firms face, as well as making it difficult to judge the effect of employee ownership upon the company's performance.

Opportunity and motivation for significant employee ownership

It is in general too early for the introduction of any of the Finance Act schemes in a company to have resulted in 10 per cent or more of the equity being held by employees, either as a result of Investment Protection Committee guidelines in the case of listed companies, or because the schemes have not been in existence sufficiently long for a substantial transfer to have occurred.

In 15 of the 20 cases examined, the introduction of significant employee share ownership occurred at the time of a change in ownership or in anticipation of a change in ownership (often in the context of the impending retirement of the owner of the company). The change of ownership would have occurred even if there had been no employee participation.

In four of the six companies which had considered but had not proceeded with significant employee ownership, consideration was given to this at a time when the future ownership structure of the company was in any case under review, rather than the introduction of employee ownership being considered in isolation.

The most important reason for the introduction of significant employee stakes for ten of the 20 companies interviewed, especially for buy-out companies, was in order to motivate employees.

In five of the 20 companies, philosophical reasons were cited for the introduction of employee ownership, in several cases linked to strong religious convictions. However, in those cases where philosophical reasons were paramount, the firms concerned generally had long established employee ownership, and in most cases employee ownership had at least some collective element.

The third most important reason for introducing a significant employee stake was the protection of a company's independence and nature. This was either an explicit reason at the time of introduction or has

subsequently been seen to be a benefit arising from the decision to introduce employee ownership. This was also the most significant reason for considering employee ownership in two of the six companies which did not proceed. In general those companies which did not mention this as a reason at all were either listed companies or were intending to become listed.

Problems faced by employee ownership firms

These problems can be divided into two categories:

- those problems faced when establishing significant employee ownership and
- continuing problems caused by significant employee ownership.

In examining the first category of problems, we have drawn upon the experience of not only those firms which have successfully introduced employee ownership, but also those which have considered this form of ownership and not proceeded and those which have never considered introducing significant employee ownership.

Tax and legal problems

There are formidable taxation and legal problems to be faced when significant employee ownership is established in one go, as was the case in most of the firms interviewed in the course of the study. In general these problems have been overcome; but only through the use of high-level legal and tax advice.

These problems proved to be a significant factor for two of the six companies who considered but did not proceed with employee ownership.

One consequence of this complexity is the cost of employing high quality professional advisers. Six, mainly small, companies explicitly mentioned the cost of legal and tax advice, which could range from £10,000 to £40,000, as being a significant problem.

The time involved in resolving various complex issues can also be a problem, particularly in the context of a buy-out where time can be of the essence in putting together a competitive bid.

Attitude of financial institutions

One of the factors allegedly acting against the spread of employee ownership is the supposed hostility of financial institutions.

While there was some evidence to back this view, there were at least as many cases where the funders or venture capitalists were enthusiastic supporters of the employee stake, as they recognised that this could bring performance benefits. Our impression is that the attitude of financial institutions is becoming less of a problem as the number of well publicised cases of successful businesses with a significant employee stake increases.

Management problems

Our own research has revealed little evidence for the alleged underlying fear of funders that management would lose control of a company with a significant employee stake. In the majority of cases it was management itself which had been keenest on introducing an employee stake, often dragging an initially sceptical workforce along behind it.

Only in two cases where the owner was in effect imposing employee ownership upon the company was there any sign

of management concern about loss of control of the running of the company.

Indeed, more prevalent among management was the feeling that the existence of shareholders with an intimate knowledge of the work of the business was a potentially challenging experience, which in time could cause problems for them personally in justifying their decisions, but which would be to the overall benefit of the business.

Neither is there much evidence from the companies we examined of an unwillingness to borrow or expand or make necessary rationalisations resulting in redundancies. This was only mentioned as an issue in two of the companies, where there was significant collective ownership rather than individual employee share ownership.

In the case of the latter companies, the pressure was if anything, the other way.

Two companies said there had been employee pressure to "do something" about arms of the business which were making losses, which had then resulted in rationalisation and redundancies. In the majority of others, it was felt that employees would be keen on growth and expansion because it would increase the value of their stake in the company.

It would seem from the case studies that, where employees do not 'control' a company but merely have a significant ownership stake which is individually—rather than collectively—owned, they are quite prepared and even keen for expansion/growth to take place in order to increase the value of their individual stake. However, where there is employee control which is collective, and where there is limited (if any) possibility of the employee gaining financially from expansion, then there is a much greater reluctance to expand and so risk loss of control of the company.

Explanation to employees

While few of the companies mentioned explanation of the proposal to employees as an explicit problem, it was undoubtedly the case that virtually all of them spent a very great deal of time and effort in explaining what was involved to an initially sceptical workforce.

This was particularly the case where employees were being asked to subscribe directly for shares, which in most cases involved preparation of a detailed prospectus and share offer, as if the company was being floated, as well as seminars and briefings.

In the context of buy-outs, the time it takes to explain to employees can be a significant barrier to introducing employee ownership. For one of the companies which did not proceed with employee ownership this was a major factor; and two of the buy-outs from state industries acknowledged that if they had not been given a lot of time by the parent company, then a buy-out with an employee stake would not have been possible.

An ESOP can overcome part of this problem: first a bank lends money up-front to clinch the deal and only then is the proposal explained to employees, at which point they can be encouraged to participate. It may be that as this mechanism becomes better known, it will facilitate more management and employee buy-outs from private companies.

Those companies which have introduced employee share ownership have needed to show great commitment and determination on the part of management to explain the proposals to employees, and this has been reflected in relatively high participation rates by employees: 30–50 per cent and more.

What can happen when this sort of management commitment is lacking was shown by one of the companies, which



Roadchef has noticed a substantial improvement in customer relations since introducing employee ownership.

attempted to introduce employee share ownership without communicating fully with its employees. Applications were received for only 2 per cent of the available share capital.

The argument that has been put forward as to why more firms do not have significant employee ownership stakes is that there is a reluctance by employees to place "all their eggs in one basket", by relying on one company for their income from both employment and share interests. However, in the course of our interviews not a single company or employee cited this as a problem.

Creating a market

For private companies one of the major issues that has to be faced when introducing employee share ownership on an individual basis is how to create a market for employee shares, because, as the companies are not quoted on the stock exchange, there is no ready marketplace for shares. The mechanism which is most commonly used to deal with this is the establishment of an employee benefit trust; this can act as a buyer of last resort or act as a clearing house to put buyers and sellers together. The price at which shares are bought is fixed via an accountant's valuation (usually once or twice a year) which is agreed with the Inland Revenue for tax purposes. However, the precise character of the employee benefit trust and the buy-back provisions vary greatly between companies.

Employees' say in running the company

Only in the case where employees owned 100 per cent of a company was there any appreciable feeling that they should have a say in the detailed management and running of the company.

In virtually all other cases, while there was a recognition among management and employees of the need for greater consultation and information provision, there was little expectation that there would be any direct say by employees in the running of the company. Indeed in a situation, as often arises, where a minority shareholding is held individually by only a proportion of employees, it would be largely inappropriate for them to do so—because of the interests of other shareholders and also those of employees who are not shareholders.

There was a recognition on the part of both managers and employees in such companies that while the two roles of employee and shareholder were linked, they should as

far as possible be kept distinct. So, for example, no preference would be given to employees who happened to be shareholders if redundancies ever became necessary.

Performance

All the firms interviewed felt that having significant employee share ownership had had either a zero or a positive effect, and in most cases a positive effect. Though most had experienced substantial growth in profitability, turnover and productivity since introducing significant employee ownership, many of those interviewed found it hard to isolate the effect of employee share ownership *per se*. This was particularly the case where employee ownership had been introduced in the context of a sudden change in the nature of a company after a buy-out.

Such a change could free management from some of the constraints, such as inflexible pay scales or restrictions on expansion by acquisition, imposed by nationalised industries or parent companies.

Some firms found it difficult to state that employee share ownership had had a significantly greater effect upon performance than other forms of incentive such as profit sharing or bonuses, or indeed the general consultative style of management.

Employee ownership did appear to have had a beneficial effect upon performance where it made workers more willing to accept any necessary rationalisation and changes in working practices as a result of their ownership stake. Also, in businesses where employees had frequent contact with customers, such as Roadchef and Peoples Provincial Buses, there appeared to be a substantial improvement in customer relations.

Conclusions

The study has revealed four broad categories of significant employee share ownership firms:

- those which are employee controlled and where shares are held collectively on behalf of employees (four companies),
- those where a minority of shares are held collectively (three companies),
- those where employees hold a minority stake and where shares are held individually (eight companies), and
- Employee Share Ownership Plan (ESOP) companies (five companies).

The character and nature of these firms are in many ways different, as are many of the problems that they face.

In the first category of firms, there appears to be a much higher expectation by employees of how the character of ownership will affect their status as employees and the say they will have in the running of the company. In such companies there also appears to be some caution among employees about the effect that growth (particularly by acquisition) might have on the character of the company. This kind of company tends to be somewhat limited in the flexibility of any financing arrangement it can make for funding expansion, due to a wariness about bringing in outside equity.

In the second category of firms we examined, a majority stake was still held by one family. In such circumstances the presence of collective employee ownership appears to make no difference to the running of the company and has little effect on employees.

In the third category of firms, not all employees may be shareholders (particularly where shares were paid for) and management in general does not treat employees differently if they are shareholders or non-shareholders. In such a situation there was some evidence that shareholders might be keen to see the expansion of the company (involving possible flotation and subsequent dilution of their shareholding) with attendant possibilities of capital gains, as opposed to a concern to preserve the character of the company and their influence upon it (which might be the case if the shares were collectively owned). In this category of firms, employees do not think that their status as employees and the say they have in the running of the company is affected by their shareholdings.

In some respects these ESOP companies which have been established to date are a hybrid of the second and third category of firms. There are two main reasons for this. Firstly, shares will begin by being collectively held on behalf of employees by a benefit trust and then distributed to individual employees over time. Secondly, there can be considerable restrictions—for example, on the marketability of shares—so that in general they can be sold only when the employee leaves the firm. This can be enforced by the company because the shares have been distributed 'free' to employees; whereas if such restrictions were imposed on a long-term basis where employees subscribed for shares, this would significantly reduce the attractiveness of the shares.

In the case of some of the existing ESOP companies, these restrictions can limit the extent to which employees will be interested solely in capital gains and hence may result in employees wishing to take a greater role in the running of the company.

However, where significant employee stakes have been introduced in 'one go' (as in a buy-out), the extent to which the current ownership structure is stable remains unclear, particularly as companies float and shares appreciate (or indeed depreciate) in value.

Future potential for this sector

There would appear to be relatively few firms where employee ownership has been established on a collectively owned basis (other than co-operatives). In the past such firms have usually been established for idealistic reasons and have been few and far between.

While there are comparatively few firms with significant individual employee shareholdings (as defined earlier), our impression is that this sector has experienced rapid recent growth. Many companies where the product is only as good as their workforce, such as software companies and consultancies, have introduced or are considering introducing employee shareholding.

Moreover, as time elapses, the 1978 and 1980 Finance Act Schemes could lead to the build-up of significant employee shareholding in some companies. In addition, for some private companies employee share ownership offers a way of either raising extra equity finance or unlocking the shareholdings of existing owners, without jeopardising the future independence of the company.

As well as these factors, there is considerable potential for the growth of this form of ownership arising from current government legislation and policies, in particular:

- privatisation of nationalised industries,
- competitive compulsory tendering in local authorities leading to consideration of new forms of ownership for providers of local services, and
- current proposed housing legislation leading to the buy-out of municipal housing estates.

Hence while currently there are relatively few, though well publicised, firms with significant employee ownership, there are indications that this form of ownership is likely to become much more prevalent over the next decade.

For further information, telephone either of the authors on 01-236 8000.

Glossary of terms

1978 Finance Act (Approved profit-sharing schemes)

Under an approved profit-sharing scheme, participants are given shares in the company. All full-time directors and employees (within a qualifying period of service) must be eligible to participate on equal terms. The maximum value of shares which can be given to any one individual is £1,250 or 10 per cent of individual earnings up to a ceiling of £5,000 a year. The shares must be held (by trustees) for at least two years before they can be sold; if they are then held by the employee for a total of a further five years, there will be no income tax liability on the value of the shares.

1984 Finance Act (Approved share option schemes)

Under an approved share option scheme, selected directors and employees can be granted options of 4 × individual earnings or, if greater, £100,000 to buy shares at a price which is not less than 90 per cent of their market value when the option is granted. Provided the options are exercised by the individual within certain time limits, no income tax liability will arise.

1980 Finance Act (Approved savings-related share option schemes)

Under an approved savings-related share option scheme, participants are granted options to buy shares at a price which is not less than 90 per cent of their market value when the option is granted. All full-time directors and employees (within a qualifying period of service) must be eligible to participate

on equal terms. The participant must take out a SAYE contract with the Department of National Savings or a building society to provide the funds and acquire the shares. The contract must be for the payment of an agreed amount, between £10 and £100 each month, for a period of five years.

Employee Share Ownership Plan (ESOP)

An ESOP involves a bank (or other lender) lending money to an employee benefit trust, established by a company enabling the trust to acquire shares in the company on behalf of employees. The shares acquired can be either new shares or existing shares. The loan may be serviced either by payments from the company to the trust or from employees. Shares are then distributed over time to employees. This is a way of obtaining capital 'up-front' to acquire a significant shareholding in a company.

ESOPs originated in the United States where they can now be numbered in their thousands; in the UK, where ESOP arrangements are relatively new, there are fewer than a dozen examples currently.

Employee benefit trust

An employee benefit trust is where shares are held in trust on behalf of employees. Such trusts can take a number of forms. Shares might be held collectively on behalf of employees with no distribution or planned distribution or they may be held by the trust pending distribution to employees. In the case of private companies, such trusts can play an important role in helping to create an internal market for the shares of employees.

Questions in



Parliament

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



Department of Employment Ministers

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

Calculating retail prices

Michael Irvine (Ipswich) asked the Secretary of State for Employment what was the outcome of the review of the Retail Prices Index computer system commissioned by the Department from the head of the Government Statistical Service.

Norman Fowler: I have recently received a report from the head of the Government Statistical Service confirming that the index is being calculated correctly. I will today be placing in the library of the House a copy of his report to me together with a further report of the investigations undertaken in the course of the review.

(April 25)

Types of jobs

David Blunkett (Sheffield, Brightside) asked the Secretary of State for Employment what the ratio of increased jobs in the first three months of 1988 are between: (a) part-time and full-time and (b) temporary and permanent.

John Lee: The latest available figures are for December 1987. Between December 1986 and December 1987 there was a net increase of 507,000 in the size of the civilian employed labour force in Great Britain. Of this increase 49 per cent was attributable to growth in part-time employment and 51 per cent to growth in full-time employment. The civilian employed labour force is the sum of employees in employment and the self-employed.

The regularly published employment estimates do not separately identify those in temporary or permanent employment. The Labour Force Survey provides such information on a different basis, and the latest available figures are for spring 1987. Estimates based on the Labour Force Survey indicate that between spring 1986

and spring 1987 there was a net increase of 334,000 in the number of employees and self-employed in Great Britain. Of this increase, the percentages attributable to growths in temporary and permanent employment were 18 per cent and 82 per cent respectively.

(April 27)

Construction blitzes

Michael Meacher (Oldham West) asked the Secretary of State for Employment what was the final outcome, in terms of: (a) construction sites visited, (b) prohibition and improvement notices issued and (c) prosecutions initiated for the construction site blitzes carried out by the Health and Safety Executive in 1987.

Patrick Nicholls: During the construction site blitzes carried out by the Health and Safety Executive in 1987, 4,289 construction sites were visited, 1,006 prohibition and 28 improvement notices were issued, and 25 prosecutions were initiated.

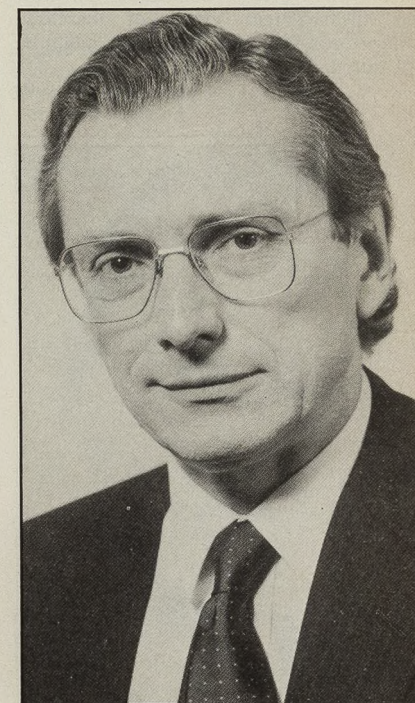
(April 18)

Compacts

Ron Leighton (Newham North East) asked the Secretary of State for Employment why the recent Compact initiative was restricted to 12 areas and if he will consider extending it to any area which requests one.

John Cope: We are offering support to 15 inner city Compacts (including two in Scotland and one in Wales) in order to test the concept in areas of greatest need. If large numbers of viable proposals are put forward we shall review the scale of future funding.

(April 22)



Norman Fowler

Availability for work

Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment how many people had their unemployment benefit stopped because they were considered to be not available for work in the periods (a) January, five weeks, and (b) February, four weeks; and what percentage these were of the total number of decisions made by the adjudicating officers in the two periods.

John Lee: Information is not readily available about the number of persons who have their entitlement to unemployment benefit disallowed because they are considered not to be available for work in the periods January and February, and could only be obtained at disproportionate cost.

However, in the six month period ending December 31, 1987 the total number of claims for unemployment benefit disallowed by the adjudication officer, on the grounds of not being available for work was 50,588. This totalled 8.3 per cent of all the claims disallowed by the adjudication officers during the period.

(April 12)

Enterprise Allowance Scheme

John Marek (Wrexham) asked the Secretary of State for Employment what estimate he has made of the total number of jobs lost by business as a result of competition from the Enterprise Allowance Scheme and if he will give any figures he has for the most recent period.

John Cope: Reliable information on the number of jobs lost by business as a result of competition from the Enterprise Allowance Scheme is extremely difficult to obtain and no figures are currently available. Work is continuing on how the displacement effect of increased competition from new businesses might be measured.

(May 9)



John Cope

Ron Leighton (Newham North East) asked the Secretary of State for Employment if he would give a breakdown of the occupation of those on the Enterprise Allowance Scheme.

John Cope: Below is a breakdown of businesses run by entrants to the Enterprise Allowance Scheme in the 1987-88 financial year.

Business	Per cent
Agriculture, forestry, fishing	2.28
Manufacturing	26.11
Distribution	24.06
Hotels and catering	0.88
Repair of goods	0.36
Transport	4.44
Business services	8.49
Other business services	29.54
Not elsewhere classified	3.84

(April 22)

Dafydd Wigley (Caernarfon) asked the Secretary of State for Employment how

many people took up offers under the Enterprise Allowance Scheme during the past 12 months; and what plans he has for extending this scheme.

John Cope: During the year April 1987 to March 1988, 106,305 people joined the scheme. 110,000 places will be available during the current year.

There are no plans at present to alter the main eligibility rules of the scheme.

(May 4)

YTS

Ron Leighton (Newham North East) asked the Secretary of State for Employment what percentage of black participants get jobs on leaving YTS.

John Cope: The latest results from the Manpower Services Commission's follow-up survey of all YTS leavers show that 42 per cent of black participants who left YTS schemes between April 1986 and October 1987 were in jobs at the time of the surveys.

(April 22)

James Paice (South East Cambridgeshire) asked the Secretary of State for Employment, of those YTS managing agents who applied for ATO status, how many, at the end of the first monitoring period: (a) received full status, (b) received provisional status, and (c) were rejected; and of those rejected at area manpower board level, how many were awarded provisional status on appeal to the Youth Training Board.

John Cope: Of the 3,184 YTS managing agents who applied for ATO status by September 30, 1986:

- 1,393 were awarded full status,
- 1,712 provisional status, and
- 14 were rejected, by July 31, 1987.

In addition 64 withdrew and one decision is still outstanding.

There's no right of appeal to the Youth Training Board against rejection, but 12 rejected organisations requested the chairman of the MSC to review their case. After taking advice from a panel of area manpower board chairmen, the chairman decided to award provisional status in three cases.

(May 9)

Ron Leighton (Newham North East) asked the Secretary of State for Employment if he will list the qualifications obtained by those trainees on YTS scheme who have stayed into their second year.

John Cope: A list of qualifications obtained by YTS trainees who stayed into their second year is given in the table.

A national survey of those trainees who stayed into their second year shows that 98

per cent of all trainees had trained for a qualification during their first year on the scheme and 54 per cent of all trainees had gained a qualification.

The significant number of trainees gaining qualifications through YTS represents an important step towards the Government's target that all young people should enter the labour market with a qualification.

(April 22)

Survey of YTS trainees entering their second year of training by September 1987.

(Mainly qualifications awarded by industry training boards.)

	Percentage of trainees gaining a qualification by type of qualification gained
RSA Basic	5
RSA/Pitmans grade 1	10
RSA or Pitmans 2/3	3
City and Guilds foundation/general	17
City and Guilds grade 1 or above	27
BTeC general or first cert	9
BTeC national or TeC 2	3
SCOTVEC modules	8
CPVE	1
Academic (CSE/GCE, etc)	9
Others	28

* Some trainees obtained more than one qualification.

Reader Service

Ron Leighton (Newham North East) asked the Secretary of State for Employment how many people have used the Personal Reader Service for the Blind in each year since its introduction.

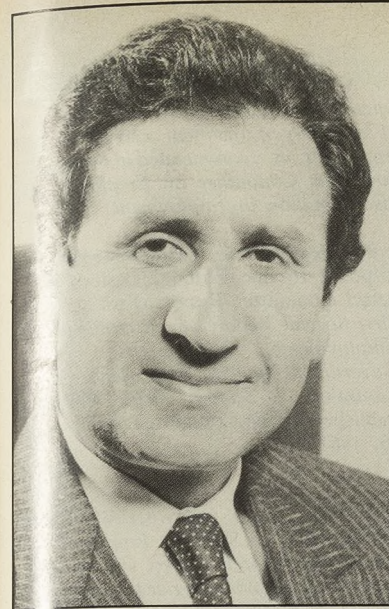
Patrick Nicholls: The Personal Reader Service for the Blind was introduced into YTS in April 1986. In 1986-87 four trainees used the service, and in 1987-88 a further three. The service was introduced into New JTS in November 1987: no-one on that scheme has used the service so far.

(May 13)

Ron Leighton (Newham North East) asked the Secretary of State for Employment how much money has been allocated to the Manpower Services Commission's Personal Reader Service for the Blind for each of the last two years for which figures are available, and of that how much has been spent.

Patrick Nicholls: In 1986-87, £42,660 was allocated to the Personal Reader Service for the Blind for YTS and £2,236 was spent. In 1987-88, of the £42,660 allocated, £3,000 was spent. For New JTS £8,000 was allocated for 1987-88. No money has been spent.

(May 12)



John Lee

Tourism grants

Kenneth Warren (Hastings and Rye) asked the Secretary of State for Employment what is the policy of Her Majesty's Government in relation to requiring those receiving grants under tourist board allocations to return the sums granted under certain circumstances; and if he will make a statement.

John Lee: In assisting tourism projects under section 4 of the Development of Tourism Act 1969, the English Tourist Board has made increasing use of grants which are repayable if the project achieves minimum performance targets. I have asked the Board to seek to increase further its use of repayable forms of assistance. The ETB may also reclaim assistance paid in cases where the offer conditions have been breached. In the 1987-88 financial year ETB agreed to seek reclaim of assistance totalling £263,000.

(May 9)

Blind or deaf

Ron Leighton (Newham North East) asked the Secretary of State for Employment what information he has as to the numbers of: (a) blind and (b) deaf people in the working population.

John Lee: The only information available which relates specifically to these categories of disability is for those who have chosen to register as disabled under the terms of the Disabled Persons (Employment) Act 1944. In April 1987 the register included 6,768 blind people and 15,541 deaf people.

(May 9)

Restart

Henry McLeish (Fife Central) asked the Secretary of State for Employment if he will provide figures of the cost of the Restart Programme for the financial years 1986-87 and 1987-88, and an estimate of the cost of the programme for 1988-89; and what criteria and evaluation techniques are used to measure the success of the programme.

John Lee: The main aim of the Restart counselling programme is to contact all long-term unemployed people and to offer them positive help back to work.

The main measures of success of the programme are the number of long-term unemployed people contacted; the number interviewed; and the percentage of those interviewed who are offered positive help. This information is collected monthly.

Between July 1986 and March 1988, some 4.4 million people were contacted; 3.5 million interviewed and 89 per cent of those offered positive help.

The costs of the counselling programme are as follows:

1986-87 £22 million
1987-88 £40 million (estimated outturn)
1988-89 £41 million (estimate)

(May 11)

Age discrimination

James Cran (Beverley) asked the Secretary of State for Employment if he will make a statement on Her Majesty's Government's policy on age discrimination by employers; and what steps have been taken by his Department to discourage such discrimination.

John Lee: The Government believes that employers should select applicants for jobs on the basis of suitability. Where employers impose age limits, staff in jobcentres and the Professional and Executive Recruitment offices may ask them to consider whether they are justified. However, age can in certain circumstances have a bearing on suitability and employers are normally in the best position to judge if this is so.

(April 22)

Nicholas Baker (North Dorset) asked the Secretary of State for Employment if he plans to introduce a code of practice similar to that of the Institute of Personnel Management aimed at eliminating age discrimination in job recruitment.

John Lee: The Government supports the principles set out in the Institute of Personnel Management's code of practice. At the present time we have no plans to introduce an official code of practice but I am happy to commend the Institute's code to all employers.

(May 19)

Men aged 60-64

Bruce Grocott (The Wrekin) asked the Secretary of State for Employment how many men aged between 60 and 65 years are: (a) retired, (b) unemployed and (c) at work.

John Lee: Preliminary results from the 1987 Labour Force Survey (LFS) are as shown in the following table:

Men aged 60-64 inclusive

	GB, spring 1987 Thousands
In paid employment	676
Unemployed*	77
Economically inactive of which retired †	628 254

* GB labour force definition.
† Those who said that they had not looked for work in the week before interview because they had retired.

(April 25)

Quota scheme

Tony Lloyd (Stretford) asked the Secretary of State for Employment if he will give details of the number of employers against whom legal action has been taken over the last five years in connection with the quota scheme of the Disabled Persons (Employment) Act.

John Lee: There have been no prosecutions under the Disabled Persons (Employment) Act 1944 in the last five years. The last prosecution was in 1975.

(April 21)

Voluntary Projects Programme

Paul Flynn (Newport West) asked the Secretary of State for Employment what are his plans for the continuation of the Voluntary Projects Programme schemes after August.

Patrick Nicholls: From September 5, Employment Training will replace the majority of MSC programmes for unemployed adults including the Voluntary Projects Programme. However, some projects may continue until March 1989.

Employment Training combines the best features of current programmes including VPP and we expect that many current VPP providers will move forward into the new programme. Employment Training will include special arrangements for an extended introduction to training for disadvantaged clients, similar to that developed through VPP in recent years.

(May 12)

Employment Training

Ron Leighton (Newham North East) asked the Secretary of State for Employment what are the main differences between the New Job Training Scheme and the proposed new adult training programme.

Patrick Nicholls: Employment Training combines the best features of a number of the existing programmes it will replace, including the Community Programme and the New Job Training Scheme. A major new feature will be the training agent, who will carry out an objective initial assessment for each entrant and draw up a personal action plan, agreed with each individual, which will form the basis of their training programme. Employment Training will be more flexible than New JTS, enabling participants to progress through a wide range of training options. These will include project-based training, enterprise training, placements with employers and an entitlement to at least 40 per cent off-the-job training. The emphasis will be on quality and wherever possible, training will lead to a recognised vocational qualification, or a credit towards one.

(April 28)

Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment what plans he is making to ensure disabled people will get full benefit from the new training for employment scheme.

Patrick Nicholls: Features of Employment Training designed particularly to help people with disabilities include exemption from the normal eligibility condition of six months duration of unemployment; access to specialised assessment, where appropriate, through the Employment Rehabilitation Service; extended introduction for those who need a gradual introduction to full-time training; additional payments to meet the costs of special training needs when the provision is necessarily more expensive; access to special aids, and communication services for the sensorily handicapped; and residential training where needs can best be met in this way.

(May 17)

Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment what steps he will take to ensure that voluntary organisations that provide services to disabled people under the Community Programme will be able to maintain those programmes following the introduction of the training for employment scheme; and if he will make a statement.

Patrick Nicholls: At least 170,000 of the 300,000 places on Employment Training will offer practical training on projects. Employment Training will build on the



Patrick Nicholls

strengths of the existing programmes, including projects providing services for disabled people. Local staff of the Manpower Services Commission will be doing all they can in coming months to help Community Programme providers and others to develop their activities so that they can meet the training requirements of the new programme.

(May 17)

Emma Nicholson (Torrige and West Devon) asked the Secretary of State for Employment what consideration is being given to the need of disabled people to ensure that an accurate assessment and an appropriate personal action plan is drawn up for them in the new adult training programme.

Patrick Nicholls: The initial assessment of trainees in Employment Training, leading to the production of individual action plans, will be carried out by a network of training agents. For trainees with disabilities who require specialised or extended assessment which a training agent is unable to deliver, the specialist help of the Employment Rehabilitation Centres and ASSET Teams run by the Employment Rehabilitation Service will be available. MSC will expect training agents and training managers to have premises and facilities which are suitable for people with disabilities as part of their required equal opportunities policy. Help will be available to providers where necessary, in the form of grants towards the costs of necessary adaptations to premises and equipment, to meet the needs of particular individuals.

(April 27)

Race discrimination

Greville Janner (Leicester West) asked the Secretary of State for Employment whether he will take steps to seek the remedy of inequality of treatment accorded to black employees, as recommended in the report of the Select Committee on Employment on discrimination in employment.

Patrick Nicholls: The Government's response to the recommendations of the Select Committee Report is set out in the *First Special Report on Discrimination In Employment; Observations by the Government on the First Report of the Committee in Session 1986-7* which was published by the Committee on December 16, 1987.

(May 9)

Greville Janner (Leicester West) asked the Secretary of State for Employment by whom the research project will shortly be commissioned to investigate the benefits that accrue from the introduction of ethnic monitoring systems by employers; by whom the project will be carried out; how long the project will take; how much it will cost; and if he will make a statement.

Greville Janner (Leicester West) asked the Secretary of State for Employment whether he will commission a research project to investigate the benefits that accrue from the introduction of sex monitoring systems by employers.

Patrick Nicholls: The research project to investigate the benefits of ethnic monitoring systems will be commissioned by my Department. It will be carried out by an independent university-based research team, will take one year, and will cost up to £40,000.

The research project to investigate the benefits of ethnic monitoring should also throw some light on those that accrue from sex monitoring. It would therefore be premature to consider further research on sex monitoring until the current project has been reported.

(April 20)

Sexual harassment

Harriet Harman (Peckham) asked the Secretary of State for Employment if he will make a statement about equal opportunities and protection from sexual harassment in Manpower Services Commission training.

Patrick Nicholls: The Manpower Services Commission is committed to, and actively implements, a policy of equal opportunities throughout its training programmes. The Commission will not tolerate sexual harassment by its officials, its training providers or by its trainees.

(May 20)



Photo: British Petroleum Co. Ltd

Amin Rajan has identified the potential for 59 new oil fields in the North Sea.

On the crest of a wave

During the 1980s the UK Continental Shelf has supported some 85,000 jobs a year in Britain—85,000 directly and as many as 600,000 indirectly, according to Amin Rajan, an Institute of Manpower Services Research Fellow, in his report to the UK Offshore Operators Association (UKOOA).

The report, *Manpower Requirements of North Sea Operators to the Year 2000*, claims there is the potential to create another 16,000 to 160,000 jobs a year by the turn of the century. This would depend on a revival in oil prices leading to an extra eight new British fields being opened annually between now and the year 2000.

Such a surge in extra development would enable Britain to supply all its own oil needs until at least 2010.

Manpower Requirements of North Sea Operators to the Year 2000 presents the findings of IMS research into the employment implications of the UKOOA's technical report, *Potential Oil and Gas Production from the UK Offshore to the Year 2000*. Rajan has also taken into account developments since the UKOOA

technical report was published.

To put the potential of North Sea employment in perspective, he compares the 685,000 jobs in this decade with the 7,000 jobs expected to come from the Channel Tunnel and the 50,000 expected from the redevelopment of the London docklands.

Among the subjects covered by the report are the mechanisms and scale of employment creation; the occupational structure and the increasing division of labour between operators, agencies and contractors; and the employment effects of future developments. In particular, the report identifies the potential for 59 new oilfields and 22 new gas fields and it also looks at the effects of new recovery modes such as sub-sea facilities and floating or semi-submersible platforms for smaller fields.

The report is liberally illustrated with tables and diagrams and has over 40 colour photographs of North Sea developments. □

Manpower Requirements of North Sea Operators to the Year 2000 is available from the Institute of Manpower Studies, Mantell Building, University of Sussex, Falmer, Brighton, Sussex BN1 9RF (tel 0273 686751). Price £12 (IMS subscribers £8) plus £1 p and p.

Conferences and exhibitions for the diary

Some of the more interesting conferences and events over the next few months include:

- *CIP '88*. The seventh National Conference and Exhibition on Computers In Personnel opens at the Royal Lancaster Hotel, London W2 on June 28 and lasts for three days.

This year's theme, 'A Generation On', indicates the significant leap forward which has occurred in the development of computerised personnel systems and their application. For the first time the programme will begin by helping delegates to choose the most appropriate system from the range of options on display.

For further details contact Colin Richards-Carpenter at the Institute of Manpower Studies, Mantell Building, University of Sussex, Brighton BN1 9RF.

- *The London Community Business Conference* takes place at Greenwich Borough Hall, Royal Hill, London SE10 on July 19 and 20.

This year's programme includes practical workshops on management committees, legal structures, new technology and fund raising.

The conference costs £57.50 to local authorities and £40.25 to community groups or individuals.

Further information and application forms from Trevor Watling, LVSC, 68 Charlton Street, London NW1 1JR (tel 01-388 0241).

- *Get A Move On—How To*

Manage Relocation is the theme of a conference to be held in London on June 23.

Organised by Industrial Relations Services Training (IRST) and the Institute of Manpower Studies (IMS), the conference will consider the problem of relocation, discussing its administrative, tax and legal aspects.

The cost is £190 plus VAT (£160 plus VAT for IMS subscribers).

For further details contact IRS Training, 18-20 Highbury Place, London N5 1QP (tel 01-354 5858).

- *Managing Men And Women Effectively* is the theme of a workshop organised jointly by the British Institute of Management and the Women And Training Group.

The three-day residential workshop, to be held at the Mountbatten Hotel, Covent Garden, London on October 12-14, will provide an opportunity for managers of both sexes to explore the issues and assumptions about the other sex and how these affect organisational efficiency.

The fee of £720 per person includes overnight accommodation and conference papers.

A brochure and an application form can be obtained from either Valerie Stein, Women & Training Group, Oxstalls Lane, Gloucester GL2 9HW (tel 0452 426836/7/8) or Marie Shelton, Operations Centre, British Institute of Management, Cottingham Road, Corby, Northants NN17 1TT (tel 0536 204222). □

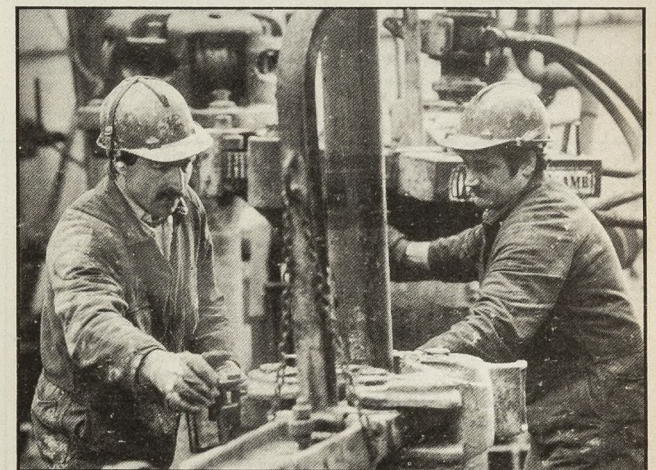


Photo: British Petroleum Co. Ltd

Drilling activity on BP's Forties oilfield in the North Sea.

Tourism details

Britons spent a record £11,600 million on holidays last year — an 18 per cent increase on 1986, according to *British Tourism Survey Yearly (BTSY)*.

The West Country came out as Britain's top holiday spot, while Spain remained the most popular overseas destination.

BTSY is produced by the British Tourist Authority and gives detailed information on tourism trends, including number of holidays, expenditure, types of accommodation and transport used, length of holidays and ages and sex of holiday-makers. □

Full results of the survey are available only to BTSY subscribers. Details from Head of Market Research, BTA/ETB Research Department, Thames Tower, Black's Road, London W6 9EL. 01-846 9000.



Plymouth: the West Country is the favourite spot for Britons who spend their holiday at home.

Changes in average earnings — 1st quarter 1988

This note describes the factors affecting average earnings in the first quarter of 1988.

The table sets out the adjustments made to the actual earnings indices for temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes, and the influence of public holidays in relation to the survey period.

The derived underlying index was described in the April 1981 edition of *Employment Gazette* p 193. These notes now appear quarterly.

For the first quarter of 1988, average weekly earnings, as measured by the average earnings index, showed an increase of 8.8 per cent over the same period a year

earlier. This is a little above the underlying increase for the quarter of 8½ per cent.

Back pay in this quarter was 50 per cent higher than in the same quarter in 1987.

In manufacturing and service industries the underlying increases were also 8½ per cent for the quarter.

For services industries this represents no change from the rate for the previous quarter, but for manufacturing there has been an increase of ¼ per cent from the underlying rate in the final quarter of 1987 with settlements edging higher.

It is estimated that changes in overtime earnings contributed about ¾ per cent to the increase in average earnings in the whole economy, the contribution to the manufacturing earnings increase being about 1 per cent. □

Whole economy average earnings index: 'underlying' series

	Seasonally adjusted index	Further adjustments (index points)		Underlying index	Underlying increase (per cent) over latest 12 months
		Arrears	Timing* etc		
1986 Jan	179.1	-0.4	-0.4	178.3	7½
Feb	180.0	-0.5	+0.3	179.6	7½
Mar	182.6	-2.1	-0.1	180.4	7½
Apr	185.3	-2.6	-0.8	181.9	7½
May	182.6	-0.8	+1.9	183.7	7½
June	183.9	-1.7	+0.4	182.6	7½
July	186.3	-0.7	-0.9	184.7	7½
Aug	187.0	-1.4	+0.2	185.8	7½
Sept	187.1	-0.7	+0.6	187.0	7½
Oct	188.7	-0.9	+0.4	188.2	7½
Nov	190.2	-0.5	-0.4	189.3	7¾
Dec	191.3	-0.4	+0.6	191.5	7¾
1987 Jan	192.8	-0.4	-0.7	191.7	7½
Feb	193.4	-0.6	+0.7	193.5	7½
Mar	194.8	-0.7	—	194.1	7½
Apr	197.4	-1.1	-0.2	196.1	7¾
May	198.5	-2.2	+1.8	198.1	7¾
June	198.1	-0.9	-0.3	196.9	7¾
July	201.3	-2.2	-0.2	198.9	7¾
Aug	201.3	-1.4	—	199.9	7¾
Sept	201.8	-0.6	+0.4	201.6	7¾
Oct	203.8	-0.6	+0.1	203.3	8
Nov	206.3	-0.5	-0.7 R	205.1 R	8¼
Dec	208.0 R	-1.1	+0.8 R	207.7 R	8½
1988 Jan	209.5	-0.5	-1.1	207.9	8½
Feb	209.2	-0.5	+1.2	209.9	8½
(Mar)	213.4	-1.7	-0.9	210.8	8½

() Provisional *Includes the effect of industrial action. Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding but they are not necessarily accurate to this degree of precision.

Training facilities survey

The Manpower Services Commission is investigating ways of ensuring that managers do not miss out on training opportunities. The MSC has begun to review the range of training programmes available to managers in Britain. It then intends to identify gaps in provision and suggest how they should be filled.

It is believed that some managers have problems finding out what training opportunities are

available—particularly managers in smaller companies which do not have an extensive personnel and training section.

The MSC has asked the Tavistock Institute for Human Relations to carry out the survey, and it will also investigate the feasibility of setting up and maintaining a national database of training opportunities.

A report will be published towards the end of the year. □

Home help for managers

A directory of estate agents has been published to help managers in their search for suitable residential areas and homes for employees being relocated in the UK or overseas.

The *Directory of International Real Estate Professionals* lists more than 400 agents in 135 cities in 75 countries. It also identifies specialists in each area who can provide information on local

market conditions. The publishers believe this local knowledge is important for those expatriates destined for areas of political or economic uncertainty.

The directory is also expected to speed up the process of home selection. □

The *Directory of International Real Estate Professionals* is available from Runzheimer Europe Ltd, 12 Seymour Street, London W1A 5WB. Price £35.

'Untapped potential' of support service

Both established small firms and people wishing to set up their own business tend to look within their own locality for help, support and advice. At present, that help comes from three main bodies: the public authorities, local enterprise agencies and the Small Firms Service.

A report published by HMSO, *Encouraging Small Business Start-Up And Growth*, sets out the results of a study by management consultants Segal Quince Wickhead, looks in detail at these support schemes and concludes that the current system fails to cater adequately for the needs of small businesses.

The main concerns are that in many localities the large number of support bodies is felt to be confusing and wasteful of public resources; doubts are sometimes expressed about the quality of help available since a high proportion of counselling personnel comprises secondaries rather than full-time professionals; and that services provided on a free or subsidised basis by public sector or public/private sector partnerships often overlap with those available from

other business service suppliers.

The compilation of the report involved 206 consultations with individuals in support organisations and small firms, and the study highlights the problems in four case studies—Middlesbrough, Nottingham, Southampton and Lancaster.

The report makes practical suggestions as to how the services could be made to work more effectively, claiming there are three ways in which the problems of multiple agencies and lack of collaboration can be tackled. They are: to reduce the number of support bodies; for each body to confine itself to one function; or for organisations to link together more effectively.

The first option, it says, is an unlikely one (since no organisation would wish to close down) but the other two would both be practical. Local enterprise agencies, for example, have already begun to specialise, concentrating on new and very young businesses; but if all the organisations specialised, says the report, they could only be effective if they all worked together to an extent.



Stefan and Lynne Nicholls at work at 'Kabuki' in Liverpool.

Recruitment computer

Employers trying to fill a job vacancy can now obtain the latest information on available candidates via a desk-top terminal, thanks to the arrival of what is claimed to be the world's first on-line recruitment system, 'the National Shortlist'.

Over 20 major companies, including household names such as Dixons, British Home Stores, Express Foods, Sony and Canon, have taken out subscriptions to help streamline their recruitment needs.

Prospective employees are also using the system, with reportedly hundreds of candidates having completed application forms.

Once selected by an employer from the brief resume displayed on screen, the candidate is telephoned by National Shortlist to check availability and obtain confirmation that the full CV can be sent to the prospective employer. The whole procedure, from specifying the job requirements to CVs being printed out next to the terminal, can take less than an hour.

The Shortlist also offers currently employed candidates a monitoring service for better job opportunities. The only cost to the candidate is a telephone call to 01-200 4444 for an application form. □

Encouraging Small Business Start-Up And Growth is available from HMSO Publications Centre, PO Box 276, London SW8 5DT or HMSO Bookshops. Price £6. ISBN 0 11 361307.

Graduates told: 'think small'

Career-hungry graduates are being encouraged to 'think small' and consider working in small firms.

Traditionally, big companies cream off large numbers of graduates through the 'milk-round'. However, their hegemony over graduate recruitment is to be challenged following the launch of three booklets aimed at encouraging graduates into small firms.

The first booklet *Graduates, Which Door Would You Choose?* seeks to encourage students to consider the small firms sector as a career option—either working for an existing firm or starting one's own business.

The second, *Opportunities for Graduates in the Small Firms Sector* intends to improve career advisors' knowledge about small firms so that they can offer relevant advice and guidance. The third booklet *Small Firms—Open Your Door To* *Graduates* aims to encourage owner-managers of small firms to consider taking on a graduate employee.

The booklets were conceived following a research project

carried out by Durham University Business School to work up guidelines suitable for issue to both careers advisors and small firms. □

Copies of the booklets are available free from the Department of Employment Small Firms Centres, jobcentres, Regional Enterprise Units and local enterprise agencies.

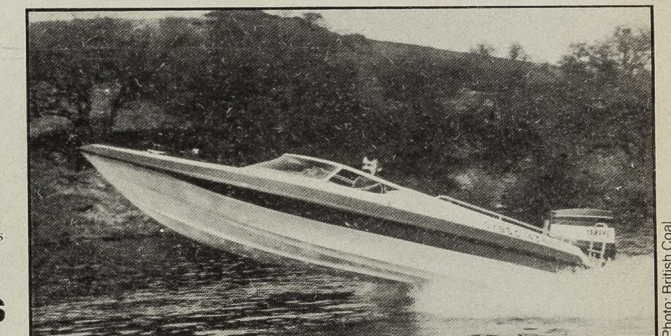
Benefit guides

With the new social security benefit system now in place, the Department of Health and Social Security has produced a series of free technical guides giving detailed information about each benefit.

The guides are intended for professional and voluntary advisors and are part of a range of leaflets designed to explain the new benefit system.

The guides are to: Income Support; the Social Fund; Family Credit; Housing Benefit; Maternity and Parental Allowance; and Non-contributory Benefits for Disabled People; Reviews and Appeals; and What to do After a Death.

The guides may be obtained from all local Social Security offices. □



Former colliery fitter Dave Clarke set up a boat-building business with the help of British Coal Enterprise funds.

Enterprising colliers

British Coal Enterprise—the coal industry's job creation venture—could assist in the creation of 10,000 new jobs within the next six years if present rates are maintained, according to its annual review.

Chairman Merrick Spanton reports that during the last 12 months Enterprise has assisted projects which will result in 12,500 jobs being created—a 25 per cent increase on the previous year.

In three years of operation

Enterprise has committed £43.3 million to 2,002 projects which are expected to result in 26,190 job opportunities. Current projects include a hair and beauty salon in Dalkeith, a dial-a-pizza in Cannock, and an indoor cricket school and an animal sanctuary in Canterbury. □

British Coal Enterprise Annual Review 1987-88 is available from British Coal Enterprise Ltd, Eastwood Hall, Eastwood, Nottingham NG16 3EB (tel 0773 531313).

REVIEWS

Play the game

The latest trend in management games is the increased use of microcomputers and the advent of 'Direct Access Games'—where individuals or small groups work through their own terminal.

The fourth edition of the *Handbook of Management Games* takes account of this. Written by Chris Elgood, a specialist in this field, the 368-page *Handbook* is aimed at people responsible for training and developing managers.

The book is in two parts: Part One looks at the characteristics and applications of the different types of management game, showing how each can help in the learning process and which situations it is suitable for.

Part Two comprises a directory of more than 200 management games, compiled from questionnaires completed by their producers. Each game is described in terms of its target group, subject areas, nature and purpose, and the means by which the outcome is established and made known.

The directory also shows how many people can play each game, and gives the address and, in most cases, telephone number of the producers. □

Handbook of Management Games by Chris Elgood is published by Gower Publishing Company Ltd, Gower House, Croft Road, Aldershot, Hampshire GU11 3HR. Price £25. ISBN 0 566 02660 0.

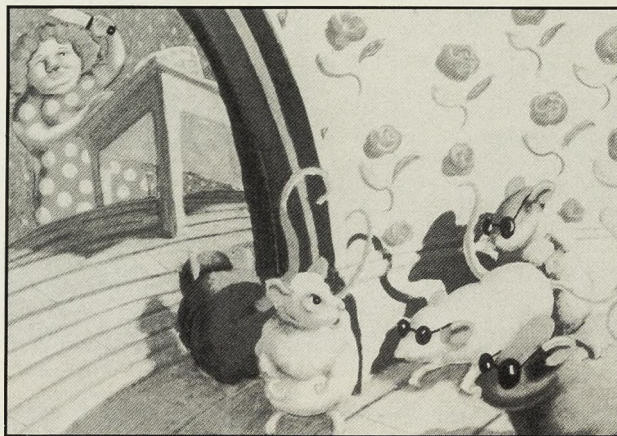
Welcome for foreigners

Giving a Muslim a gift with the left hand is considered an insult—so if you have been wondering why that Iraqi seemed offended when you gave him a leaflet (with your left hand), then the IBA publication *Welcome To Britain* is for you.

The 50-page, illustrated booklet highlights the range of skills needed in tourism's frontline and is aimed at staff working in air and sea ports, hotels, shops, tourist attractions, and any other business with overseas visitors as customers.

Topics covered include good communication and personal appearance, basic tourist information and reference material, visitors requiring special care and attention, and the importance of overseas visitors to Britain. □

Welcome To Britain is available from Department D, ETB/BTA Distribution Unit, 4, Bromells Road, London SW40BJ. Price £15.



"I want three volunteers!"

Photo: The Industrial Society

Surviving promotion

Newly appointed supervisors are sometimes expected to perform their duties effectively before receiving formal training and acquiring some experience of the job.

The Industrial Society has produced *The Supervisor's Survival Kit*, a do-it-yourself programme which tackles the everyday problems recently promoted supervisory staff face.

The 160-page loose-leaf 'book' is divided into units covering ten aspects of the job—the supervisor's role, delegation, implementing decisions, people management, the disciplinary process, counselling and grievances, induction, staff training and development, trade unions and representatives, and accident prevention.

Each unit is broken down into four sections: the context (why this aspect of work is important to the

overall job); key points (what it involves); common problems; and an action plan.

Using a question-and-answer format, the book grapples with various tricky issues—such as how to deal with someone who refuses to do a job asked of them—and the host of problems which could catch supervisors unawares during their first few months. There is ample space throughout for the supervisor to make his or her own notes.

The book, originally developed by the Wellcome Foundation and restyled by the Industrial Society, is illustrated with amusing cartoons depicting a range of workplace situations. □

The Supervisor's Survival Kit by Graham Richards is available from the Publications Office, The Industrial Society, Peter Runge House, 3 Carlton House Terrace, London SW1Y 5DG. Tel 01-839 4300. Price £45. ISBN 0 85290 390 1.

Challenge for EEC trade

The completion of a single, unified European trade market is scheduled to take place in 1992, and for the first time a book has been published revealing both the benefits of unification and the costs to industry of the current fragmented market.

1992: *The European Challenge* by Paolo Cecchini, chairman of the Research on the 'Cost of Non-Europe' Steering Committee, claims that every year EEC industry loses at least 200,000 million ECU because of different technical regulations and standards, divergent company and tax laws and numerous other non-tariff trade barriers.

Cecchini predicts that, in the medium term, market integration will lead to an average decline of 0.5-1 per cent in inflation, a reduction in public spending of around 2.2 per cent of the gross domestic product, and the creation of up to 1.8 million new jobs.

The analysis of costs and benefits within the European Community is based on a survey of approximately 11,000 companies and on price comparisons between the member countries. The firms interviewed found the jungle of technical regulations and standards and the resulting red tape and delays at intra-Community borders to be the greatest obstacles to the single internal market.

Several industries are studied in the book, showing that the telecommunications market is particularly affected by divergent technical regulations and restrictive practices. □

1992: *The European Challenge* by Paolo Cecchini is available from Wildwood House, Gower House, Croft Road, Aldershot GU11 3HR. Price £16.95 (hardback), £6.95 paperback. ISBN 0 566 05786 7 (hardback), 0 7045 06130 (paperback).

Getting the best from others

"The major difference between you and other people is that you know what you are thinking and feeling, whereas other people only know what you look like and how you are behaving," claims psychologist and management consultant, Peter Honey, in his book *Improve Your People Skills*.

People skills, he argues, are the key to success, so to get the best from others you must learn to monitor how you behave.

In this book, consisting of 176

short sections covering all aspects of behaviour (in alphabetical order) from anger through meetings and telephone techniques to worry, Honey shows how to get the best out of any situation.

The basic techniques appertaining to things like counselling and meetings can be practical and useful, but the chapters on responding to feelings such as depression, anger or inadequacy seem far less helpful.

Honey believes, for instance, that

we should prevent these unwanted feelings either by avoiding events which trigger them, or by replacing our unproductive thoughts about the events with positive ones. Thus his advice for avoiding jealousy is to choose friends or partners who aren't as accomplished as you are! □

Improve Your People Skills by Peter Honey is available from the Institute of Personnel Management, IPM House, Camp Road, Wimbledon, London SW19 4UW. Price £6.95 for non-members (£5.56 for members) plus £1.13 p and p. ISBN 0 85292 396 1.