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OFFICIAL JOURNAL OF THE EMPLOYMENT DEPARTMENT

MATERNITY RIGHTS

A COMPREHENSIVE, user-friendly ED publication, which explains the new rights for pregnant workers which came into effect in 1994. The booklet, available to employers and employees, brings together guidance on maternity leave and pay, and includes chapters on:

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- Maternity rights during absence from work
- Resumption of work after maternity leave or maternity absence

Copies of the booklet are available free of charge, quoting reference PL 958, from:

**Cambertown Ltd, Unit 8,
Goldthorpe Industrial Estate,
Goldthorpe, Rotherham,
South Yorkshire S63 9BL**

Telephone 0709 888688



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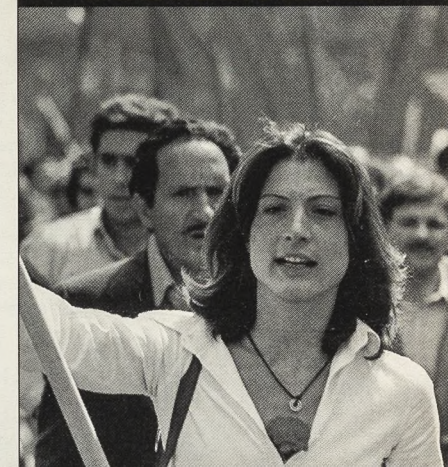
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This month's topics are: key changes in the labour force over the 10 years to spring 1994; size of workplace by region; average usual hours by occupation; duration of unemployment by age.

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

Small firms guide

A free booklet detailing the full range of Government help for small firms has been published by the DTI and will be available from Business Links, TECs, Enterprise Agencies and other support agencies.

Included in the booklet are names and addresses of help agencies, where to go for financial assistance, and a list of the numerous schemes available to help UK firms win overseas business.

Commented Small Firms Minister, Earl Ferrers: "There is no shortage of help for people who want to set up in business or already run a business. Finding this help can be the problem. The Guide gives details, together with lists of useful contacts and further information."

• Supplies of the booklet *A Guide to Help for Small Firms* can be ordered from Small Firms Publications, PO Box 1143, London W3 8EQ, tel 081 896 2116

AIDS - request for information

Employers who have encountered notable difficulties or successes when dealing with staff who have either HIV or Aids are asked to contact the Employers' Advisory Service on Aids and HIV (EASAH).

The organisation is producing a series of guides for managers including examples of good practice or problems encountered.

• For further details contact EASAH at PO Box 346, Bradford BD7 2DB, tel 0274 521511.

New directory

A sixth edition of the *New Directory of Equal Opportunity Consultants and Trainers* has been published in association with Opportunity 2000, the initiative to increase both the quantity and quality of women's participation in the workforce.

Articles and features in the latest edition focus on Housing for Quality and Equality, and 82 trainers are profiled. The directory is published twice yearly at £20 for two editions.

• For further details contact Mary Gray, Diversity UK, 3 Abbey Square, Turvey, Beds MK43 8DJ, tel/fax 0234 881380.

£2.5m rural loans

LOAN FUNDING of £2.5 million to help country businesses in England create or preserve jobs is available for 1995-96 from the Rural Development Commission.

The loans start at £5,000 and

offer in selected Rural Development Areas and Countryside Employment Areas.

They are generally restricted to 50 per cent of the total cost of a project and repayment can be made over up to 20 years.

Farmers may be eligible for loans if, for example, they wish to diversify into tourism.

Loans can be made to expand a business, buy equipment or premises, or boost working capital.

• For further details contact local Rural Development Commission office, or telephone 071 340 2900.

Tribunal awards - no change

The existing statutory limits on the value of awards made by Industrial Tribunals are to remain unchanged in 1995 following the latest annual review by the Secretary of State for Employment, Michael Portillo.

Two factors taken into account in reaching his decision are the current low rates of inflation and wage increases, and the importance to national economic recovery of avoiding additional burdens on businesses and the public purse. The limits are:

- £205 for a week's pay when calculating statutory redundancy payments, and the basic award of compensation for unfair dismissal;
- £11,000 as a compensatory award for unfair dismissal (except for race and sex discrimination cases, where there is no ceiling);
- £25,000 maximum payment on a breach of contract claim (or a number of contract claims relating to the same contract).

Maternity leave regulations

New regulations prohibiting women from being required or allowed to work during the two weeks immediately following childbirth are covered in the new *Maternity (Compulsory Leave) Regulations 1994*.

In most cases the period covered by the prohibition will be included in the statutory 14-week maternity leave period available to all pregnant employees. In exceptional cases, where 14 weeks have already expired, the leave period will be extended to the end of the new prohibition period.

The regulations implement one requirement of the European Community's Pregnant Workers Directive.

• For further details, telephone 071 273 5416

Strike ballots and notices

A draft revised statutory code of practice which takes into account changes in law made by the Trade Union Reform and Employment Rights Act 1993 has been published by the Employment Department.

The Code describes the changes (including the requirement for unions to give at least seven days' notice of strikes and ballots) and recommends good practice for unions.

Comments on the draft are invited before 19 January to IRB(B), Employment Department, Level 4, Caxton House, Tothill Street, London SW1H 9NF.

• Copies of the code, *Industrial Action Ballots and Notice to Employers*, are available from 071 273 5428.

Sunday working increase

Only 18 per cent of companies have no Sunday working of any kind, according to a new survey of employers for the Employment Department.

The survey indicates that Sunday working is growing, while the proportion of companies which work on Sundays is similar for both the manufacturing and service sectors.

Overall, Sunday activities tend to be on a smaller scale than those on weekdays. While there are regional differences, the responses indicate that there is no clear link between Sunday working and the number of women in the workforce.

• Copies of Research Report no 33, *Sunday Working: Analysis of an Employer Survey* are available from the Employment Department, tel 0742 593932.

Building unemployment set to fall

Employment in the construction industry is forecast to increase in 1995, showing the first fall in the industry's unemployment in four years.

The prediction comes from the Construction Employment Forecast Model produced by the Royal Institution of Chartered Surveyors (RICS).

Figures from the model show that 1995 will be the turning point for employment, with a predicted increase of 7,000 construction jobs. However, this increase will slow to a more modest rise of 3,000 jobs during 1996.

Construction is one of the five largest employment sectors, accounting for up to 10 per cent of GDP.

• Copies of the RICS Employment Forecast are available from Christine Schembri on 071 222 7000.

Opportunity 2000 success

Job prospects in member-organisations of the Opportunity 2000 campaign (the Business in the Community initiative to increase women's participation in the workforce) are significantly higher than elsewhere, according to new research.

On average women now hold 25 per cent of all managerial positions in Opportunity 2000 member-firms, compared with estimates as low as 9.5 per cent in UK top companies as a whole.

The campaign, whose 275 members now account for more than a quarter of the workforce, records significant improvements in almost all areas in its third annual report covering 1993-94. These include:

- 71 per cent of members offer maternity arrangements above the statutory minimum;
- 67 per cent offer paternity leave;
- 92 per cent offer on-going training for part-time staff;
- job sharing available to all staff in 58 per cent;
- flexible hours offered (to both men and women) in 60 per cent of organisations up from 32 per cent last year;
- part-time working available to all employees in 71 per cent of members.

Significant areas which still appear to need attention include the 'working all hours' culture; part-time working, which is still viewed as a risky option to the career-minded; and the confusion which still surrounds the distinction between positive action and positive discrimination.

* *Opportunity 2000: Third year report* is available free from Liz Stanley on 071 830 8473.

Working Mothers feature - November 1994

Further to the feature article *Mothers in the Labour Market* (*Employment Gazette*, pp 403-13, November 1994) an improved methodology has been developed for identifying mothers, i.e. women with dependent children aged under 16. This means that some of the tables from the article (namely tables 3, 4, 6 and 8) need to be revised. These revised tables will be published in a 'Statistical Update' to appear in the January 1995 edition of *Employment Gazette*.

New European service for jobseekers and employers

An international employment service launched last month will help British jobseekers find work in Europe and UK employers fill vacancies with recruits from overseas.

Under EURES (European Employment Services) 350 'Euroadvisers', including 24 based in the UK, will use a computer database to offer free information, advice and help with jobsearch or recruitment throughout the 16 countries of the European Economic Area (EEA) (see box).

The British Euroadvisers, based mainly in the regional headquarters of the Employment Service, will circulate details of vacancies, access information and communicate with their counterparts in other member states by E-mail.

Employers and jobseekers will be able to access EURES services through high street Jobcentres.

As part of a pilot project involving 17 universities throughout the Community (six of which are in Britain) new graduates will also be able to access information on living and working conditions in other member states.

In London and the South-East another service aimed at 18 to 24 year olds will be provided via the London Central Careers Unit.

EURES already has a database of more than 1,000 vacancies and more than 25,000 pages of information covering topics including taxation and pensions.

Launched by the European Commission, EURES is the successor to the SEDOC system (Système Européen de Diffusion des Offres et Demands d'Emploi en Compensation) which had been used since the late 1960s as a means of manually transferring information on living and working conditions between EC member states.

• Two free leaflets explaining the EURES service to employers and jobseekers respectively are available from the Overseas Placing Unit, Level 4, Skills House, 3-7 Holy Green, Sheffield S1 4AQ, tel 0114 2596051/2.



"Despite the levels of unemployment in Europe there are still pockets of skill shortage; there is a market too for people with international experience, and for people with linguistic skills. EURES will open up those opportunities."

Mike Fogden,
chief executive,
Employment Service

EURES Services**For jobseekers:****Information on:**

- job vacancies
- recruitment practices
- social security, retirement, taxation and pensions
- expatriation
- living, working and housing conditions

Help with:

- arranging contacts with employers recruiting overseas

For employers:**Information on:**

- recruitment prospects in Europe
- terms of employment
- requirements for recruiting abroad
- working conditions

Help with:

- distribution of vacancies throughout EEA or parts of it
- check and screen applications
- setting up job interviews

Acquired Rights consultation

A CONSULTATION document on the European Commission's proposal to amend the 1977 Acquired Rights Directive has been issued by the Employment Department.

The 1977 Directive safeguards employees' rights in the event of the transfer of a business or part of a business. Implemented in the UK by the Transfer of Undertakings (Protection of Employment) Regulations 1981 (TUPE), the Directive provides for the automatic transfer of employees' terms and conditions of employment from one employer to another on the transfer of an undertaking.

The Directive was originally intended to apply to corporate takeovers and mergers, but because of its broad drafting has been the subject of a number of recent European Court of Justice rulings.

The consultation document reproduces the Directive and draft proposal and includes background information and a short questionnaire.

Commented Employment Minister Phillip Oppenheim: "We have long argued that the 1977 Directive has caused great uncertainty for employees and employers, harmed competitiveness and destroyed jobs. We shall be seeking further changes to the current proposal so as to avoid the constant need for interpretation by the courts."

• Copies of the consultation document can be obtained free from Pat Wright, Employment Department, Industrial Relations Department (IRC2), Room 206, Steel House, Tothill Street, London SW1H 9NF telephone 071 273 6232

DIARY DATES**HEALTH & SAFETY IN OFFICES**

31 January, Loughborough

University

One day course includes relevant law, hazard spotting, principles of occupational health, management of contractors.

Tel: 01509 222175

FLEXIBLE BENEFITS

13 & 14 February, London

A two day conference to examine the 'how' and 'why' of flexible benefits. Speakers from Mercury Communications, Forte, Royal Mail.

Tel: 071 412 0141

Careers guidance booklet

New guidelines on how to help young people make better careers decisions have been issued in a booklet launched jointly by the Secretaries of State for Employment and Education.

It encourages careers advisers, teachers, college staff, TECs and LEAs to work together to provide impartial guidance to help young people succeed and raise skill levels.

It contains 10 principles, including:

- the need for a written whole-school or college careers education and guidance statement;
- a comprehensive 'who does what' agreement between schools and colleges and the Careers Service;
- training for all staff involved, including heads and principals;
- annual review and evaluation.

A further document offering practical examples of good practice is planned for spring 1995.

• Copies of *Better Choices - Working Together to Improve Careers Education and Guidance* are available from local Careers Services or Cambertown Ltd, Goldthorpe Industrial Estate, Goldthorpe, Rotherham S63 9BL, tel 0709 888688.

Disability measures

A statutory right protecting disabled people against discrimination in employment is proposed in plans for a Bill covering disability announced by the Government last month.

Full details of this and other proposals covering disabled people in employment will be given in the January issue of *Employment Gazette*.

YOUNG PEOPLE IN THE LABOUR MARKET

14 February, University of Warwick

Covers issues including the youth labour market in 1990s, skills requirements, training credits, and career choice.

Tel: 0203 523531

STAFF DEVELOPMENT FOR CAREERS WORK IN SCHOOLS

15 February, London

A one day seminar examining training, development and gaps in existing provision.

Tel: 071 379 7400



CODE OF PRACTICE FOR OFFICIAL STATISTICS

Peter Stibbard, director of statistics, Employment Department, writes:

A provisional Code of Practice for Official Statistics has just been released for public consultation. The consultation period lasts until early February, after which a final version of the Code will be published.

The Code sets out the shared good practices that have been built up over many years by official statisticians in a wide range of Government Departments and Agencies. It aims to promote uniformly high standards, and to maintain public confidence in official statistics and analyses.

The format of the provisional Code is 12 'key principles', followed by nearly 50 detailed guidelines categorised under the following headings:

- Planning
- Collecting
- Processing
- Analysing and interpreting
- Disseminating
- Maintaining confidentiality
- Developing professional and managerial competence.

The practices set out in the Code are based on the principles of public service contained in the Citizen's Charter and the White Paper on Open Government, and also on the professional ethics endorsed by the Royal Statistical Society in its Code of Conduct. The White Paper on Open Government is especially relevant and has helped shape the mission of the Government Statistical Service:

'to provide Parliament, government and the wider community with the statistical information, analysis and advice needed to improve decision-making, stimulate research and inform debate.'

Statistics users who wish to comment on the Code are invited to obtain a copy from:

Nigel Edson, Room 1801
Central Statistical Office,
PO Box 1333, Millbank,
London SW1P 4QQ,
Tel: 0171 217 4865.

Firms need advice on NVQs - report

Employers in England and Wales may now require more practical advice on how to implement specific National Vocational Qualifications rather than general awareness-raising information, concludes a study.

The areas of main concern to employers are: the process of implementing NVQs; how to carry out assessments and avoid red tape; and the cost and benefits to employers from introducing NVQs.

The best way to convey this information may be through the use of sector specialists, the Institute for Employment Studies report suggests. TECs should consider developing sector specialisms, possibly in conjunction with Industrial Training Organisations, and ITOs might be given a more mainstream role in NVQ delivery.

Three times as many employers would react positively to a fellow employer giving advice about NVQs than would to a TEC, the study found. Employers are also sharply divided about the value of private training providers.

Employers' Needs for Information, Advice and Guidance when Implementing NVQs, IES Report 276, 1994. ISBN 1-85184-201-2. Available, price £30, from BEBC LTD, PO Box 1496, Parkstone, Poole, BH12 3YD, tel 01202 715555.

Partnership on manufacturing

A partnership of organisations including the CBI and NCVQ has been set up to promote the General National Vocational Qualification in manufacturing to teachers, employers and students.

The partnership, to be managed by the Teacher Placement Service, will encourage more take-up of courses for students, provide more teachers with placements in the industry, and work closely with local employers in the design and delivery of the programme.

Members of the new group include the CBI's National Manufacturing Council, the City Technology College Trust, the National Council for Vocational Qualifications and Understanding British Business (UBI). It will be funded by the Employment Department, Scottish Office and Welsh Office.

The Partnership is the direct result of a recent ED-commissioned report from UBI on low take-up of the course, which suggested that some urgent remedial strategies

were necessary to sell the manufacturing GNVQ.

For further information contact Peter Nuttall, Teacher Placement Service, Nottingham Trent University, Clifton Hall, Clifton Village, Notts NG11 8NJ tel 0602 486766

Individuals and learning conference

Proceedings of a conference on individuals and learning hosted jointly in June this year by the Employment Department and the CBI have now been published.

Nearly 200 delegates from government departments, employers, trade unions, TECs and other bodies discussed topics including individual and employer attitudes to lifetime learning, individual empowerment, and loans and individual training accounts.

The 43-page report is available free from Cath Witherington, room N904, Employment Department, Moorfoot, Sheffield S1 4PQ, tel 0742 593063.

One-stop advice for engineers

Engineering employers in the North and Midlands will be able to access professional training advice following the launch in October of 28 new one-stop training shops by EnTra (the Engineering Training Authority).

EnTra Local Resource Centres are designed for small and medium sized engineering companies which want to train their employees to national industry standards, and to help them implement NVQs. Already operating successfully in Scotland, more centres in the South, South East, West of England and Wales are due to open within the next few months offering specialist advice, information, consultancy and training.

The launch was timed to coincide with Investors in People Week (17 - 21 October) when companies across the UK were urged to put staff development at the top of their agenda.

For further information telephone Elaine Essery, EnTra, 0923 238441

NVQs/SVQs in marketing

Six occupational standards and National and Scottish Vocational Qualifications in communications skills were launched last month by the Marketing Standards Board.

The new standards and qualifications cover Marketing Products and Services (levels 3 and 4); Marketing Research (levels 3 and 4); Advertising (levels 3 and 4); Public Relations (levels 3 and 4); Direct Marketing (levels 3 and 4); and Marketing Communications (level 2). Two further standards and N/SVQs covering Sales Promotion (levels 3 and 4) and Marketing Research Interviewer (level 1) will be available from early 1995.

Awarding bodies offering the qualifications will be the Chartered Institute of Marketing in partnership with City and Guilds, and RSA Examinations Board in partnership with the Market Research Society and CAM Foundation.

The occupational standards underpinning the new qualifications were developed over four years with the cooperation of almost 1,000 marketing professionals, and more than 50 companies contributed to the piloting of the qualifications.

Research indicates that only some 15 per cent of the UK's estimated 300,000 marketing practitioners have any form of professional qualifications.

Separate NVQs/SVQs are already available in the related discipline of sales.

Free booklets explaining the new Marketing Standards and Vocational Qualifications are available from the Marketing Standards Board, 49a High Street, Yeading, Leeds LS19 7SP, tel 0532 508955.

Legal training for laymen

A new training scheme for non-lawyers launched by the Institute of Legal Executives (ILEX) is to be offered by at least 59 institutions.

ILEX PT courses provide legal education focusing on three vocational areas - vocational legal studies, courses for legal secretaries and courses for charity workers.

A total of 59 colleges of further education have registered as assessment centres to provide ILEX courses throughout England and Wales, and a further 10 centres are expected to register to provide courses from Christmas.

ILEX PT course development officer, John Westwood, said the courses had been designed with future NVQ approval in mind and had been approved by the Department for Education.

Further information on the courses is available from The Institute of Legal Executives, tel 0234 841000.

Performance Awards for TECs

Performance awards totalling £20 million are to be paid to 66 of the 75 Training and Enterprise Councils in England for meeting performance targets in particular priority areas for 1993-94. The largest awards went North London TEC (£773,400), LAWTEC (Lancashire Area West; £759,600) and Coventry and Warwickshire (£693,300).

There were five priority areas, of which measures focused on people with disabilities and Investors in People were mandatory. The four remaining measures were support targeted on ethnic minorities, inner cities, individual commitment to training and development, and raising skill levels across the local communities to secure agreed targets for National Vocational Qualifications (NVQs).

Since the awards were introduced in 1991, the number of TECs achieving them has doubled.

ISLE OF WIGHT

NVQs for prisoners

HM Prison Camp Hill on the Isle of Wight has become one of the top three prisons in England and Wales in implementing NVQs, thanks to a two-year programme part-funded by the island's TEC.

Having achieved 390 NVQ units in 1993-94 (115 per cent above target), Camp Hill is already over-achieving for 1994-95 with some 600 units anticipated.

Working with the Home Office and the Isle of Wight College, project Director Colin Craven has introduced changes to the prison's daily regime to produce a more stimulating training environment. Inmates have been allocated an extra two hours each day for training, and newcomers are helped to develop an action plan for personal development as part of their induction programme. They are encouraged to work for NVQs, and each unit gained earns a bonus of £2.

The average wage in prison is between £4 and £10 per week. The number of occupational areas accessible to inmates for NVQ assessment has doubled to 86 per cent and now includes welding, catering, textiles, business administration, and sports and recreation.

Comments Colin Craven: "NVQs have given a long-needed structure to training in prison. The record keeping, and working for distinctive elements, have galvanised my 20 instructors. Inmates (some who have never experienced formal training

DUDLEY TEC

School was never this fun...

A ROADSHOW currently on its rounds to 23 secondary schools in Dudley TEC's area hopes to reach 4,000 15 to 17 year olds with a lively mixture of careers information, entertainment and live theatre.

Developed in close cooperation with the new Black Country Careers Service and the schools involved, the show is sponsored by BT, Dudley Metropolitan Borough Council and BSD Steel Service Centres.

Explains Peter Green, Dudley TEC's head of training: "By presenting the Show early in the school year, and in a way that holds their interest, we hope to direct young people to alternative routes they have available to them as they look forward to leaving school and moving to the world of work."

Here, four budding thespians enjoy the Choices Roadshow's new slant on career advice delivery.



programmes before) are demonstrating that they can and do achieve outstanding results."

Together with the local probation service and Island Volunteers Service, Wight TEC has launched a Fidelity Bond guarantee for employers of up to £10,000. The Bond helps protect employers who are willing to employ, or offer a training opportunity to, a former inmate of Camp Hill.

There are now plans to extend the project to Parkhurst and Albany, the other two prisons on the Island.

For more information, contact Colin Craven on 0983 527661.

SURREY

Computer skills for disabled

DISABLED PEOPLE in Surrey with mobility problems will soon be able to learn computer skills at home, thanks to a new home-based course sponsored by Surrey TEC and the European Social Fund.

Trainees will be provided with a computer, printer and training materials. A tutor will visit regularly and trainees will have access to a telephone hot-line support number. Students will be able to meet and interact at regular workshops, and additional training is planned with transport provided. The training is free to residents in the TEC area who are over 18 years of age, and are able to commit themselves to 21 hours of training per week over 16 weeks.

At the end of the course trainees will be helped to find suitable jobs.

For more information, contact Peter Lyons at 'Reach Out Training' on 071 485 0244.

SUNDERLAND CITY

Czech, Slovak training

AN EAST European training contract worth £325,000 has been won by a joint venture between Sunderland City (formerly Wearside) TEC and the Employment Service (ES) Northern Region.

The partnership will establish technology-based learning facilities and a strategic approach to training in the Czech and Slovak Republics. For the last three years the ES has worked to establish employment services in the two Republics. The project aims to set up six learning resource centres, furnished with the latest technology.

Funding for the project will come from the European Community's PHARE programme, designed to assist the regeneration of the Eastern European countries.

Contact Abi Powell, Sunderland City TEC on 091 5160222.

LEICESTERSHIRE

Green audit success

Free 'green audits' for local firms are proving to be of great help, says Leicestershire TEC.

A half-day review by consultants looks at minimisation of waste,

energy efficiency and environmental laws. Most companies find that they are able to make immediate cost savings, often without major changes to working procedures or capital investment. One company expects to save £80,000 this year alone, and another small business will be able to employ an additional member of staff and still make savings.

For more information, contact Alan Hines, Leicestershire TEC on 0533 651515.

NORTH YORKSHIRE

NVQ guide

ALTHOUGH 75 PER cent of employers in the area have heard of National Vocational Qualifications fewer than 10 per cent of their employees are working towards them, discovered North Yorkshire TEC in a recent study.

Employers in all sectors had difficulty in understanding the quantity of information sent to them on NVQs from a number of sources, the survey found. Busy managers found it hard to start the process and to find out where to go for appropriate help. As a result, the TEC has published *A Guide to Introducing NVQs*, an advice booklet free to local employers. In simple terms it explains the NVQ system, the benefits, costs and how to introduce it.

For more information contact Cheryl Keen, North Yorkshire TEC on 0904 691939, who holds a limited number of free copies.

Making training pay

"The search for effective training is like the search for the Holy Grail. We all know our salvation depends on it, but success is elusive."

This was how Nissan's director of personnel and information systems, Peter Wickens, introduced the debate on training at this year's Institute of Personnel and Development annual conference in Harrogate. Here *Employment Gazette* summarises two of the main contributions to the debate.

Andrew Opie reports

Avoid instant solutions

In the face of globalisation, many companies look for instant answers to gaining competitive edge - often with very poor outcomes, warned consultant MIKE HAFFENDEN.



"Rather than look for the instant answer, we should look first at what the problem is What does your business do? Who are the internal customers? What do employees need to know?"

Mike Haffenden, Organisational Effectiveness Consultancy

"I see a lot of training activity, but not a lot which is necessarily geared to getting good results either for the organisation or the individual."

The background to his sombre assessment, said Mike Haffenden, is the growth of international competition and the deep cuts in staffing levels which many employers have made in response. In their search for short-term results from training, many HR managers now import the latest fads and fashions.

"Rather than look for the instant answer, we should look first at what the problem is."

The climate of fear and uncertainty affecting many organisations as a result of structural change must be removed so that people can flourish. Communicating with staff to remove those fears was not easy, but it could and must be done. At Nissan, for example, supervisors talked to people before work started in the morning. "It's as simple as that, but in so many organisations it doesn't happen."

In diagnosing training needs, the first step was to look at the issues, he suggested: "What does your business do? Who are the internal customers? What do employees need to know? Find out what competition is doing."

Other steps in the diagnostic process include planning and process definition.

"Organisations need to define their critical processes. If you look at successful companies like Motorola or Rover, they've defined their core processes. At Rover, two of these are the management of people and learning within the business - making it a major source of competitive advantage."

An aspect of learning which is generating a lot of interest is self-development. Here, says Mike Haffenden, lies a big dilemma: how do you get people to develop themselves in areas where they don't realise that they need development?"

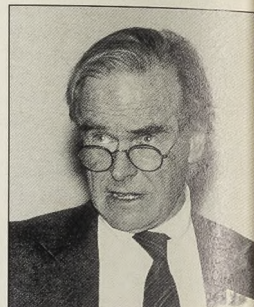
Key areas where training is required include:

- Commercial skills, including financial management ("We're still way behind the US. There are enormous opportunities for payback but yet so few organisations do that well.")
- Customer awareness and quality skills.
- People management, and
- Technical excellence.

From an international perspective, success in training was vital for Western European firms: "If it's not panic, it's an extreme sense of urgency that we need if we're going to remain competitive," Mr Haffenden warned.

Spotting talent is the key

Finding people who can master complexity is the key to organisational success. Most training is not achieving that, but BPR and other initiatives are breaking the mould, argued business consultant ALISTAIR MANT.



Alistair Mant, Socio-Technical Strategy Group

"The problems surrounding training in this country are deep-seated and difficult, but there is some room for optimism," argued Alistair Mant.

The key to success for organisations was the ability to identify talent in the workforce.

"In any kind of work, what you need people to have is the capacity to exercise judgement in situations of complexity and ambiguity. And if training relates to that, it's fine, and if it's adrift from that, it's going to miss the target."

"You need in a boss someone who can contextualise your work, who sees the bigger map."

Organisations' existing succession planning schemes are very unscientific at spotting this kind of talent because they use the wrong kind of criteria. "Our approach to training is so narrow and rigid and academic and so deeply imbedded, it's very difficult to do anything about that."

However, other initiatives now underway in businesses, including Business Process Re-engineering, were helping to achieve talent-spotting. "There are other sorts of things going on which are forcing training into a different mould, and that mould has to do with the broad ability to exercise judgement."

A SELECTION of Parliamentary Questions put to Employment Department Ministers.

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

Employment Department Ministers



Michael Portillo, Secretary of State



Ann Widdecombe, Minister of State



James Paice, Parliamentary Under Secretary of State



Phillip Oppenheim, Parliamentary Under Secretary of State

Age discrimination

David Winnick (Walsall North) asked the Secretary of State if the Government will introduce legislation to deal with age discrimination in employment.

Ann Widdecombe: The Government has no intention of introducing legislation on age discrimination; it would be as ineffective as it has been in other countries and would increase the burdens on business. The Government firmly believes the way forward is through persuasion.

(October 18)

Harry Barnes (North East Derbyshire) asked the Secretary of State what is his policy on the advertising of jobs at Jobcentres where firms wish to place age restrictions upon applicants.

Ann Widdecombe: Where this occurs, the Employment Service (ES) tries to persuade employers to consider jobseekers on their merits. The ES has produced a leaflet, *What's Age got to do with it?*, designed to persuade employers not to impose upper age limits. If an employer insists on setting a limit, the vacancy will still be advertised. However, this would not prevent ES staff from approaching an employer on behalf of an otherwise suitable jobseeker who falls outside the limit stated.

(October 31)

New Apprenticeship scheme

Simon Coombs (Swindon) asked the Secretary of State if he will make a statement on progress in the introduction of the New Apprenticeship scheme.

James Paice: Excellent progress is being made. Seventeen prototypes have been approved and 627 young people have started toward the expected number of 1,850.

(October 18)

EC Social Affairs Council

Sir Michael Marshall (Arundel) asked the Secretary of State what matters were raised at the recent EC Social Affairs Council; and what were the conclusions.

Michael Portillo: I attended the Social Affairs Council on 22 September in Brussels, accompanied by my hon. Friend, the Minister of State at the Department of Employment.

As a follow-up to some aspects of the Commission's White Paper *Growth, Competitiveness and Employment*, the Council agreed a report on tackling

unemployment intended as a contribution to discussion at the Essen European Council. The report focuses on four themes: training; flexibility of working time; long-term unemployment and value for money from public spending on unemployment. It will complement work by Finance Ministers and others following up the White Paper in preparation for the Essen European Council.

The Council was unable to reach an agreement on the draft Directive on Parental Leave. I noted the UK's consistent opposition to the proposal over more than a decade, and our view that it was not an appropriate area for Community action. The current UK arrangements for up to 40 weeks maternity leave for mothers with a right to return to work were recognised as generous and I said that now was not an appropriate time to add to the burdens placed on business and to put jobs at risk. Commissioner Flynn indicated that he would now initiate discussions with the social partners under the Agreement of the Eleven.

There were orientation debates on the draft Directive on the Posting of Workers and on the draft Directive on Part-Time and Temporary Work. The Council discussed a number of specific questions posed in advance by the Presidency. There were no clear conclusions and several Member States, including the UK, expressed their difficulties with the proposals.

In discussion on the draft Directive on the Reversal of the Burden of Proof in Sex Discrimination Cases, my hon. Friend, the Minister of State for Employment made it clear that the Directive was unacceptable to the UK. The UK's system of Industrial Tribunals operated very effectively in such cases. In addition, the Directive ran counter to a key principle of UK law and was unacceptable on subsidiarity grounds. The Commission said that in the light of the UK's fundamental objections it would review how best to proceed.

Commissioner Flynn gave a brief presentation of the Commission's White Paper on the future of European social policy. The German Presidency has indicated that there will be a substantive discussion at the next Social Affairs Council in December.

Other Member States adopted the Directive on European Works Councils under the Agreement of the Eleven. In accordance with the terms of the Social Protocol to the Maastricht Treaty, the provisions of the Directive will have no legal effect within the UK. Employees based in the UK will not count towards the threshold which determines whether the Directive applies to multinational companies. Companies will remain free to decide for themselves what

arrangements are best for consulting their UK employees. (October 17)

Employment and training programmes

Donald Dewar (Glasgow, Garscadden) asked the Secretary of State if he will break down into convenient categories the 1.5 million opportunities on employment and training programmes which will be available to unemployed people in the current financial year, giving the number of places available in each category.

(Answered in a letter from Mike Fogden, Chief Executive of the Employment Service)

The Secretary of State has asked me to reply to your question about the opportunities on employment and training programmes which will be available to unemployed people in the current financial year. These are as follows:

Access to Work	10,000
Career Development Loans	35,000
Community Action	50,000
Employment Rehabilitation	10,400
Jobclub	265,000
Jobfinder's Grants	4,400
Job Interview Guarantee	300,000
Jobplan	250,000
Job Review Workshop	40,000
Job search seminar	75,000
One to One	10,000
Restart Course	120,000
Training for Work	272,000
Travel to Interview	34,000
Workstart	1,200
Work Trials	20,000
Workwise/link	10,000
Total	1,507,000

(November 1)

Full and part-time employment

Lynne Jones (Birmingham, Selly Oak) asked the Secretary of State what percentages of the (a) male and (b) female population aged between 55 and 65 years are currently in paid (i) full-time and (ii) part-time employment.

Phillip Oppenheim: The Labour Force Survey for spring 1994 shows that, of men aged 55-64, 50 per cent were in full-time employment and 6 per cent in part-time employment. The equivalent figures for women were 15 per cent and 23 per cent respectively.

(November 3)

Continued overleaf >

Jobfinder's Grant scheme

Donald Dewar (Glasgow, Carscadden) asked the Secretary of State if he will give the area or areas in which the Jobfinder's Grant scheme is or has been tested, the numbers who have been given a grant and his best estimate of the take-up expressed as a percentage of those eligible to apply.

Ann Widdecombe: The Jobfinder's Grant pilots are operating in the East Midlands and West Midlands; 3,626 grants have been issued. Information regarding the take-up as a percentage of those eligible to apply is not available. (November 1)

Minimum wage

Peter Luff (Worcester) asked the Secretary of State what assessment he has made of the effect of a minimum wage on levels of youth unemployment in other OECD countries.

Phillip Oppenheim: Minimum wages destroy jobs, particularly among young people. Youth unemployment is far lower in the UK than in France or Spain, which both have statutory national minimum wages similar to that proposed by the Labour Party.

(October 18)

NVQs

Clare Short (Birmingham, Ladywood) asked the Secretary of State what proportion of those achieving (a) NVQ 1, (b) NVQ 2 and (c) NVQ 3 who are working are women.

James Paice: Estimates from the Labour Force Survey in spring 1994 for the proportion of those in employment holding NVQ/SVQs in Great Britain who are women are shown in the following table above:

Highest level held	Per cent
NVQ/SVQ level 1	60
NVQ/SVQ level 2	58
NVQ/SVQ level 3	39

People in employment include employees, the self-employed, those on Government employment and training programmes and those doing unpaid family work.

(October 17)

Pit closures

William O'Brien (Normanton) asked the Secretary of State if he will make a statement on measures his Department is taking to offer job opportunities to those areas where there have been mining closures.

James Paice: The Department has made available £75 million and introduced a range of employment measures to help people in the areas affected by pit

closures. Over 40,000 people have been helped by the Employment Service and over 12,000 have started on special Training and Enterprise Council programmes.

(October 18)

Pregnant Workers Directive

Ann Clwyd (Cynon Valley) asked the Secretary of State when he expects to table regulations implementing the health and safety provisions of the Pregnant Workers Directive.

Ann Widdecombe: Draft proposals for regulations to implement the health and safety provisions of the Pregnant Workers Directive were submitted by the Health and Safety Commission on 7 October 1994. I am currently considering these proposals with the aim of tabling regulations as soon as possible.

(October 25)

Note: The regulations were tabled on 7 November and were due to take effect on 1 December. Details will follow in January's *Employment Gazette*.

Restart

Jim Dowd (Lewisham East) asked the Secretary of State what proportion of unemployed people went on from Restart interviews to (a) Restart or other training, (b) full-time jobs, or (c) part-time jobs of fewer than 24 hours a week in the last 12 months.

(Answered in a letter from Mike Fogden, Chief Executive of the Employment Service)

The Secretary of State has asked me to reply to your question about the proportion of unemployed people who went on from Restart interviews to a Restart course or other training and full- or part-time employment.

Unfortunately, not all of the information you have requested is available as we do not differentiate between full and part-time employment placings.

Between October 1993 and September 1994, 842,857 clients started Employment Department (ED) employment or training programmes following a Restart Interview. This figure includes Jobclub, Jobplan, Job Review Workshop, Work Trials, Business Start-Up Scheme, Community Action and Job Interview Guarantee as well as Restart Courses and training options like Training for Work and Learning for Work. This represents 29.4 per cent of the total Restart interviews conducted.

Restart interviews also achieve other positive outcomes including clients moving on to other benefits and signing off for other reasons. Between October 1993 and September these additional positive outcomes totalled 6.3 per cent of all Restart interviews. The total positive outcomes figure therefore for the 12 months to September equalled

37.2 per cent of all Restart interviews.

In terms of immediate jobs, between October 1993 and September 1994, Restart interviews led to 43,880 clients being placed into jobs. This represents 1.5 per cent of the total Restart interviews conducted.

I should emphasise that the figures quoted above represent only the immediate result of Restart interviews. Many other people subsequently take up a job or a place on an employment or training programme as a result of the guidance given to them at their interview. Independent researchers who have studied the Restart Interview programme have all concluded that this indirect effect is extremely significant.

(November 3)

Retraining

Lynne Jones (Birmingham, Selly Oak) asked the Secretary of State if he will make a statement on his plans for spending European Union funds available to the United Kingdom for retraining workers in industries undergoing structural change.

Ann Widdecombe: The resources available to the UK under Objective 3 and 4 of the European Community's Structural Funds will be devoted in the period 1994-96 exclusively to schemes to help the unemployed. The Government is currently preparing a plan for transmission to the Commission which will aim at cost-effective use of Structural Funds money available under the ADAPT Community Initiative.

(October 17)

Small businesses

David Shaw (Dover) asked the Secretary of State if he will make a statement on the achievements of (a) his policies and (b) his Department in helping small businesses over the last 12 months as against the previous 12 months; if he will publish the performance indicators by which his Department monitors those achievements and the statistical results of such monitoring; and if he will set out his targets to help small businesses in the next year.

James Paice: The Government recognises the crucial role played by small firms in the UK economy. The Government helps small firms by keeping inflation and interest rates low and by reducing legislation and administrative burdens. It also provides direct assistance where appropriate and is currently establishing a network of Business Links to provide high quality business support across the country.

The Department funds Training and Enterprise Councils (TECs) to improve the performance of small businesses by increasing their understanding of the business case for training their people. TECs are increasingly linking this support to the achievement of the Investors In

People standard. Materials are available to help small firms achieve the standard.

A year ago there were 200 organisations with fewer than 200 employees which had reached the Investors In People standard. This included just over 100 with fewer than 50 employees. The most recent information shows that there are 694 organisations with fewer than 200 employees recognised as Investors In People — of which 406 have under 50 employees. There are also over 7,200 organisations with fewer than 200 employees which have made a formal commitment to achieving the standard; over 4,600 of these have fewer than 50 employees.

The Small Firms Training Loans scheme was launched on 16 June 1994. Three thousand loans are forecast this year. The Competitiveness White Paper announced a new measure to build, over a three-year period from April 1995, a cadre of 24,000 key workers in small firms with up-to-date skills to train others in their firms and to help spread the training culture more widely.

Funds for the Business Start-Up Scheme have been transferred to the Single Regeneration Budget in 1994-95. It is expected that some 25,000 people will be helped in 1994-95. Around 34,000 people were awarded an allowance in England in 1993-94. The most recent survey of Scheme entrants 18 months after start-up shows that approximately 71 per cent were still operating their business.

(October 17)

TECs

James Pawsey (Rugby and Kenilworth) asked the Secretary of State what is the estimated number of people who find permanent work as a result of TECs

James Paice: Information is not available about the full impact of Training and Enterprise Councils in helping people find permanent work. However, in England and Wales, 52 per cent of those leaving Youth Training and 35 per cent of those leaving Training for Work between April and December 1993 were in employment six months after finishing their training.

(October 26)

statistical FEATURE



Photo: Judy Harrison/Format

International comparisons of labour disputes in 1993

Key findings

- The UK average strike rate for the five years 1989-93 was 83 per cent lower than in the previous five-year period, compared with the OECD median of a 40 per cent reduction.¹
- The UK's average strike rate placed it approximately middle of the OECD table: in 1993, the UK had the tenth lowest strike rate in a table of 17 OECD² countries.
- The UK's strike rate has been below the EC annual average since 1986.
- Most countries saw a general decline in their strike rate over the ten-year period 1984 to 1993.
- For most countries, the number of working days lost in the most strike-prone industries (mining, manufacturing, construction and transport and communication) was at least one and a half times higher than the level seen for the whole economy.
- The UK service sector strike rate in 1993 equalled that of the traditionally strike-prone industries.

In 1993 the United Kingdom saw its second lowest number of working days lost due to labour disputes since records began. Is this current low level of strike activity unique to the UK or are other countries' statistics showing a similar trend?

This article compares working days lost in the UK with corresponding data for other OECD countries.

By Derek Bird, Statistical Services Division, Employment Department.

Introduction

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 should not be seen as providing a precise comparison between countries, but they are useful in showing relative levels of working days lost over time and comparative increases or decreases in them.

The differences in coverage, which may partly explain why a country appears to have a better — or worse — record than another country, vary greatly and are discussed in the second half of this article.

More detailed information on labour disputes in the UK in 1993 is available from an article in the June 1994 edition of *Employment Gazette*, pp 199-209.

Summary

In 1993, the UK saw its second lowest number of working days lost to labour disputes since records on this subject began in 1891, resulting in the UK maintaining a middle position in a 'league table' of 17 OECD countries ranked by working days lost per 1,000 employees — their 'strike rate'. Thus, in 1993 the UK held tenth position in the strike rate table; this is three places lower than in 1992 but is nevertheless an improvement on or equal to the UK's position in seven of the previous nine years (1984-92).

The international data also show there was a continuation of the general downward trend in the strike rate in most of the 22 OECD countries during the period 1984 to 1993.

Over this ten-year period 1984-93 the countries consistently showing by far the

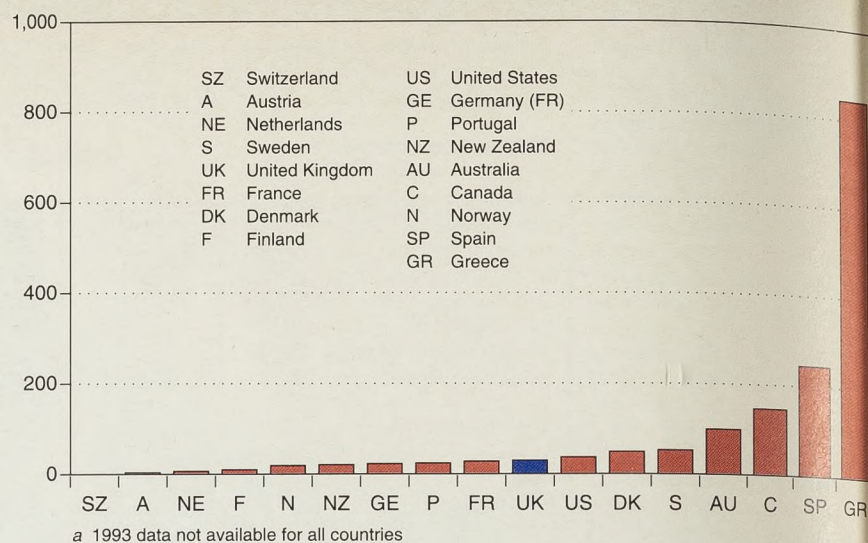
highest strike rates were Greece, Spain and Italy. Most countries had a very high incidence rate for one or two years because of individual, but large-scale, disputes. Examples of these can be seen in the UK and the Federal Republic of Germany in 1984 (miners and engineering workers respectively) and in Greece in 1987 and 1990 (general strikes). Countries consistently recording relatively few days lost per employee included Switzerland, Austria, Japan and the Netherlands.

Overall comparisons

Table 1 shows the strike rate over the ten-year period 1984-1993, measured according to national definitions, for each of the 22 OECD countries for which data are available, and figure 1 shows the UK with a middle ranking position in 1993 relative to 16 OECD countries.

In most countries there was considerable variation between years in the incidence of working days lost, with some years influenced by a small number of large stoppages. To smooth their effect, two types of adjustments can be made: the first is to look at comparisons based on the average for a number of years, thus diminishing the weight given to a single

Figure 1 Working days lost per 1,000 employees (strike rate): 1993^a



a 1993 data not available for all countries

year's data; and the second is to look at the proportionate change in the level of strike activity in countries over time.

Looking at the five-year averages for the UK over the period 1984-1993, figure 2 reveals the substantial improvements

made in terms of the reductions in the UK's strike rate. In comparison, the OECD average has fallen for the past four years, reflecting the general downward trend in strike activity.

Figure 3 shows the UK's position in a

Table 1 Labour disputes: working days lost per 1,000 employees^a in all industries and services 1984-93

											Average ^b		
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	84-88	89-93	84-93
United Kingdom	1,280	300	90	160	170	180	80	30	20	30	400	70	240
[UK Ranking]	[20]	[15]	[8]	[13]	[13]	[16]	[12]	[10]	[7]	[10]	[17]	[12]	[14]
Belgium	..	40	..	..	70	40	30	20	40	..	(50)	(30)	(40)
Denmark	60	1060	40	60	40	20	40	30	30	50	250	30	140
France ^c	80	50	60	50	70	50	40	30	30	60	30	50	50
Germany (FR)	250	..	..	..	..	..	10	10	60	20	50	20	40
Greece	320	620	710	9,940	3,550	4,950	12,040	3,020	1,480	840	3,030	4,470	3,750
Ireland	470	520	380	320	180	60	270	100	220	..	370	(160)	(280)
Italy	610	270	390	320	230	300	340	200	180	..	360	(250)	(310)
Netherlands	10	20	10	10	..	..	40	20	10	10	10	20	10
Portugal	100	100	140	40	70	130	40	40	60	20	90	60	70
Spain	870	440	320	640	1,420	420	280	490	700	250	740	430	580
Turkey	..	..	..	..	270	420	490	550	160	..	(270)	(400)	(380)
Japan	10	10	10	10	..	..	..	..	..	..	10	(-)	(-)
United States ^c	90	70	120	40	40	150	50	40	40	40	70	60	70
Canada	400	310	690	360	440	330	450	230	190	150	440	270	350
Austria	..	10	..	..	..	..	..	20	10	..	..	10	..
Finland	750	80	1,350	60	90	100	450	230	40	10	470	170	320
Norway	60	40	570	10	50	10	80	..	210	20	150	60	100
Sweden	10	130	170	..	200	100	190	10	10	50	100	70	90
Switzerland	..	..	..	..	..	..	..	..	..	..	..	..	..
Australia	240	230	240	220	270	180	210	250	150	100	240	180	210
New Zealand	380	660	1,050	290	310	160	280	90	100	20	540	130	330
OECD average	300	240	320	630	340	350	700	250	170	100	350	310	330

Sources: Working days lost: International Labour Office (ILO) Yearbook Of Labour Statistics 1992 (Geneva 1993); Employees in Employment, OECD.

a Employees in Employment; some figures have been estimated.
b Annual averages for those years within each period for which data are available, weighted for employment.
c Note the significant coverage differences referred to in the text.
() Brackets indicate averages based on incomplete data.
.. Not available.
- Nil or less than 5 days lost per thousand.

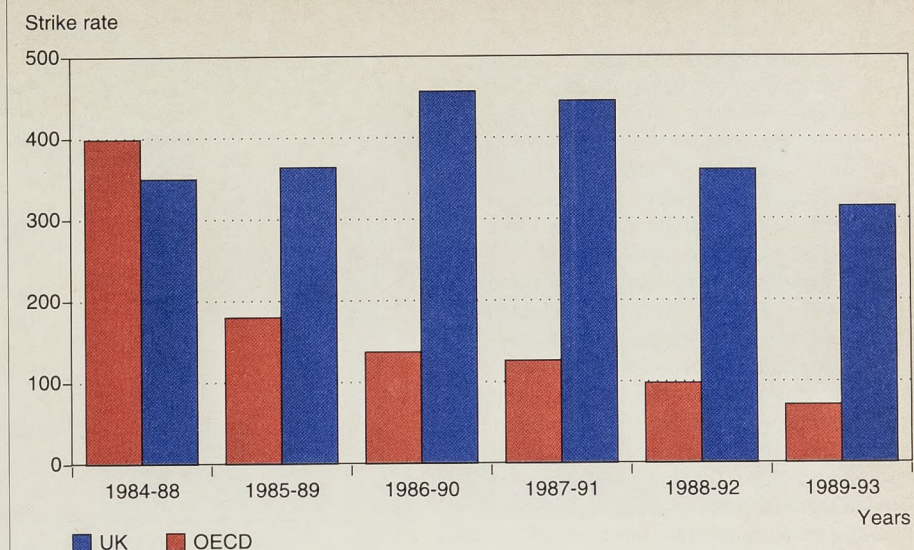
comparison based on an annual average³ for the years 1984-1993 for each of the OECD countries. It shows that Greece has an average more than six times higher than the next country (Spain), with the UK ranked 14 out of 22.

Figure 4 shows the UK's relative position against the annual average strike rate for those EC countries for which data are available in the period 1984-1993⁴: the UK's strike rate is below the EC average for all years except 1984.

Table 1 also presents five-year averages for the periods 1984-1988 and 1989-1993. These show a general decrease in the incidence of working days lost among most OECD countries; only Greece, the Netherlands, Turkey and Austria recorded an increasing average between the two periods.

While comparisons must be made with care, particularly between individual countries (table 4 gives more detail on the difference in coverage of each nation's data), table 1 shows that the UK 1989-1993 average of 70 days lost a year per 1,000 employees was less than one-quarter of the OECD average and was exceeded by, among others, Greece (an average of 4,470 days lost per 1,000 employees), Spain (430), Turkey (400), Canada (270), Italy (250), and Australia (180). Countries recording the lowest rates were Switzerland and Japan, with fewer than five days lost per 1,000 employees, and Austria with an average of ten.

Figure 2 Five year averages for strike rates in the UK and OECD



An alternative picture can be obtained by looking at the relative change in the levels of strike activity across countries. Over the latest five-year period, 1989-1993, the UK lost an annual average of 70 days per 1,000 employees in employment as a result of strikes; this equates to less than one-tenth of a working day a year per employee and less than one working hour a year. This is 83 per cent lower than the estimate of 400 days per 1,000 employees in employment for the previous five-year

period. This reduction is greater than for all the other OECD countries with the exception of Denmark (88 per cent).

Selected strike-prone industries

One feature of labour disputes is the variation in the incidence of strikes between industrial sectors, with some industries consistently having higher rates. This variation, together with the differing industrial structures of countries, may partly explain why a country has a

Table 2 Labour disputes: working days lost per 1,000 employees^a in selected industries (mining and quarrying, manufacturing, construction, and transport and communication) 1984-93

											Average		
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	84-88	89-93	84-93
United Kingdom	3,250	670	190	330	440	200	180	50	20	50	970	100	540
Belgium	..	..	..	..	70	90	80	50	70	..	(70)	(70)	(70)
Denmark	160	2,380	90	120	100	60	100	80	70	130	570	90	330
France ^c	160	90	70	70	130	100	50	60	50	60	110	60	80
Germany (FR)	500	..	..	..	..	10	10	10	60	50	100	30	70
Greece	..	..	520	5,560	4,110	2,450	9,330	2,600	3,080	1,220	(3,400)	3,730	2,890
Ireland	670	450	270	630	220	120	650	120	140	..	450	(260)	(360)
Italy	770	420	400	490	310	370	610	290	270	..	480	(380)	(440)
Netherlands	20	50	20	30	..	10	110	50	30	20	20	40	30
Portugal	190	200	240	70	90	190	90	70	80	60	160	100	130
Spain	870	290	480	870	1,060	800	410	740	540	390	710	580	650
Japan	20	10	10	10	10	10	10	..	10	..	10	(10)	(10)
United States ^c	160	140	370	100	110	530	170	120	100	100	180	200	190
Canada	940	590	1,200	750	1,140	470	1,160	330	440	270	920	530	730
Austria	..	..	..	..	..	..	..	..	..	10	..	..	..
Finland	720	160	2,310	130	200	140	100	350	100	30	710	140	420
Norway	60	100	940	..	..	10	120	..	190	30	220	70	150
Sweden	20	10	..	10	550	40	20	10	20	160	120	50	80
Switzerland	..	..	..	..	..	..	..	..	..	..	..	..	..
Australia	530	520	570	530	640	370	530	640	290	200	560	410	480
New Zealand	890	1,350	2,720	590	800	280	810	120	270	10	1,270	300	780
Averages	300	240	320	630	340	350	700	250	170	100	350	310	330

See footnotes to table 1

relatively high, or low, ranking when compared with other countries.

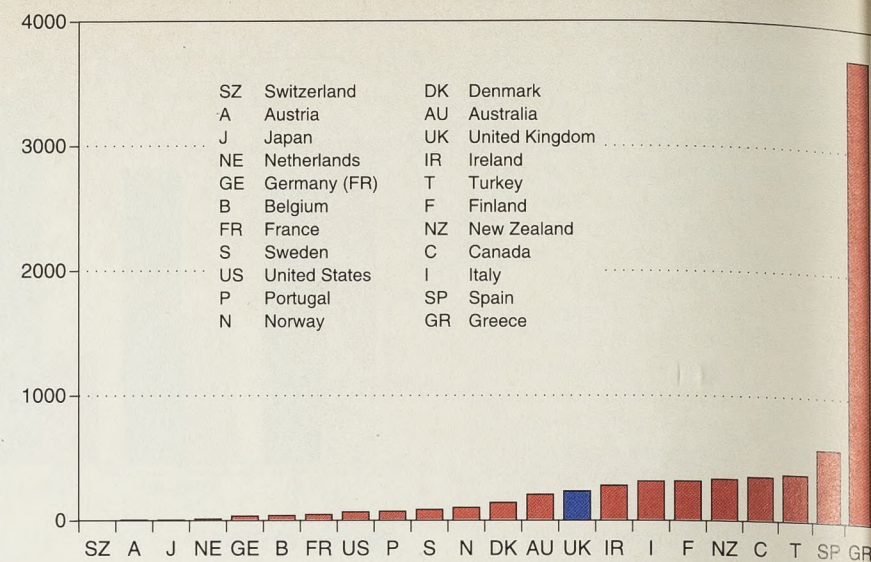
To help illustrate this, a comparison of the four main sectors of industry which are historically prone to disputes is shown in table 2: mining and quarrying, manufacturing, construction, and transport and communication. Countries where a large proportion of the workforce is employed in these industries are more likely to have a higher strike rate.

Very broadly, the incidence of working days lost in 1993 in these four selected industries was over one-and-a-half times higher than the corresponding figure for all industries and services. Exceptions were in Portugal, Finland and Sweden, where the strike rate was three times higher, and New Zealand where the rate for selected industries was actually lower than the all-industry rate.

As with the all-sector classification, there was also a general decrease in the incidence of working days lost in the selected industries between 1984 and 1993: the average UK strike rate over the period 1989-1993 for the four-industry classification was more than 89 per cent lower than in the previous five years.

With the increasing prominence and importance of the service sector in most OECD countries, it is also interesting to look at strike trends for this sector. Table 3 shows comparative strike rates for the five years 1989-1993 in the services sector (defined as public administration, sanitary

Figure 3 Strike rate: annual average 1984-93



services, education, health and other services). Countries showing a high strike rate in 1993, compared with the all-sector data, include the UK, Canada, Australia and New Zealand. This suggests that, for these four countries, there has been a shift in 1993 away from strikes in the traditionally strike-prone industries to the services sector. Indeed, in the UK, the average strike rate in the services sector over the last five years was more than 70

per cent higher than the traditionally strike-prone industries.

Figure 5 shows that the strike rate in the services sector was substantially lower than that in the traditionally strike-prone sectors in each year. It is important to note that some countries, including Greece, France and Portugal, exclude certain public sector strikes from their records, which partly explains some of the very low estimates in table 3 and figure 5.

Coverage and comparability

Because of differences in definitions and coverage, international comparisons of statistics on labour stoppages need to be made with care; in particular, small differences in the rates shown in tables 1 and 2 may not be significant when such differences are taken into account. 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 22 OECD countries mentioned in this article aim to record the full effects of stoppages of work. For example, most countries do not measure working time lost at establishments where employees are not involved in a dispute, but are unable to work because of shortages of materials supplied by establishments which are on strike — these are known as the secondary effects of a dispute. This is partly because of reporting problems and partly because of 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 labour dispute, such as go-slows, work-to-rules and overtime bans are not generally reported, nor are their effects quantifiable with any

degree of certainty. Nevertheless, some countries do attempt to record the extent of these types of action.

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 4. The UK, 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 but has other exclusions that make direct comparisons with the UK difficult. A number of other countries' thresholds are similar, but any differences in thresholds affect the number of working days lost recorded.

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 coverage of industrial stoppages 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 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 strike rates for the United States and Denmark are clearly not directly comparable with those for the UK, the Federal Republic of Germany and other countries with similar thresholds.

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, France and Portugal omit public sector strikes. France additionally excludes disputes by agricultural workers and Japan excludes working days lost in unofficial disputes. 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 UK, Turkey and the United States; in the UK this is, in most years, insignificant with the last identified political strike in the UK being in 1986, where the total number of working days lost amounted to fewer than 1,000.

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. Half the

Figure 4 UK and EC average strike rates 1984-93

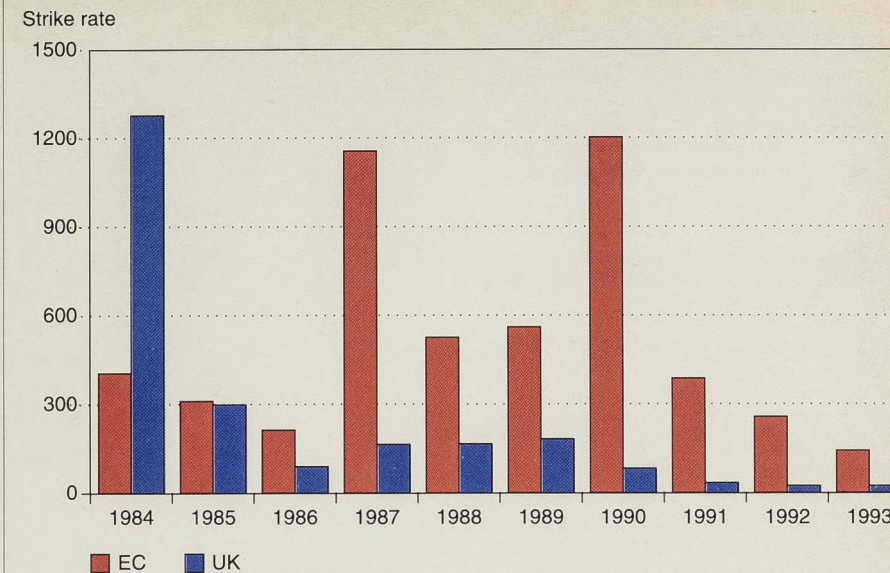


Figure 5 OECD Average strike rates in the service sector and traditionally strike prone industries

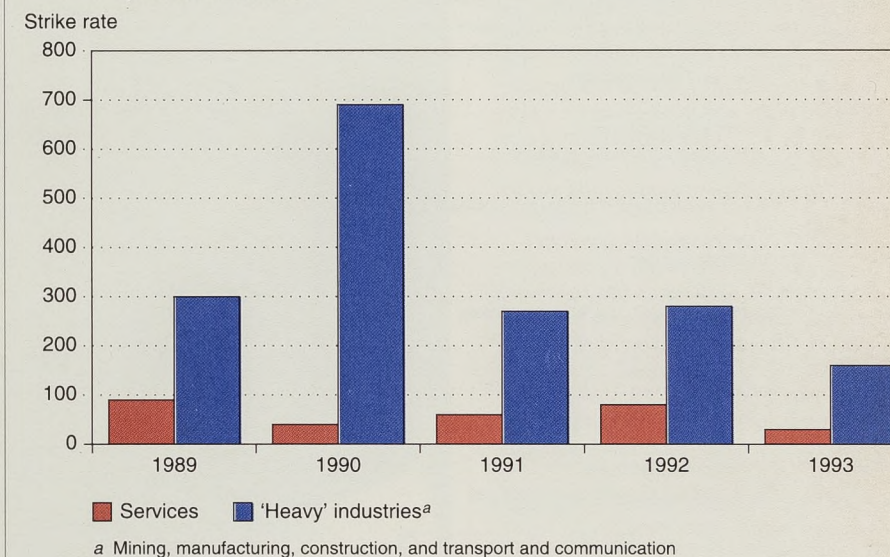


Table 3 Labour disputes: working days lost per 1,000 employees^a in the services sector

	1989	1990	1991	1992	1993	Averages 1989-93
United Kingdom	370	80	60	50	50	120
Belgium ^d	10	-	-	-	-	-
Denmark	-	20	10	10	-	10
France ^d	10	10	10	-	-	10
Germany (FR) ^d	-	30	-	70	-	20
Greece ^d	-	-	-	-	-	-
Ireland	-	-	-	-	-	-
Italy	220	70	100	110	-	120
Netherlands	-	-	-	10	-	-
Portugal ^d	-	-	-	-	-	-
Spain ^d	100	170	220	470	90	210
Japan	10	-	-	-	-	-
United States ^c	-	10	10	10	-	10
Canada	420	150	360	160	120	240
Austria	-	-	70	30	-	20
Finland	-	-	-	10	-	-
Norway	20	100	-	370	10	100
Sweden	240	-	-	-	-	50
Switzerland	-	-	-	-	-	-
Australia	210	120	140	160	90	140
New Zealand	220	70	140	60	50	110
Averages	90	40	60	80	30	

^a For footnotes except d see table 1.
^d Note the significant coverage details in table 4.

countries listed in table 4 — including the UK, Belgium, the Netherlands, New Zealand and the USA — attempt to include them. Among the countries which exclude this category are the Federal Republic of Germany and Japan. Of course, this results in the latter countries recording a lower number of working days lost than those countries that include the indirectly affected workers in their statistics. This would be most noticeable where the actions of a minority have a large impact on the rest of the workforce and least where there was a general withdrawal of labour.

Consequently, even though Germany for example, has a similar threshold for inclusion of disputes to that used in the UK, comparisons between the two countries' records should be made with care. ■

Footnotes

- 1 The OECD median has been calculated in preference to an average since it eliminates the distorting effect of several unusually large figures (the average of the changes for all OECD countries would be minus 33 per cent). See the technical note, for an explanation of the difference between a median and an average.
- 2 There are 24 countries in the OECD. This annual article looks at data on industrial disputes in 22 of them — Luxembourg and Iceland are excluded because data are not available. Countries included in the analyses are ranked according to the number of working days lost per employee, with the country experiencing the lowest incidence rate given the rank of 1. Statistics for 1993 are available for 17 of the 22 OECD countries covered in this article.
- 3 Where complete data are missing, the averages are based on data for the available years.

Continued on page 439 >

Table 4 Labour 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 Ten workers involved and of one day 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 Ten 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 No restrictions on size. Excludes public sector stoppages.	Yes	Yes	Police reports. Questionnaires to employers following a strike.
Canada At least half a day plus at least 10 working days lost.	Yes	No	Reports from Canada Manpower Centres, also press, Provincial Labour Departments and conciliation services.
Denmark 100 or more days lost.	Yes	Yes	Voluntary reports from employers' organisations sent annually to Statistical Office.
Finland More than one hour duration.	Yes	Yes	Returns from employers (approx 90%), employees and press.
France One work day. However, civil service and employees are excluded from the statistics.	Yes	Yes	Labour inspectors' reports.
Germany (FR) More than ten workers involved and more than one day duration or more than 100 days lost. The Civil Service is excluded from the statistics. 1993 data represents the entire FRG; up to 1992 data represented West Germany only.	Yes	No	Compulsory notification by employers to local employment offices.
Greece More than one hour duration. Excludes public administration stoppages.	Yes	No	Labour inspectors' reports.
Ireland Ten or more days lost or of at least one day duration.	Yes	Yes	Reports from local employment offices and press.
Italy No restrictions on size.	Yes	No	Local police reports sent to Central Institute of Statistics.
Japan None. However, unofficial disputes are excluded.	Yes	No	Legal requirement to report to Labour Relations Commission.
Netherlands No restrictions on size.	Yes	Yes	Questionnaires to employers following a strike. National Dutch Press Bureau collects relevant news items on a contractual basis for CBS.
New Zealand Ten or more working day lost. Prior to 1988 excluded public sector stoppages.	Yes	Yes	Information gathered from voluntary returns, press and employers.
Norway At least one day's duration.	Yes	No	Questions to employees' and employers' organisations.
Portugal Up to 1985: no restriction on size. 1986 and after: Statistics exclude general strikes at the national level as well as public administration stoppages.	Yes	No	Statistics are collected by the Ministry of Labour and Social Security. From 1986 the figures exclude the Azores and Madeira.
Spain At least one hour duration. Civil servants disputes are excluded up to and including 1988.	Yes	No	Legal obligation on party instigating strike to notify competent labour authority. Up to 1985 the figures exclude Catalonia. From 1986 to 1989 the figures exclude the Basque country.
Sweden One working day lost.	Yes	No	Press reports compiled by State Conciliation Service are checked by employers' organisations and sent to Central Statistical Office.
Switzerland At least one day duration.	Yes	Yes	Federal Office for Industry, Crafts, Occupations and Employment collects press and employers reports and checks with trade unions and employers.
Turkey No restriction on size. However excludes energy services and most public services.	No	Yes	Legal obligation on the part of trade unions to report details to Regional Directorates of Labour.
United States More than one day or one shift duration and more than one thousand workers involved.	No	Yes	Reports from press, employers, unions and agencies.

Source: ILO Document MESS/D.2 Geneva, 1990

Footnotes cont'd

4 In 1993 the EC average is based on data for eight countries, since data are not available for Belgium, Ireland, Italy and Luxembourg. Similarly, in 1984, 1986 and 1987, the EC average is based on data for ten countries, data not being available for Belgium and Luxembourg.

Technical note

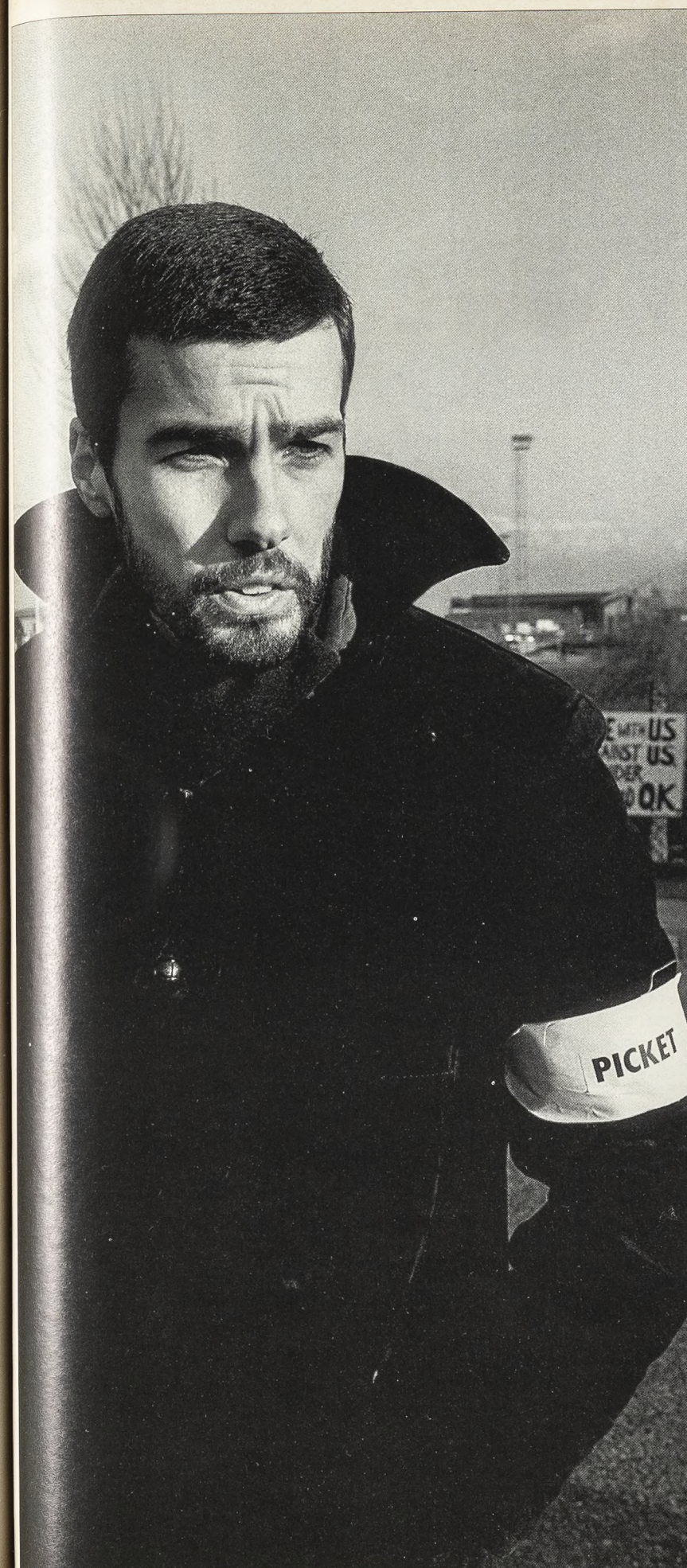
There are three measures commonly used to describe the central tendency of statistics: the mean, median and mode. The mean is perhaps the most frequently used and most commonly understood. This expresses the central tendency of a set of data by reference to the average of all the observations that make up the set, and explains why the mean is also called the 'average'. The median, however, identifies the mid-point of a set of data such that there are the same number of observations both greater and smaller than the median. The result of this is that extreme observations, called outliers, do not have such a distorting effect on the median as they do when calculating the mean. The final measure is the mode, which simply identifies the most commonly occurring value in a set of data. An example of how each would be calculated is as follows:

Suppose the strike rates in *table A* below were observed for seven countries:

Intuitively, it could be said that the strike rate generally lies around 30. However, the mean is 70, which is higher than one would expect. This is because of the influence of the observation for country 'g'. The median is 30 which is a more reasonable measure, given all of the observations taken together. In this example the mode is also 30.

Table A Strike rates for seven countries

Country	a	b	c	d	e	f	g
Strike rate	10	20	30	30	30	50	320



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Trade union recognition: data from the 1993 Labour Force Survey



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What percentage of employees in Great Britain are employed in workplaces where trade unions are recognised by management for negotiating pay and conditions of employment? For the first time, new data from the 1993 Labour Force Survey are used in this article, looking at the extent of trade union recognition in Great Britain. These results are compared with other survey evidence.

By Louise Corcoran and Andrew Wareing, Employment Market Research Unit, Employment Department.

Key findings

According to the autumn 1993 Labour Force Survey:

- Just under a half, or 10.6 million, of all employees in Great Britain work in workplaces where trade unions are recognised for negotiating pay and conditions of employment. This compares with just 7.4 million employees who are actually trade union members.
- Over four-fifths of public sector employees report that unions are recognised at their workplace, compared with only one-third of employees in the private sector.
- Employees working in small workplaces are considerably less likely to report that their employer recognises unions than those in larger workplaces.
- The extent of union recognition varies enormously across different industries. Almost all employees in the railway industry state that unions are recognised at their workplace, compared with just 11 per cent in business services.
- The average length of service among employees in recognised workplaces is 10 years compared with six years for individuals who work where unions are not recognised.

Introduction

THE EXTENT to which employers recognise trade unions for the purpose of negotiating the pay and conditions of their employees is a key indicator of trade union influence in British workplaces. Moreover, the coverage of collective bargaining is a vital factor in building a picture of the prevailing patterns of pay determination in the British economy.

In 1993, for the first time, questions were included in the Labour Force Survey (LFS) aimed at establishing the extent of trade union recognition in the workplaces of employee respondents. This article presents the main results from the survey.

The decline in trade union recognition — findings from other surveys

The decline in the extent of collective bargaining in Britain during the 1980s has been well documented, the main source of evidence for this being the Workplace Industrial Relations Survey (WIRS) series which collected detailed information on union presence and recognition, and the

characteristics of unionised workplaces — their size, industry, ownership, etc — in 1980, 1984 and 1990. The results chart a decline in collective bargaining coverage from 71 per cent of employees in 1984 to just 53 per cent in 1990. These figures, however, relate solely to those employees working in establishments with more than 25 employees, and hence only represent around two-thirds of all employees.

Another major source of information on collective bargaining is the New Earnings Survey (NES). This too charts a decline (from 55 per cent in 1977 to 34 per cent in 1992) but it also has a serious limitation as an indicator: the data relate only to those employees whose pay is influenced by any of a number of specific major national agreements. The many employees covered by firm-specific or local agreements are therefore not recorded as covered by collective bargaining. In 1985 a more general question was included in the NES seeking to remedy this limitation. It asked whether employees were covered by any collective agreement. The results demonstrated the large discrepancy between

the two measures, with 64 per cent being covered by any agreement in 1985, compared with just 47 per cent by a major national agreement.

The third main source of information is the **British Social Attitudes Survey (BSAS)**. Since 1984 it has collected data on individuals' union-membership status, and whether there are any recognised trade unions at individual employees' place of work. In common with the other two sources, the BSAS also shows a decline in recognition, from 66 per cent of employees in 1983 to 56 per cent in 1993. Nevertheless, it also has its limitations as a data source. First, the survey is not fully comprehensive in that it excludes all employees working fewer than ten hours per week. But more importantly, any detailed analysis of the results on the basis of different workplace or individual characteristics is severely circumscribed by the relatively small sample size of the survey.

Overall, the picture is clear: there was a marked decline in trade union recognition in the second half of the 1980s, and the evidence suggests that this trend has been maintained into the 1990s. But while the existing data sources provide robust evidence on changes in trade union recognition over time, they all have serious limitations in providing valid estimates of the extent of recognition. The omission of certain types of workplace or individual from survey coverage or in the case of the NES the exclusion of certain types of recognition agreements, means that none of the existing sources can provide a comprehensive measure of the extent of union recognition in Great Britain.

Features of the Labour Force Survey

To compensate for some of the deficiencies in these data sources, three new questions were added to the LFS in autumn 1993. The purpose of including these questions was twofold. First, the results would be used to produce nationally representative estimates of the extent to which employees work in recognised workplaces and are covered by collective bargaining. Second, the information could be used in more detailed LFS analyses on other topics to better explain any relationships uncovered. Such detailed analyses of substantive issues, however, are beyond the scope of the current article, which simply provides a descriptive account of the extent of union recognition in Great Britain.

Three main features distinguish the LFS data on trade union recognition from other surveys. First, there are no major exclusions in the sample coverage — the data are representative of all employees in Great Britain. Second, the questions do not relate to any specific or restricted list of recognition agreements; they cover all instances of union recognition for the purpose of negotiating pay and conditions of employment. Third, the sample size is large enough to permit detailed analysis of employees' workplace and individual characteristics.

There are some weaknesses in the LFS

measure which need to be considered. It is important to note that union recognition is essentially a workplace, rather than an individual, characteristic. Collecting such information from individuals is thus more likely to be prone to error than collecting it directly from employers, as is the case with WIRS and the NES.

This could be a particular problem where, for example, employees at a workplace are covered by a recognition arrangement that is negotiated at a higher level of their organisation. The remoteness of such arrangements may lead respondents to conclude that unions are not recognised at their workplace. In fact, in a number of instances where the results are perhaps unexpected, this would seem to reveal as much about employees' awareness of union recognition arrangements as about the extent of recognition itself (specific examples are discussed under the results section). The net effect, therefore, would be to produce an underestimate of the extent of recognition.

The problem of respondents being potentially unaware of the union recognition status of their workplace is further exacerbated by the LFS practice of collecting information from proxy-respondents in instances where the individuals themselves are not available for interview (see box 1 in the technical note for further details).

On the other hand, the definition of union recognition in Britain is becoming increasingly vague. As already discussed, there is significant evidence charting the decline in trade union recognition for the purposes of negotiating pay and conditions of employment in recent years. But where recognition has been removed or is absent, unions may still have a prominent representative or consultative role in the workplace.

It may therefore be that some respondents cannot easily distinguish between, on the one hand, the strict interpretation adopted here of recognition for the purposes of negotiating pay and conditions of employment, and on the other, unions having a formalised representational function, or recognition for negotiating certain conditions of employment. These effects will tend in the direction of overestimating the extent of trade union recognition.

These issues are clearly difficult to overcome, but despite these limitations the LFS data provide an extremely useful addition to the body of information on trade union recognition, particularly if these limitations are recognised when interpreting the results.

The new survey questions

The line of questioning in the survey interview was as follows (see box 1 in the technical note for the exact wording of the questions).

First, all employee respondents were asked whether, at their place of work, there are unions, staff associations or groups of unions present. Those who responded positively were

then asked whether the union or staff association is recognised by management for negotiating pay and conditions of employment.

The purpose of this two-question approach is simply to reinforce the fact that recognition involves something over and above simple union presence. The possibility that respondents might not adopt a strict definition of recognition when using a single-question approach first came to light when the questions were piloted. This suspicion is to a large extent borne out when the results are compared with those of the British Social Attitudes Survey. For a fuller discussion of the issues surrounding an interpretation of the results of the union-presence question, see box 2 of the technical note.

Union recognition at an employee's workplace need not imply that individual respondents themselves are covered by any agreement between management and unions, or that their own terms and conditions are determined in this way. Respondents were simply asked to indicate whether union recognition covered any of the employees at their workplace.

It is therefore reasonable to conclude that this measure, based on individuals who work in recognised workplaces, produces an inexact and inflated proxy for the actual coverage of collective bargaining. So, in an attempt to develop a measure of collective bargaining coverage, a further question was asked. Those reporting the presence of a recognised union or unions at their workplace were asked whether it was possible for them to join one of these recognised unions. The rationale here was that this would provide an effective proxy of those actually covered by collective bargaining.

Recent developments, however, militate against the validity of such a proxy. First, recent legislation which gives individuals greater freedom to join the union of their choice renders the question rather inappropriate. Second, and more importantly, the growing incidence of personal contracts (or more precisely, contracts of employment where the terms have not been collectively bargained by management and trade unions) means that more employees who belong to a union which happens to be recognised may not, in fact, actually be covered by the union's collective agreement with their employer. Its validity as a proxy is therefore questionable, and it seems likely that any disparity between the two will tend to increase as personal contracts become more widespread.

It is hoped to refine the LFS measure in future years by asking explicitly whether the individuals themselves are covered by the recognition arrangements.

For the reasons outlined, the remainder of this article presents the headline figures for all three of the new questions, and then goes on to explore only the extent of trade union recognition in detail.

Overview of the LFS results

The new survey questions

Table 1 shows the main findings from the three new questions on trade union presence and recognition. Around 53 per cent (equivalent to 11.2 million employees) reported that trade unions or staff associations were present at their workplace. When subsequently asked whether these bodies were recognised by management for the purpose of negotiating pay and conditions of employment, the numbers dropped to 10.6 million, or 49 per cent of all employees. Overall, then, around half of all employees work in workplaces at which unions are recognised by management for pay bargaining.

Those employees in workplaces with a recognised union were then asked whether it is possible for someone in their type of job to join the union(s). The problems of such an approach as a method of estimating the true coverage of collective bargaining have already been outlined above, and the survey results themselves seem to lend support to the existence of such problems. The proportion of all employees reporting that it was possible for someone in their job to join a union recognised at their workplace was 47 per cent, a drop of just 2 percentage points from the 49 per cent working in recognised workplaces.

Evidence from other sources suggests that a larger drop would be expected if the measure were truly distinguishing between those actually covered by collective bargaining arrangements and those who simply work in recognised workplaces. WIRS for example, showed that in 1990, while 67 per cent of employees worked in recognised workplaces, just 54 per cent were actually covered by collective bargaining — 13 percentage points lower. Although these figures relate only to workplaces with 25 or more employees, the size of the difference would seem to confirm that the LFS measure of whether an individual can join a recognised trade union is not a good proxy for the coverage of collective bargaining (see box 2 in the technical note for further discussion).

Trade union membership question

The final question on trade union related matters in the LFS relates to individual trade union membership itself. This question is not new; it has been asked every year since 1989 and is asked of all employees, not just those in recognised workplaces. The 1993 results show that 35 per cent of employees are members of a trade union or staff association. For a more detailed report of the 1993 trade union membership results, see *Employment Gazette*, pp 189-198, June 1994).

LFS results and other surveys compared

Direct comparisons between the LFS results presented here and those derived from other sources are difficult due to the differences

Table 1 Workplace trade union indicators, Great Britain

Autumn 1993	Number (000s) ^a	Proportion (per cent)
Base: all employees	21,329	100
Trade union/s present at workplace ^b	11,239	53
Trade union/s recognised at workplace ^c	10,555	49
Able to join a recognised trade union	10,012	47
Member of a trade union ^d	7,440	35

Source: Labour Force Survey

^a Those individuals who did not respond to any of the trade union questions, and those respondents who were not contactable in the autumn 1993 quarter have been allocated pro-rata between the yes and no response categories.

^b Includes staff associations which are concerned with terms and conditions of employment.

^c Recognition is defined as recognition of a trade union by management for the purpose of negotiating pay and conditions of employment.

^d Figure differs slightly from that reported in June 1994 *Employment Gazette* following a minor revision to the estimation procedure.

between, and limitations of, each source. However, the flexibility of the LFS allows the results to be refined to specific populations in order to facilitate approximate comparisons with other sources. In comparisons with WIRS, for example, it is possible to restrict the LFS results to just those employees in workplaces with 25 or more employees.

Such comparisons indicate that the LFS results are not markedly out of line with other sources, although they are perhaps higher than might have been expected had the decline in recognition of the 1980s been continuing at the same rate in the 1990s. Detailed comparisons with other sources, together with a consideration of the reasons for discrepancies, can be found in box 2 of the technical note.

Coverage of trade union recognition

For the reasons indicated above, the remainder of this article relates only to the proportion of employees who work in workplaces at which unions are recognised (ie. the coverage of trade union recognition), and it is useful to begin with a brief overview of the broad shape of the results. Table 2 gives the main findings by several key individual and workplace characteristics.

As already mentioned, 10.6 million, or just under half of all employees, work in a recognised workplace. Table 2 shows that among these, men are slightly more likely than women to work in a recognised workplace. The difference between full-time and part-time employees is more pronounced, with just over half of full-timers working in recognised workplaces, compared with just 39 per cent of part-timers. Little difference is evident between manual and non-manual employees, and recognition coverage is identical among employees in manufacturing and service sector workplaces.

Not surprisingly, workplace size is a key factor influencing the likelihood of recognition. In small workplaces (with fewer than 25 employees), the proportion working in a recognised workplace is just 23 per cent. In contrast, among employees in workplaces

with 25 or more employees, the figure is 63 per cent.

The public and private sectors

The starkest difference in coverage rates, however, is revealed by the question included in the autumn 1993 LFS for the first time — the public sector/private sector split. Over four-fifths of public sector employees reported recognised unions at their workplace compared with only approximately one-third of those in the private sector. Thus, public or private ownership is clearly a key influence on the likelihood of union recognition. To take account of this, the findings of the more detailed analysis are presented for the public and private sector separately in the sections which follow.

Tables 3 and 4 present a detailed breakdown comparing recognition coverage in the public and private sectors, by various workplace and individual characteristics respectively. From the tables it is evident that the public sector is characterised by a relative homogeneity in terms of the presence of recognised unions at the workplace. Much greater diversity is evident between the different types of workplace and employee within the private sector.

Workplace characteristics

Industry

Table 3 shows that, although recognition rates at the aggregate level are identical for both manufacturing and services, significant differences exist between the public and private sectors. Recognition is much more common in private manufacturing (49 per cent) than in private services (28 per cent). In the public sector the reverse is true, although there is much less variation between manufacturing and services. It should also be noted that employment levels in public sector manufacturing are very low.

The broad manufacturing/services distinction hides further significant diversity in coverage at the more detailed industry level. Overall, recognition rates range from a

Table 2 Employees in workplaces in which unions are recognised for bargaining over pay and conditions of employment

	Number (000s)	Proportion (as percentage of total employees)
All employees in recognised workplaces	10,555	49
of which:		
Male	5,617	50
Female	4,937	47
Full-time ^a	8,443	52
Part-time ^a	2,111	39
Non-manual	6,499	50
Manual	4,021	47
Manufacturing	2,353	49
Services	8,164	49
Workplace size:		
Under 25 employees	1,634	23
25 or more employees	8,895	63
Private sector	5,270	34
Public sector	5,277	84

Source: Labour Force Survey
^a Full-time/part-time status is based on respondents' self-assessment, not hours usually worked.

Table 3 Percentage of employees who work in workplaces in which unions are recognised: workplace characteristics by sector

	All employees	Private sector	Public sector
All employees	49	34	84
Sector			
Manufacturing	49	49	80
Services	49	28	84
Industry division			
Agriculture, forestry, fishing	12	9	*
Energy and water supply	78	75	95
Minerals, ores, metals, chemicals	57	57	*
Metal goods, engineering, vehicles	49	48	81
Other manufacturing industries	48	47	75
Construction	36	23	95
Distribution, hotels & catering, repairs	21	20	63
Transport and communication	67	54	94
Banking and finance	36	34	82
Other services	66	18	84
Workplace size			
Under 25 employees	23	12	71
25 or more employees	63	49	88
Region			
South East	43	28	82
East Anglia	44	31	77
South West	44	30	78
West Midlands	50	38	86
East Midlands	50	37	85
Yorkshire and Humberside	50	36	86
North West	55	41	90
North	57	43	90
Wales	56	40	87
Scotland	53	36	86

* cell size too small for reliable estimate

Source: Labour Force Survey

low of just 12 per cent in Agriculture, Forestry and Fishing, to a high of 78 per cent in Energy and Water Supply. Within every industry division the recognition rate is consistently higher in the public than the private sector. The differences between the public and private sectors are particularly marked in Construction and in Other Services. Interestingly, sectoral differences are least marked in Energy and Water Supply, a result which must at least in part be related to the fact that much of the industry has recently been privatised, and still exhibits at least some characteristics associated with its previous public sector status.

Workplace size

The significant impact of both workplace size and sector on recognition coverage is further emphasised when the two are cross-tabulated. As table 3 shows, in small private sector workplaces coverage of recognition drops to just 12 per cent. This compares with 49 per cent for individuals in private sector workplaces with 25 or more employees. Although a workplace-size effect is still evident in the public sector, it is less pronounced. Yet, given the organisational and industrial relations structures in the public sector, it is perhaps surprising that the reported difference — 71 per cent reporting recognised unions in small workplaces compared with 88 per cent in larger workplaces — is as great as this. This lends support to the earlier contention that, where collective agreements are more centralised and hence more remote from the individual employee, this may lead some respondents to report that unions are not recognised at their workplace, when they are in fact covered by a collective agreement negotiated at a higher level of the organisation.

Region

Recognition rates broken down by region show less variation. In the private sector, employees were least likely to report workplace recognition in the South East (28 per cent). This compares with a high of 43 per cent in the North of England. Regional variation is again far less marked within the public sector, reflecting its relative homogeneity in terms of industrial relations structures.

Individual characteristics

Table 4 examines the incidence of working in a recognised workplace by respondents' individual, or personal, characteristics.

Gender

Overall, men are only slightly more likely than women to be employed in a recognised workplace. This pattern is more marked within the private sector, while in the public sector the difference between men and women is negligible.

Full-time and part-time employees

A similar pattern is observed for full-time compared with part-time employees, although

Table 4 Percentage of employees who work in workplaces in which unions are recognised: personal characteristics by sector

	All employees	Private sector	Public sector
All employees	49	34	84
Sex			
Male	50	39	85
Female	47	28	84
Full-time or part-time			
Full-time	52	38	87
Part-time	39	21	77
Ethnic origin			
White	49	34	84
Black	60	39	83
Indian	50	35	86
Pakistani-Bangladeshi	37	28	77
Mixed/Other origins	39	22	77
Manual or non-manual			
Non-manual	50	32	87
Manual	47	37	83
Occupational group			
Professional occupations	68	39	87
Associate prof. & technical occupations	62	38	88
Clerical, secretarial occupations	51	37	86
Craft and related occupations	47	43	89
Personal, protective occupations	42	12	74
Sales occupations	26	25	65
Plant and machine operatives	54	51	92
Other occupations	47	26	84
Age group			
Under 20 years	25	22	69
20-29 years	43	31	85
30-39 years	52	38	84
40-49 years	55	38	86
50 years and over	50	34	83
Length of service			
Less than 3 months	31	19	78
3 months but less than 6 months	28	20	72
6 months but less than 12 months	31	21	80
1 year but less than 2 years	35	22	79
2 years but less than 5 years	44	29	84
5 years but less than 10 years	52	36	86
10 years but less than 20 years	63	48	86
20 years or more	68	58	87
Whether received any job-related training in the previous 4 weeks			
Received education or training	60	41	87
Did not receive education or training	47	34	84
Union membership			
Member	91	88	94
Non-member	25	17	67

Source: Labour Force Survey

the differences are more significant. As already reported, 52 per cent of full-timers reported union recognition, compared with 39 per cent of part-timers. In the private sector these figures fell to 38 per cent and 21 per cent respectively — a difference of some 17 percentage points. In the public sector, 87 per cent of full-timers reported union recognition, compared with 77 per cent of part-timers. Again this difference of 10 percentage points in the public sector is arguably surprising given its relative

homogeneity, and this may in part be associated with response error.

It is possible that the very nature of part-time employment means that some of these employees are less aware of trade union activities and roles at their workplace, and so are more inclined to under-report union recognition. It certainly seems to be the case that trade unions find it more difficult to recruit among this group for logistical among other reasons. For example, part-time employees may be less likely to be present at the workplace when union meetings

take place.

Ethnic origin

Analysing workplace union recognition by respondents' ethnic origin identifies some interesting differences between groups. The classification used is based on the broad Census of Population definitions, and employees reporting their ethnic origin to be black have the highest recognition coverage at 60 per cent — some 10 percentage points higher than any of the other groups. The private/public sector breakdown, however, reveals this group to be closer to the average figure within both sectors, suggesting that the overall figure is pulled upwards by a relatively high concentration of employees of black ethnic origin working in the public sector. The propensity to work in a recognised workplace is below-average for employees of Pakistani or Bangladeshi origin, and Mixed and Other Origins. This is true of both the private and public sectors.

Manual and non-manual employees

An examination of the nature of employees' work in table 4 reveals that there is relatively little difference in terms of union recognition between manual and non-manual employees. In the private sector, it is manual workers who are slightly more likely to work in recognised workplaces, whereas in the public sector the position is reversed.

Occupational group

Analysis by occupation, however, reveals much greater diversity. Recognition rates vary from a low of 26 per cent in sales occupations to 68 per cent for professionals. Again there is greater consistency within the public sector than the private sector. In the private sector only 12 per cent of individuals in personal and protective occupations are employed in a recognised workplace, compared with a low within the public sector of 65 per cent for sales occupations.

Age

The results for union recognition examined by age group arguably reveal as much about respondents' awareness of unions' role in their workplace as it does about any genuine differences in recognition rates.

Both overall and across sectors, union recognition appears to be markedly lower among the under-20 age group; for employees over 20 years of age, however, reported recognition is more uniform. While on first inspection this would seem to indicate that new entrants to the labour market are more likely to be employed where there is no union recognition, closer inspection suggests that this may in part be a product of response error. This is revealed by the relatively low reported recognition rate of 69 per cent in the public sector among under-20 year olds, which is arguably below the level expected. This would seem to suggest that this is at least in part due to greater ignorance of union negotiation arrangements among newer entrants.

Table 5 Percentage of employees — union members and non-members — who work in workplaces with recognised unions: membership status by workplace and personal characteristics

	All employees	Union members	Non-union members
All employees	49	91	25
Manufacturing	49	92	26
Services	49	91	25
Industry division			
Agriculture, forestry, fishing	12	61	6
Energy and water supply	78	94	45
Minerals, ores, metals, chemical	57	95	28
Metal goods, engineering, vehicles	49	92	26
Other manufacturing industries	48	91	26
Construction	36	86	18
Distribution, hotels & catering	21	81	13
Transport and communication	67	95	29
Banking, financial & business	36	91	17
Other services	66	91	41
Occupational group	49	91	25
Managers and administrators	41	89	25
Professional occupations	68	90	43
Associate prof. & tech occupations	62	88	35
Clerical, secretarial occupations	51	96	31
Craft and related occupations	47	90	16
Personal, protective occupations	42	90	20
Sales occupations	26	85	17
Plant and machine operatives	54	93	19
Other occupations	47	91	24
Region			
South East	43	89	24
East Anglia	44	90	25
South West	44	90	23
West Midlands	50	93	25
East Midlands	50	91	26
Yorkshire and Humberside	50	91	25
North West	55	93	27
North	57	92	29
Wales	56	91	25
Scotland	53	91	26

Source: Labour Force Survey

Length of service

This suggestion of greater ignorance among newer employees would seem to be confirmed — for the public sector at least — by the next set of figures which show recognition by length of service.

In the private sector, however, the fact that reported recognition increases continuously and markedly with length of service would seem to suggest that there is a link in the private sector between increasing likelihood of recognition and increasing length of service. This might be partly explained by the age of the workplace in which respondents work. Longer serving employees are more likely to work in an older workplace, and other research findings have indicated an association between union recognition and the age of a workplace (or more precisely, the point in time at which it was established).

It is also interesting to examine length of service in relation to union recognition in another way. There has been some debate about whether or not unions can reduce employment costs by reducing labour

turnover. It is argued by some that this arises because unions offer a voice through which employees can air and possibly resolve their grievances, rather than quitting a job when they are discontented.

The data here show that the average length of service is 10 years among employees in recognised workplaces, compared with six years where unions are not recognised. Examining the private sector separately, this relationship between length of service and union recognition remains. It is, however, less marked among employees within the public sector. While these relatively crude results obviously do not take into account the possible effect of any intervening variables, this does show the potential for further analysis.

Training

Table 4 reveals another area of the LFS data which has scope for further analysis — job-related training. The results show that among those who had received some job-related education or training during the four

weeks preceding the survey, 60 per cent worked in recognised workplaces. Among those not receiving any such training, the rate was just 47 per cent. The implication would seem to be that employees in workplaces where unions are recognised are more likely to receive training than those in workplaces where they are not.

Of course, the relationship between unions and training is much more complex than this simple analysis reveals. It may well be that the two are in fact related to other intervening factors such as industrial sector or workplace size. Indeed, as table 4 shows, while differences in recognition rates remain when looking at training received for the public and private sectors separately, they are less marked. However, any more complex analysis of this issue is beyond the scope of this article.

Trade union membership and recognition

Another individual characteristic which is interesting to relate to the recognition results is trade union membership itself. These figures are a little more difficult to interpret than for more general characteristics, but the figures in table 4 reveal the following.

Ninety-one per cent of union members report that unions are recognised at their workplace. The corollary of this is that a full 9 per cent of union members are employed in workplaces in which no unions are recognised. Of course, the survey question applies a strict criterion for recognition, i.e. for the purposes of negotiating pay and conditions of employment, and it may well be that in these workplaces unions retain a representational role on other issues. Indeed, with the decline of recognition for negotiating pay and conditions of employment, and the increasing incidence of union derecognition, it may well be that such arrangements become more common in the future.

On the other hand, 25 per cent of non-union members work in a recognised workplace. It could be argued that this group represent what are often termed 'free-riders' — enjoying any benefits which unions may deliver in their workplace without paying membership subscriptions to the unions which have secured those benefits. However, as already noted, it is possible that at least some of these employees may work in a recognised workplace without actually being covered by any collective agreements. As such, this figure probably overestimates the extent of true free-riding.

These figures also reveal something of the nature of the pool of potential recruits for trade unions — a critical issue for unions as their membership continues to decline. The data show that some 75 per cent of non-members work in workplaces where unions have no recognition rights to negotiate pay and conditions of employment — a factor which probably makes the task of membership recruitment all the more challenging for trade unions.

On the other hand, some 25 per cent of non-

members, or 3.5 million employees, work in recognised workplaces where unions presumably have lay representatives and internal structures for recruitment in place already offering significant recruitment potential. It may, however, be that in some cases the recognised unions do not represent individuals' particular occupations or groups.

The split by public/private sector reveals non-membership in recognised workplaces to be far more common in the public sector than in the private. This reflects the much greater extent of trade union recognition in the public sector.

Industry

Table 5 explores this relationship between union membership and recognition in more detail. While the results are almost identical for manufacturing and services, there is more diversity at the industry division level.

The Agriculture, Forestry and Fishing sector stands out as particularly anomalous. The industry is apparently characterised by a particularly high proportion of union members working in unrecognised workplaces, but conversely by very few non-members in recognised workplaces. Construction, and Distribution, Hotels, Catering and Repairs also have relatively high numbers of union members in unrecognised establishments, but a low incidence of non-membership in recognised workplaces. The latter finding also applies to Banking, Financial and Business Services.

Non-membership in recognised workplaces is high in Energy and water supply, and in Other services. While this could potentially indicate a greater free-riding problem in these two industries, it should be noted that this could be explained by a range of factors. In particular, it may be that a higher proportion of the workforce in these industries comes from certain occupational groups where unionisation and recognition are less common, such as managerial and administrative grades.

Occupational group

An analysis of these results by occupational groups demonstrates a relatively consistent pattern across occupations in terms of the proportions of union members in recognised workplaces. There is more divergence, however, among non-members: 43 per cent of non-members in professional occupations work in workplaces where unions are recognised, although, as already pointed out this does not necessarily mean that they are covered by collective bargaining. In contrast, a relatively low proportion of non-union members from craft and sales occupations, and plant and machine operatives are found in recognised workplaces.

Detailed industry analysis

Finally, table 6 examines recognition rates at a more detailed industry level. The analysis reveals enormous variations between different industries, ranging from just 9 per cent in Repairs to a high of 97 per cent in the Rail

industry. More than 90 per cent of employees in Electricity and Gas Production and Distribution, and Local and National Government work in recognised workplaces.

Gender

While, at the aggregate level, differences between the proportions of men and women in recognised workplaces were slight, this more detailed analysis highlights instances where the position is less balanced. In particular, in a number of manufacturing industries women are markedly less likely than men to work in a recognised workplace. This is particularly true of Rubber, Plastics and Other Manufacturing, Paper, Printing and Publishing, Vehicle and Motor Parts, and Chemical and Fibres. On the other hand, women in Banking and Finance, and Fire, Police, Justice, Defence and Social Security are considerably more likely to report recognised unions.

Full-time and part-time employees

Although the overall results indicate that full-time employees are more likely to be found in recognised workplaces than part-timers, table 6 shows that there are four industries in which this position is actually reversed. Part-timers are slightly more likely to report union recognition than their full-time counterparts in Energy and Water Supply, Retail Distribution, Insurance and, more markedly, in Banking and Finance.

Union membership

There are a number of industries in which close to 100 per cent of union members work in a recognised workplace. Most notable among these are: Electricity and Gas Production and Distribution, Metal Extraction and Manufacture, Other Transport and Equipment, Railways and Telecommunications. Conversely, Repairs and Hotels and Catering are characterised by a particularly high proportion of union members working in unrecognised workplaces.

A particularly high proportion of non-members in Railways and National and Local Government work in a recognised workplace, reflecting the pervasive extent of recognition in these industries. In contrast, there is only a small proportion of non-members in recognised workplaces in Agriculture, Forestry and Fishing, Office Machinery, Timber and Furniture and Wholesale Distribution. The implication here is that where recognition is secured in these industries, membership is high. However, the interesting question of whether high membership precedes union recognition, or vice versa, cannot be resolved using a cross-sectional survey such as the LFS.

Manual and non-manual employees

While little difference is apparent at the aggregate level in recognition rates between manual and non-manual employees, the detailed industry level reveals some areas where the differences are more marked. In

the Other Medical category, manual employees are more than twice as likely to work in a recognised workplace than non-manual employees. But in Sanitary Services and Hospitals it is non-manual employees who are considerably more likely to report recognition.

Size of workplace

The pattern of larger workplaces being more likely to recognise trade unions is consistent across all industries except one — Banking and Finance — where employees in workplaces with fewer than 25 employees are actually more likely to report recognition compared with those with 25 or more employees. This probably reflects the fact that recognition is more widespread among financial institutions with large networks of smaller establishments (such as the clearing banks) than among those which operate from a smaller number of larger premises.

For the Railway industry, workplace size appears to have no effect on recognition.

Occupational group

The remainder of table 6 gives a detailed industry breakdown of recognition rates by occupational group. The finding reported earlier in table 4 of recognition coverage being highest among professional occupations is reproduced for the service sector of the economy. Elsewhere, however, the picture differs. In Energy and Water Supply employees in craft and related occupations are most likely to work in a recognised workplace. The same is true of plant and machine operatives, and the personal and protective services among manufacturing employees. While in the Construction industry, those in professional occupations are most likely to report a recognised union at their place of work.

Conclusion

The full usefulness of the LFS as a source of data on union recognition will become more apparent in future years when it will also be possible to chart changes over time. It seems likely that the overall decline in recognition witnessed through the 1980s is set to continue at least in the immediate future, but it is clear from these results that significant variations exist in different sectors of the economy and among different sections of the workforce.

The results presented here provide only a brief introduction to the wealth of information on workplace trade union recognition contained within the 1993 LFS. There are obviously difficulties inherent in asking individual employees about union recognition, which is essentially a workplace rather than an individual characteristic. Nevertheless, as long as these limitations are understood, the LFS data provide a valuable addition to other survey evidence on union recognition, as well as shedding light on individuals' awareness of industrial relations structures and processes at their place of work. ■

Table 6 Percentage of employees in recognised workplaces: industry by personal and workplace characteristics

Autumn 1993

SIC code		All	Male	Female	Full-time	Part-time	Union member	Non-union member	Non manual	Manual	Workplace size	
											Fewer than 25 employees	25 or more employees
	All industries	49	50	47	52	39	91	25	50	47	23	63
0	Agriculture, forestry, fishing	12	13	*	14	*	61	6	*	11	7	33
1	All energy and water supply of which:	78	78	79	78	79	94	45	75	81	61	80
11	Coal extraction, solid fuels	76	78	*	77	*	90	*	*	78	*	79
12-15	Coke, oil, gas extraction & nuclear	48	49	*	48	*	85	24	41	58	*	50
16	Electricity & gas production & distribution	91	92	90	92	83	98	63	89	95	72	93
17	Water supply	87	86	91	87	*	94	77	91	81	73	92
2-4	All manufacturing of which:	49	52	43	51	28	92	26	43	54	13	59
21-22	Metal extraction & manufacture	66	69	*	68	*	98	23	55	71	*	76
23-24	Mineral extraction & manufacture	58	58	58	60	*	95	27	50	62	*	71
25-26	Chemicals & fibres	52	58	41	53	*	92	31	46	61	*	58
31	Metal goods	41	44	32	43	*	90	22	33	46	*	54
32	Mechanical engineering	43	43	43	44	28	88	24	39	47	11	54
33	Office machinery & data processing equipment	22	21	*	22	*	81	12	16	36	*	25
34	Electric & electronic engineering	48	50	42	49	*	91	29	44	51	15	54
35	Vehicles & motor parts	64	67	49	66	*	95	30	51	70	*	69
36	Other transport equipment	76	76	77	77	*	98	49	80	73	*	81
37	Instrument engineering	27	29	*	30	*	*	*	*	*	*	35
41-42	Food, drink & tobacco	57	60	51	60	43	94	34	51	60	15	66
43	Textiles	59	59	59	60	*	91	37	53	61	*	66
44-45	Leather, clothing & footwear	45	51	42	50	*	95	24	34	48	*	58
46	Timber & furniture	23	22	28	24	*	82	12	18	25	*	34
47	Paper, printing & publishing	52	58	40	55	28	88	31	44	61	27	61
48-49	Rubber, plastics & other manufacturing	39	45	26	41	*	92	20	31	45	*	49
5	Construction	36	38	26	38	16	86	18	33	38	14	52
6-9	All services of which:	49	50	48	53	41	91	25	52	44	25	64
61-63	Wholesale distribution	19	21	17	20	16	82	12	16	25	7	30
64-65	Retail distribution	26	25	26	25	27	84	16	25	30	9	45
66	Hotels & catering	15	12	17	16	15	70	9	14	16	10	25
67	Repairs	9	10	*	10	*	67	*	*	10	*	18
71	Railways	97	97	97	97	*	98	91	95	98	96	97
72-76	Other transport	51	54	41	54	27	92	22	42	57	18	65
7901	Postal services	89	96	66	94	61	96	54	69	96	56	97
7902	Telecommunications	88	89	86	88	*	98	60	84	93	77	90
81	Banking & finance	76	69	80	74	84	97	50	76	59	82	72
82	Insurance	59	62	56	59	61	93	36	59	*	46	62
83	Business services	11	14	9	12	7	72	6	11	17	5	17
84	Renting of movables	12	*	*	*	*	*	*	*	*	*	*
85	Owning & dealing in real estate	56	53	59	61	35	93	23	60	42	35	73
9111	National government	91	92	91	92	86	97	82	92	87	76	94
9112	Local government	92	94	91	95	81	96	85	94	82	76	95
912-919	Fire, police, Justice, defence, social security	71	66	84	71	69	95	42	84	72	61	72
92	Sanitary services	40	48	31	52	25	90	17	58	35	24	51
931	Higher education	88	88	87	89	83	96	79	90	76	75	89
932	Schools	78	80	77	81	72	88	63	82	68	75	79
933,936	Other education	78	80	77	81	74	93	63	79	74	45	86
94	Research & development	75	78	70	75	*	94	63	74	*	*	81
951	Hospitals	79	86	77	83	72	93	55	84	63	42	81
952-956	Other medical	36	72	31	48	25	74	13	31	66	21	63
97	Entertainment & leisure	46	48	44	50	37	89	27	47	44	35	56
96,98-99,00	Other services	39	43	38	42	35	88	18	51	31	25	63

Table 6 (cont)

Occupational group	SIC code	Occupational group																				
		Managers & administrators	Professional occupation	Associate profession & technical	Clerical & secretarial	Craft & related occupation	Personal, protective services	Sales occupation	Plant & machine operatives	Other occupations	SIC code	Managers & administrators	Professional occupation	Associate profession & technical	Clerical & secretarial	Craft & related occupation	Personal, protective services	Sales occupation	Plant & machine operatives	Other occupations		
	All industries	41	68	62	51	47	42	26	54	47	0	41	68	62	51	47	42	26	54	47	0	
	Agriculture, forestry, fishing	*	*	-	*	*	*	-	*	11	0	*	*	-	*	*	-	*	11	0	0	
	All energy and water supply of which:	71	69	79	79	86	*	*	75	78	1	71	69	79	79	86	*	*	75	78	1	
	Coal extraction, solid fuels	*	*	*	*	87	*	-	*	*	11	*	*	*	*	*	-	*	*	*	11	
	Coke, oil, gas extraction & nuclear	*	*	*	*	*	*	*	62	*	12-15	*	*	*	*	*	*	*	62	*	12-15	
	Electricity & gas production & distribution	98	89	92	91	96	*	*	96	*	16	98	89	92	91	96	*	*	96	*	16	
	Water supply	17	*	*	91	*	*	*	82	*	17	*	*	91	*	*	*	*	82	*	17	
	All manufacturing of which:	38	56	52	44	52	57	29	57	50	2-4	38	56	52	44	52	57	29	57	50	2-4	
	Metal extraction & manufacture	*	*	*	*	67	*	*	74	*	21-22	*	*	*	*	*	*	*	74	*	21-22	
	Mineral extraction & manufacture	47	56	50	44	65	*	*	63	*	23-24	47	56	50	44	65	*	*	63	*	23-24	
	Chemicals & fibres	31	*	*	*	43	*	*	50	*	25-26	31	*	*	*	*	*	*	50	*	25-26	
	Metal goods	35	47	46	42	43	*	*	50	*	31	35	47	46	42	43	*	*	50	*	31	
	Mechanical engineering	*	*	*	*	*	*	*	*	*	32	*	*	*	*	*	*	*	*	*	32	
	Office machinery & data processing equipment	*	*	*	*	*	*	*	*	*	33	*	*	*	*	*	*	*	*	*	33	
	Electric & electronic engineering	39	56	52	41	47	*	*	54	*	34	39	56	52	41	47	*	*	54	*	34	
	Vehicles & motor parts	44	58	*	52	69	*	*	71	*	35	44	58	*	52	69	*	*	71	*	35	
	Other transport equipment	67	87	87	82	73	*	*	75	*	36	67	87	87	82	73	*	*	75	*	36	
	Instrument engineering	37	*	*	*	*	*	*	*	*	37	37	*	*	*	*	*	*	*	*	37	
	Food, drink & tobacco	41-42	*	*	57	54	*	*	37	64	41-42	41-42	*	*	57	54	*	*	37	64	41-42	
	Textiles	43	*	*	61	67	*	*	53	*	43	43	*	*	61	67	*	*	53	*	43	
	Leather, clothing & footwear	44-45	*	*	45	45	*	*	51	*	44-45	44-45	*	*	45	45	*	*	51	*	44-45	
	Timber & furniture	46	*	*	23	24	*	*	32	*	46	46	*	*	23	24	*	*	32	*	46	
	Paper, printing & publishing	47	*	*	52	55	28	88	31	44	47	47	*	*	52	55	28	88	31	44	47	
	Rubber, plastics & other manufacturing	48-49	*	*	39	45	26	41	*	92	48-49	48-49	*	*	39	45	26	41	*	92	48-49	
	Construction	5	50	49	29	39	*	*	35	33	5	5	50	49	29	39	*	*	35	33	5	
	All services of which:	6-9	71	64	53	40	42	25	51	50	6-9	6-9	71	64	53	40	42	25	51	50	6-9	
	Wholesale distribution	12	*	*	20	*	*	17	30	*	61-63	12	*	*	20	*	*	17	30	*	61-63	
	Retail distribution	25	*	25	29	13	*	25	32	39	64-65	25	*	25	29	13	*	25	32	39	64-65	
	Hotels & catering	17	*	*	*	*	12	*	*	21	66	17	*	*	*	12	*	*	*	21	66	
	Repairs	67	*	*	10	*	11	-	*	*	67	67	*	*	10	*	-	*	*	*	67	
	Railways	71	*	*	98	97	100	*	98	100	71	71	*	*	98	97	100	*	98	100	71	
	Other transport	33	*	73	41	68	71	*	56	56	72-76	33	*	73	41	68	71	*	56	56	72-76	
	Postal services	88	*	*	55	*	*	*	*	96	7901	88	*	*	55	*	*	*	*	*	96	7901
	Telecommunications	85	*	*	87	93	*	*	*	*	7902	85	*	*	87	93	*	*	*	*	*	7902
	Banking & finance	68	67	61	83	*	*	*	*	*	81	68	67	61	83	*	*	*	*	*	*	81
	Insurance	55	*	53	59	*	-	71	-	*	82	55	*	53	59	*	-	71	-	*	82	
	Business services	10	12	13	8	*	*	*	*	*	83	10	12	13	8	*	*	*	*	*	*	83
	Renting of movables	84	-	-	*	*	*	*	*	*	84	84	-	-	*	*	*	*	*	*	*	84
	Owning & dealing in real estate	85	61	86	67	*	*															

The LFS is a survey of around 60,000 private households throughout Great Britain. The survey was conducted once every two years from 1973 to 1983, and once every year between then until 1991, and always in the spring. From 1992 onwards, the survey has been conducted on a quarterly basis in Great Britain. The results are grossed to national population estimates using data produced by the Office of Population Censuses and Surveys. The series of trade union-related questions analysed in this article was asked in the autumn quarter of the 1993 survey, and the figures presented have not been seasonally adjusted.

The trade union questions

The question on trade union membership has been asked annually since 1989 of all individuals in employment (or away temporarily) during the reference week, either as employees or as self-employed, or of people on government employment or training programmes who were based with an employer during the reference week. The remaining trade union related questions were included for the first time in the autumn 1993 survey and were asked of *all employees*. These will be asked annually each autumn hereafter. The exact wording and sequence of the questions was as follows:

Ask all employees:

"At your place of work, are there any unions, staff associations or groups of unions?"

If yes:

"Is it/are any of them recognised by management for negotiating pay and conditions of employment?"

If yes:

"Is it possible for someone in your type of job to join this/one of these unions(s)/staff association(s)?"

Table A1 Trade union indicators for personal employee respondents and proxy respondents

	Per cent		
	All employees	Personal responses only	Proxy responses only
Trade unions present at workplace	53	57	50
Trade unions recognised at workplace	49	54	47
Able to join a recognised union	47	51	44
Trade union membership	35	38	33

Source: Labour Force Survey.

Ask all in employment:

"Are you a member of a trade union or staff association?"

A fuller discussion of the rationale for this line of questioning and question wording, and a comparison with results from other sources, is found in *box 2*.

Proxy response

Two separate questionnaires are completed for each eligible household in the survey. The first questionnaire deals with the household composition and is completed only once for each household. The second questionnaire, covering economic activity and related matters, is completed separately for all people aged 16 or over who are present at the time of the interview. For those who are not present at the time of the interview, the questions are asked of the person who gave the household information, provided that person feels able to answer and that she or he is a relative.

Proxy information was collected for 33 per cent of the adult *employee* responses in the autumn 1993 survey. The effect of this proxy response on the accuracy of the information collected is difficult to estimate, and almost certainly varies from question to question. Evidence suggests that item non-response is slightly higher among proxy respondents compared to direct personal

respondents. Further, proxy respondents consistently report lower levels of workplace trade union presence, recognition, the ability to join a recognised trade union, and trade union membership. *Table A1* breaks down the overall results into direct responses from personal respondents and those reported by proxy respondents.

Non-contacts

Each household in the LFS is in the sample for five consecutive quarters. For the small number of households which were not contactable in the quarter (other than the first), their responses from the previous quarter are brought forward. For questions that do not appear every quarter, such as the trade union questions, there is no previous response to carry forward, and a 'does not apply' response is therefore recorded.

Response estimates have been derived by allocating these cases pro-rata to the relevant positive and negative response categories according to those who did respond to the question. This is distinct from those instances where the respondent was interviewed in the quarter, but did not answer any question. However, such cases have also been treated in the same way and allocated pro-rata according to those who did answer the questions.

The flexibility of the LFS to restrict examination of results to specific populations facilitates approximate comparisons with other survey sources. *Table A2* presents results on trade union presence, recognition, and collective bargaining coverage from a number of different sources. Each of these is considered on turn.

Workplace Industrial Relations Survey (WIRS)

Although WIRS is an establishment-based survey, sufficient information is collected on employee numbers at each workplace to make it possible to derive employee-based estimates of trade union indicators for comparison with the LFS. However, WIRS only surveys establishments with 25 or more employees while the LFS is representative of all employees regardless of workplace size. In the

comparison of WIRS and LFS results in *table A2*, therefore, the LFS figures have been restricted to those employees who report that their workplace has 25 or more employees.

Union presence

Beginning with union presence at the workplace, WIRS shows that in 1990, union members were present at 76 per cent of employees' workplaces. This compares with 67 per cent from the 1993 LFS. Given the three-year

time lapse between the two surveys, and assuming that trade union presence has continued its downward trend recorded prior to the 1990s, the LFS result seems plausible.

This would suggest that there has been a fall of some nine percentage points in workplace union presence between 1990 and 1993. However, this result requires some qualification. Union presence is clearly defined in WIRS as any trade union members being employed at the establishment.

The LFS question is more ambiguous, and it is not clear exactly how individual respondents interpreted this question. Union 'presence' could range from the simple definition applied in WIRS, ie trade union members themselves being employed at the respondent's workplace, through to shop steward presence or the existence of a formal role for trade unions in, for example, grievance procedures. Nevertheless, based on the WIRS results for 1990, the LFS figure is broadly in line with expectations.

Union recognition

The second question concerns the proportion of employees in a workplace where trade unions are recognised by management for the purposes of negotiating pay and conditions of employment. The WIRS employee-based estimate for 1990 was 67 per cent. This compares with 64 per cent in 1993 for the comparable LFS population, suggesting a smaller but still downward trend in recognition between the two surveys.

However, based on the difference of nine percentage points in WIRS between unions being present and being recognised, it is arguable that the LFS figure would be expected to be slightly lower. This outcome also highlights some of the difficulties of obtaining trade union recognition information from a survey of individuals as opposed to employers. The purpose of adopting this two-question approach was to reinforce the fact that *recognition* involves something over and above simple union *presence*. Indeed, the possibility that respondents might not adopt a strict definition of recognition when using a single question approach first came to light when the questions were piloted — a suspicion which is to a large extent born out by the LFS-BSAS comparison discussed below. Also, the fact that some employees responded positively to the first question but negatively to the second indicates that in at least some instances respondents were able to draw a distinction. It would therefore appear that this may tend in the direction of an over-estimate of recognition, while other factors, such as the effect of proxy respondents and the remoteness of bargaining arrangements in some workplaces, tend in the opposite direction.

Coverage of collective bargaining

The final comparison is between the 1990 WIRS measure of the proportion of employees covered by collective bargaining, and the LFS question on whether it is possible for the respondent to join a union recognised at his or her workplace. In 1990 WIRS found that, among those in workplaces with 25 or

Table A2 Union workplace indicators — comparison with other sources

	Per cent	
	LFS 1993	WIRS 1990
LFS and WIRS		
Whether unions 'present' at workplace	67	
Whether union members present at workplace		76
Whether unions recognised at workplace		
Whether employees can join recognised union	61	67
Whether employees covered by collective bargaining	61	54
<i>Base: Employees in workplaces with 25 or more employees</i>		
LFS and BSAS		
Whether unions recognised at workplace	51	56
<i>Base: Employees working 10 or more hours per week</i>		
LFS and NES		
Whether employees can join recognised union	47	
Whether employees covered by a major national agreement		34
<i>Base: All employees</i>		

more employees, 54 per cent were covered by collective bargaining. For the comparable population in the LFS, 61 per cent of employees reported being able to join a recognised union.

This would, somewhat implausibly, suggest that there has been an increase in coverage between 1990 and 1993. In addition, there was a full 13 percentage point difference in WIRS between the proportion of employees who simply worked in a recognised workplace, and the proportion actually covered by a collective agreement, while the comparable difference in the LFS in 1993 was just 3 percentage points. These results would therefore seem to confirm that the LFS measure is *not* a good proxy for the coverage of collective bargaining, and should not be interpreted as such.

British Social Attitudes Survey (BSAS)

Data on recognition are also available from the BSAS, and relate to employees working 10 or more hours per week. The question asked is as follows:

"At your place of work are any trade unions or staff associations recognised by management for negotiating pay and conditions of employment?"

While this question wording is very similar to the LFS recognition question,

unlike the LFS it is not preceded by a question on trade union presence. The BSAS figure for 1993 was 56 per cent, compared to an LFS figure of 51 per cent for the same year. The LFS result for trade union *presence* of 54 per cent (arrived at when the LFS analysis is confined to the equivalent BSAS population, i.e. employees working 10 or more hours per week), is very close to the BSAS *recognition* result. The BSAS results would therefore seem to confirm the suspicion that some respondents to that survey are not picking up on the distinction between union *recognition*, and union *presence*.

New Earnings Survey (NES)

The NES is a major source of information on the coverage of collective agreements. However, the data only relate to employees whose pay is *influenced* by any of a number of specified major national agreements. The many employees covered by firm-specific or local collective agreements are therefore excluded. The impact of this exclusion is clear from the results in *table A2*. While the (admittedly flawed) 1993 LFS proxy measure for the proportion of all employees covered by collective bargaining is 47 per cent, the 1992 NES revealed that only 34 per cent of all employees were covered by a major national agreement.

Table 1 Levels of average pay and hours in April 1994 and increases since April 1993

Full-time employees on adult rates whose pay for the survey period was not affected by absence

	Men			Women			Men and women		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Average gross weekly earnings (£)	281	428	362	182	278	262	263	360	326
increase since April 1993 (per cent)	2.3	2.4	2.4	2.9	3.6	3.5	2.4	2.9	2.8
Average gross hourly earnings									
including overtime pay and hours (£)	6.31	10.90	8.61	4.53	7.44	6.89	6.02	9.32	8.03
increase since April 1993 (per cent)	1.6	2.1	2.1	2.6	2.9	2.8	1.8	2.6	2.4
Average gross hourly earnings									
excluding overtime pay and hours (£)	6.14	10.93	8.65	4.45	7.42	6.88	5.85	9.31	8.02
increase since April 1993 (per cent)	1.4	2.3	2.2	2.4	2.9	2.9	1.6	2.7	2.5
Average total weekly hours	44.7	38.9	41.6	40.1	37.0	37.6	43.9	38.0	40.1
change since April 1993 (hours)	0.4	0.3	0.3	0.3	0.1	0.2	0.4	0.2	0.5
Average weekly overtime hours	5.6	1.4	3.3	2.1	0.6	0.9	4.9	1.0	2.4
change since April 1993 (hours)	0.4	0.1	0.2	0.2	0.0	0.1	0.3	0.0	0.1

Average levels of pay and hours

Table 1 and figure 1 show that average gross weekly earnings (including overtime) of all full-time employees on adult rates working a full week in April 1994 was £326. The gap between earnings in non-manual and manual occupations has grown gradually over the years so that average manual earnings (£263 per week) is now about 73 per cent of non-manual earnings (£360).

The average working week for those full-time employees for whom weekly hours were reported, was 40.1 hours, of which 2.4 consisted of paid overtime (the NES does not measure unpaid overtime). Manual employees worked on average almost 44 hours per week, while non-manual employees worked 38 hours (about two-thirds of this difference is due to overtime).

The average gross hourly earnings, including overtime, was £8.03 (or £8.02 excluding overtime). Non-manual employees averaged £9.32 per hour, manual employees £6.02 (or £5.85 excluding overtime).

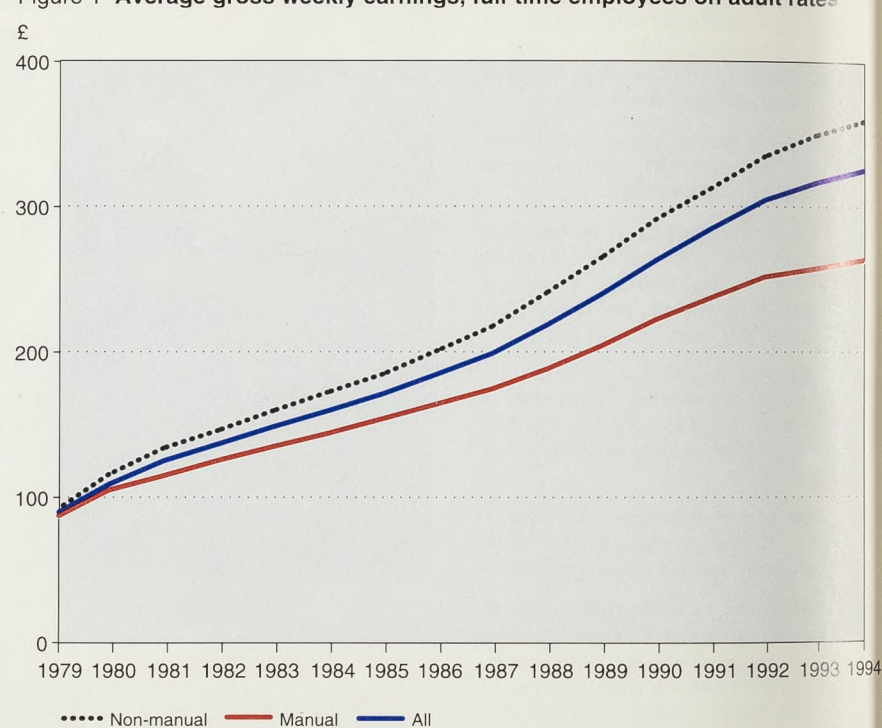
The growth of average earnings

As can be seen from table 1, average gross weekly earnings increased overall by 2.8 per cent in the year to April 1994. The highest increases were for non-manual workers (2.9 per cent) and for women (3.5 per cent)—as they have been in each of the last six years. The average full-time working week (including overtime) was only fractionally longer in April 1994 than in April 1993.

Average hourly earnings rose a little more slowly than weekly earnings: 2.4 per cent including overtime, and 2.5 per cent excluding overtime.

The overall annual increase in weekly earnings of 2.8 per cent between April 1993 and 1994 is lower than the increase

Figure 1 Average gross weekly earnings, full-time employees on adult rates



of 3.6 per cent measured by the Average Earnings Index (AEI) over the same period. This result is not unexpected because, although both the NES and the AEI relate to the whole economy, there are differences in their coverage and the AEI relates to a different week in April. In 1994 the NES was carried out in the week including 12 April, earlier than in 1993 and also earlier than the monthly AEI survey. Some increases paid in April to weekly staff could have been missed by the NES but collected by the AEI survey later in the month.

The effect of changes in labour force composition

The increase in average earnings from one year to the next reflects several factors:

- pay settlements implemented between the April survey dates (changes in the timing of settlements can therefore affect the NES average earnings increases for particular groups of workers);
- changes in the amount of overtime and other payments relative to basic pay (which tend to vary with the economic cycle); and
- the structural effects of changes in the composition of the employed labour

Table 2 Make up of average weekly pay in April 1994

Full-time employees on adult rates, whose survey pay period was not affected by absence

	Men			Women			Men and women		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Average weekly earnings (£)	281	428	362	182	278	262	263	360	326
of which:									
overtime payments (£)	40	13	25	12	5	6	35	9	18
incentive etc payments (£)	14	15	15	10	5	6	13	10	11
shift etc premium payments (£)	10	3	6	5	2	3	9	3	5
all additions (£)	64	31	46	27	12	15	57	22	34
(per cent of the total)	(23)	(7)	(13)	(15)	(3)	(6)	(22)	(6)	(11)
basic and all other payments (£)	217	389	316	155	266	247	206	337	291
Percentage of employees who received									
overtime payments	54	20	35	30	17	19	49	19	29
incentive etc payments	30	14	21	23	11	13	28	13	18
shift etc premium payments	23	6	14	17	8	10	22	7	12

force (for example, an increase in the proportion employed in occupations with higher-than-average earnings will increase overall average earnings even if earnings in each individual occupation do not change).

All of these factors have played a part in the increase between April 1993 and April 1994.

As far as compositional effects are concerned, an analysis of the 1993-94 movements in the NES sample numbers by occupational group and by gender suggests that, on balance, these had only a minimal upward effect on the average earnings of full-time employees; the most significant effect came from an increase in the proportion of women in higher paid occupations. If the sample numbers of women had not changed between 1993 and 1994, i.e. if they had remained in the same job in both years, the increase in the earnings of women would have been about 3 percentage points lower. There was no evidence of other compositional changes.

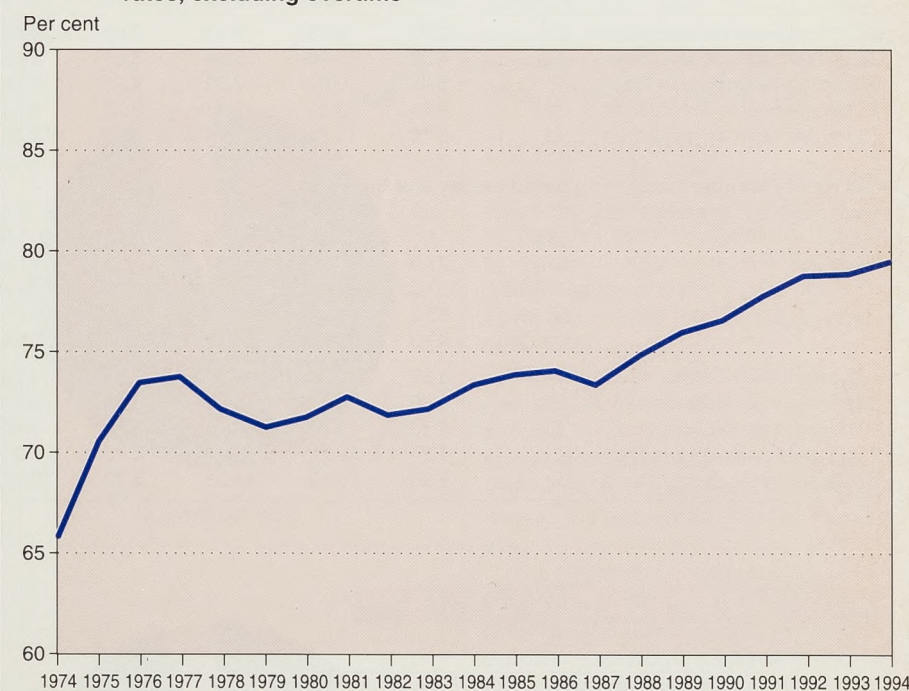
Earnings of women relative to men

Women's average gross weekly earnings, at £262, were just over 72 per cent of the male level of £362—marginally higher than last year.

The average earnings of women are lower than those of men because women tend to work in lower paid occupations and industries, and because they have a shorter working week. Full-time women employees worked on average four fewer hours per week than men in April 1994, of which 2.4 hours were overtime.

Average hourly earnings provide a better comparison, though even they do not indicate differences in rates of pay for comparable jobs. This is because such averages reflect the different employment patterns and other labour force

Figure 2 Women's hourly pay as a percentage of men's; employees on adult rates, excluding overtime



characteristics of women and men, such as the proportions in different occupations and their length of time in jobs.

The ratio of female to male hourly earnings, whether including or excluding overtime, was just under 80 per cent in April 1994 — again higher than the level a year earlier. The cumulative rise since 1987 is over 6 percentage points, as illustrated in figure 2.

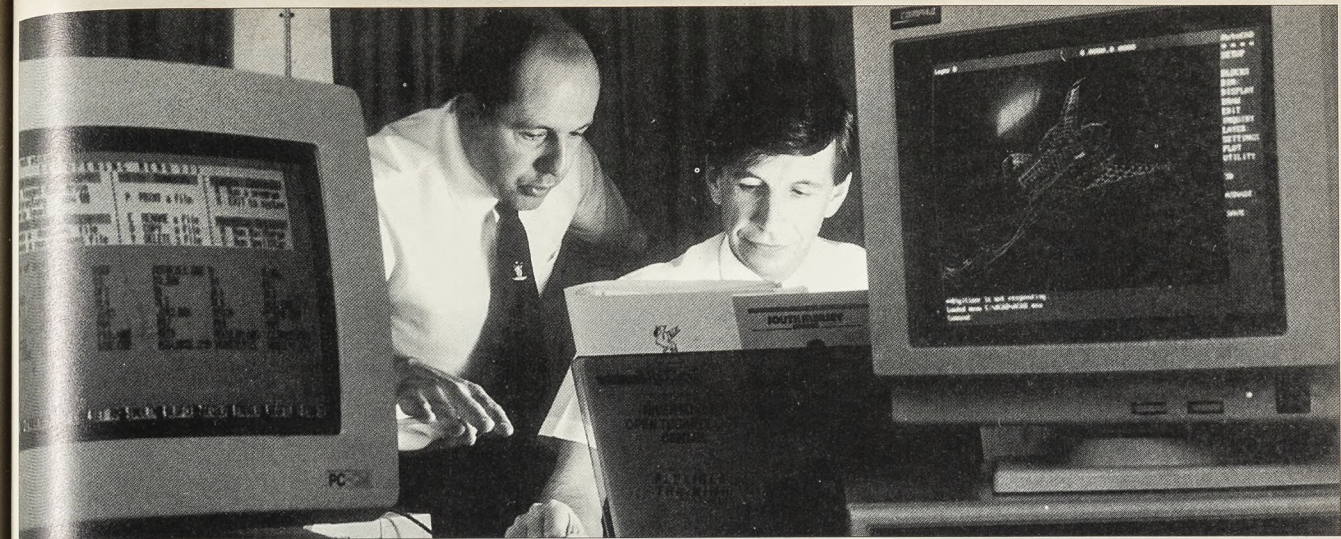
Historically, average hourly earnings of women relative to those of men rose appreciably in the early 1970s following the introduction of the Equal Pay Act. After 1975 the proportion fluctuated around 74 per cent until 1987, but since

then it has increased each year. (The overall trend is more significant than the results for a particular year, which may reflect delays in particular settlements affecting the average earnings of one gender more than another.)

The differential between women's and men's hourly earnings varies for different types of employee. The fact that women are more concentrated than men in non-manual occupations raises their overall average pay relative to men's: the average hourly earnings excluding overtime of non-manual women (£7.42) is higher than that of manual men (£6.14). On the other hand, among both manual and non-manual

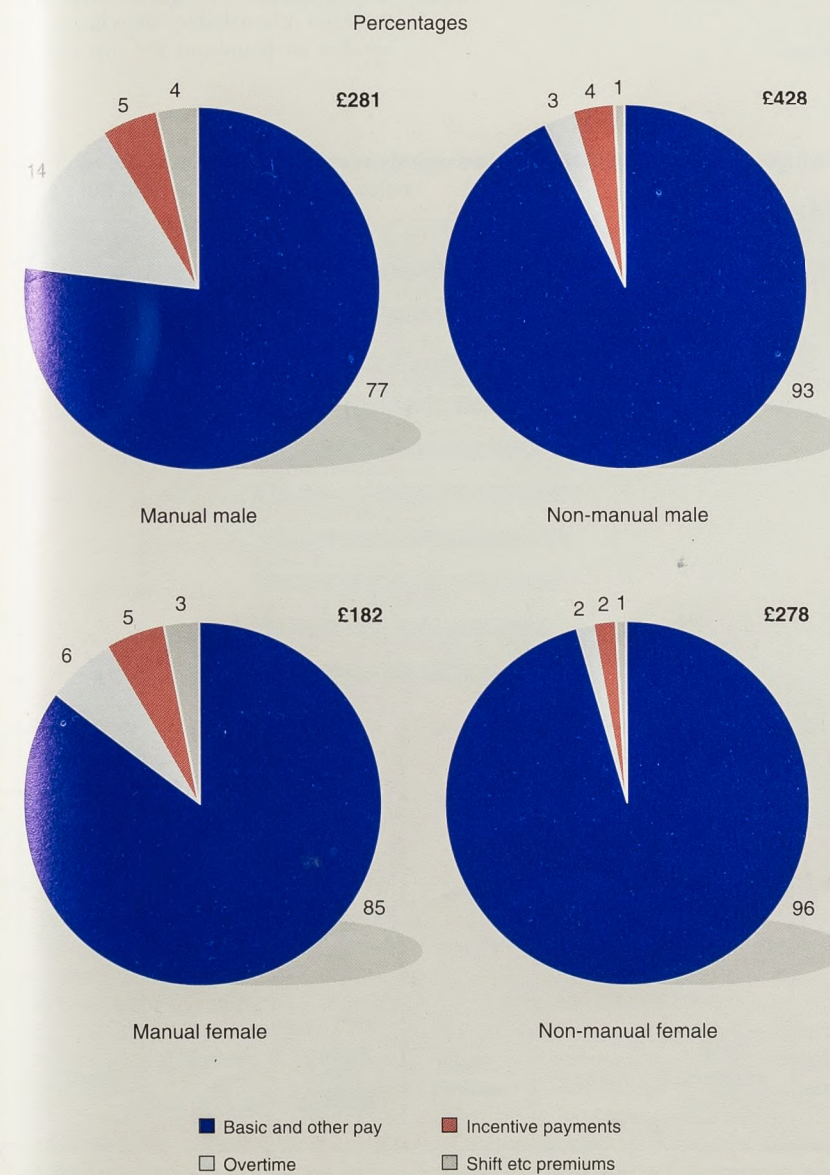
Table 3 Distribution and dispersion of pay in April 1994
Full-time employees on adult rates whose pay for the survey period was not affected by absence

		Men			Women			Men and women		
		Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Gross weekly earnings:										
percentage earning less than	£110	0.8	0.6	0.7	7.5	1.2	2.3	2.0	0.9	1.3
	£150	5.7	2.8	4.1	38.0	9.3	14.4	11.6	5.8	7.8
	£210	26.5	11.8	18.4	74.0	35.3	42.1	35.2	22.6	27.0
	£300	64.8	31.1	46.2	93.9	66.0	70.9	70.1	47.1	55.2
	£420	90.6	59.9	73.7	99.1	88.2	90.1	92.1	72.9	79.6
	£600	98.5	84.9	91.0	99.8	97.8	98.2	98.7	90.8	93.6
10 per cent earned less than	(£)	166	200	180	114	152	139	145	168	158
25 per cent earned less than	(£)	206	274	231	135	189	175	186	218	204
50 per cent earned less than	(£)	262	376	313	165	247	229	244	313	282
25 per cent earned more than	(£)	332	504	427	212	343	320	316	430	390
10 per cent earned more than	(£)	414	689	582	272	430	418	399	585	525
Gross hourly earnings including overtime pay and hours:										
percentage earning less than	£2.40	0.4	0.3	0.3	1.3	0.3	0.5	0.5	0.3	0.4
	£3.40	3.5	1.5	2.4	20.7	3.4	6.4	6.6	2.4	3.9
	£4.80	24.6	8.4	15.9	65.8	20.9	28.7	31.9	14.2	20.6
	£6.00	50.8	17.6	33.0	86.0	42.0	49.7	57.1	29.0	39.1
	£8.00	81.2	34.6	56.3	97.3	66.6	72.0	84.1	49.6	62.0
	£14.00	99.2	78.1	87.9	100.0	93.9	95.0	99.4	85.5	90.5
10 per cent earned less than	(£)	3.99	5.03	4.33	3.05	4.06	3.66	3.64	4.41	4.02
25 per cent earned less than	(£)	4.82	6.90	5.44	3.51	5.05	4.58	4.47	5.67	5.09
50 per cent earned less than	(£)	5.95	9.67	7.39	4.20	6.52	6.02	5.63	8.05	6.85
25 per cent earned more than	(£)	7.46	13.30	10.51	5.23	9.04	8.39	7.15	11.46	9.76
10 per cent earned more than	(£)	9.10	18.20	14.96	6.39	12.25	11.59	8.81	15.77	13.76
Gross hourly earnings excluding overtime pay and hours:										
percentage earning less than	£2.40	0.4	0.3	0.3	1.4	0.3	0.5	0.6	0.3	0.4
	£3.40	4.1	1.6	2.8	22.0	3.5	6.8	7.3	2.5	4.2
	£4.80	27.9	9.0	17.7	67.4	21.4	29.5	34.9	14.8	22.0
	£6.00	53.0	18.3	34.7	87.2	42.7	50.5	59.6	29.7	40.4
	£8.00	83.2	35.4	57.6	97.5	67.1	72.4	85.7	50.2	63.0
	£14.00	99.3	78.3	88.0	100.0	93.9	95.0	99.4	85.6	90.6
10 per cent earned less than	(£)	3.87	4.96	4.18	3.04	4.03	3.63	3.56	4.37	3.95
25 per cent earned less than	(£)	4.66	6.83	5.30	3.48	5.02	4.55	4.33	5.62	5.00
50 per cent earned less than	(£)	5.79	9.58	7.25	4.14	6.48	5.96	5.49	7.98	6.75
25 per cent earned more than	(£)	7.27	13.22	10.41	5.15	9.00	8.35	7.00	11.39	9.67
10 per cent earned more than	(£)	8.90	18.19	14.93	6.32	12.23	11.57	8.62	15.75	13.72



Associated professional and technical occupations had the highest increase in average weekly earnings between 1993 and 1994.

Figure 3 Components of average gross weekly earnings; full-time employees on adult rates



workers, women are concentrated in the lower paid occupations, which reduces their relative pay: for non-manual occupations as a whole, the percentage of women's average hourly earnings relative to men's is 68 per cent, and for manual workers the percentage is 72 per cent.

The make-up of pay

The NES divides total gross earnings into four components: overtime, payment by results/incentive payments, premium payments for shift work, and the residual, which can be referred to as 'basic pay'. The data for April 1994 are summarised in table 2 and figure 3.

Altogether, the three additions to basic pay account for nearly 11 per cent of average gross weekly earnings. For manual men they make up almost 23 per cent of the total, whereas for non-manual women the proportion is only about 4 per cent.

The 50 per cent of male manual workers who work overtime each week, work on average 10 hours overtime per week and receive overtime payments of £75. Approximately 30 per cent of male manual workers get incentive and performance-related bonuses averaging nearly £47 a week and 23 per cent receive shift premia averaging £43 per week.

The contribution which the additions made to average earnings was about the same in both April 1994 and April 1993. The proportion of workers working overtime and the average number of hours that they worked rose over the period, while the proportion receiving incentive payments fell by over 1 percentage point.

The distribution of earnings

As well as averages, the NES shows how earnings are distributed among employees. Table 3 gives simplified distributions of the weekly and hourly earnings of full-time employees on adult

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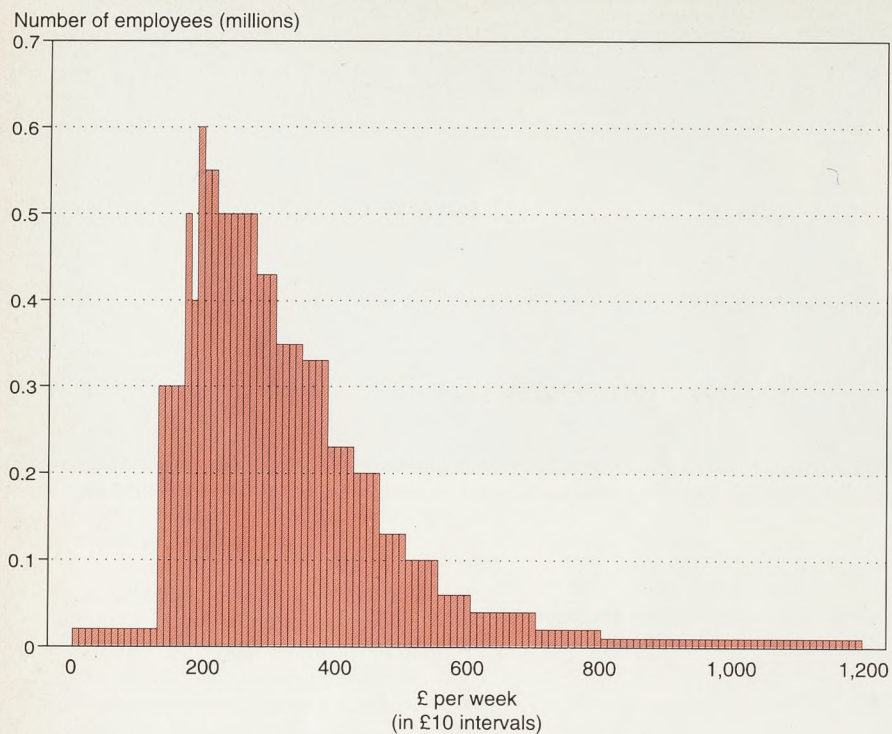
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Figure 4 Distribution of gross weekly earnings; full-time employees on adult rates



rates, showing the proportions of employees earning less than certain amounts per week or hour.

Figure 4 displays the shape of the overall distribution of gross weekly earnings among employees in the NES sample, grossed up to the estimated numbers of full-time adult employees in Great Britain. This is skewed to the right, because of the relatively small number of very high earners, the distribution extends much further at the top end than at the bottom.

The NES also provides measures of the spread or dispersion of earnings. Median earnings are those for a person exactly half way up the earnings distribution. These can be compared with the upper and lower deciles (or quartiles), the earnings levels which mark off the top and bottom 10 per cent (or 25 per cent) of employees.

Table 3 presents such comparisons. It shows that in April 1994, the median level of earnings was £282 per week, which is lower than the average (or mean), since the latter is boosted by the relatively small number of people at the top end of the

Figure 5 Typical occupations in each decile range of the distribution of gross weekly earnings

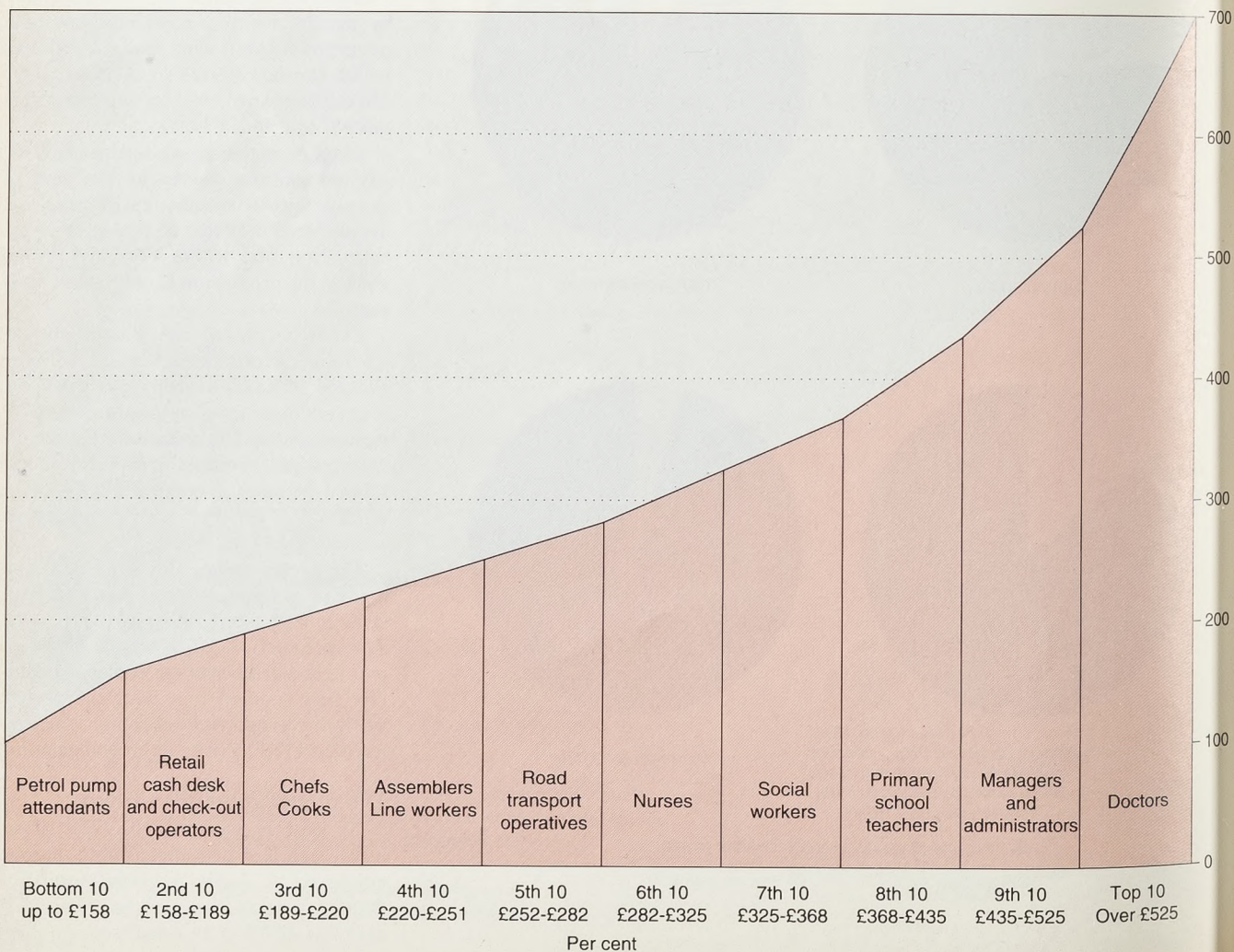
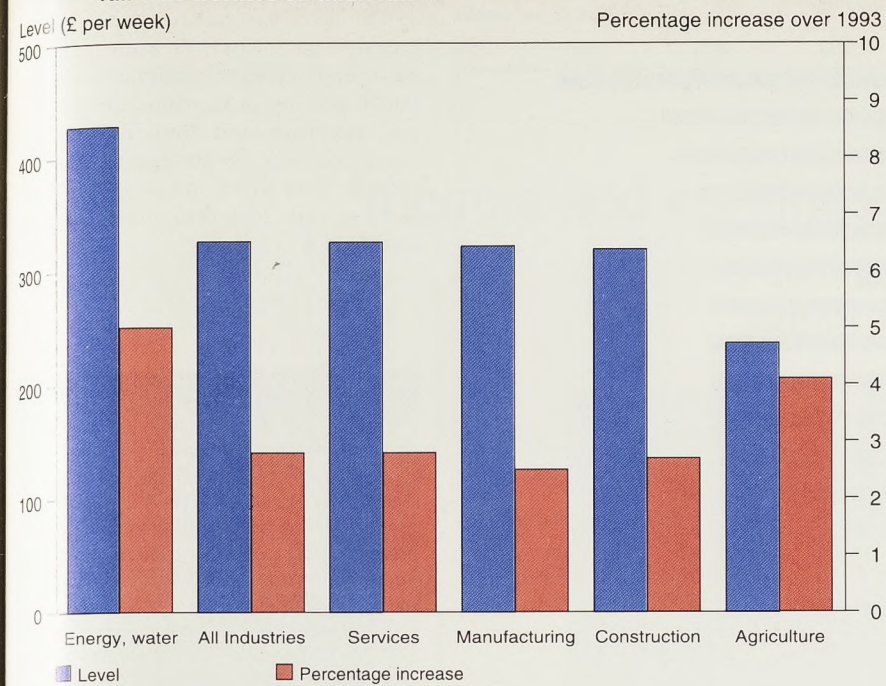


Figure 6 Average gross weekly earnings by industrial sector, April 1994; full-time workers on adult rates



gross weekly earnings in April 1994. For each of these it lists an occupation whose average earnings (for men and women together) are within the decile range, and who can be considered representative of that tenth of the earnings distribution.

Detailed analyses

The detailed results of the NES are summarised in Part A of the published report¹, and presented in full in subsequent parts. In this article it is only possible to give a flavour of such analyses.

In the following sections, a series of figures show the average gross weekly earnings, and increases between April 1993 and April 1994, for broad categories of industry (detailed analyses of which are contained mainly in Part C of the published report), of occupation (in Part D), of region and of age-group (both in Part E).

Results by industry

Figure 6 presents an analysis of the 1994 NES by the industrial sector of the employer (based on Divisions of the Standard Industrial Classification, 1980 revision). Average weekly earnings in April 1994 were highest in Energy and Water supply (£427) and lowest in Agriculture (£236), with little variation between Manufacturing (£322), Services (£325) and Construction (£319).

The earnings rise in services between April 1993 and 1994 (2.8 per cent) was a little higher than in manufacturing (2.7 per cent), but both increases were lower than last year.

Results by occupation

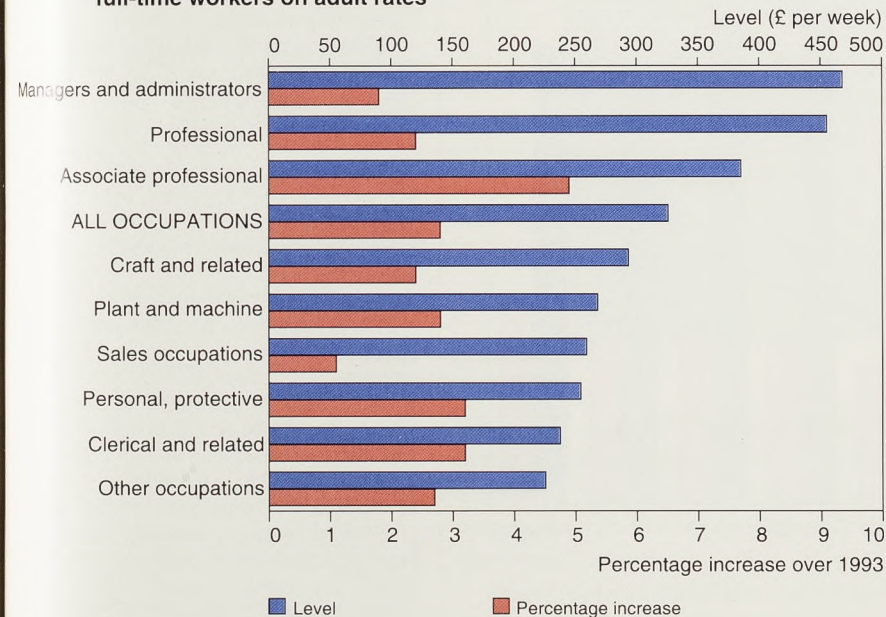
To classify occupations, the NES uses the Standard Occupational Classification (SOC), which has a hierarchical structure of 374 'unit groups' contained within 77 minor, 22 sub-major and nine major groups. This permits a far more sophisticated analysis of earnings and other labour market trends than is possible from the traditional manual/non-manual split.

Figure 7 shows the 1994 results by SOC major group. The group with the highest average earnings was managers and administrators (£468 per week), followed by Professional occupations (£455 per week). Average earnings were generally higher in the non-manual occupational groups, but the average for Craft and Related occupations (at £293 per week) was well above that for Clerical and Related (at £238).

Results by region

An analysis by standard region (showing Greater London separately) is given in figure 8. London has much higher average earnings than any other region (£416 per week in April 1993), partly because it has a large proportion of

Figure 7 Average gross weekly earnings by occupational major group, April 1994; full-time workers on adult rates



distribution. At the bottom of the distribution, a tenth of employees earned less than £158 per week; at the top, a tenth earned more than £525.

The ratio between these two numbers — just over 3.3 in April 1994 — gives a measure of the spread or dispersion of weekly earnings. The spread was greatest for non-manual males (the top decile was 3.4 times the bottom decile), and smallest for manual females (2.4 times).

For hourly earnings, the pattern is similar. The ratio of the highest to the

lowest decile for all employees is 3.4 including overtime, again with non-manual males showing the greatest spread (3.6 per cent).

In the year to April 1994 the dispersion of earnings narrowed slightly, as weekly earnings increased by 3.5 per cent at the bottom decile and by 2.9 per cent at the top. Nonetheless, earnings at both ends of the distribution increased in real terms since the Retail Prices Index rose by just 2.6 per cent over the same period.

Figure 5 shows all ten decile ranges of

Figure 8 Average gross weekly earnings by region, April 1994; full-time workers on adult rates

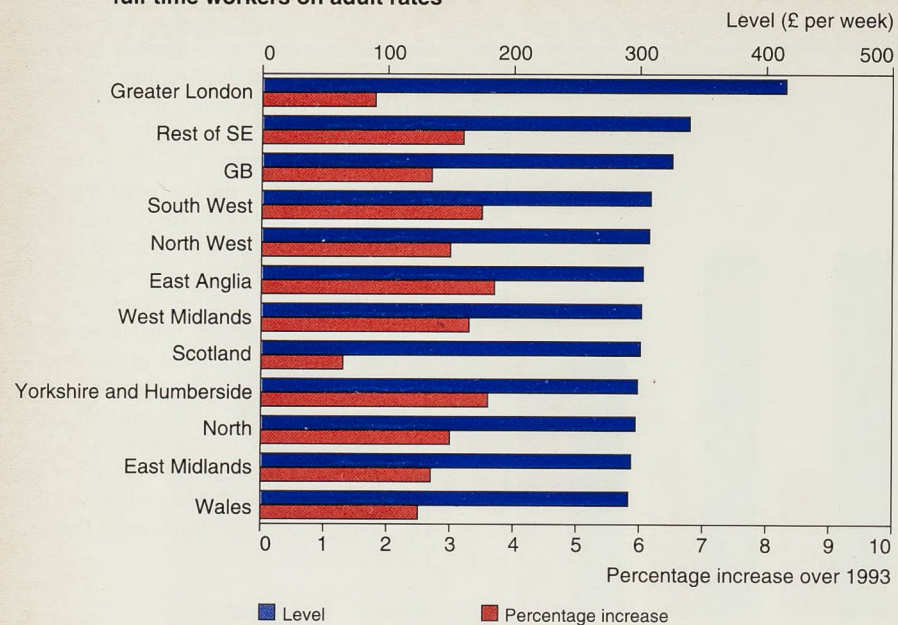
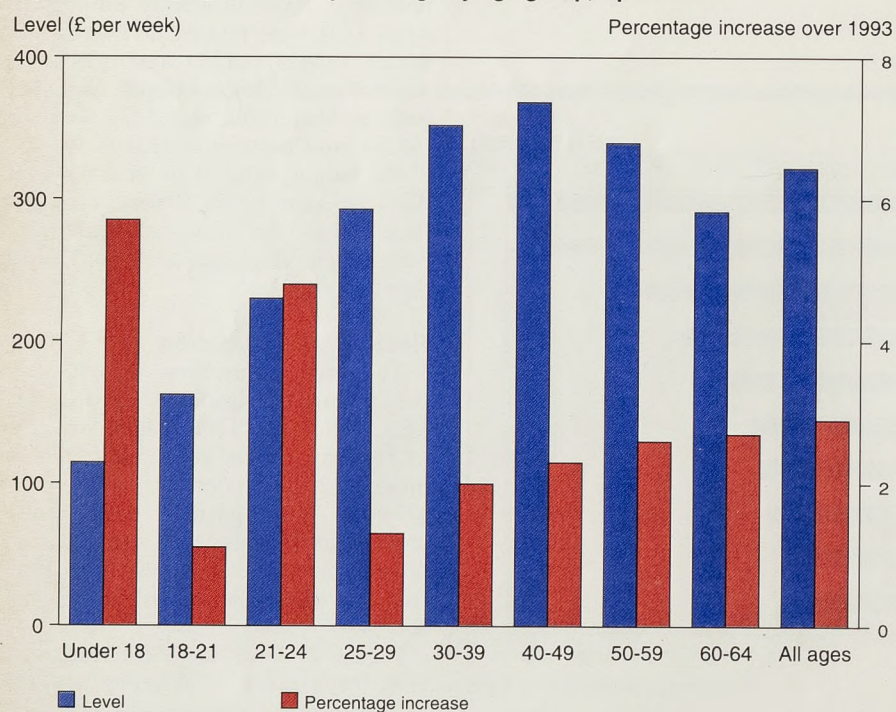


Figure 9 Average gross weekly earnings by age group, April 1994



its labour force in higher-paying industries and occupations and partly because of London weighting and similar allowances.

Outside the South East, all regions have very similar levels of average earnings, but it was the East Anglia, Yorkshire and Humberside regions that had the highest increases between April 1993 and 1994 (3.7 per cent and 3.6 per cent respectively).

Results by age group

Figure 9 shows the results for broad age-groups (these are for all employees,

not just those on adult rates of pay). Average earnings climb steadily with age, to reach a maximum of £368 per week for 40-49 year-olds, and decline thereafter.

Outside the under-21 age group, the highest increase between April 1993 and April 1994 was for 21-24 year olds (4.8 per cent) and the lowest increase was in the 25-29 group (1.3 per cent). The highest 1993-94 increases actually occurred in the under-18 year old age group (5.7 per cent) and the lowest increase occurred in the 18-20 year old group. These must be

treated with caution as the number of young people in these categories recorded in the NES has fallen substantially in recent years. The decreasing number of such people reflects demographic decline, the increasing proportions in education and training and non-inclusion of employees who do not appear in the tax records from which the sample is drawn as they earn less than the income tax threshold. ■

Technical note

The New Earnings Survey is based on a 1 per cent sample of employees in employment in Great Britain,² information on whose earnings and hours is obtained in confidence from employers. It does not cover the self-employed. In 1994, the information related to the pay period which included 13 April.

The earnings information collected relates to gross pay before tax, National Insurance or other deductions, and generally excludes payments in kind. It is restricted to earnings relating to the survey pay period, and so excludes payments of arrears from another period made during the survey period; any payments due as a result of a pay settlement but not yet paid at the time of the survey will also be excluded.

For particular groups of employees, changes in average earnings between successive surveys may be affected by changes in the timing of pay settlements, in some cases reflecting more than one settlement and in some others no settlement at all. Table A in Part A of the Survey Report lists the major settlements implemented between the 1993 and 1994 Surveys.

Most of the NES analyses relate to full-time employees on adult rates whose earnings for the survey pay period were not affected by absence. Thus they do not include the earnings of those who did not work a full week, and those whose earnings were reduced because of sickness, short-time working, etc. Nor do they include the earnings of young people (not on adult rates of pay) or part-time employees. Some information on the earnings of young people and part-time employees is available in the published Survey Report, particularly Parts E and F. However, the NES has incomplete coverage of these groups, because it is largely limited to people earning above the income tax threshold.

Footnotes

- 1 The full results are being published in six parts, A to F, by HMSO in *New Earnings Survey 1994*. See advertisement on page 456.
- 2 A similar survey is carried out in Northern Ireland by the Department of Economic Development.

Income and earnings data from the LFS: data quality and initial findings from winter 1992/3 to winter 1993/4

Key points

- Comparing the LFS data for the five quarters winter 1992/3 to winter 1993/4, and in comparison with the 1993 NES results, the LFS data were found to be robust and reliable.
- The LFS complements other surveys by enabling income and earnings data to be related to individual characteristics such as sex, age, region, and socio-economic, educational and labour market status; other advantages of the LFS are its frequency and relatively large sample size.
- When compared with estimates in the NES on gross weekly earnings, the LFS estimates are lower. These differences are greater at the bottom end of the earnings distribution than at the top. Two reasons suggested for this are that: LFS respondents report that they earn less than employers report in the NES; and the LFS records more people at the bottom end of the earnings distribution.
- For information on earnings for detailed industry groups, the NES is a more appropriate source, because of its very large sample size and the fact that the assessments of industry category are supplied by the employer (and hence are likely to be more reliable).
- The average (mean) gross weekly pay for full-time employees in winter 1992/3 was £289 (which equates to £15,000 per year). The average net weekly earnings after tax and National Insurance was £218.
- Gross weekly and hourly earnings for full-time employees in Great Britain showed relatively little variation over the five quarters since winter 1992/3, though for both men and women, earnings were highest in winter 1993/4, the most recent quarter analysed here.



Photo: Stuart Franklin/Magnum

Data which relate individuals' income to their socio-economic and labour market status are a valuable source of information, but, until the recent introduction of earnings-related questions in the Labour Force Survey, have been difficult to obtain. How does this new dataset compare with other surveys, such as the New Earnings Survey?

This article examines the usefulness and quality of the LFS data and provides the main findings on the five quarters from winter 1992/3 to winter 1993/4.

By **Richard Laux** (Statistical Services Division), and **Neil Marshall** (Economics, Research and Evaluation Division), Employment Department.

Labour Force Survey

THE LABOUR Force Survey (LFS) has been conducted on a quarterly basis since spring 1992 and covers a wide range of labour market and demographic topics. The full sample of about 60,000 households each quarter is selected as a systematic sample of all addresses in Great Britain and is divided into five 'waves' each of around 12,000 households [see

box 1 of the technical note]. The response rate to first interviews in the LFS is currently 83 per cent.

Because personal—individual and household—income is a notoriously difficult topic to explore in household surveys, two pilots were undertaken before the decision was made to include such questions in the LFS. The first, conducted

Table 1 Summary table of income data sources

Survey	Start date	Frequency	Sample size (achieved)	Employer/ individual/ household	Sampling frame	Personal characteristics (✓/X)	Household analysis (✓/X)	Limitations	Advantages	Net/gross both given (✓/X)	Ben-efits data (✓/X)	Other Income (✓/X)
New Earnings Survey	1968	Annual	c. 162,000 indiv's (usable returns in 1993)	Employer	1% of PAYE scheme members (employees in emp't)	X	X	Truncated distribution	Great depth of individual & occupational breakdowns possible due to sample size; enables panel analysis	X	X	X
Average Earnings Index	1963	Monthly	c. 8,000 firms/ establishments	Firms	ED-generated	X	X	Limited info collected – amount paid, numbers of employees & reasons for any significant differences	Large coverage enables good index of earnings growth to be calculated	X	X	X
Family Expenditure Survey	1957	Annual	c. 17,000 indiv's in, c. 7,000 h'holds	Household/ indiv's	Postcode Address file	✓	✓	Small sample size means limited analysis for sub-groups	Has income from self-employed; other income includes benefits and pensions	✓	✓	✓
Family Resources Survey	1993	Annual	c. 25,000 h'holds c. 40,000 indiv's	Household/ indiv's	Postcode Address file	✓	✓	No time series available yet	Large sample with wide range of personal characteristics	✓	✓	✓
General Household Survey	1971	Annual	19,000 indiv's in c. 12,000 h'holds	Household/ indiv's	Postcode Address file	✓	✓	Small sample size means limited analysis for sub-groups	Has wide range of personal characteristics	✓	✓	✓
British Household Panel Survey	1991	Annual (for 7 years)	c. 10,000 indiv's in c. 4,000 h'holds	Household/ indiv's	Postcode Address file	✓	✓	Only 7 yrs of data to be available; small samples	Panel element – tracking individuals over time will give income histories	✓	✓	✓
Inland Revenue Survey of Personal Incomes	1938	Annual	c. 70,000 indiv's	Indiv	All indiv's with records held by IR offices	✓	X	Truncated distribution	Large sample size that covers all income groups	✓	✓	✓
Labour Force Survey	Winter 1992/3	Quarterly	5th wave c. 9,000 h'holds c. 15,000 indiv's	Indiv/ Household	Post-Office sub-directory (private h'holds)	✓	✓	No self-employed; 5th wave only asked income questions	Contains good breadth of personal characteristics data – especially qualifications, training, unions	✓	✓	✓

in autumn 1989, evaluated different types of questionnaire, and demonstrated that it was feasible to collect precise (as opposed to banded) income data in the LFS that were comparable with other sources. The second pilot, conducted in July 1990, was commissioned by the Statistical Office of the European Community (SOEC) and built upon the earlier pilot. Although it concentrated on earnings from employment, it was concerned with specific methodological issues relating to Labour Force Surveys: how to reconcile the LFS 'reference week' concept with monthly pay; how to record differences between usual and last payment; how to deal with second jobs; and whether proxy information would be useful.

Once the results from the pilots had been evaluated, and the methodological issues addressed, the Employment Department (ED) decided to introduce income questions into the LFS. These data would enable cross-sectional analyses by the characteristics of individual respondents (including demographic, labour market and educational status). Questions about earnings from employment, benefits and other regular sources of income (see *box 2* of the *technical note*) have been asked of the 12,000 households in the fifth wave of each survey from winter 1992/3 in Great Britain. (In Northern Ireland, where the LFS runs only in the spring quarter, the income questions have been asked, but are not analysed here.)

Questions were asked in the fifth wave in order to combat the perceived threat to the response rates in the main body of the survey of asking questions which are traditionally problematic. The questions are asked of all respondents aged between 16 and 69 years inclusive, but exclude the self-employed as the 1989 pilot indicated that there were high levels of non-response among this group, while those self-employed who did answer were unable to identify their income sufficiently accurately for the purposes of the survey.

Although the data are collected about individuals, the LFS should also provide some information about household income.

Other sources of income data

There are already a large number of other sources of earnings data, each fulfilling a particular need. A few of these have been chosen and their features compared with those of the LFS income data. *Table 1* provides a summary of these, and other, sources.

New Earnings Survey

The New Earnings Survey (NES) is a survey of individuals' gross earnings, which are obtained from establishments' records rather than from the employees themselves. It is based on a 1 per cent

random sample of employees in employment, drawn largely from income tax records, in all sectors of the economy (other than the Armed Forces). Each such employee has a National Insurance number, and the sample is drawn simply by selecting those employees whose National Insurance number ends with two specified digits. These digits have remained the same since 1975, ensuring a high degree of overlap between the samples. This overlap also allows these individuals to be followed from year to year, thus creating a longitudinal dataset. The survey does not cover self-employed persons.

The current employer of each individual in the sample is identified from lists provided either by the Inland Revenue or, for about a quarter of the sample, directly by some large employers who search their pay records to locate the employees with the specified last two digits of their National Insurance number.

Employers are required by the 1947 Statistics of Trade Act to supply the information specified by the NES, and almost all the questionnaires issued are returned. The NES sample, however, usually covers only a little over 80 per cent of full-time employees and less than 70 per cent of part-timers. The coverage of people with very low weekly earnings — mostly part-time employees — is incomplete because few have tax records. In addition, the tax records are out of date to some extent because of labour turnover. The sample size in recent years has been slightly less than 170,000.

Data are collected on weekly earnings, hours of work and various classifying information. Gross earnings are divided into overtime, piecework, bonuses, payments for shift work, and basic pay and all other payments. The hours of work are split into basic and overtime. The main classifying variables are: gender, age, occupation (including manual/non-manual split), industry, and area of workplace.

For any individual, the weekly earnings obtained may not be typical. Payments of arrears from another period made during the survey period are excluded, as are any payments due as a result of a pay settlement but not yet paid at the time of the survey. As a result, the changes for some groups of employees may be much larger or much smaller than the change in annual earnings.

The Survey of Wages and Salaries and the Average Earnings Index

This monthly survey uses a panel of some 8,000 firms or establishments, which between them employ around 40 per cent of all employees in employment in Great Britain. The sample covers virtually the whole economy. As a statutory enquiry, the firms in the sample are required to respond and the response rate is virtually

100 per cent.

Firms with fewer than 25 employees are not covered and these account for 10 per cent of employees. The survey thus excludes services having mostly small firms, such as accountants, legal services, real estate, medical and dental services, and hairdressers. Sea transport and the Armed Forces are also excluded as the employees are not always resident in Great Britain. Firms in the sample remain in their initial size band until the sample is reviewed regardless of changes in their numbers of employees.

Because the statistics must be timely if they are to be useful, the information collected is rather limited: the total amount of wages and salaries paid to weekly-paid employees in the last week of the month, and the equivalent total paid to monthly or four-weekly paid staff in the month, plus the respective total numbers of employees these cover. Data are also provided on the amounts of holiday pay advanced and pay arrears. Employers are asked to indicate factors causing a significant change in their pay bill. This gives some information on the impact of major bonus payments, but there is no systematic quantification of the components of earnings.

The survey is used to calculate a monthly Average Earnings Index (AEI), for the whole economy and for the main industry groups, in order to study short-term movements in average earnings. The average is calculated simply as the estimated total pay bill divided by the number of employees; the base period (currently 1990) is set equal to 100 and index numbers are derived for each subsequent period (month). No account is taken of the structure of the labour force: part-time and full-time count equally. The increase in earnings is a comparison of the average earnings in a particular month with the average earnings for the same month in the previous year.

Family Expenditure Survey

The Family Expenditure Survey (FES) is a voluntary survey with an achieved sample of approximately 7,000 households per year. Care is taken to ensure that the sample is representative of all regions in the UK and of different types of household. The survey is continuous, with interviews spread evenly over the calendar year to ensure that seasonal income and expenditure changes are covered.

Each individual aged 16 or over in the household keeps a detailed record of daily expenditure every day for two weeks, which is supplemented by an interview schedule for infrequent purchases and payments. The collection of income data was not originally the main purpose of the FES, but the income information collected has expanded considerably in detail over the years and is now used extensively in its own right.

Households Below Average Income

Numbers of Households Below Average Income (HBAI) are produced by the Department of Social Security (DSS). The data are largely derived from the FES, supplemented with information from the Inland Revenue's Survey of Personal Incomes (see below). The main aim is to provide estimates of the patterns of disposable income (rather than specifically earnings from employment) in the UK, and of changes over time, concentrating particularly on the lower part of the income distribution.

Among the main results provided in HBAI are: estimates of income growth for each decile group; each decile group's share of total income and how this has changed; and income growth for particular Family Type or Economic Status groups.

Family Resources Survey

The Family Resources Survey (FRS) is a new survey set up by the DSS. Like the FES, it is a voluntary, continuous household survey with interviews spread evenly throughout the year. There is an achieved sample size for private households in Great Britain of about 25,000. The first full year's data, for the financial year 1993/4, will be available by the end of the year. The survey asks questions about all aspects of income and, on many items, will provide more detailed information than the FES. The FRS will be used in the future instead of the FES for DSS income analyses, including HBAI.

Inland Revenue's Survey of Personal Incomes

The Survey of Personal Incomes, carried out by the Inland Revenue, covers all individuals in the UK for whom income tax records are held by Inland Revenue offices. The survey covers pay-as-you-earn income, self employment income and investment income. In addition, information is collected on personal details, personal allowances and details of mortgages and other deductions.

The main purpose of the survey is to provide projections of personal income data in order to advise HM Treasury on the costs of Budget changes in allowances and other reliefs. Summary tables from the survey are published annually in Inland Revenue Statistics.

Advantages/disadvantages of LFS and other sources of earnings data

The above data sources cover a wide range of information on income and earnings, each having some advantages over the others depending on the use to which it is put and each arising out of a particular need. For example, the FES and FRS collect information from a wider range of informants than the NES or the Surveys of Wages and Salaries and of



Photo: Peter Marlow/Magnum

Personal Income. But, unlike the LFS, the FES and FRS are not quarterly, are not linked to labour market characteristics — particularly the international definitions of employment and unemployment which the LFS supports — and, because of their smaller sample sizes, cannot support the same level of analysis of different sections of the population.

If information is needed on earnings for detailed industry groups, then the NES would be an appropriate source to use, since the large sample size of the survey enables a great depth of analysis of the information collected, while employers' assessments of their industry category are likely to be more accurate than those of employees.

In contrast, while the data obtained from the LFS may not provide reliable estimates for such small industry or occupation groups, unlike the NES it does enable us to relate the information that is collected about individuals' character-

istics to information about their income. The LFS therefore allows a great breadth of analysis, which will complement the information available from alternative sources. Moreover, the LFS has the advantage of being conducted quarterly, compared with the annual frequency of the NES.

The following section briefly mentions some areas of research that are possible using the income data in the LFS, and which may be more difficult to carry out using the data sources outlined above.

Uses of LFS income data

The LFS income data will become an important resource for research and analysis of labour market behaviour and trends. The benefits will flow from the ability to add information on income to the comprehensive data traditionally collected by the LFS. Researchers will, for instance, be able to look at individual and household decisions about participation in the labour market and they will be able to study the benefits of training and education and analyse the relationship between trade union membership and wages and earnings.

Data quality

Response rates

In each of the five quarters winter 1992/3 to winter 1993/4, an average of over 16,700 individuals answered the income questions — about 90 per cent of those who were contactable during the fifth wave. This level of response provides a large enough sample to analyse the income results by sex, region and broad economic activity.

Data suppression

All data obtained from sample surveys are subject to error. To address this, the publication of data in the main LFS is suppressed if the grossed figure in any cell represents less than 10,000 individuals (a publication-suppression filter). When looking at numeric data, such as income, wide variations in the data may also affect the robustness of the estimates. To gauge the extent of this variation around the mean, the standard error¹ of the mean was calculated. In general, standard errors were found to be sufficiently low as to suggest that estimates for the main analyses (earnings by sex, industry, occupation, and region) were reliable.

Additional exploration was carried out to ascertain whether it would be worthwhile using a publication-suppression filter which combined a minimum sample size and a maximum standard error, but because of the close linear relationship observed between smaller sample sizes and the corresponding standard errors it was concluded that it would be sufficient to

concentrate on the sample size, partly for the sake of consistency with other LFS results, and partly for ease of interpretation.

Publication of income data obtained from the LFS will therefore be suppressed using the standard LFS filter, namely that an estimate is suppressed if the sample on which it is based is less than about 30 cases (equivalent, in the case of the income data, to a cell-size of about 50,000 grossed-up).

Validation

The first reason for validating the dataset is that it is a new source of income data and users need to be know how it compares with other data. Secondly, it is important to establish regular procedures for validating the data in order to guard against mistakes or internal inconsistencies, since these problems have a proportionately bigger effect on relatively small datasets such as the fifth wave of the LFS.

An initial examination of the data showed that there were some cases where an individual's gross weekly earnings appeared inconsistent with other characteristics, or was dramatically different from the reported net weekly income. The total number of these cases was very small, and the most obvious outliers appeared at the upper end of the earnings distribution.

The outliers at the upper end of the earnings distribution were studied in more detail, in particular to see if there were any patterns behind the apparent inconsistencies, so that they might be avoided in future surveys. This analysis suggested that most of the cases could be avoided by introducing additional checks into the questionnaire, so that the interviewers will be prompted to check

the answers to certain questions if, for example, the answers for gross earnings and for net earnings relate to different time periods.

Grossing

Because LFS respondents are not a proportionate cross-sample of the population, there is a danger that responses will be biased by the over-representation of certain groups, and conversely will under-represent others — for example, young people are represented less well. To take account of this, the results are adjusted (by a process called re-weighting, or grossing) so that they give the correct population total for Great Britain and reflect the distributions by age, sex and region.

Since the income data is collected only from wave 5 respondents, the existing grossing procedure cannot be used directly. Instead, a grossing procedure has been developed which ensures that each region, industry and main occupation group, as well as the full-time/part-time split, are properly represented, and that the numbers of people for whom income and full LFS results are available, are the same for each sex and for each age-band. These dimensions have been chosen not only in order to correct for differential response rates, but also because they are likely to be important determinants of income (and so are likely to be most heavily used in analyses).

Seasonal adjustment

None of the data presented in this article are seasonally adjusted, even though it might be expected that income data will display seasonality — fluctuations which occur at more or less regular intervals during the course of the year. Once a few years' data have been collected and

evaluated see to whether there appears to be a regular seasonal effect, then consideration can be given to seasonally adjusting major series (such as gross weekly and hourly earnings for full-time employees).

Main findings — winter 1992/3 to winter 1993/4

The data available from the LFS relate not simply to earnings from employment, but to income, including benefits and other income (see box 2 of the technical note). This article, however, concentrates on the most significant element of the data — actual earnings from employment in the respondent's main job. It also focuses on the results from the individual level data. Analysis of the data at household level will be possible once the data has been made available through Quantime Ltd.

The reason that the LFS concentrates on actual earnings, rather than usual earnings — which means that it includes the earnings of those people whose pay was affected by sickness or other absences from work, as well as earnings that are boosted by one-off payments such as bonuses — is largely because, in a face-to-face survey, asking about actual earnings is more likely to produce reliable and robust results. Usual pay can be difficult to define. Although the analysis of small groups can be distorted by the unusual large or small actual earnings of an individual, the problem is not thought sufficient to merit increasing the size and complexity of the LFS.

Gross weekly earnings

This section presents gross weekly earnings obtained from the validated data for each of the five quarters from winter 1992/3 to winter 1993/4.

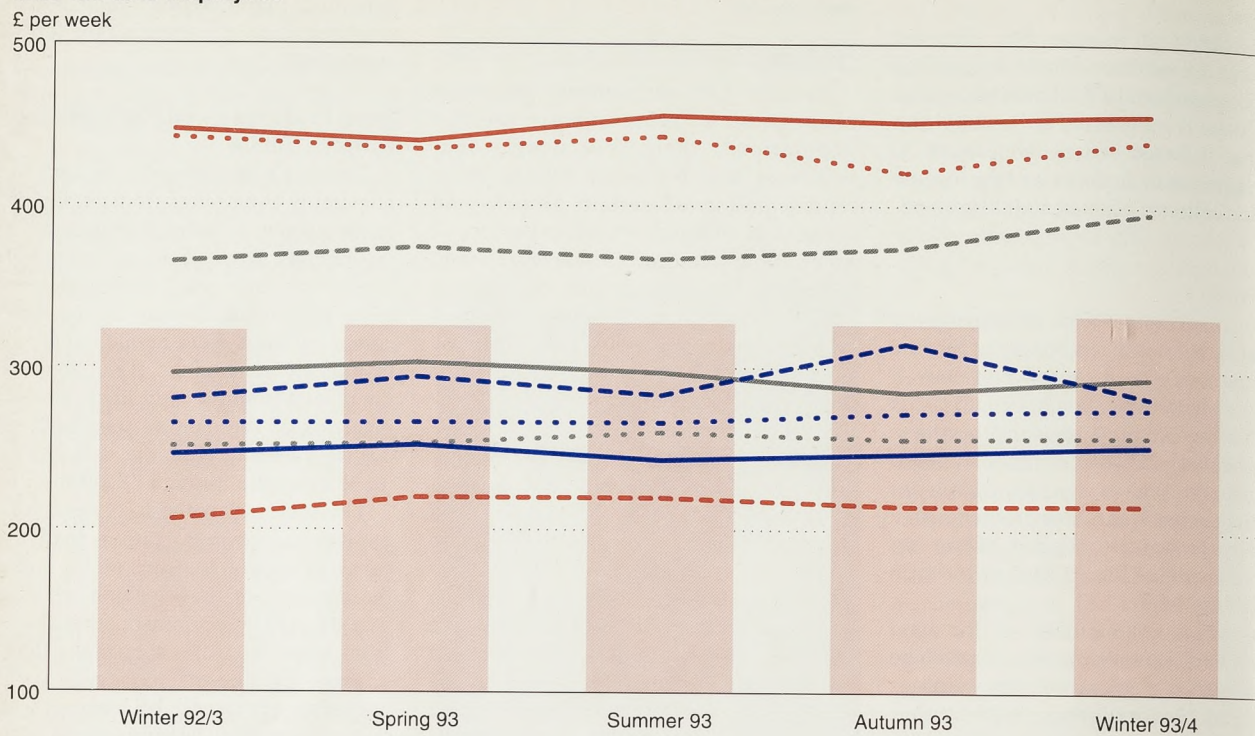
Table 2 gives gross weekly earnings

Table 2 Average gross weekly earnings for full-time employees in Great Britain

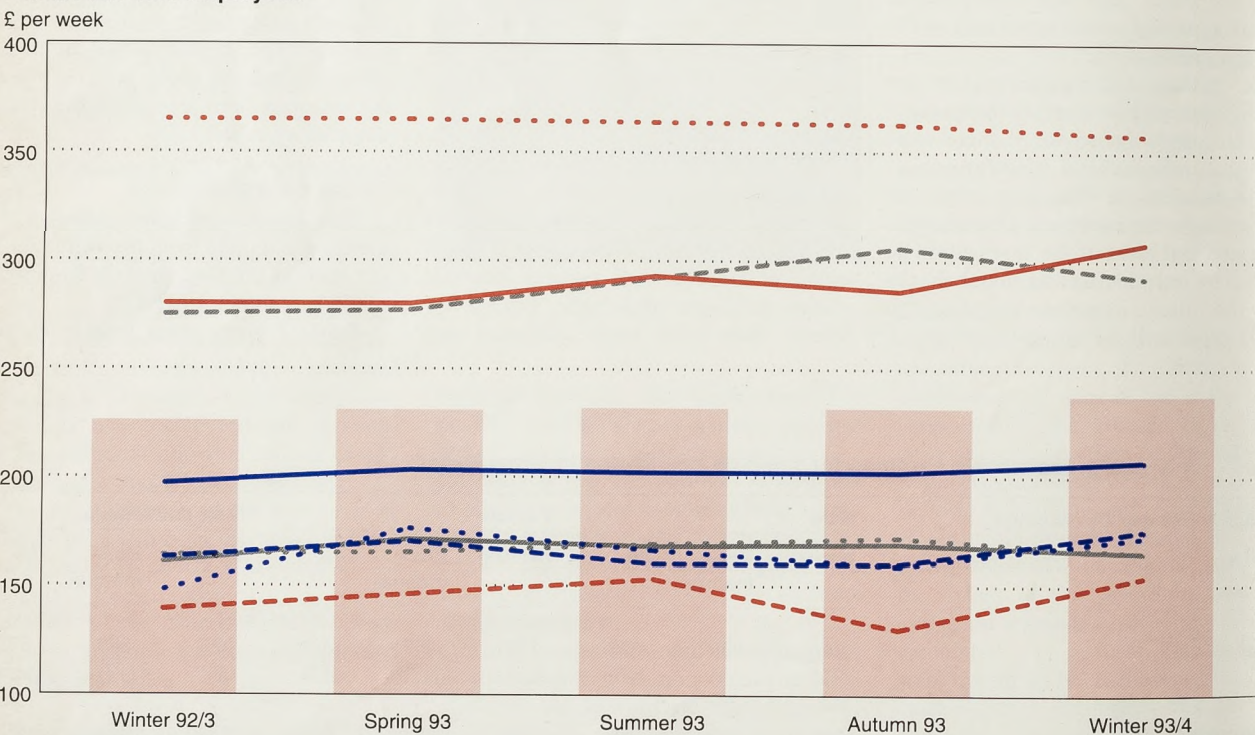
Average gross weekly earnings (£/week)	Male			Female			Male and female		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Winter 1992/93	247 (±5)	399 (±11)	323 (±6)	170 (±5)	257 (±7)	226 (±5)	225 (±4)	340 (±7)	289 (±5)
Spring 1993	251 (±5)	400 (±9)	326 (±6)	180 (±6)	258 (±7)	231 (±5)	232 (±4)	341 (±6)	293 (±4)
Summer 1993	252 (±5)	402 (±10)	328 (±6)	175 (±6)	262 (±8)	232 (±6)	231 (±4)	345 (±7)	294 (±5)
Autumn 1993	255 (±5)	397 (±10)	327 (±6)	172 (±5)	266 (±7)	232 (±5)	232 (±4)	344 (±7)	294 (±5)
Winter 1993/94	254 (±5)	410 (±11)	333 (±7)	179 (±6)	268 (±7)	238 (±5)	234 (±4)	352 (±7)	300 (±5)

Figure 1 Gross weekly earnings by major occupational group

Male full-time employees



Female full-time employees



All occupations
 Managers & administrators
 Professional
 Associated Professional
 Clerical & secretarial
 Craft & related
 Personal & Protective
 Sales occupations
 Plant & machine operatives
 Other occupations

Source: LFS 5th wave

Table 3 Average gross hourly earnings for full-time employees in Great Britain

Average gross hourly earnings (£/hour)	Male			Female			Male and female		
	Manual	Non-manual	All	Manual	Non-manual	All	Manual	Non-manual	All
Winter 1992/93	5.70 (±0.10)	9.80 (±0.30)	7.80 (±0.20)	4.50 (±0.10)	6.80 (±0.20)	6.00 (±0.10)	5.40 (±0.10)	8.60 (±0.20)	7.10 (±0.10)
Spring 1993	5.70 (±0.10)	10.00 (±0.30)	7.90 (±0.20)	4.70 (±0.20)	7.00 (±0.20)	6.20 (±0.20)	5.50 (±0.10)	8.70 (±0.20)	7.30 (±0.10)
Summer 1993	5.70 (±0.10)	9.90 (±0.30)	7.80 (±0.20)	4.60 (±0.20)	7.00 (±0.20)	6.20 (±0.20)	5.40 (±0.10)	8.70 (±0.20)	7.20 (±0.10)
Autumn 1993	5.70 (±0.10)	9.80 (±0.30)	7.80 (±0.20)	4.50 (±0.10)	7.10 (±0.20)	6.20 (±0.20)	5.40 (±0.10)	8.70 (±0.20)	7.20 (±0.10)
Winter 1993/94	5.80 (±0.10)	10.20 (±0.30)	8.00 (±0.20)	4.70 (±0.20)	7.20 (±0.20)	6.40 (±0.20)	5.50 (±0.10)	8.90 (±0.20)	7.40 (±0.10)

for full-time employees derived from the grossed-up (weighted) sample, analysed by sex and manual/non-manual, together with the associated 95 percent confidence intervals, in pounds per week.

The estimates of weekly earnings vary relatively little from quarter to quarter. Earnings are likely to be affected by a variety of factors including overtime work and bonus payments as well as wage inflation (and estimates of earnings will be affected by sampling error). There may well be a seasonal pattern to the data but, as noted above, a longer time series is needed before this can be determined.

There are signs of a small rise in the winter 1993/4 quarter, mainly due to relatively high earnings for male non-manual employees. Figure 1, which analyses earnings by occupational group, shows that this increase relates mostly to men in professional and associated professional and technical occupations.

Looking at the industry breakdowns in figure 2, no clear pattern emerges. For men, earnings in most industries are highest in winter 1993/4: Energy and Water, Manufacturing, Construction, Transport and Communication and Banking, Finance and Insurance. Increases in the summer are observed for Distribution, Hotels and Catering industries and Public Administration, Education and Health. For women, earnings in most industries are also highest in winter 1993/4: Manufacturing, Construction, Distribution, Hotels and Restaurants, Transport and Communication and Other Services. Increases in the summer are observed for Banking, Finance and Insurance, and Public Administration, Education and Health. Nevertheless, there is considerable variation in the industry breakdowns for women, which is related

Table 4 Gross and net weekly earnings for full-time employees in Great Britain

Weekly earnings (£)	Gross	Net	Net/gross earnings (Per cent)
Winter 1992/3	289	218	75.4
Spring 1993	293	220	75.1
Summer 1993	294	218	74.2
Autumn 1993	294	221	75.2
Winter 1993/4	300	223	74.3

Table 5 Tax and National Insurance rates in 1992-93

Income band (£)	Tax rate	Income band (£)	National insurance
0 - 3,445	0	0 - 2,912	2
3,446 - 5,445	20	2,913 - 21,840	9
5,446 - 27,145	25		
27,146 - >	40		

to the fact that over 40 per cent of female full-time employment is concentrated in Other Services, so that estimates for earnings in some other industry groups (particularly Agriculture, Forestry and Fishing, Energy and Water Supply, and Construction) are based on relatively small samples.

No attempts have been made to analyse earnings for more detailed industry groups because small sample sizes make the data less robust; furthermore, it is likely that any discrepancies between employee assessment of industry category and the

actual industry category would be greater as the level of disaggregation increases.

Robustness of the data

Table 2 shows that for estimates of gross weekly earnings for all full-time employees, one can be 95 per cent confident that the population average lies within ± £4 to £6 of the estimates in the survey for each quarter.

In general, the sampling errors and 95 per cent confidence intervals are of the same order of magnitude in each quarter for comparable groups. This stability, together with the small size of the standard errors, leads to the conclusion that the variation within the data was not sufficiently significant to cast doubt on the reliability of the dataset.

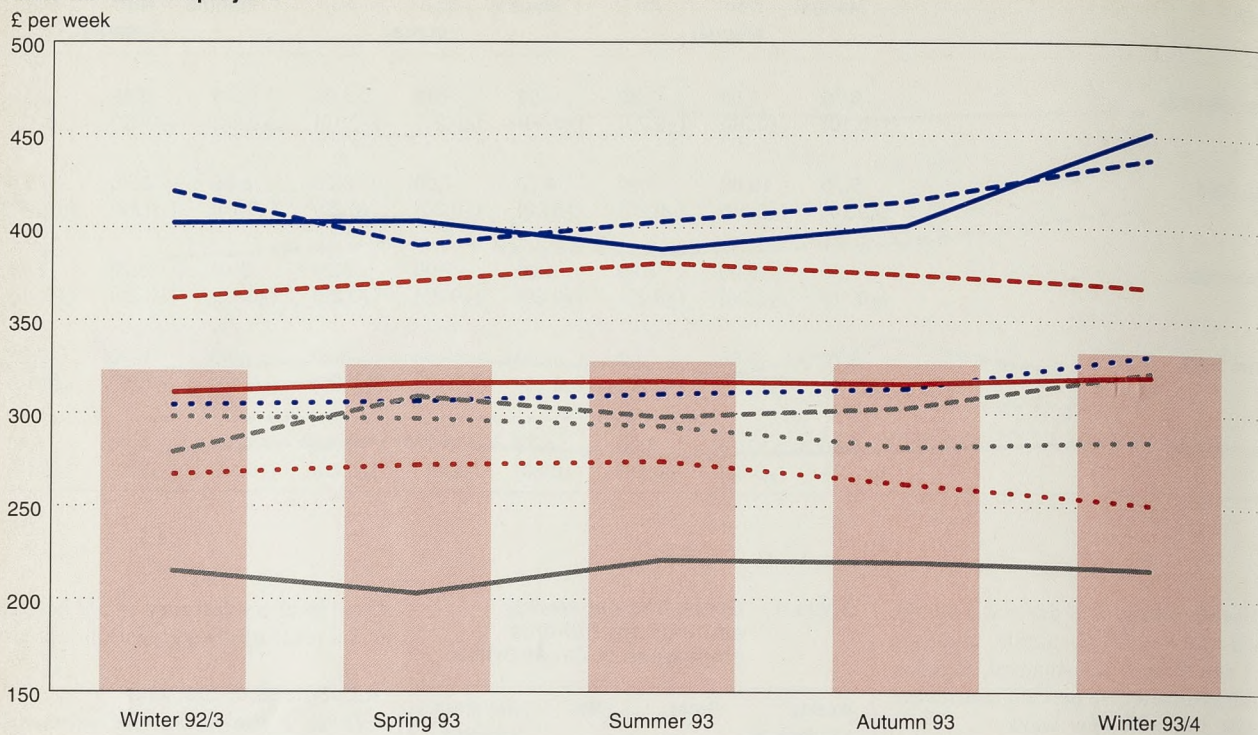
Hourly earnings

The LFS contains a wide variety of variables relating to hours worked, enabling the calculation of hourly earnings. Whereas actual earnings are recorded on the LFS, both usual and actual hours worked are recorded. Hourly earnings have been calculated as actual gross weekly earnings divided by total usual paid hours worked. The reasons for this apparent mismatch are:

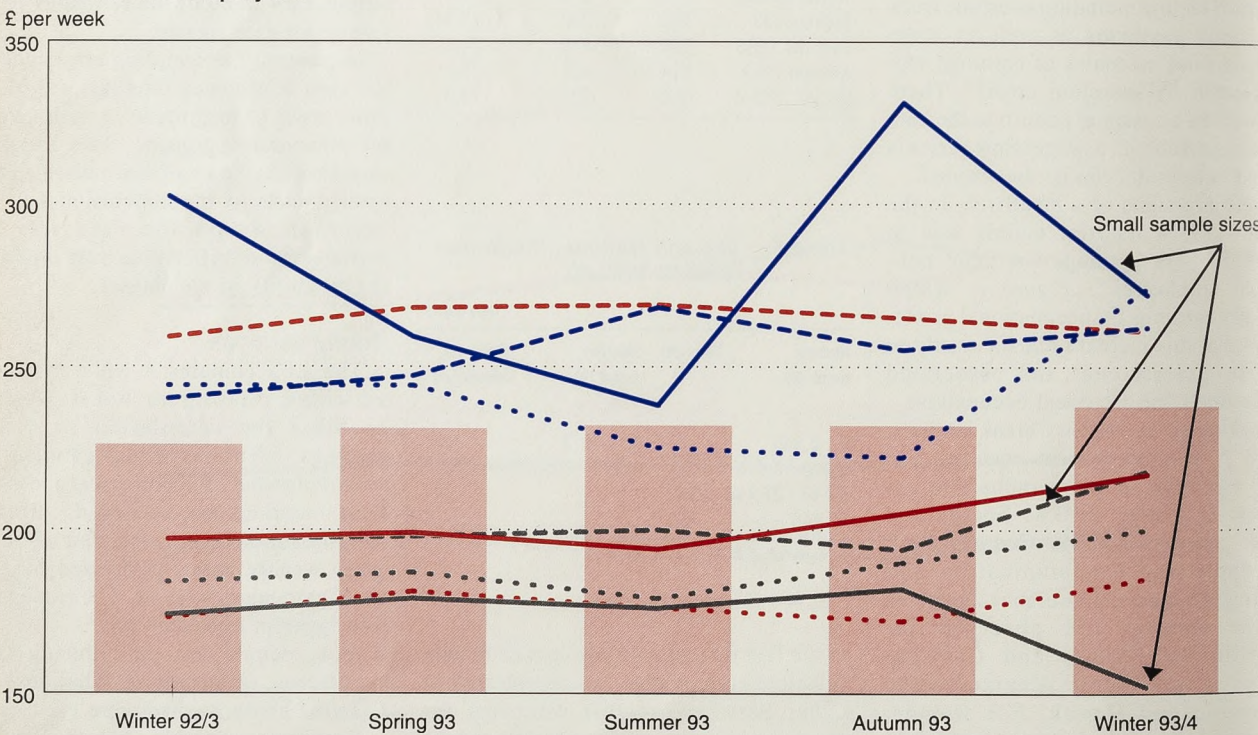
- most people are paid during their holidays, or during bank holidays. If actual hours worked were used as the denominator in this type of situation, the hourly earnings figure would be over-inflated;
- the reference period for actual earnings and actual hours of work may well not coincide — the LFS records the actual earnings the last time the respondent was paid, while the reference period for the hours worked is the previous week. This means that the relationship between the two 'actual' figures is

Figure 2 Gross weekly earnings by industry sectors

Male full-time employees



Female full-time employees



All industries
 Agriculture & fishing
 Energy & water
 Manufacturing
 Construction
 Dist., hotels & restaurants
 Banking, finance & industry
 Pub. admin, ed. & health
 Other services

Source: LFS 5th wave

relatively weak.

Hourly earnings, shown in table 3, follow similar patterns over the year to the gross weekly earnings. As in table 2, 95 per cent confidence intervals are given in brackets. Figures are rounded to the nearest ten pence.

Net earnings

There are a number of non-statutory adjustments that can be made to gross earnings before the level of an individual's net earnings, or take-home pay, is determined. In addition to deducting income tax and National Insurance payments, net pay in the LFS should exclude pension contributions and union subscriptions, as well as any unearned income from savings, stocks or shares.

Table 4 gives the gross and net earnings figures for all full-time employees, together with the percentage ratio of net to gross earnings for the five quarters that were looked at.

To help assess the validity of reported net earnings, the following simple, but illustrative calculation of take-home pay was made. The tax and National Insurance rates in winter 1992/3 were as in table 5:

The average gross weekly pay for full-time employees in winter 1992/3 of £289 per week equates to around £15,000 per year. With an annual salary of £15,000, tax payments of around £2,789 and National Insurance of £1,146 were due (assuming that National Insurance is not contracted out), leaving £11,065 as take-home pay. This equates to around 74 per cent of £15,000. In the light of this, the estimates of net earnings as a percentage of gross earnings derived from the LFS appear reasonable, given that there are a number of factors affecting individuals' tax and National Insurance payments, which may cause them to vary from the standard model.

Comparisons with the New Earnings Survey

Tables 6 and 7 show how the spring

Table 7 Actual gross weekly earnings of full-time employees from LFS and NES — industry breakdown (major SIC categories)

Major Industrial Groups SIC (80)	Spring 1993 LFS (£/week)	1993 NES (£/week) ^a	Difference as percentage NES
Male and female mean:	293	304	-3.6
Agriculture, forestry and fishing	201	218	-7.8
Energy and water supply	400	393	1.8
Manufacturing	285	299	-4.7
Construction	297	293	1.4
Distribution, hotels	238	241	-1.2
Transport	294	316	-7.0
Banking	326	359	-9.2
Other services	307	308	-0.3

^a See below for basis of NES figures.

(March to May) 1993 LFS results compare with the results from the 1993 NES, which were collected in April. To aid comparability with the LFS, the NES sample used differs from that used in the calculation of the 'headline' NES figures:

- the NES figures have been extended to cover all full-time employees on adult rates and on other rates; the NES 'headline' earnings figures relate to the earnings of those on adult rates;
- NES actual earnings have been used rather than usual earnings. The NES is able to exclude those employees whose pay was affected by absence due to sickness say during the reference week, while in the LFS the estimates of individuals' weekly earnings are based on their actual earnings the last time they were paid.

The tables show that the difference between the NES and the LFS varies between the different broad occupation and industry groups, but for all occupations except personal and protective, and in all industries except Energy and Water Supply and Construction, the LFS estimates are lower than those from the NES.

In addition, the relative differences

between the two surveys are greater at the bottom of the earnings distribution than at the top, as table 8 and figure 3 illustrate. When these differences are examined in more detail, the bottom decile points (the points on the earnings distribution below which 10 per cent of the sample lie) for the spring 1993 LFS is 5.7 per cent lower than the 1993 NES bottom decile point, whereas the LFS top decile point is 2.8 per cent lower than the top decile point. The LFS figures at the top and bottom deciles do not vary greatly between quarters.

Differences in the industrial, occupational and age structure of the two surveys are not generally significant and therefore cannot explain the differences in the earnings estimates. There are a number of other reasons why the estimates might differ, including: (i) respondents in the LFS report that they earn less than employers report in the NES; or (ii) differences in the sampling frame — the LFS records more people at the bottom end of the earnings distribution.

There is evidence for elements of both of these explanations. Tables 6 and 7 show that for earnings by occupation and industry group the LFS generally records lower levels than the NES, which supports the first explanation. Nevertheless, the lower value for the bottom decile of earnings seen in the LFS data (table 8) indicates that there are proportionately more people with a lower level of earnings than recorded in the NES, which supports the second explanation.

Implications for dissemination

There do not appear to be any systematic limitations to the depth of analysis that the data will support. The data appear sufficiently robust to warrant quarterly publication for most aggregated groups in the workforce, subject to the filter (data suppressed if the ungrossed sample size in the cell is less than about 30), as described above.

No restrictions will need to be placed on the on-line data. But as with the main

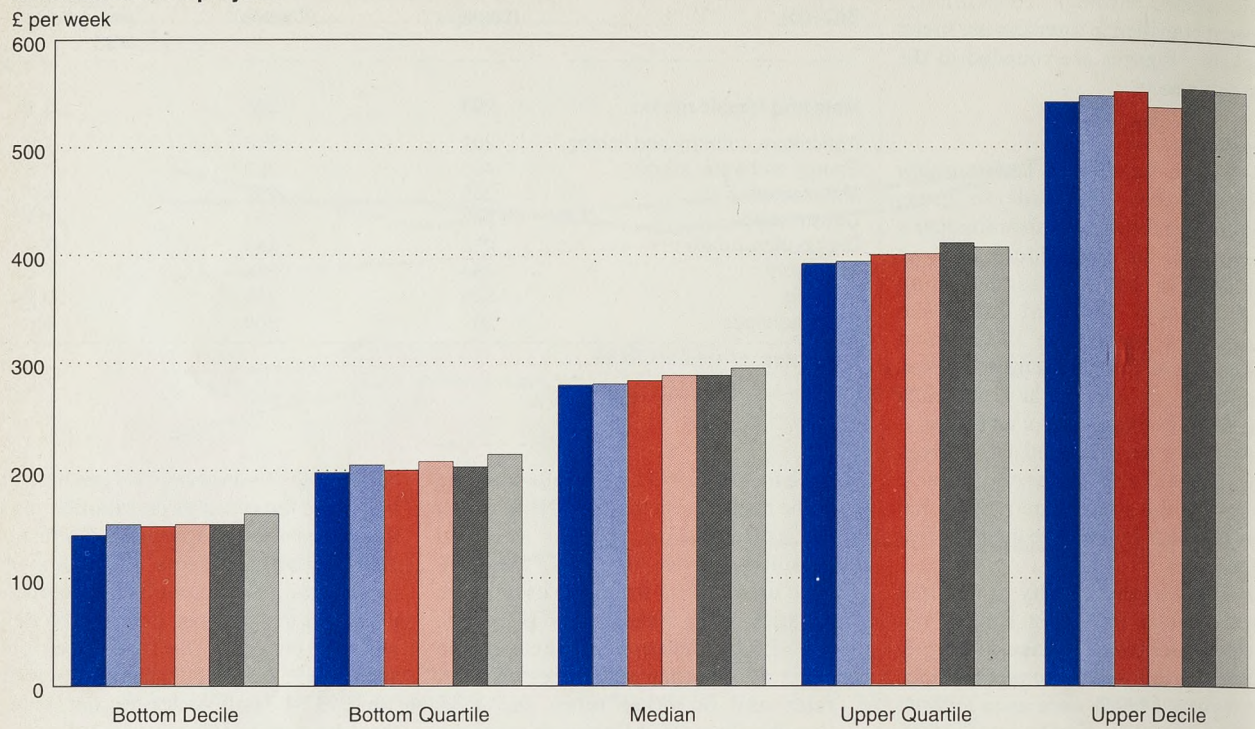
Table 6 Actual gross weekly earnings of full-time employees from LFS and NES — occupation breakdown (major SOC categories)

Major Occupational Groups SOC	Spring 1993 LFS (£/week)	1993 NES (£/week) ^a	Difference as percentage of NES
Male and female mean:	293	304	-3.6
1 Managers and administrators	393	454	-13.4
2 Professional occupations	410	434	-5.5
3 Associate professional	333	358	-7.0
4 Clerical and secretarial	218	224	-2.7
5 Craft and related (manual)	257	270	-4.8
6 Personal and protective	238	235	1.3
7 Sales occupations	245	246	0.0
8 Plant and machine operatives	237	250	-5.2
9 Other occupations	205	210	-2.4

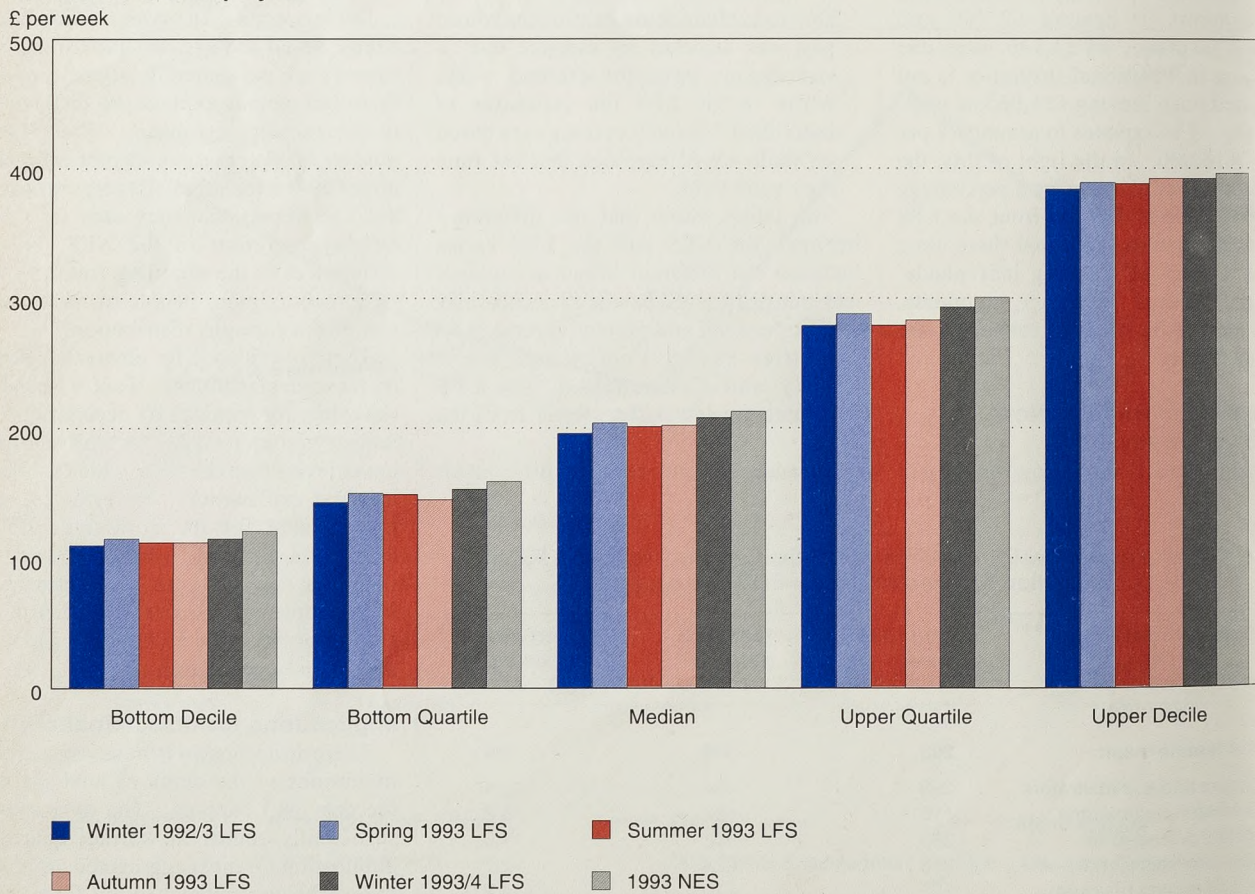
^a See above for basis of NES figures.

Figure 3 Comparison between the earnings distributions

Male full-time employees



Female full-time employees



Source: 5th wave LFS & 1993 NES

Table 8 Distributions of actual gross weekly earnings for full-time employees

Average gross weekly earnings (£/week)	Winter 1993/93 LFS	Spring 1993 LFS	Summer 1993 LFS	Autumn 1993 LFS	Winter 1993/94 LFS	1993 NES	Spring 1993 LFS ÷ 1993 NES (per cent)
Bottom decile	125	132	130	130	135	140	-5.7
Bottom quartile	173	180	176	180	182	189	-4.8
Median	244	252	250	254	254	264	-4.6
Upper quartile	356	356	364	366	369	370	-3.8
Upper decile	490	485	500	492	500	499	-2.8
Mean	289	293	294	294	300	304	-3.6

LFS dataset, users of the QuantimeBureau Service² will be made aware of the filter used to suppress the publication of data, and should draw their own conclusions about reliable analyses. The Employment Department (ED) will continue to work with Quantime Ltd to explore ways of providing standard errors of estimates along with the estimates themselves.

The ED intends to publish data for each quarter, along with main LFS results, in the *LFS Quarterly Bulletin*. First results are planned for inclusion in the summer 1994 bulletin, to be published later this month, with the data being made available via Quantime Ltd at the same time. The *Quarterly Bulletin* will analyse gross weekly and hourly earnings for full-time employees by: industrial classification; occupational classification; manual and non-manual workers; and region. The data will also be supplied to the Economic and Social Research Council archive, as is the case with the main LFS results.

The ED welcomes the use of LFS income data for external research. Interested parties are welcome to contact either of the authors to discuss applications of the data.

Future articles by ED authors in *Employment Gazette* will analyse particular aspects of the LFS income data. ■

Technical note

BOX 1

Wave structure of the LFS

LFS interviews cover about 150,000 people living at a representative sample of some 60,000 private addresses throughout Great Britain every quarter, with questions covering students living away from home in halls of residence; a sample of people living in National Health Service accommodation are also interviewed. Details of the labour force characteristics — employment, self-employment, hours of work, unemployment, redundancies, education and training — of around 120,000 people aged 16 and over are collected every quarter.

The design of the quarterly Labour Force Survey involves an element of overlap between quarters. Each quarter's sample is made up of five 'waves', each consisting of about 12,000 households. Every sampled address in a wave is interviewed in five successive quarters, such that in any one quarter one wave will be receiving their first interview, one wave their second and so on, with one wave receiving their fifth and final interview. Thus there is an 80 per cent sample overlap between quarters.

BOX 2

Type of income data available from the LFS

1. Government Schemes

Gross and Net Pay (or amount expected) the last time paid; period covered.

2. Main job

Gross and Net Pay (or amount expected) the last time paid; period covered.
Reasons for pay varying.

3. Second job

Gross and Net Pay (or amount expected) the last time paid; period covered.

4. State benefits

Amount received and period covered for each of:
Housing Benefit
One Parent Benefit (amount calculated automatically)
Child Benefit (amount calculated automatically)
Family Credit
State Pension
Unemployment Benefit
Income Support
Sickness/Invalidity/Disability Benefit
Council Tax Benefit
Any other State Benefit

5. Other Income

Total amount received in the previous year from, for example, stocks and shares, maintenance payments, occupational pensions and interest from savings accounts.

Footnotes

1 The standard errors, and the confidence intervals quoted subsequently, are indicative. They were calculated assuming that the underlying data were normally distributed, but although the data depart from normality this should not substantially affect their interpretation.

2 Quantime Bureau Service, tel: 071 625 7111.

The following is a list of leaflets published by the Employment Department. Though some of the more specialised titles are not stocked by local offices, most are available in small quantities, free of charge, from Jobcentres, and Unemployment Benefit Offices.

● EMPLOYMENT LEGISLATION

- Written statement of employment particulars PL700
- Example form of a written statement of employment particulars PL700A
- Redundancy consultation and notification PL833
- Employee's rights on insolvency of employer PL718
- Maternity rights - a guide for employers and employees PL958
- Suspension on medical grounds under health and safety regulations PL705
- Facing redundancy? Time off for job hunting or to arrange training PL703
- Union membership and non-membership rights PL871
- Itemized pay statement PL704
- Guarantee payments PL724
- Employment rights on the transfer of an undertaking PL699
- Rules governing continuous employment and a week's pay PL711
- Time off for public duties PL702
- Unfairly dismissed? PL712
- Rights of notice and reasons for dismissal PL707
- Redundancy payments PL808
- Limits on payments PL827
- Unjustifiable discipline by a trade union PL865
- Trade union executive elections PL866
- Trade union funds and accounting records PL867
- Trade union political funds PL868
- The payment of trade union subscriptions through the check-off PL944
- Industrial Action and the law
A guide for individuals on their right to stop the unlawful organisation of industrial action. PL943
- Trade Union Reform and Employment Rights Act 1993 - a Guide PL945
- Industrial action and the law - Employees' version PL869

- Industrial action and the law - Employers' version PL870
- 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 RPL1 (1983)
- Code of practice - picketing PL928
- Code of practice - trade union ballots on industrial action TUBALACT
- Sunday Trading Act - new employment rights for shop workers PL960

● HEALTH AND SAFETY

- AIDS and work -
A guide for employees PL916
- AIDS and the workplace
A guide for employers PL893
- Alcohol in the workplace
A guide for employers PL859
- Drug misuse and the workplace
A guide for employers PL880

● INDUSTRIAL TRIBUNALS

- Industrial tribunals procedure - for those concerned in industrial tribunal proceedings ITL1 (1986)
- Application to an industrial tribunal IT1
- Industrial tribunals - appeals concerning improvement or prohibition notices under the Health and Safety at Work etc Act 1974 ITL19 (1983)
- Recoupment of benefit from industrial tribunal awards
A guide for employers PL720

● WAGES LEGISLATION

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

Queries or bulk order should be addressed to:

Cambertown Ltd
Goldthorpe Industrial Estate
Goldthorpe
Rotherham
S63 9BL

Tel: 0709 888688

● SEX EQUALITY

- Rising to the Challenge
Realising women's potential in the workplace PL940
- Sexual harassment in the Workplace
A guide for employers PL923
- Sexual harassment in the workplace
A guide for employees PL924
- Sex discrimination in employment PL887
- Collective agreements and sex discrimination PL858
- A guide to the Sex Discrimination Act 1975 PL955

● MISCELLANEOUS

- Equal Opportunities: Ten Point Plan for Employers PL922(Rev)
- Be flexible
A guide to flexible working PL927
- The best of both worlds
A guide for employers on the benefits of a flexible approach to working arrangements DEMPJ074NJ
- The Race Relations Employment Advisory Service PL748
A specialist service for employers
- The Employment Agencies Act 1973
Guidance on the Employment Agencies Act, 1973 and regulations. Employment agency licensing and service standards PL 919
- Quarterly Labour Force Survey
A guide to the new quarterly LFS: what is it, how it works, what it covers and how to obtain a copy PP6

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



Photo: Martin Parr/Magnum

Part-time working in Great Britain - an historical analysis

More than a quarter of jobs in Great Britain are now part-time. Using both Labour Force Survey and employer survey results, this article looks at the growth in part-time work over the past 20 years, the characteristics of part-time employees, and which industries have seen the most growth in part-time jobs.

By Kate Naylor, Statistical Services Division, Employment Department.

Introduction

PART-TIME WORK has become a common feature of the British labour market in recent years. Since 1971, a net 2.6 million new part-time jobs as employees have been created, while the number of full-time jobs have fallen; over a quarter of all jobs are now part-time.

This article uses data primarily from the spring 1994 Labour Force Survey (LFS) and employer surveys, and begins by looking at the differences between these two sources. It then analyses the trends since the 1970s, focusing on the last 10 years, and goes on to look in more detail at the characteristics of part-time employees, and at which industries have seen the most growth. Finally, a brief comparison is made with other industrial nations.

Data sources and definitions

Most of this article concentrates on part-time employees, since the most detailed industrial and historical information is available for this group (the data are limited to Great Britain, excluding Northern Ireland, for the same reason). The vast majority of part-time

Key findings

- Since 1971, part-time employee jobs have increased by 2.6 million and the proportion of jobs that are part-time almost doubled from 15 per cent in 1971 to 28 per cent in 1994.
- On average, part-time men work 16 hours per week and part-time women work 18 hours per week.
- 73 per cent of part-time employees work part-time because they do not want a full-time job and only 13 per cent do so because they cannot find a full-time job.
- Over the past ten years, the biggest increases in the percentage of jobs that are part-time were in the retail and public sectors.
- The UK has a far higher proportion of part-time jobs than its main EC competitors and this proportion is nearly four times as high as in Italy; the UK, however, also has a higher proportion of the population in work than these countries.
- The proportion of jobs that are part-time increased at a faster rate between 1990 and 1993 than in previous years.
- 86 per cent of part-time employees are women and more than half of these are over 40 years old.
- Men from ethnic minorities are more likely to work part-time in their main jobs than white men and the reverse is true for women.

workers are employees, although two other components of the workforce in employment deserve a mention: those who are self-employed, and those who are on work-related government training programmes. Despite the importance of these other two categories (see box for more details), 87 per cent of the part-time workforce in employment in June 1994 comprised employees.

For employee estimates this article draws on two different sources, and it is important to bear in mind some definitional differences that are particularly relevant to part-time employees.

The Labour Force Survey

In the LFS, if respondents are employed, they are asked whether they consider themselves to be full-time or part-time and are also asked what hours they work. The analyses contained in this article on both the characteristics of part-time employees and the international comparisons, are based on this self-classification of full and part-time work.

Employer surveys

In the quarterly employer surveys, a part-time worker is explicitly defined as someone working for 30 hours a week or fewer. The historical and industrial analyses in this article are based primarily on employer-survey estimates of part-time working.

Comparison of the data sources

It should also be noted that the employer surveys yield estimates of the number of part-time jobs while the LFS provides estimates of the number of people working part-time in their main job. Thus, a person

SELF-EMPLOYMENT

Figures from the LFS show that, over the last ten years, part-time self-employment has grown by 155,000 or 34 per cent, compared with an increase of 22 per cent in self-employment as a whole. Spring 1994 LFS results show that just over 600,000 people classified themselves as part-time self-employed in their main job and a further 344,000 were self-employed in a second job (all of which are part-time by definition). Seventy per cent of those who were self-employed in a second job were employees in their main job.

WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

Participants on work-related government training programmes, for which data were first collected in 1983, currently number some 300,000. All of these people are treated as part-time in the workforce in employment, since it is assumed that part of their time is spent on training activity and not on productive work.

holding two part-time jobs would be counted twice by the employer surveys but once by the LFS.

In June 1994, there were an estimated 5.9 million part-time jobs in Great Britain, while the LFS estimated that, in spring 1994, 5.4 million people worked as part-time employees in their main job. Information on second jobs is also available from the LFS and under the sub-heading 'Hours worked' below, a comparison of the two sources is made.

More details on the two sources are also given in the *technical note*.

Trends over time

Consistent estimates from the LFS are available annually from 1984 and quarterly from spring 1992. Estimates of part-time jobs from employer surveys are available annually for most years from 1971 and quarterly from March 1983.

Table 1 shows that the number of people working part-time in their main job increased by 23 per cent over the period 1984 to 1994, while part-time jobs increased by 27 per cent. The difference in these two figures is explained by the increase in the number of people taking a second job, all of which will have been part-time. (Second jobs have increased from 445,000 to 789,000 over the previous ten years).

Figures 1 and 2 illustrate the increase in part-time work since 1971. The number of part-time jobs has increased by 2.6 million over that period with rises for both men and women. Figure 2 particularly illustrates how the distribution of jobs has changed with a far greater contribution now being made by both women and part-time employees. Part-time jobs increased from 15 per cent of all jobs in 1971 to 28 per cent in 1994 and jobs held by women increased from 38 per cent to 50 per cent. Proportionately, the growth in part-time jobs held by men was greatest of all, but these still only make up just over 5 per cent of the total.

The growth in part-time jobs as a proportion of all jobs has been fairly steady over the previous two decades, regardless of the different stages of the economic

Figure 1 Number of part-time jobs June of each year; Great Britain, not seasonally adjusted

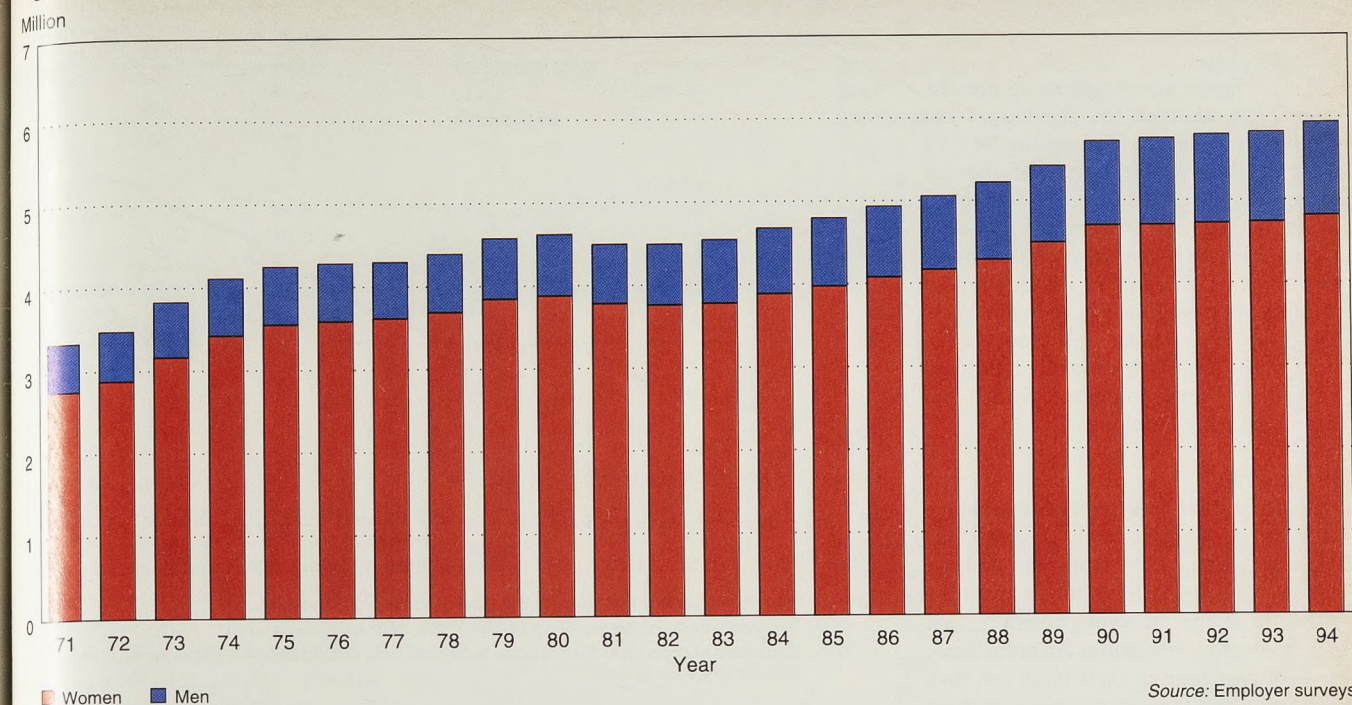
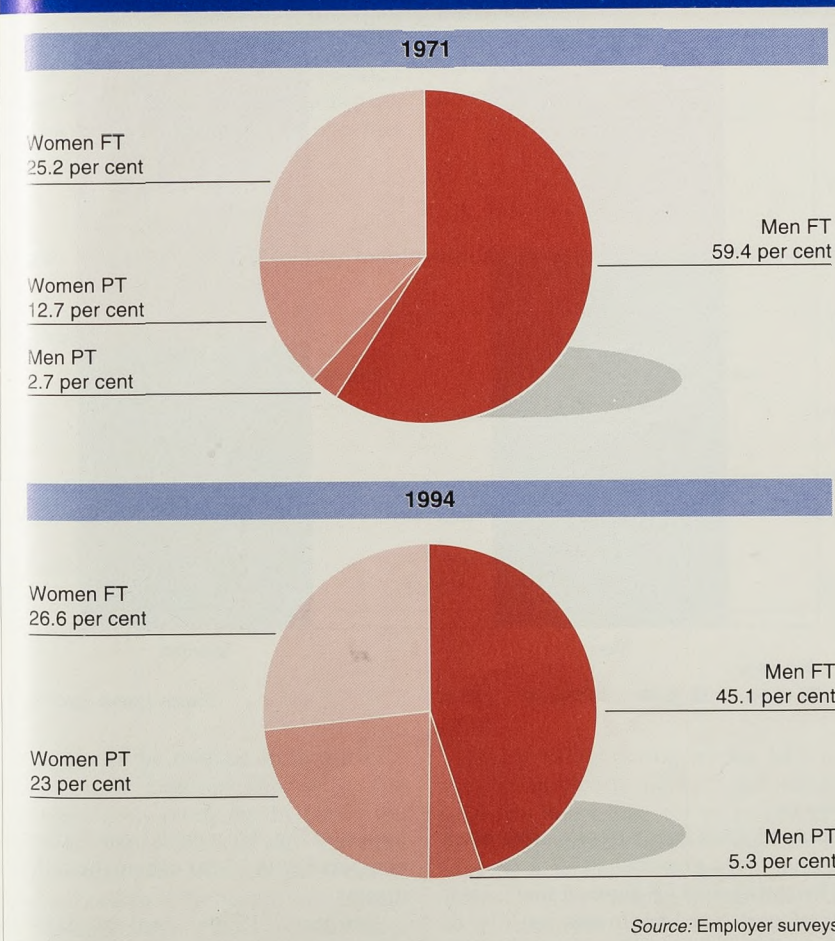


Figure 2 Distribution of jobs 1971-94; Great Britain, June, seasonally adjusted



cycle. Figure 3 shows that between 1990 and 1993 the proportion of jobs that were part-time increased at a somewhat faster rate than during the boom years of the 1980s: in particular, between 1986 and 1988, when total employment was growing rapidly, the proportion stayed fairly constant.

Characteristics of part-time employees

Personal characteristics

Gender

Although the number of male part-time workers is increasing, it is still true that most part-time jobs are held by women. The spring 1994 LFS results (relating to the average of March to May) showed that 86 per cent of part-time employees were women. Similarly, employer survey results for June 1994 showed that 81 per cent of part-time jobs were held by women.

Age

Figure 4 shows the age distribution of these part-time employees: 50 per cent of males are under 25 years, while more than 50 per cent of females are over 40. Most part-time women fall into the 25-39 age group, while for men part-time working becomes more common after the age of 50 but is very rare between 25 and 50 years. Part of the difference in the age distribution is likely to be because both male and female students (who are primarily under 25) take part-time jobs, whereas in the older age groups few men work part-time. In terms of the absolute numbers, there

Table 1 Number of part-time workers

Survey date	Great Britain, seasonally adjusted (thousands)						
	Employer surveys (part-time jobs)			Period	LFS (part-time employees)		
	Men	Women	All		Men	Women	All
Mar 84	784	3,863	4,647	Sp 84	418	3,973	4,391
Mar 85	800	3,937	4,737	Sp 85	428	4,057	4,485
Mar 86	826	4,027	4,853	Sp 86	442	4,156	4,598
Mar 87	874	4,138	5,012	Sp 87	486	4,225	4,711
Mar 88	924	4,228	5,152	Sp 88	560	4,322	4,882
Mar 89	912	4,469	5,381	Sp 89	538	4,454	4,992
Mar 90	963	4,622	5,585	Sp 90	586	4,462	5,047
Mar 91	1,042	4,671	5,713	Sp 91	620	4,488	5,108
Mar 92	1,034	4,708	5,742	Sp 92	648	4,499	5,147
Jun 92	1,052	4,698	5,750	Su 92	644	4,484	5,128
Sep 92	1,071	4,662	5,733	Au 92	636	4,497	5,133
Dec 92	1,083	4,679	5,763	Wi 92/94	648	4,518	5,165
Mar 93	1,073	4,684	5,757	Sp 93	667	4,559	5,226
Jun 93	1,066	4,716	5,782	Su 93	681	4,555	5,235
Sep 93	1,134	4,781	5,915	Au 93	707	4,617	5,324
Dec 93	1,093	4,787	5,880	Wi 93/94	707	4,620	5,328
Mar 94	1,107	4,781	5,888	Sp 94	726	4,658	5,385

Source: Employers surveys and Labour Force Surveys

are actually 200,000 more women than men under 25 working part-time.

Dependants

The different age distributions are also related to whether the individual has dependent children. The spring 94 LFS showed that 65 per cent of women employees who had a dependent child under the age of 16 worked part-time compared with 46 per cent of all women employees. Women with dependent children are most likely to be in the 25-39 age group. By contrast, only 2 per cent of male employees with dependent children worked part-time compared with 7 per cent of all male employees.

Ethnic origin

Table 2 shows how the rate of part-time work varies by ethnic origin. Overall, the proportion of ethnic employees that are part-time shows little variation from the national average. It seems, however, that men from ethnic minorities are more likely to work part-time in their main job than white men and that the reverse is true for women. This partly, but not entirely, reflects the different age profile of ethnic minority employees.

Regional variations

Using the employer-based surveys, table 3 and figure 5 relate to the location of the workplace rather than of the employee's residence.

Table 3, which shows the proportion of employees working part-time by standard region, reveals that Greater London has, by far, the lowest proportion of part-time jobs. The region with the highest proportion is the South West where there is a high concentration of tourism-related work.

Figure 5 shows the proportion of employees working part-time by county at September 1991, taken from the latest Census of Employment. (This level of detail is not available from the quarterly employment surveys). Greater London, the West Midlands, Berkshire, Fife and Strathclyde have the lowest proportion of part-timers, all under 24 per cent. The highest proportions (over 32 per cent) are in North Yorkshire and along the South Coast, Devon, Cornwall, East Sussex and the Isle of Wight.

Occupational characteristics

Figure 6 shows, for each Major Group of the Standard Occupational Classification, what percentage of employees are part-time. For both men and women, the highest proportions are in sales and other service jobs, while managerial and industrial occupations remain predominately full-time.

Patterns of work

The LFS asks respondents about

Figure 3 Part-time work as a proportion of all work in Great Britain; seasonally adjusted

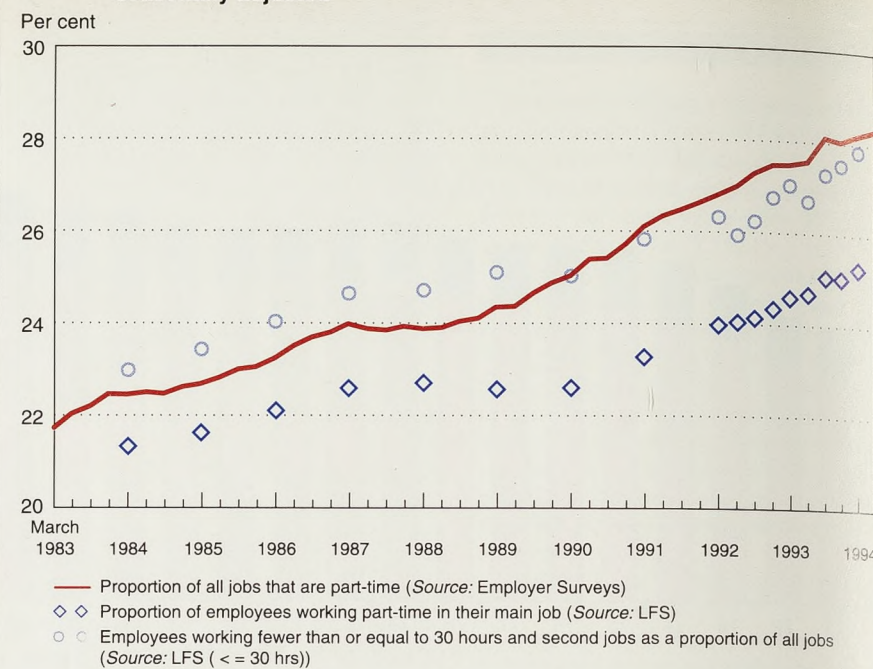


Figure 4 Age distribution of part-time employees; Great Britain, spring 1994, not seasonally adjusted

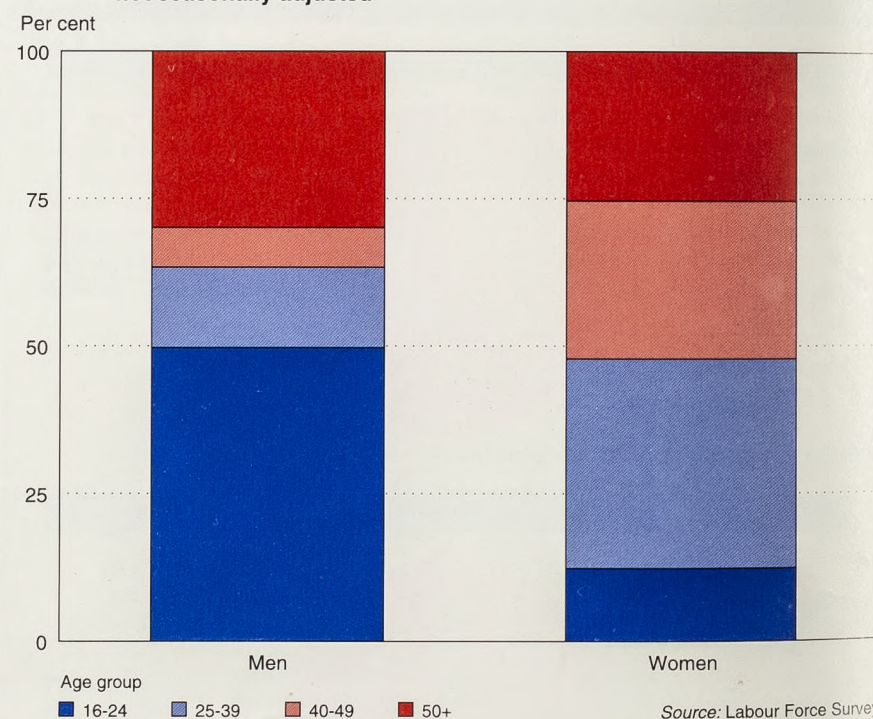


Table 2 Employees working part-time by ethnic origin

Ethnic origin	Great Britain, spring 1994, unadjusted					
	Men		Women		All	
	Number (000's)	As percentage of all employees	Number (000's)	As percentage of all employees	Number (000's)	As percentage of all employees
White	692	7	4,532	46	5,224	26
Black	11	9	46	33	57	22
Indian	10	7	39	31	49	18
Pakistani/Bangladeshi	11	14	16	43	27	23
Mixed/other origins	12	12	30	32	42	22
Overall	735	7	4,664	46	5,400	25

Source: Labour Force Survey

Hours worked

In the LFS respondents are asked about their usual hours of work, and this question can be used to compare the definitions of part-time work used by the LFS and the employer surveys.

Table 4 is a cross-tabulation of the spring 1994 LFS results showing the relationship between individuals working more or fewer than 30 hours per week and their self-classification as full-time or part-time. There is an interesting differentiation between men and women: 11 per cent of all men who usually work under 30 hours a week consider themselves full-time compared with just 4 per cent of women. By contrast, 5 per cent of women working over 30 hours think of themselves as part-time but virtually no men fall into that category.

Table 3 Part-time working by region

Region	Great Britain, June 1994, unadjusted	
	Number of part-time employees (000's)	Part-time as a percentage of all employees
Greater London	662	21.4
West Midlands	532	27.3
Scotland	546	27.8
North West	660	29.1
East Midlands	443	29.5
North	321	29.6
Wales	288	30.0
East Anglia	240	30.4
Rest of the South East	1,157	30.6
Yorkshire and Humberside	560	30.7
South West	531	31.4

Source: Employer Surveys

Table 4 Usual hours worked by employees and self-assessment of full-time/part-time status

Usual hours worked	Great Britain, spring 1994, unadjusted						
	Men		Women		All		
	Self-assessment		Self-assessment		Self-assessment		
	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	
<=30 hours per week	Per cent (000's)	89 (684)	11 (84)	96 (4,372)	4 (203)	95 (5,056)	5 (286)
>30 hours per week	Per cent (000's)	0 (43)	100 (10,172)	5 (268)	95 (5,306)	2 (311)	98 (15,478)

Source: Labour Force Survey

patterns of work in relation to shift-work and usual days of work.

The spring 94 LFS showed that 15 per cent of part-time employees usually or sometimes worked shifts compared with 20 per cent of full-timers. Twenty-five per cent of part-time employees usually worked on Saturdays compared with 22 per cent of full-time employees, but 49

per cent never worked on Saturdays compared with 33 per cent in the full-time group.

Similarly, 12 per cent of part-time employees and 11 per cent of full-time employees usually worked on Sundays with the proportions who never worked on Sundays being 67 per cent and 54 per cent respectively.

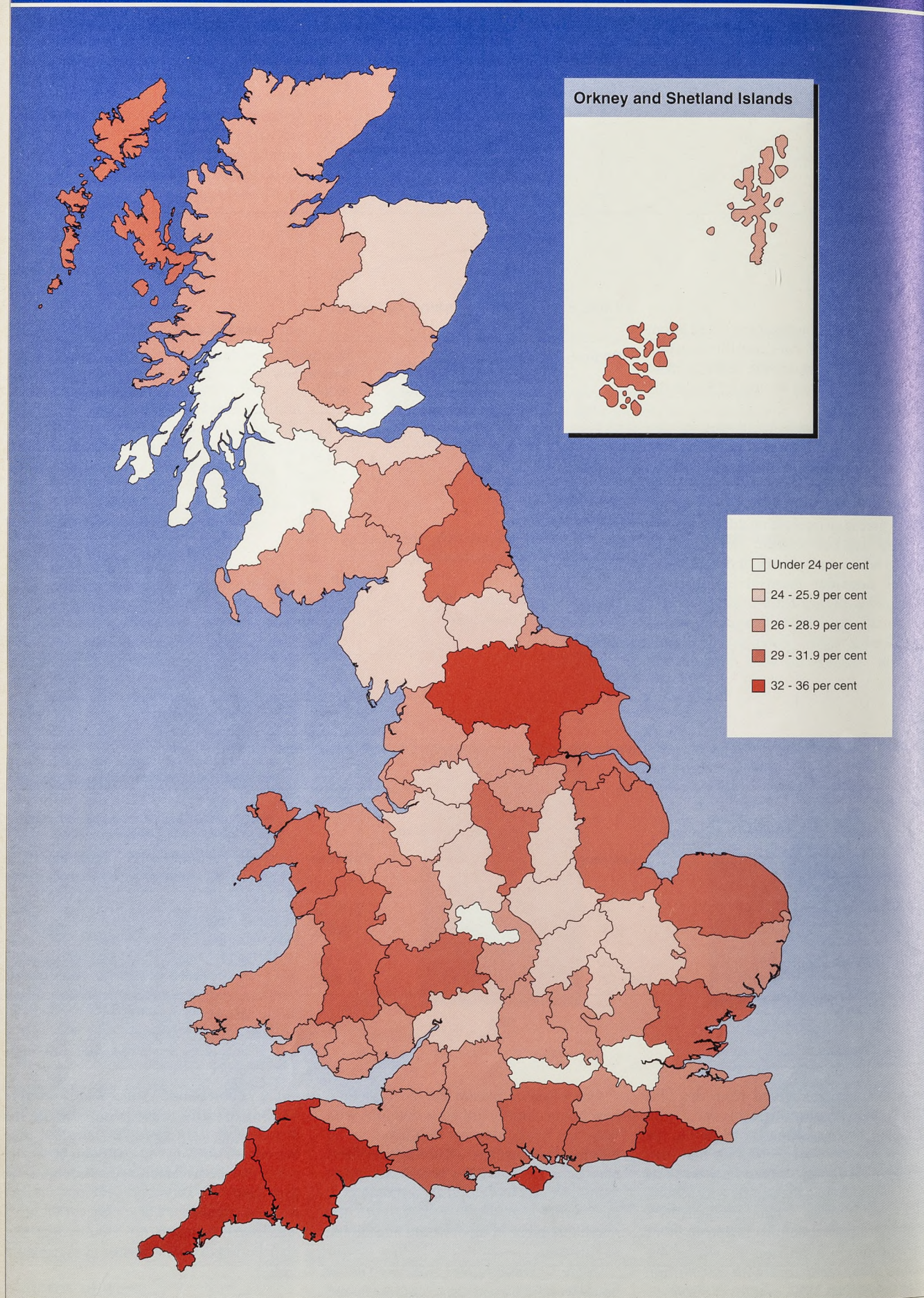
Figures can be derived from the LFS which allow comparison with the employer survey estimates: by taking the number of employees who said that they usually worked for 30 hours per week or fewer and adding in the people with second jobs as employees. This gives an LFS estimate of part-time jobs in spring 94 of 6.1 million (0.8 million of which are second jobs) compared with 5.9 million from the March 1994 employer survey.

One possible reason for the LFS total now being slightly higher is that jobs with very few hours may not be picked up by the employer surveys; offsetting this, there may be a tendency for people to report themselves as working longer hours than their employer would report, with the result that more of them would be counted as full-time.

Table 5 gives a fuller breakdown of the hours worked by part-time employees and

figure 7 shows this distribution pictorially. This illustrates how wide the hours distribution is in Great Britain and that there is no obvious cut-off point at which a job can be assumed to be full-time or part-time. On average, part-time women work two hours per week longer (18 hours) than part-time men (16 hours) and the distribution of hours worked by men peaks earlier.

Figure 5 Proportion of employees working part-time; Census of Employment - September 1991, Great Britain, not seasonally adjusted



The number of male part-time workers is increasing.

Photo: Richard Kalvar/Magnum

Reasons for working part-time

There is a lot of interest in why people work part-time, and this is a question asked in the LFS. Respondents who work part-time in their main job are asked to indicate which is the first in the following list of reasons to apply to their situation: they are a student, they are ill or disabled, they could not find a full-time job, or they did not want a full-time job.

Table 6 shows what proportion of part-time employees fall into these four categories and how this varies by gender. Forty-two per cent of male part-time employees are students compared with just 8 per cent of women. Eighty per cent of female part-time workers work part-time because they do not want a full-time job, and this proportion rises to 91 per cent for women with a dependent child under the age of 16.

The proportion who say they work part-time because they could not find a full-time job varies considerably according to the stage of the economic cycle. This proportion fell from 9 per cent in 1986 to 6 per cent in 1990 and then rose to 13 per cent in 1993, remaining at that level over the previous year. Nevertheless, this is still a small proportion of the total.

Age

Tables 7 and 8 show, for men and women separately, how the reason for working part-time varies by age. For both men and women, most people working part-time in the 16-24 age group are students. In the 25-49 age groups, nearly 60 per cent of the men working part-time do so because they cannot find a full-time

Figure 6 Percentage of employees working part-time by standard occupation group; Great Britain, spring 1994, not seasonally adjusted

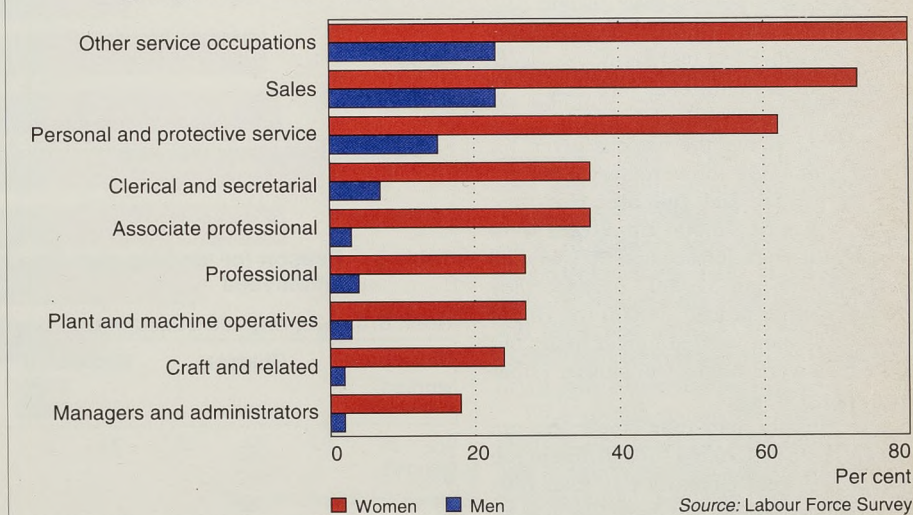


Table 5 Distribution of hours worked by part-time employees Great Britain, spring 1994, unadjusted

Hours per week	Men		Women		All	
	(000's)	Per cent	(000's)	Per cent	(000's)	Per cent
1 - 5	86	12.0	290	6.3	377	7.0
6 - 10	172	23.8	751	16.2	923	17.2
11 - 15	125	17.2	801	17.3	926	17.3
16 - 20	132	18.2	1,171	25.3	1,303	24.3
21 - 25	95	13.1	811	17.5	906	16.9
26 - 30	71	9.8	542	11.7	613	11.4
31 - 35	26	3.6	200	4.3	226	4.2
>35	16	2.2	68	1.5	85	1.6
Mean	15.9 hr/wk		17.9 hr/wk		17.6 hr/wk	

Source: Labour Force Survey

job. This changes for the over-50 year old group where more than 70 per cent work part-time because they do not want a full-time job. Satisfaction with part-time work is much higher for women, since nearly 90 per cent of those over 25 work part-time because they do not want a full-time job.

Usual hours worked

Tables 9 and 10 show how the reason for working part-time varies by usual hours of work. For men, two-thirds who work for 10 hours per week or fewer are students; as usual hours worked increase, the proportion who are working part-time because they cannot find a full-time job also increases, with nearly half of the men who work for over 25 hours per week stating this reason.

This is also true for women, but to a much lesser extent, and over the whole spectrum of hours worked the vast majority of women who work part-time do so because they do not want a full-time job.

Looking for another job

The LFS asks employed people if they are looking for another job. In spring 1994 1.3 million employees were looking for a different job to replace their current one, of whom a quarter currently worked part-time. A further 154,000 employees were looking for an additional job; nearly 70 per cent of these were part-timers.

Table 11 shows the reasons given for looking for a new job to replace a current job by gender and full-time/part-time status. Overall, 76,000 employees were looking for a new job because they wanted longer hours and 51,000 because they wanted shorter hours; 54,000 (or 10 per cent) of women wanted longer hours but more men were looking for shorter rather than longer hours.

Interestingly, part-time employees are less likely to be looking for a different job because of unsatisfactory pay than full-time employees, but are more likely to be in a job which is filling in time until they find another job.

Industrial analysis of part-time work

For detailed industrial information the employer surveys provide the most reliable measure, since employers are likely to be in the best position to know the precise industrial activity in which they are engaged. The analyses in the next two sections, therefore, are based on employer survey results.

Table 12 shows which industries had the highest and lowest proportions of part-time jobs in June 1994. As one would expect, the service sector and retail and catering industries in particular have the highest proportions. The traditional

Table 6 Reasons for working part-time

Reason	Great Britain, spring 1994, unadjusted		
	All	Men	Women
Student	12	42	8
Ill/disabled	1	2	1
Couldn't find full-time job	13	26	11
Didn't want full-time job	73	29	80

Source: Labour Force Survey

Table 7 Reason for working part-time by age; male employees

Age	Great Britain, spring 1994, unadjusted				
	Student	Ill/disabled	Couldn't find full-time job	Didn't want full-time job	Base (000's)
16-24	79	*	16	5	365
25-39	16	*	56	23	100
40-49	*	*	59	31	50
50+	*	*	24	73	220

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

Source: Labour Force Survey

Table 8 Reason for working part-time by age; female employees

Age	Great Britain, spring 1994, unadjusted				
	Student	Ill/disabled	Couldn't find full-time job	Didn't want full-time job	Base (000's)
16-24	57	*	19	24	575
25-39	1	*	10	88	1,655
40-49	*	1	10	87	1,250
50+	*	2	10	88	1,183

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

Source: Labour Force Survey

Table 9 Reason for working part-time by usual hours worked; male employees

Usual hours worked	Great Britain, spring 1994, unadjusted				
	Student	Ill/disabled	Couldn't find full-time job	Didn't want full-time job	Base (000's)
0-5	66	*	*	21	90
6-10	67	*	11	21	172
11-15	52	*	19	27	125
16-20	29	*	32	35	132
21-25	15	*	42	40	95
>25	12	*	49	37	113

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

Source: Labour Force Survey

Table 10 Reason for working part-time by usual hours worked; female employees

Usual hours	Great Britain, spring 1994, unadjusted				
	Student	Ill/disabled	Couldn't find full-time job	Didn't want full-time job	Base (000's)
0-5	22	*	8	69	297
6-10	22	*	7	70	751
11-15	8	*	10	81	801
16-20	3	1	11	84	1,171
21-25	2	*	11	85	811
>25	2	*	16	81	810

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

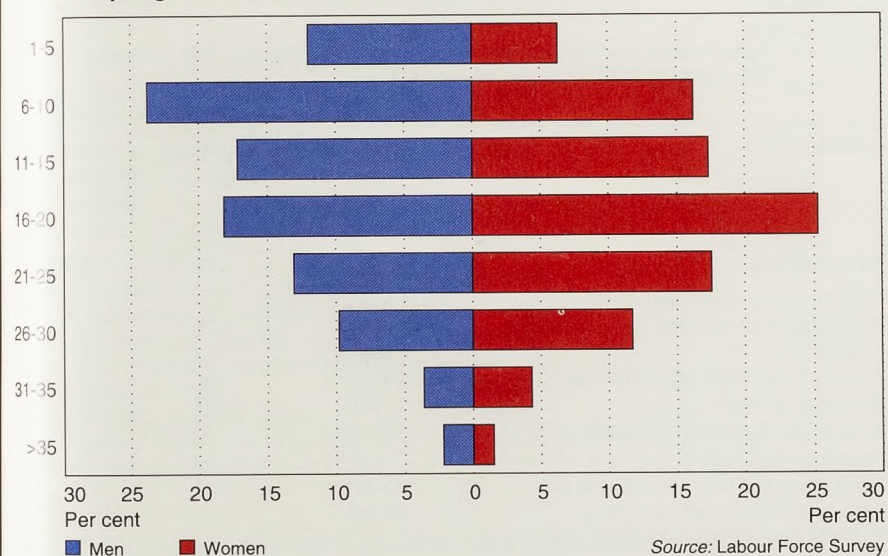
Source: Labour Force Survey



'Eighty-six per cent of part-time employees are women.'

Photo: David Hurn/Magnum

Figure 7 Distribution of hours worked by part-time employees; Great Britain, spring 1994, not seasonally adjusted



Source: Labour Force Survey

Table 11 Reason for looking for a different job to replace current job

Reason	Great Britain, spring 1994, unadjusted			
	Male	Female	Full-time	Part-time
Present job may come to an end	18	17	19	13
Present job is filling time before finding another job	9	10	7	17
Pay unsatisfactory	30	22	28	20
Journey to work unsatisfactory	3	3	3	*
Wants to work longer hours	3	10	*	22
Wants to work shorter hours	4	4	5	*
Other aspect unsatisfactory	19	19	21	14
Other reason	14	16	16	11
Base (thousand)	743	557	963	336

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

Source: Labour Force Survey

manufacturing and energy industries, on the other hand, still have very low proportions.

Analysis for September 1984 to June 1994

Figures on the number of part-time jobs by detailed industry are available for women from 1971 and for men from September 1984. These can be used to find out which industries have been leading the growth in part-time work. Table 13 shows which industries saw the biggest percentage rises and falls in the number of part-time jobs between 1984 and 1994, and table 14 shows where the biggest movements were in the proportion of all jobs which are part-time.

To a certain extent the change in the number of part-time jobs reflects what was happening in the industry as a whole. For example, between 1984 and 1994 Business Services was one of the fastest growing industries, with rises of over 400,000 full-time jobs in addition to the 100,000 extra part-time ones; also, Mineral and Ore Extraction and the Manufacture of Chemicals saw sharp falls in total employment over the ten-year period, and this is reflected in the fall in the number of part-time employees.

In many cases, however, the movements in part-time jobs can be quite different from those for employment as a whole. For example, both Transport and Postal Services actually saw falls in the total number of jobs between 1984 and 1994, despite having the second and fourth highest proportional increases in the number of part-time jobs (table 13). Similarly, the 67 per cent increase in the number of part-time jobs in National

Government only led to a 1 per cent rise in total employment as the number of full-time jobs fell by 29,000.

The number of full-time jobs also fell in Food Retailing, so that the large increase of 177,000 in the number of part-time jobs increased their share from 49 per cent of all Food Retailing jobs in 1984 to 65 per cent in 1994 (table 14).

In nearly all industries, the proportion of jobs which are part-time increased between 1984 and 1994, and even in those where it fell the change was very small. Food, Drink and Tobacco Manufacturing is one of the few industries which saw a sharper fall in the number of part-time jobs than it did in full-time jobs (table 14). Generally, it was retailing and public sector work where there were the biggest shifts towards part-time working.

Analysis for June 1990 to March 1993

As already mentioned, during the last period of employment decline, the proportion of jobs which were part-time increased faster than in the preceding period. Tables 15 and 16 show the largest rises and falls (as in tables 13 and 14) but for the period from June 1990 to March 1993. June 1990 was the previous peak in total employment (as measured by the employer surveys) and March 1993 was the last trough.

Table 15 shows that all of the biggest percentage falls in the number of part-time jobs were in manufacturing industries, reflecting the very sharp falls in total employment that were seen in that sector over the period: the number of manufacturing jobs fell by 15 per cent between 1990 and 1993 compared with a fall of just 2 per cent in the service sector. As with the 1984 to 1994 period, many of the biggest rises in the number of part-time jobs were in the public sector such as the Civil Service, the Health Services and Social Services which were not really affected by the recession. The Transport Industry, however, again saw a fall in total jobs but a rise in part-time ones.

Table 12 Proportion of all jobs that are part-time by industry (June 1994)

Great Britain, unadjusted			
SIC industry		Per cent	
Highest proportions			
1	663	Night clubs	77.3
2	662	Public houses and bars	77.3
3	642	Retail of confectionary and tobacco	71.6
4	92	Cleaning and refuse services	65.0
5	641	Food retail	64.8
6	661	Restaurants, snack bars, cafes	57.1
7	643	Dispensing chemists	56.9
8	96	Social and community services	52.2
9	645-648	Retail of clothing, textiles and household goods	46.7
10	95	Health	46.4
Lowest proportions			
1	35-36	Transport-related manufacturing	1.9
2	2	Extraction of minerals and ores other than fuels / manufacture of metals, mineral products and chemicals	4.0
3	32	Mechanical engineering	4.4
4	915	National defence (exc HM Forces)	4.9
5	1	Energy and water supply	5.0
6	33-34	Electrical/electronic engineering and manufacture of office machinery	5.6
7	31	Manufacture of metal goods	6.6
8	94	Research and development	6.9
9	48	Rubber and plastic manufacturing	8.3
10	71,74-77	Transport services other than road transport	8.3

Source: Employer surveys

Table 13 Percentage change in part-time jobs (Sept 84-Jun 94) by industry — the biggest falls and the biggest rises

Great Britain, unadjusted			
Industry (SIC)		Percentage change	Absolute change (000's)
All industries	(0-9)	+28	+1,310
National government and social security	(9111,9190)	+67	+34
Postal services and telecommunications	(79)	+65	+16
Food retail	(641)	+63	+177
Transport services, other than road transport	(71,74-77)	+60	+14
Business services	(83)	+56	+101
National defence (exc HM Forces)	(915)	-22	-2
Textile manufacturing	(43)	-23	-5
Food, drink and tobacco manufacture	(41-42)	-25	-24
Transport-related manufacturing	(35-36)	-25	-2
Extraction of minerals/ores, manufacture of chemicals/mineral products	(2)	-33	-11

Source: Employer surveys

Figure 8 Proportion of jobs part-time 1983-1991

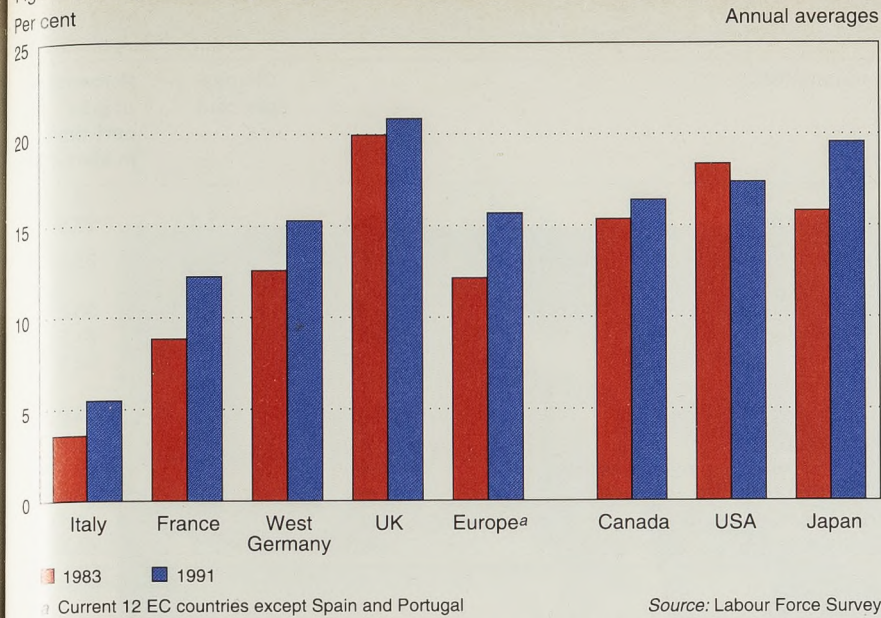


Table 14 Change in the percentage of jobs that are part-time (Sept 84-Jun 94) by industry — the biggest falls and the biggest rises

Great Britain, unadjusted			
Industry (SIC)		Change per cent	Percentage of jobs part-time in June 1994
All industries	(0-9)	+6.2	28.4
Food retail	(641)	+16.0	64.8
Retail of confectionary and tobacco	(642)	+9.5	71.6
Dispensing chemists	(643)	+8.5	56.9
Health services	(95)	+8.1	46.4
Retail of clothing, textiles and household goods	(645-648)	+8.0	46.7
Extraction of minerals/ores, manufacture of chemicals/mineral products	(2)	-0.3	4.0
Justice, police and fire service	(912-914)	-0.5	12.1
Manufacture of leather, footwear and clothing and wooden furniture	(44-46)	-0.6	8.8
National defence (exc HM Forces)	(915)	-0.6	4.9
Food, drink and tobacco manufacture	(41-42)	-1.2	15.3

Source: Employer surveys

Table 15 Percentage change in part-time jobs (June 90-Mar 93) by industry — the biggest falls and the biggest rises

Great Britain, unadjusted			
Industry (SIC)		Percentage change	Absolute change (000's)
All industries	(0-9)	+1	+32
Real estate and hiring out of equipment	(84/85)	+40	+21
National government and social security	(9111,9190)	+24	+16
Laundries, hairdressers and other personal services	(98)	+17	+10
Business services	(83)	+12	+30
Road transport services	(72)	+11	+4
Repair of consumer goods and vehicles	(67)	-18	-5
Misc. manufacturing including toys, sports goods and photographic labs	(49)	-20	-2
Transport-related manufacturing	(35-36)	-20	-2
Extraction of minerals/ores, manufacture of chemicals/mineral products	(2)	-22	-7
Instrument engineering	(37)	-33	-2

Source: Employer surveys

Similarly, jobs in Business Services fell slightly overall but part-time jobs increased by 30,000.

The biggest rise in both the number of part-time jobs and the proportion of jobs that were part-time was in Real Estate and the Hiring out of Equipment. Again, these are industries where the total number of jobs fell over the period but part-time jobs grew from 18 per cent to 25 per cent of all jobs (table 16). Interestingly, in Agriculture the proportion of jobs that were part-time increased despite sharp falls in total employment. This may be an indication that in times of heavy jobs losses, part-time jobs are less vulnerable than full-time ones.

Table 16 also shows that three of the four industries which saw a shift of 2 per cent or more away from part-time working are industries where part-time work accounts for more than 50 per cent of all jobs. At a time when most industries are seeing increases in part-time work, this may imply that there is a certain level beyond which it is not possible for part-time work to grow.

Analysis since the March 1993 trough

March 1993 was a trough for total employment as measured by the employer-based surveys. Overall, the recovery that has been seen since this trough has all been in the service sector and has been entirely in part-time jobs: over the period from March 1993 to June 1994 the number of part-time jobs rose by 142,000 while full-time jobs fell.

By industry, the biggest rise in part-time jobs was in Food Retailing (35,000). There were also rises of 14,000 in the Health Services and 18,000 in Social and Community Services. Total jobs in Business Services rose by 59,000 of which 11,000 were part-time.

International comparisons

The LFS is based on internationally agreed definitions, and similar surveys are carried out in most major industrial countries. Within the European Community the survey has been standardised to enable direct comparisons between countries. Figure 8 shows the proportion of jobs that were part-time according to the LFS in 1983 and 1991 for a selection of EC countries and the USA, Canada and Japan. The year 1991 is the latest available date for comparable EC information. In the figure, the term "Europe" relates to the current 12 EC countries, with the exception of Spain and Portugal which were not in the EC in 1983.

The figure shows the wide variation in the proportion of jobs that are part-time, even within Europe. Italy, France, West Germany and the UK have similar total



The retail and catering industries have a high proportion of part-time jobs.

Photo: Martin Parr/Magnum

employment levels, but just over 5 per cent of jobs in Italy are part-time compared with over 20 per cent in the UK. It should be noted, however, that the distribution of hours worked by part-time employees also varies quite considerably and is much wider in the UK than in most European countries — hence the split between full-time and part-time working is harder to define.

All of the European countries shown saw an increase in the proportion of jobs which are part-time between 1983 and 1991, with the UK showing the smallest rise of the four. In 1983, part-time working was already more common in Canada and the USA than in Europe, and the proportion was fairly similar in 1991 although the USA actually saw a small fall. In Japan the proportion rose quite sharply over the eight years, and in 1991 almost 20 per cent of jobs were part-time. ■

Table 16 Change in the percentage of jobs that are part-time (June 90-Mar 93) by industry - the biggest falls and the biggest rises

Industry (SIC)	Great Britain, unadjusted		
	Change per cent	Percentage of jobs part-time in March 1993	
All industries	(0-9)	+2.0	27.5
Real estate and hiring out of equipment	(84/85)	+7.4	25.1
Laundries, hairdressers and other personal services	(98)	+4.9	35.2
Food retail	(641)	+4.1	61.5
Agriculture, forestry and fishing	(0)	+2.7	22.5
Misc. retail inc. stationers and specialist and mixed retailers	(653-656)	+2.6	43.0
Education	(93)	-1.2	46.4
Retail of confectionary and tobacco	(642)	-2.0	67.7
Cleaning and refuse services	(92)	-2.0	63.1
Instrument engineering	(37)	-2.0	6.1
Restaurants, snack bars, cafes	(661)	-2.3	55.9

Source: Employer surveys

Technical note

Labour Force Survey

The Labour Force Survey (LFS) is a quarterly sample survey of some 60,000 households and people living in National Health Service accommodation. Between 1984 and 1991 the survey was carried out annually, with the results published relating to the March to May quarter. Prior to this the survey was carried out every two years.

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

If any household member was unavailable for interview, information for that person could be provided by a related adult member of the same household. Students living away from home in halls of residence are also included.

Ethnic origin

People interviewed in the quarterly LFS are asked to classify their own ethnic origin and that of others in their household by means of the question: "To which of these groups do you consider... belongs: white, black-Caribbean, black-African, black-other, black-mixed, Indian, Pakistani, Bangladeshi, Chinese, other?"

The question is identical to that used in the Population Census.

Occupation coding

The broad occupation coding used in this article is based on the Standard Occupation Classification (SOC). The SOC was first introduced in the LFS in 1991.

Results based on small samples

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

Employer-based surveys

The basic source for the employees in employment estimates is the large scale Census of Employment currently held every two years. The Census 'benchmark' is updated using information from the following sources:

- Monthly postal surveys of 6,500 manufacturing employers.
- Quarterly postal surveys of a further 24,000 employers in the service sector.
- 'Centralised returns' (mostly quarterly) covering employment in particular industries provided by government departments and other large organisations.

The sample survey is stratified according to the size of employer and the industry and region that the business is in. All workplaces with over 250 employees are surveyed each quarter, and smaller firms are sampled according to a sampling fraction which increases with the size of the firm. The employee estimates are subsequently grossed up to take account of this stratification.

Topping up for new firms

Every quarter, a sample of new firms registered to the Inland Revenue since the last Census of Employment are added to employer surveys. Similarly, firms which close between Census dates are removed from the sample.

Industry Coding

The industrial analysis used in the article is based on the Standard Industrial Classification (SIC) 1980.

1991 Local Authority discontinuity

In the 1991 Census of Employment a change was made to the way in which Local Authority employees were classified. Previously a large number of such employees had been coded to group 9112 (local government service not elsewhere classified) but in 1991 they were assigned to the industry group that was most appropriate to their work. This resulted in discontinuities in a number of industry series. For the historical industry analyses in the article, the effect of the discontinuity at September 1991 is assumed to have been constant back to September 1984, and the data prior to September 1991 has been adjusted accordingly. For more details on the discontinuity see 'Revised Employment Estimates September 1989 to December 1992', *Employment Gazette*, April 1993, pp 127-133.

International comparisons

International comparisons should be treated with caution as it is difficult to ensure that sources, methods and definitions used in compiling the statistics are directly comparable.

The sources used in the article are as follows:

UK, France, W Germany, Italy and Europe:

Labour Force Survey 1983-1991 (EUROSTAT);

Canada: Labour Force Survey;

USA: Current Population Survey;

Japan: Labour Force Survey.



Skill needs in Britain 1994

Although employers are reporting an increase in 'hard-to-fill' vacancies, does this necessarily reflect a skills shortage? And what are employers doing to increase the skills of their employees?

Based on Skills Needs in Britain 1994¹ and other surveys, this article examines these and other issues.

By **Helen Ward**, Statistical Services Division, Employment Department.

Key findings

- Several published surveys have reported increasing recruitment difficulties, but there is no hard evidence that skill shortages are increasing.
- The Skill Needs in Britain survey reveals that 21 per cent of employers in 1994 reported having experienced hard-to-fill vacancies over the last 12 months compared with 16 per cent in 1992 and 1993.
- The rise in recruitment difficulties can be partly explained by an increase in recruitment activity.
- The hard-to-fill vacancies were most often reported for personal and protective services, craft and related, plant and machine operatives, and associate professional and technical occupations.
- In 1994, 63 per cent of employers reported that the skill needs of their workforce were increasing, up from 60 per cent in 1993.
- Only 12 per cent of employers reported that a skills gap existed, down from 17 per cent in 1993.
- In 1994, employers provided off-the-job training for 42 per cent of employees compared with 40 per cent in 1993.
- Employers' awareness of ED-sponsored initiatives is increasing, with 91 per cent having heard of at least one of eight initiatives, up from 83 per cent in 1993.

Introduction

THIS ARTICLE reports recent results from the Employment Department (ED)-funded annual Skills Monitoring Survey, 'Skill Needs in Britain', and other published surveys. The article discusses recruitment difficulties, and the possible re-emergence of skill shortages. It also describes employers' efforts to help reduce potential shortages as demonstrated by their commitment to training and their awareness of training-related initiatives.

Skill shortages defined

Several regular surveys use reported recruitment difficulties as a measure of skill shortages. Such difficulties are not, however, necessarily due to a lack of skills in the labour force. Recruitment difficulties may be caused by several other factors: by employers making jobs unattractive (poor pay, poor conditions); by job-seekers with unrealistically high expectations of terms and conditions;

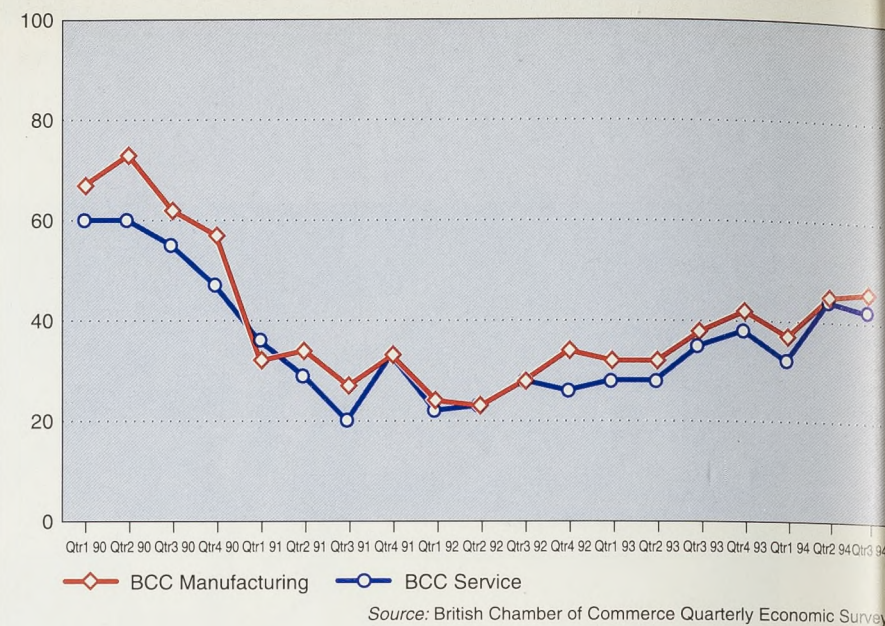
because the nature of the work is unpopular; or because potential recruits have little or no relevant work experience.

Skill shortages, on the other hand, exist when there are not enough people available with the skills needed to do the jobs that are necessary. They can exist at different levels, and have very different effects:

- a company may have a workforce deficient in the skills required to achieve business objectives. This situation has implications for the company's output, and can be solved by training the current workforce, or recruiting better skilled staff (such skill shortages would not necessarily appear as recruitment difficulties);
- a geographical area may be short of people with particular skills. This has implications for local businesses, and can be solved using a local training strategy or by recruiting skilled staff from other parts of the country;
- there could be a national shortage of a particular type of skilled labour, requiring coordinated action at a national level. Alternatively, skilled staff can be sought from abroad.

The Skill Needs in Britain survey asked employers with vacancies to judge whether they are proving 'hard to fill'. This survey best reflects the existence of recruitment difficulties over a wide range of industries, but can only offer indications of levels of skill shortages.

Figure 1 Recruitment difficulties



Survey findings compared

Skill Needs in Britain 1994 is the fifth ED-funded annual survey of establishments with 25 or more employees. The series of surveys asks employers about their current and recent experience of hard-to-fill vacancies.

In spring 1994, although the majority

of employers were not experiencing recruitment difficulties, 11 per cent stated that they currently had vacancies that were proving hard to fill. This is a significant increase on recent years: current hard-to-fill vacancies were affecting 6 per cent of employers in 1993, 5 per cent in 1992, and 7 per cent in 1991. Nevertheless,

Figure 2 Hard-to-fill vacancies currently or over the last 12 months

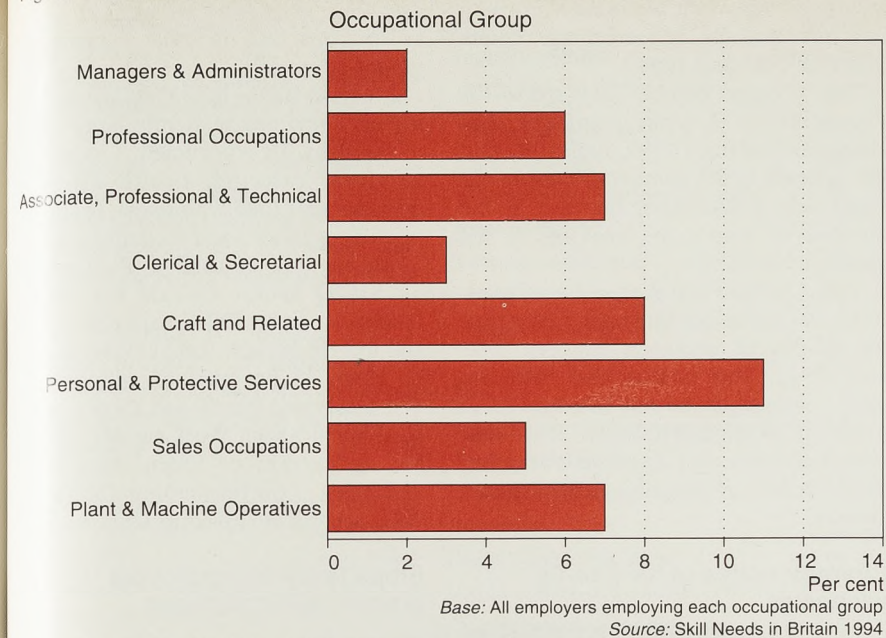


Figure 3 Types of off-the-job training

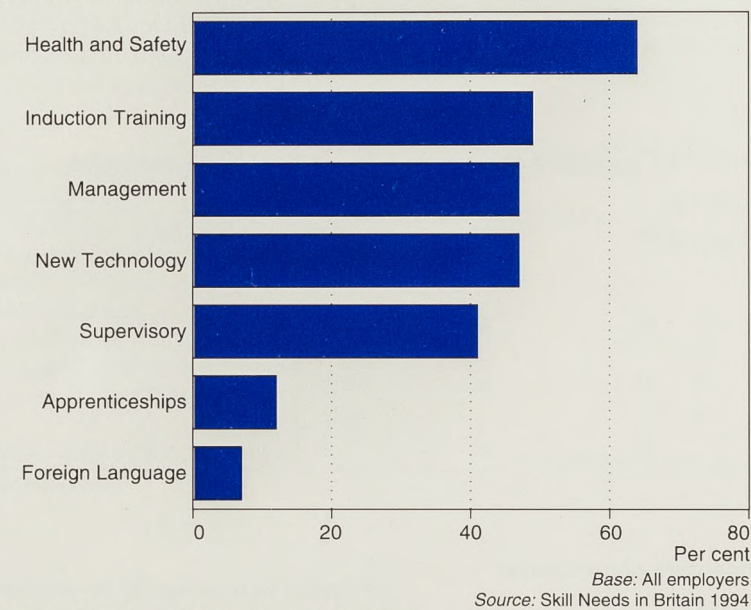


Figure 4 Employers' links with other organisations

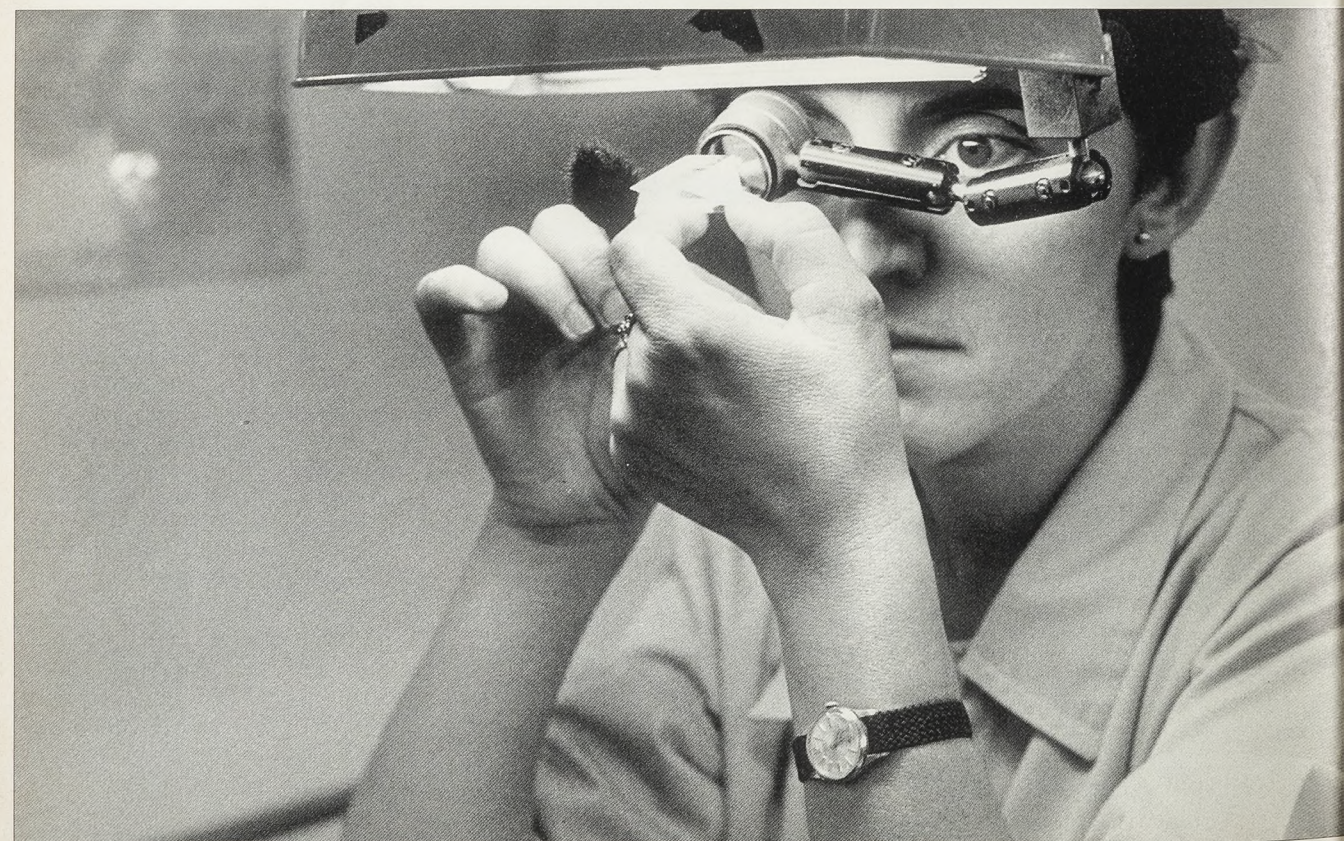
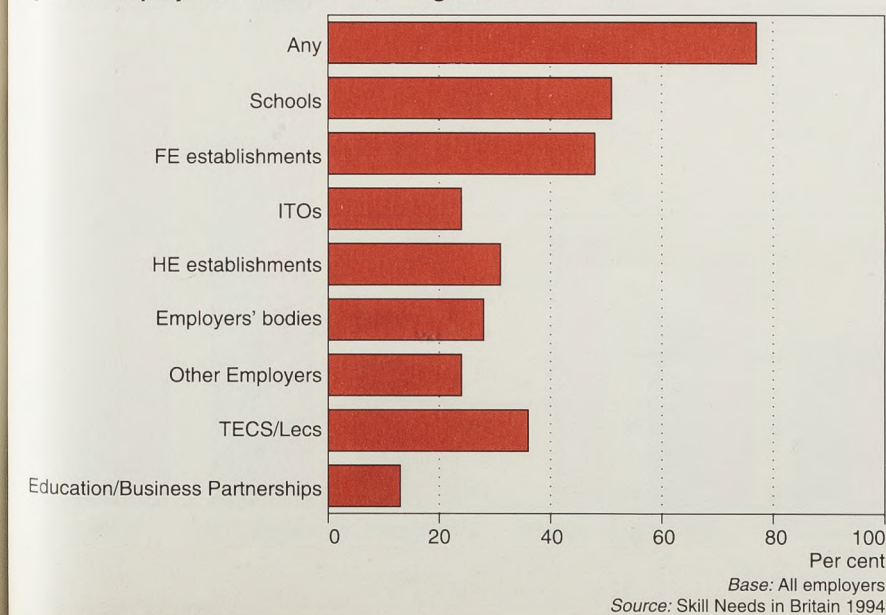


Photo: Magnum

recruitment difficulties are still well below the 1990 level (22 per cent). Approximately 44,000 hard-to-fill vacancies were reported this year, up from 25,000 in 1993.

The Skill Needs in Britain survey also reports that skill needs are increasing: in 1994, 63 per cent of employers reported that the skill needs of their workforce is increasing, up from 60 per cent last year.

However, this increase in skill needs does not always produce a skill shortage since only 12 per cent of employers reported that a skills gap existed among their employees. These results indicate that most of those employers who say that skill needs are increasing are tackling the problem (perhaps by training and recruiting more skilled staff) before a skill shortage is created. It is also encouraging that the percentage of employers reporting a skills gap has decreased slightly from the 1993 figure (17 per cent).

The Association of British Chambers of Commerce (BCC) Quarterly Economic Survey also asks employers about recruitment difficulties. This survey found that, in the third quarter of 1994, 46 per cent of companies recruiting in the manufacturing sector were experiencing recruitment difficulties. The corresponding figure for those recruiting in the service sector was 42 per cent. Although the poor response rate (approximately 30 per cent) to this survey could mean that absolute levels of recruitment difficulties are over-estimated, the trend indicates a clear rise (see figure 1).²

The Building Employers Confederation (BEC) asks its member firms whether they are experiencing difficulty in securing skilled labour. The percentage of firms reporting difficulties securing skilled bricklayers, carpenters and plasterers rose sharply in the second quarter of 1994.

Even though firms in the BEC survey are asked about their difficulties in securing skilled labour, the problem is one of recruitment and not necessarily because of a skills shortage.

A survey which asks directly about a lack of skilled labour is the CBI Quarterly Industrial Trends Survey. This asks manufacturing firms whether they expect "a lack of skilled labour to limit output in the coming four months". In October 1994, 10 per cent of employers were expecting such skill shortages. This figure has risen slowly since January 1993 but is still well below the most recent peak of 28 per cent in October 1988. It is not clear, however, whether these reported skill shortages are local or more widespread.

Although this survey is a good indicator of trends, it has limitations. The survey asks about employers' expectations of skill shortages, rather than difficulties that they have actually experienced. Also, the survey does not probe the respondent's interpretation of a "lack of skilled labour",

which may not always correspond to a real skill shortage. For example, a respondent who had recently failed to recruit staff for reasons other than skill shortages is likely to answer "yes" to this question.

See the *technical note* for survey methodologies.

Reasons for rising recruitment difficulties

Though recruitment difficulties are rising, this does not necessarily mean that skill shortages are increasing. There are several other possible explanations. An earlier Skill Needs in Britain survey analysed the reasons for reported hard-to-fill vacancies. Of those employers experiencing hard-to-fill vacancies, 37 per cent cited a lack of suitably skilled labour, 20 per cent cited competition from other firms, and 18 per cent cited that not enough people were interested in the post as the main reason for having such vacancies. Other reasons cited included a lack of work experience, a lack of practical skills, and poor attitude/motivation.³

Skill Needs in Britain 1994 results (*table 1*) show that recruitment activity has increased by 10 percentage points between 1993 and 1994.

The average number of hard-to-fill vacancies, at 2.7 per employer, has changed little since 1992, indicating that the increase in the number of hard-to-fill vacancies is due to an increase in the number of employers seeking to fill vacancies (*table 2*).

Table 3 shows that the number of hard-to-fill vacancies has increased faster than the number of vacancies between 1993 and 1994. This implies that there are other reasons for the rise in recruitment difficulties in addition to increased recruitment activity (see analysis of earlier Skill Needs in Britain survey shown above).

Characteristics of hard-to-fill vacancies

In 1994, a greater proportion of employers had experienced hard-to-fill vacancies (either current or recent) in the personal and protective service, craft and

related, plant and machine operatives and associate professional and technical occupations than in other occupational groups (*figure 2*).

In particular, the following occupational groups contained relatively large shares of hard-to-fill vacancies: sales and services, catering, health associate professionals (mainly nurses), health and related, engineers and technologists.

An analysis of hard-to-fill vacancies by SIC92 sector reveals the highest incidence in the Wholesale and Retail, and the Health and Social Work sectors. In 1994, 41 per cent of employers in Wholesale and Retail, and 29 per cent in Health and Social Work sectors reported having current or recent hard-to-fill vacancies. Corresponding figures for other sectors are given in *table 4*.

Steps taken by employers to prevent skill shortages

Increased training volumes

Employers are providing training for more employees and for longer periods of

time than in recent years. *Table 5* shows that the percentage of employees receiving off-the-job training increased from 40 per cent in 1993 to 42 per cent in 1994.

Over the past 12 months, employers have provided an average of 6.4 days off-the-job training per employee trained, ie. an average of 2.7 days per employee employed. This equates to a broad estimate of 40 million training days funded or arranged over the past 12 months, well up on the figures for recent years (*table 6*).

The 1994 survey showed that a substantial proportion of employers are continuing to fund or arrange off-the-job training (78 per cent), though this figure is slightly below that of last year (80 per cent).

More evidence of increasing training volumes is provided by the Labour Force Survey (LFS).⁴ This survey showed that 14.2 per cent (seasonally adjusted) of employees of working age had received training related to a current or future job in the four weeks prior to interview during spring 1994. This is the fourth consecutive rise and is almost as high as the most recent peak of 14.4 per cent recorded in spring 1990.

Other indicators of employers' commitment to training

Well over half (63 per cent) of employers had a training plan and more than half (55 per cent) had a training budget. In over two-thirds of cases, the training plan and training budget existed as a formal written statement. These results are very similar to those recorded in 1993.

Half of those employers who had

Table 4 Hard-to-fill vacancies by sector

Industry sector	Per cent	
	Employers	
Mining and quarrying	15 ^a	
Manufacturing	22	
Electricity, gas and water supply	1 ^a	
Construction	13	
Wholesale and retail	18	
Hotels and restaurants	41	
Transport, storage and communication	13	
Finance	21	
Real estate and business services	18	
Public administration, defense and social security	12	
Education	18	
Health and social work	29	
Other community, social and personal services	13	

Source: Skill Needs in Britain 1994.

^a Sample size fewer than 50 so estimates are subject to wide margins of error.

Table 5 Employees provided with off-the-job training

Year	Per cent	
	Employers	Employees
1991	32	
1992	36	
1993	40	
1994	42	

Source: Skill Needs in Britain 1994.

provided training over the previous 12 months had someone at board level responsible for training. This compares with 47 per cent in the 1993 survey.

Also, nearly two-thirds (65 per cent) of employers who provided training had taken steps to evaluate it. Evaluation methods used include "informal feedback from employees", "assessing the impact on employees' performance", and "management assessment".

Types of off-the-job training provided

Figure 3 shows the types of training provided by employers. Almost two-thirds (64 per cent) of all employers provided health and safety/first aid training, and almost half provided induction training (49 per cent), management training (47 per cent) and training in new technology (47 per cent).

Over half (58 per cent) of employers who had provided training said that at least some of this was leading to formal qualifications, most of which were nationally recognised.

Other steps employers are taking to prevent skill shortages

More than three-quarters (77 per cent) of employers have built links with other organisations in order to meet their longer term skill needs (*figure 4*). Schools and further education establishments were most widely used (51 per cent and 48 per cent respectively).

Employers' awareness of ED-sponsored initiatives is increasing (*figure 5*). In 1994, 91 per cent of employers had heard of at least one of eight initiatives, up from 83 per cent in 1993 and 76 per cent in 1992. Awareness of most initiatives has

Table 1 Percentage of employers with hard-to-fill vacancies and reasons for no hard-to-fill vacancies

	Per cent				
	1990	1991	1992	1993	1994
Hard-to-fill vacancies (current or in the previous 12 months)	46	24	16	16	21
No hard-to-fill vacancies because low recruitment activity	23	40	53	44	34
No hard-to-fill vacancies because there are enough suitable people	31	36	31	40	45

Source: Skill Needs in Britain 1994.

Table 2 Average number of hard-to-fill vacancies per employer

	Number				
	1990	1991	1992	1993	1994
Number of employers experiencing hard-to-fill vacancies currently or in previous 12 months	30.8k	10.7k	8.1k	9.6k	16.1k
Number of hard-to-fill vacancies	136k	31k	21k	25k	44k
Average number of hard-to-fill vacancies per affected employer	4.4	2.9	2.6	2.6	2.7

Source: Skill Needs in Britain 1994.

Table 3 Hard-to-fill vacancies as a proportion of total vacancies

	Number/per cent				
	1990	1991	1992	1993	1994
Number of vacancies	320k	180k	145k	173k	208k
Number of hard-to-fill vacancies	136k	31k	21k	25k	44k
Hard-to-fill vacancies as a percentage of total vacancies	43	17	15	14	21

Source: Skill Needs in Britain 1994.

Figure 5 Awareness of ED sponsored initiatives

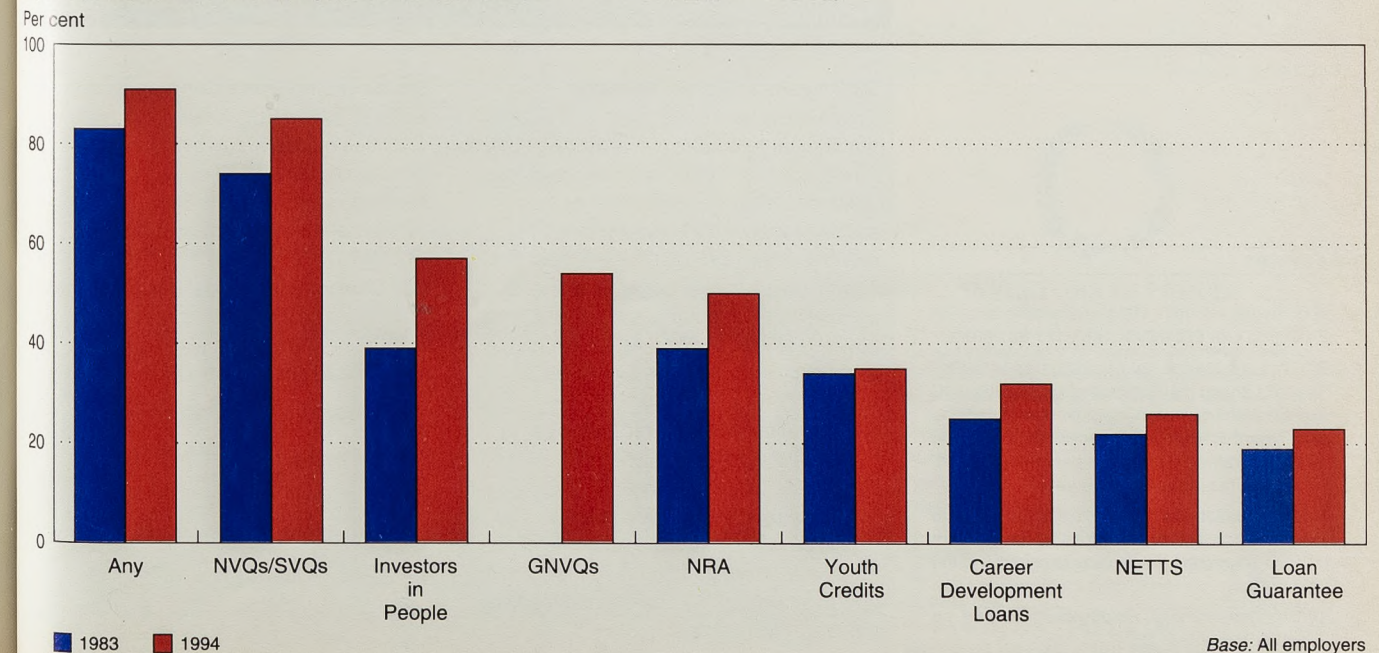




Photo: Magnum

increased since 1993, but the greatest increases were recorded for the Investors in People initiative (up from 39 per cent to 57 per cent), and NVQs/SVQs (up from 74 per cent to 85 per cent). However, awareness of some initiatives is still low — only 28 per cent of employers had heard of National Education and Training Targets (NETTs) and just 23 per cent had heard of the Loan Guarantee Scheme. ■

Table 6 Number of days provided for off-the-job training

	1991	1992	1993	1994
Average number days per employee trained	7.8	5.3	4.5	6.4
Average number days per employee	2.5	1.8	1.8	2.7
Total number training days (millions)	40	30	26	40

Source: Skill Needs in Britain 1994.

Technical note

Skill Needs in Britain Surveys

These are a series of annual surveys of medium/large employers, having at least 25 employees. Telephone interviewing is used to achieve a sample size of approximately 4,000, and the overall response rate is 75 per cent—77 per cent. The fieldwork is carried out in spring of each year. All industrial sectors are covered except agriculture, forestry and fishing.

BCC Quarterly Economic Surveys

These are quarterly surveys of companies of all sizes in the manufacturing and service sectors. The achieved sample size is approximately 7,500 and the response rate is approximately 30%. Data is collected via postal questionnaires.

Building Employers Confederation State of Trade Enquiries

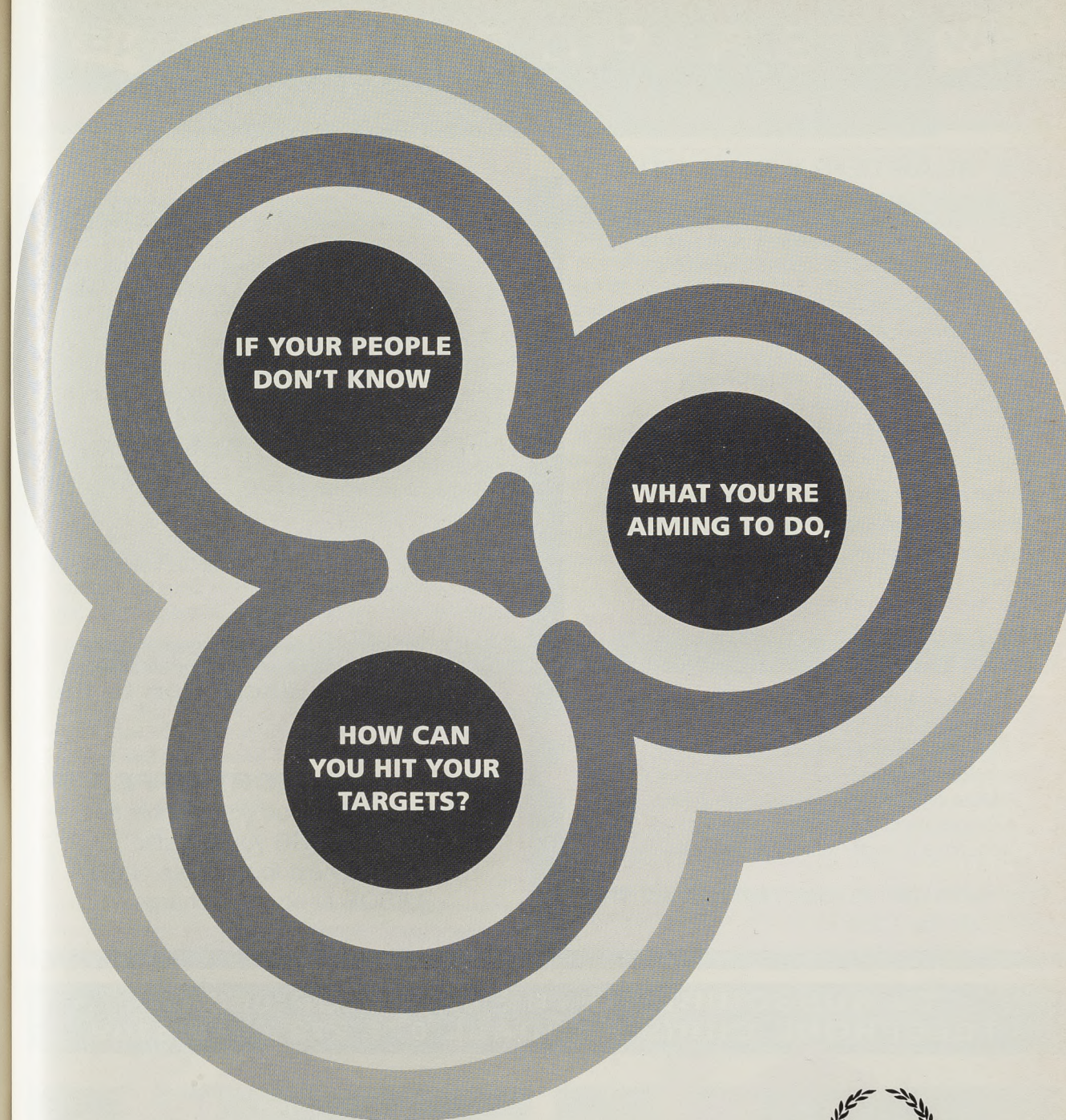
These quarterly surveys of member firms cover firms of all sizes. The achieved sample size is 600. The total number of member firms is 5,000.

CBI Quarterly Industrial Trends Surveys

These are quarterly surveys of manufacturing firms of all sizes. The sample size is 1,300.

Footnotes

- ¹ 'Skill Needs in Britain 1994' is available from IFF Research Ltd. Price £40. Tel: 0171 837 6363.
- ² BCC figures should not be compared with Skill Needs in Britain (SNIB) figures because the BCC expresses the number of employers experiencing recruitment difficulties as a percentage of those recruiting rather than as a percentage of all employers (as in the SNIB survey).
- ³ This information has not been collected in recent surveys because of low levels of recruitment difficulties, and there are plans to collect it in the next survey.
- ⁴ 'Women and training', *Employment Gazette*, pp 391-402, November 1994.



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CONTENTS FOR DECEMBER 1994

- 1 Size of workplace by region
- 2 1984-94: Changes shown by the LFS
- 3 Total usual weekly hours by occupation
- 4 Duration of unemployment

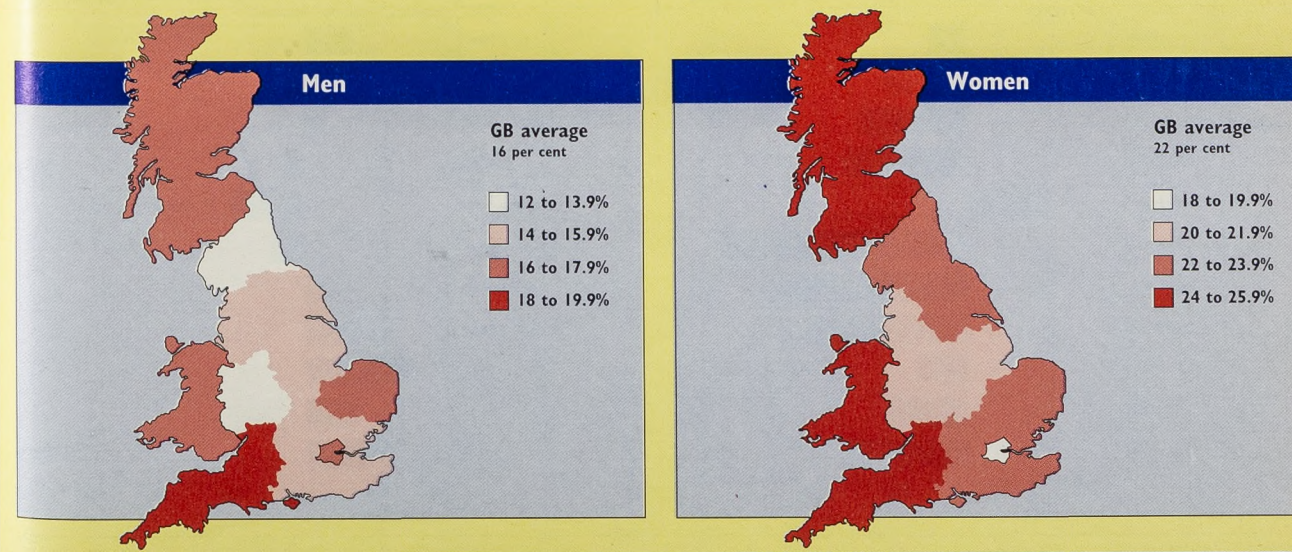
This monthly feature describes some of the recent requests for information from the Employment Department's Labour Force Survey.
Most of the requests have been received by telephone via the ED's LFS Help-Line (071 273 5585).
The LFS covers a sample of about 60,000 households in Great Britain each quarter and is conducted on behalf of the ED by the Office of Population Censuses and Surveys. Questions are asked about employment, self-employment, hours of work, unemployment, education and training and many other topics including demographic information such as age and ethnic origin.
This feature mainly draws on data from the spring (March to May) 1994 LFS, the full results of which were released on 14 September 1994. Key results for the summer (June to August) 1994 LFS were released in the LFS Rapid Release on 12 October.

SIZE OF WORKPLACE BY REGION

Figure 1 clearly shows that men are more likely than women to work in workplaces with fewer than 11 employees: within Great Britain as a whole 22 per cent of female employees are employed in such workplaces compared with only 16 per cent of men. Regionally, the South West has the largest proportion of employees working in these smaller work-

places (18.6 per cent of men and 25.2 per cent of women), and 25.6 per cent of women in Wales work in such places. The proportion of men working in workplaces with less than 11 employees is lowest in the North (13.2 per cent) and West Midlands (13.5 per cent), while the percentage of women is smallest in Greater London (19.3 per cent).

Figure 1 Percentage of employees working in workplaces with fewer than 11 employees by region (Great Britain, spring 1994, not seasonally adjusted)

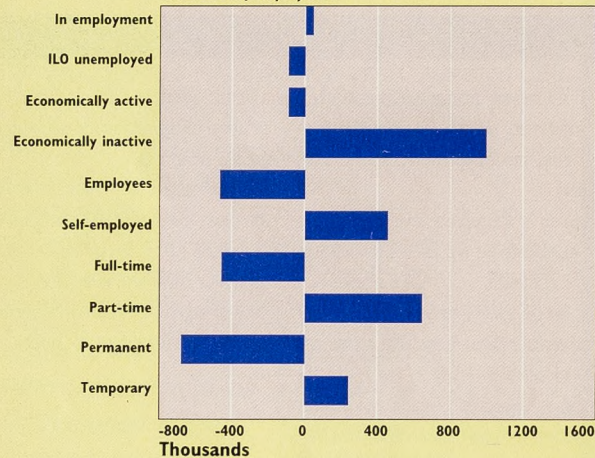


2 1984-94: CHANGES SHOWN BY THE LFS

A number of changes were introduced to the spring 1984 annual LFS which made it more comparable with today's quarterly survey than the previous survey every two years. The release of data from the spring 1994 LFS provides the opportunity to show a number of key changes which took place in the labour force during the 10 year period.

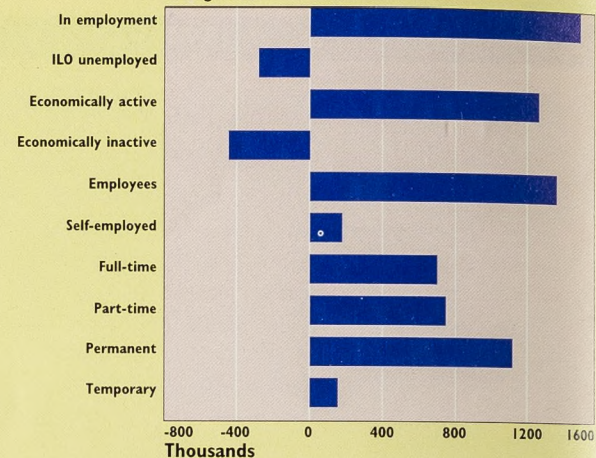
Men's economic activity

For men, the last ten years have seen a shift towards part-time work and self-employment



Women's economic activity

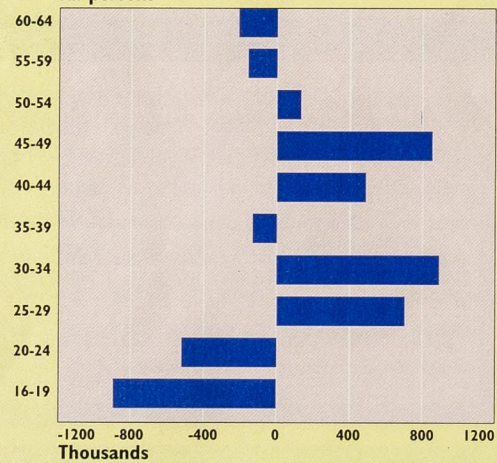
The increase in employment has been concentrated among women



Economic activity by age

The total increase in economic activity masks a fall for young people caused by more people staying in education

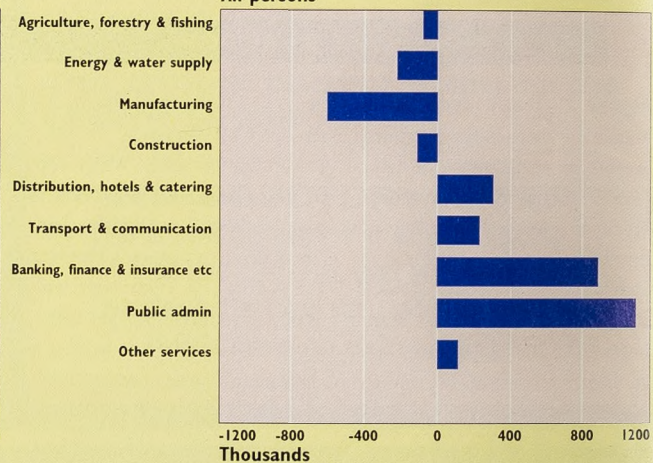
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Industry sectors

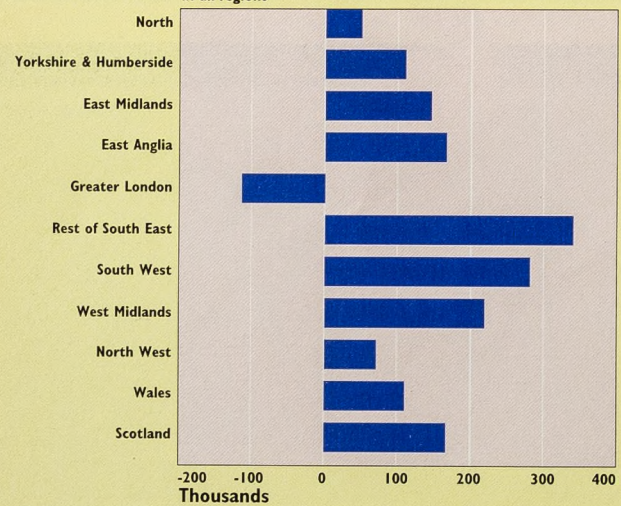
The increase in employment was concentrated in the service sector

All persons



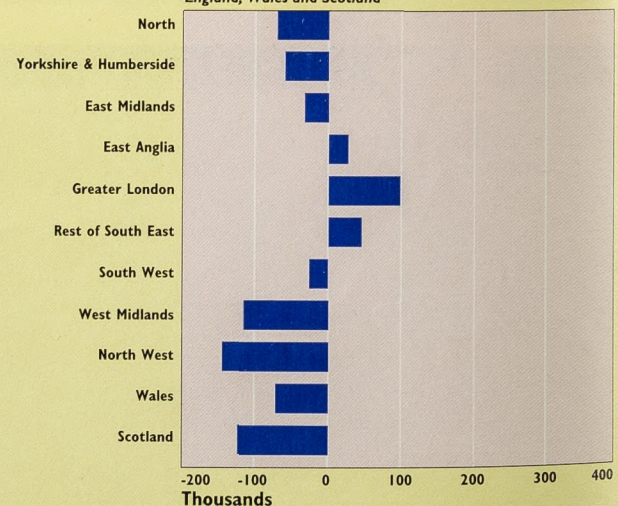
Regional employment

With the exception of Greater London, employment has risen in all regions



Regional ILO unemployment

The falls in ILO unemployment were greatest in Northern England, Wales and Scotland



Great Britain: spring 1984 and 1994

2 1984-94: CHANGES SHOWN BY THE LFS

	All				Men				Women			
	1984	1994	Change 000s	%	1984	1994	Change 000s	%	1984	1994	Change 000s	%
In employment	23,387	24,942	1,555	7	13,710	13,716	6	0	9,678	11,226	1,548	16
Employee	20,454	21,273	819	4	11,537	11,071	-466	-4	8,918	10,202	1,284	14
Self-employed	2,618	3,208	590	23	1,978	2,389	411	21	639	819	180	28
ILO unemployed	3,094	2,615	-479	-15	1,838	1,747	-91	-5	1,256	867	-389	-31
Economically active	26,481	27,556	1,075	4	15,548	15,464	-84	-1	10,933	12,093	1,160	11
Economically inactive	16,194	16,649	455	3	4,942	5,901	959	19	11,253	10,748	-505	-4
Full-time (employees & self-employed)	18,244	18,468	224	1	12,957	12,515	-442	-3	5,287	5,953	666	13
Part-time (employees & self-employed)	4,828	6,006	1,178	24	558	942	384	69	4,271	5,064	793	19
Permanent (employees)	19,235	19,663	428	2	11,027	10,331	-695	-6	8,208	9,332	1,124	14
Temporary (employees)	1,079	1,373	294	27	439	607	168	38	639	765	126	20
Industry (employees & self-employed)												
Agriculture, forestry & fishing	526	464	-62	-12	408	355	-53	-13	117	109	-8	-7
Energy & water supply	568	336	-232	-41	494	272	-222	-45	74	64	-10	-14
Manufacturing	5,347	4,704	-643	-12	3,822	3,388	-434	-11	1,525	1,316	-209	-14
Construction	1,874	1,766	-108	-6	1,720	1,592	-128	-7	153	174	21	14
Distribution, hotels & catering	4,718	4,929	211	4	2,195	2,358	163	7	2,523	2,571	48	2
Transport & communication	1,402	1,534	132	9	1,135	1,202	67	6	267	322	55	21
Banking, finance, insurance etc.	2,415	3,366	951	39	1,315	1,776	461	35	1,100	1,590	490	45
Public admin, education & health	4,824	5,948	1,124	23	1,759	1,879	120	7	3,066	4,069	1,003	33
Other services	1,312	1,404	92	7	610	621	11	2	702	783	81	12
In employment by region												
Great Britain	23,387	24,942	1,555	7	13,710	13,716	6	0	9,678	11,226	1,548	16
North	1,201	1,250	49	4	701	676	-25	-4	501	575	74	15
Yorkshire & Humberside	2,041	2,160	119	6	1,196	1,180	-16	-1	845	979	135	16
East Midlands	1,713	1,853	139	8	1,007	1,030	23	2	707	823	116	16
East Anglia	858	1,017	158	18	521	572	51	10	337	445	108	32
Greater London	3,056	2,932	-124	-4	1,768	1,594	-173	-10	1,289	1,338	49	4
Rest of South East	4,806	5,148	342	7	2,829	2,855	26	1	1,977	2,293	316	16
South West	1,891	2,183	291	15	1,115	1,201	86	8	776	982	205	26
West Midlands	2,118	2,329	212	10	1,248	1,293	46	4	870	1,036	166	19
North West	2,573	2,669	95	4	1,482	1,443	-39	-3	1,091	1,226	135	12
Wales	1,068	1,175	107	10	631	653	22	4	437	522	85	19
Scotland	2,061	2,226	165	8	1,212	1,218	6	1	849	1,008	159	19
ILO unemployed by region												
Great Britain	3,094	2,615	-479	-15	1,838	1,747	-90	-5	1,256	867	-389	-31
North	236	166	-70	-29	147	116	-31	-21	89	51	-38	-43
Yorkshire & Humberside	289	235	-55	-19	175	158	-18	-10	114	77	-37	-32
East Midlands	187	168	-19	-10	115	110	-5	-4	73	58	-14	-20
East Anglia	74	81	7	9	40	52	12	30	34	29	-5	-14
Greater London	361	437	77	21	202	297	96	47	159	140	-19	-12
Rest of South East	398	425	27	7	214	279	64	30	184	146	-37	-20
South West	196	178	-18	-9	107	116	9	9	89	62	-28	-31
West Midlands	353	256	-97	-27	219	174	-46	-21	134	82	-51	-38
North West	446	302	-143	-32	277	213	-64	-23	169	89	-79	-47
Wales	183	122	-62	-34	110	77	-34	-30	73	45	-28	-39
Scotland	370	245	-126	-34	231	157	-74	-32	140	88	-52	-37
Economically active by age												
All of working age	25,701	26,768	1,067	4	15,280	15,198	-82	-1	10,421	11,570	1,149	11
16-19	2,458	1,581	-877	-36	1,300	829	-471	-36	1,158	752	-406	-35
20-24	3,569	3,045	-524	-15	2,009	1,697	-311	-15	1,560	1,348	-212	-14
25-29	3,022	3,741	718	24	1,839	2,150	311	17	1,183	1,591	407	34
30-34	2,858	3,642	784	27	1,769	2,108	339	19	1,090	1,535	445	41
35-39	3,290	3,218	-72	-2	1,927	1,802	-125	-6	1,363	1,415	53	4
40-44	2,732	3,175	443	16	1,555	1,702	147	9	1,178	1,473	296	25
45-49	2,547	3,344	797	31	1,447	1,805	359	25	1,100	1,539	438	40
50-54	2,358	2,452	94	4	1,362	1,346	-16	-1	995	1,106	111	11
55-59	2,008	1,896	-112	-6	1,214	1,085	-130	-11	794	811	18	2
60-64	859	674	-184	-21	859	674	-184	-21				

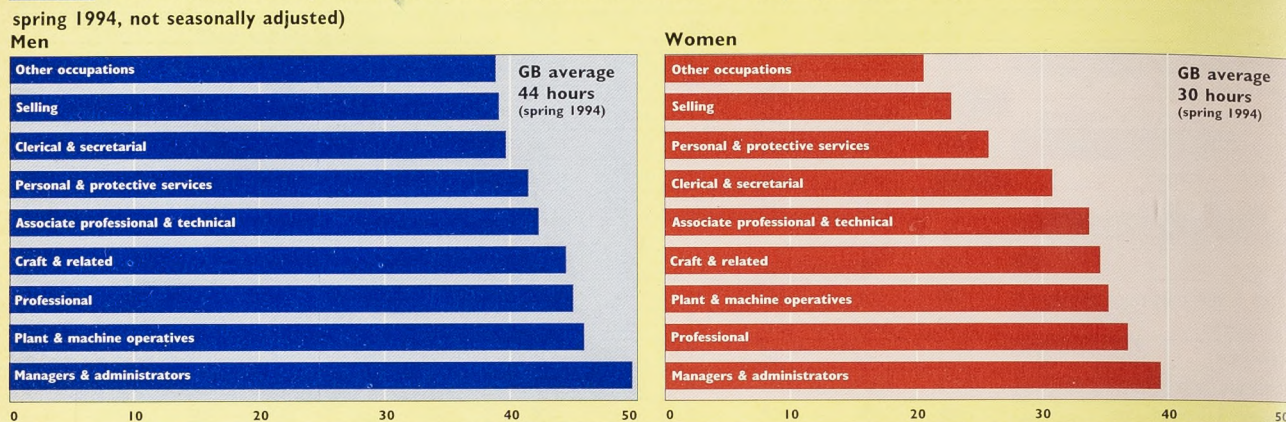
Great Britain: spring 1984 and 1994

3 TOTAL USUAL WEEKLY HOURS BY OCCUPATION

On average, men have considerably longer usual working hours than women (44 hours per week excluding meal breaks compared with 30 hours) reflecting the fact that a large number of women work part-time.

Figure 2 shows that for both men and women, managers and administrators average the longest usual hours worked, while people in selling and other occupations (mainly labourers) work the shortest.

Figure 2 Total usual weekly hours worked by men and women in employment in their main job (Great Britain, spring 1994, not seasonally adjusted)



Total usual weekly hours in main job includes paid and unpaid overtime but excludes meal breaks.

4 DURATION OF ILO UNEMPLOYMENT BY AGE AND SEX

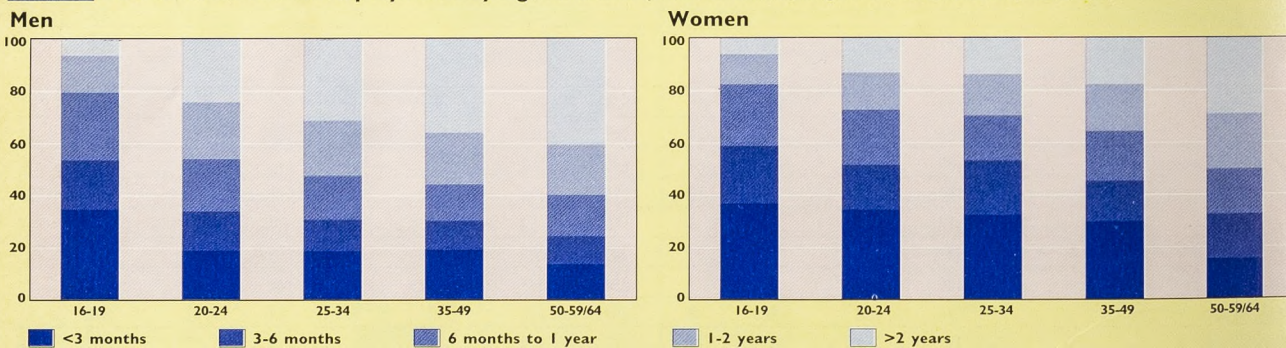
Figure 3 shows that women, of all ages, are likely to endure shorter periods of unemployment than men (30 per cent of women were ILO unemployed for less than 3 months, compared with only 19 per cent of unemployed men). It also shows that those in the younger age groups tend to be unemployed for shorter durations (for example, 35 per cent of the ILO unemployed aged 16-19 have been unemployed for less than 3 months, compared with 14 per cent of people between 50 and retirement age). Looking at longer durations, only 18 per cent

of those aged 16-19 have been ILO unemployed for over one year, compared with 58 per cent of those approaching retirement age.

Duration of unemployment in the LFS

Duration of unemployment is defined as the shorter of the following two periods: (a) duration of active search for work; and (b) length of time since employment.

Figure 3 Duration of ILO unemployment by age and sex (Great Britain, spring 1994, not seasonally adjusted)



GETTING ACCESS TO THE LFS

A variety of ways to access LFS data has been designed to meet the needs of the different types of user ranging from those who need very up-to-date key Labour Market figures to those who require more detailed statistics for their own analysis.

The **Labour Force Survey Quarterly Bulletin (LFSQB)**, which is issued in September, December, March and June, is the main LFS publication, featuring results from the new quarter's survey, along with technical notes about methodology and the definitions used.

In addition, a new publication, the **Labour Force Survey Rapid Release (LFSRR)** makes available key results two months before the

LFSQB is published. Thus the LFSRR published in October featured key results from the summer survey, while the full results will be available in the LFSQB in December.

A full-page advertisement elsewhere in this issue describes the LFSQB and LFSRR. For subscription details telephone 071 273 6110.

Analysis services
The full quarter's LFS dataset is released at the same time as the LFSQB.

The **Quantime Bureau Service** can supply up-to-date LFS data 24 hours a day, seven days a week, or you can get the results for analysis yourself using the **Quantime** database interrogation package with a standard personal computer.

For further details about the **QUANTIME BUREAU SERVICE**, telephone 071 625 7111.

NOMIS now offers a range of LFS data at national and local area level. For more information contact: 091 374 2468/2490.

For research users, the **ESRC Data Archive** holds all LFS datasets.

For more information telephone 0206 872570.

LFS Helpline
For further information about the LFS, telephone the LFS HELPLINE on 071 273 5585.



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Labour market statistics

Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes.
December 14 Wednesday
January 1995 18 Wednesday
February 15 Wednesday

Retail prices index

December 14 Wednesday
January 1995 18 Wednesday
February 15 Wednesday

LABOUR MARKET *update*

Economic background

Table 0.1

- **Gross Domestic Product (GDP)** in the third quarter of 1994 was 0.9 per cent higher than the previous quarter and 4.2 per cent higher than a year earlier.
- **Excluding oil and gas GDP** in the third quarter of 1994 was 0.9 per cent higher than the previous quarter and 3.7 per cent higher than a year earlier.
- **Retail Sales volumes** in the three months to October were 0.6 per cent higher than in the previous three months and 3.3 per cent higher than a year earlier.
- **Manufacturing output** in the third quarter was 1.2 per cent higher than in the previous quarter and 5.0 per cent higher than a year earlier.
- **Construction output** in the third quarter of 1994 was 0.2 per cent higher than the previous quarter and 3.9 per cent higher than a year earlier.
- **Investment** in the third quarter of 1994 was 1 per cent lower than the previous quarter but 2.3 per cent higher than a year earlier.
- **Government consumption** in the third quarter of 1994 was 0.3 per cent higher than the previous quarter and 1.2 per cent higher than a year earlier.
- **The balance of visible trade** in the three months to August was in deficit by £1.97 billion. This compares to a deficit of £2.85 billion in the previous three months and £3.0 billion a year earlier.
- Excluding oil and erratics **export volumes** in the three months to August were 3 per cent higher than the previous three months and 12 per cent higher than a year earlier.
- Excluding oil and erratics **import volumes** in the three months to August fell by 1 per cent over the previous three months but were 6 per cent higher than a year earlier.

Employment

Figure 1. Tables 1.1 to 1.12, except 1.8

- Manufacturing employment in Great Britain fell by 4,000 in September following revised figures showing a rise of 4,000 in August and a rise of 2,000 in July. Over the quarter, manufacturing employment rose by 2,000, the first quarterly rise since March 1993 and only the second quarterly rise seen for three years. (Table 1.2)
- Overtime worked by operatives rose sharply in September to 9.8 million hours per week, after remaining flat between July and August. This is the highest level since July 1993. (Table 1.11)
- Hours lost through short-time working fell to 0.15 million hours per week in September, and again is the lowest level ever recorded. (Table 1.11)
- As reported last month, in the quarter to June 1994 the workforce in employment in the UK fell by 35,000. June's quarterly fall was made up of falls in employees (52,000), HM Forces (5,000) and participants on work-related government training schemes (19,000), while the self-employed rose by 41,000. (Table 1.1)
- Service sector employees in Great Britain fell by 30,000 in the quarter to June. Over the year, employment in the service industries rose by 36,000. (Table 1.2)

Claimant unemployment

Figures 2 and 3. Tables 2.1-2.20, except 2.18

- UK seasonally adjusted level of claimant unemployment fell by 45,800 in October to 2,516,600. This is the ninth consecutive monthly fall. (Table 2.1)
- Unemployment level 924,200 (58 per cent) higher than in April 1990 when claimant unemployment reached its last trough, but 455,100 (15 per cent)

lower than in December 1992 when unemployment last reached a peak. (Table 2.1)

- The seasonally adjusted rate of claimant unemployment, at 8.9 per cent of the workforce, was down 0.2 percentage points on the previous month. Lowest rate since November 1991. (Table 2.1)
- United Kingdom unemployment rate is 1.2 percentage points lower than 12 months ago and, over the year, has fallen in every region for both men and women. (Tables 2.1 & 2.3)
- Between September and October 1994 the total level of seasonally adjusted claimant unemployment fell in all regions. The largest percentage falls occurred in Wales, East Anglia South West and the West Midlands. Unemployment fell amongst both men and women. (Table 2.3)
- The UK unadjusted total of claimants fell by 125,344 from the previous month to 2,455,044 or 8.7 per cent of the workforce, a fall of 0.5 percentage points on the rate for the previous month. (Table 2.1)
- UK long term (over 1 year) claimant unemployment fell by 47,796 in the quarter ended October 1994 to 956,475. (Tables 2.6 & 2.8)
- Unadjusted UK youth (18-24) claimant unemployment fell by 75,036 over the quarter ended October 1994 to 671,137. (Tables 2.5 & 2.6)

Jobcentre Vacancies

Tables 3.1-3.3

- The number of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) increased, by 10,600, to stand at 177,100, the highest level since June 1990. (Table 3.1)
- The seasonally adjusted number of new vacancies notified to Jobcentres rose by 4,000 to 220,700. (Table 3.1)

Figure 1: Quarterly changes in manufacturing employment: GB

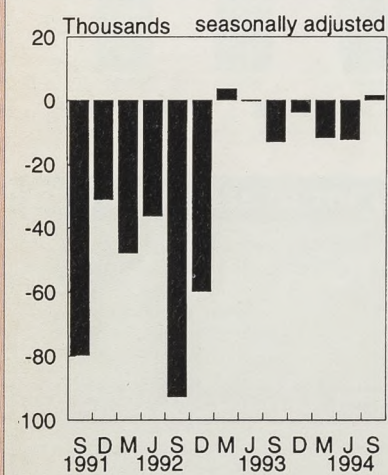


Figure 2: Long-term (over one year) claimant unemployment: UK

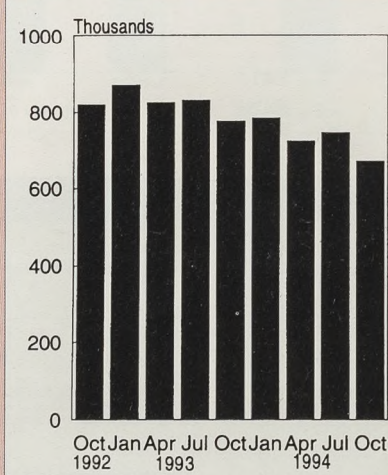


Figure 3: Claimant unemployment by age: UK

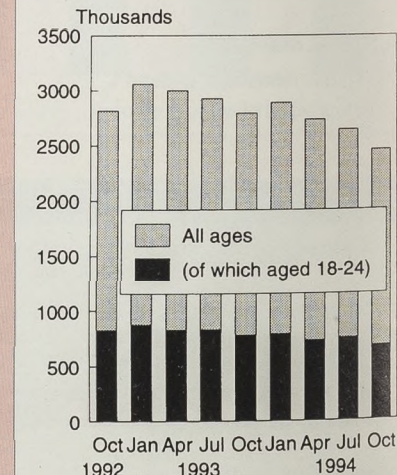
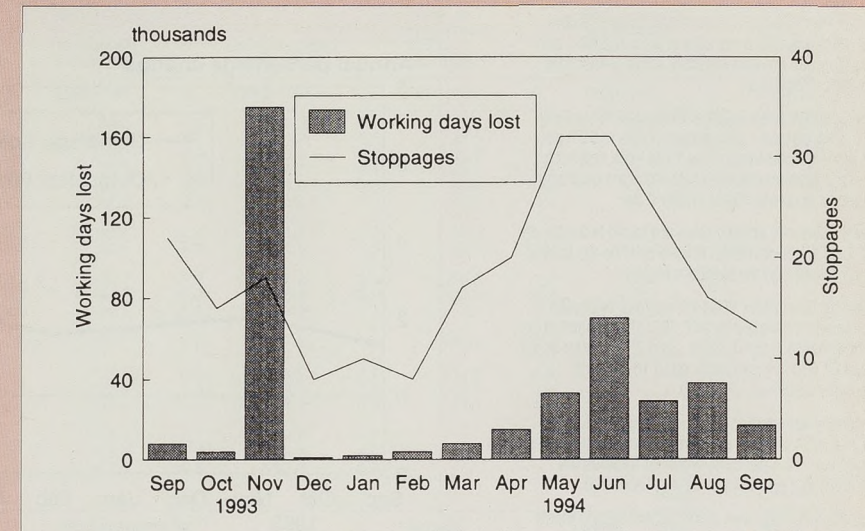


Figure 4: Working days lost and stoppages due to labour disputes: UK



Labour disputes

Figure 4. Tables 4.1, 4.2

- It is provisionally estimated that 17,000 working days were lost due to stoppages of work in September 1994. This compares with 38,000 in August 1994 and 9,000 in September 1993.
- The number of working days lost in the twelve months to September 1994 is provisionally estimated to be 0.4 million, equivalent to 19 days lost per 1,000 employees. This is the lowest October to September figure on record (since 1920).
- The latest estimate is approximately two thirds the total for both the corresponding period a year ago (0.6 million) and the annual total for 1993 (0.6 million).
- Of the 0.4 million days lost in the latest twelve month period, 46 per cent (184,000) were lost in the public administration and sanitary services group.
- A provisional total of 13 stoppages were recorded as being in progress in September 1994. The twelve months to September total (166) is the lowest October to September figure on record. Data on stoppages in progress were first recorded in 1920.

Average earnings

Figure 5. Tables 5.1, 5.3

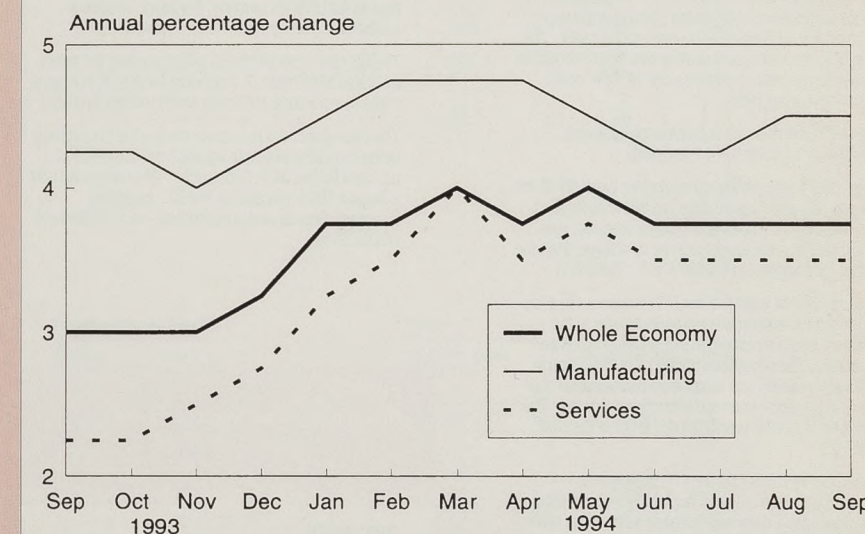
- Underlying rate of increase in average earnings for the whole economy in the year to September 1994 was provisionally estimated to be 3 3/4 per cent. This is the same as the August figure. (Table 5.1)
- Actual increase in whole economy average earnings 3.9 per cent. (Table 5.1)
- In the manufacturing industries the increase was 4 1/2 per cent. This is the same as the August figure which has been revised up 1/4 per cent. (Table 5.1)
- The production industries increase was 4 1/2 per cent. This is 1/4 per cent higher than the August figure. (Table 5.1)
- The October to December 1993 and June to August 1994 rate of 4 1/4 per cent was the lowest since 1967.
- In the service industries the increase was 3 1/2 per cent. This is the same as the August figure. (Table 5.1)

Productivity and unit wage costs

Figure 6. Tables 1.8, 5.8

- Manufacturing output rose by 5.0 per cent in the three months ending September 1994, compared with a year earlier. (Table 1.8)
- Manufacturing productivity in terms of output per head rose 6.0 per cent in the three months ending September 1994. (Table 1.8)
- Manufacturing unit wage costs fell 1.4 per cent in the three months ending September 1994. (Table 5.8)
- Whole economy output per head was 3.8 per cent higher in the second quarter of 1994, compared with a year earlier. (Table 1.8)
- Whole economy unit wage costs fell 0.3 per cent in the second quarter of 1994, compared with a year earlier. (Table 5.8)

Figure 5: Underlying average earnings index: GB



Prices

Figure 7. Tables 6.1-6.5

- The increase over the 12 months to October in the "all-items" RPI was 2.4 per cent, up from 2.2 per cent for September. (Table 6.1)
- Between September and October the "all-items" index rose by 0.1 per cent, compared to a fall of 0.1 per cent in October 1993. (Table 6.1)
- The index in October reflects the rise in mortgage interest rates, although catering and leisure service costs also rose. There were however, significant falls in motoring costs and also in telephone charges. (Table 6.2)

- Excluding mortgage interest payments, prices actually fell by 0.1 per cent over the month. The latest 12-month rate of price increases was 2.0 per cent for October, the same for September and still the lowest 12-month rate on record for this series which began in 1975. (Table 6.2)
- The Tax and Price Index for October showed an increase over the latest 12 months of 2.9 per cent, up from 2.6 per cent in September.
- The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 2.3 per cent for September and October 1994. The index of prices of materials and fuels purchased by manufacturing industry provisionally increased by 6.9 per cent over the year to October 1994, compared with a provisional increase of 6.2 per cent to September.

Labour Force Survey (LFS)

Figure 8. Tables 7.1-7.3

- The summer 1994 LFS shows that, among people aged 16 or over, 72.8 per cent of men and 53.1 per cent of women are economically active (seasonally adjusted). (Table 7.3)
- For men and women together the economic activity rate increased by 0.1 percentage points to 62.6 per cent in the quarter to summer 1994 - the first such rise in the economic activity rate since the quarterly LFS began in spring 1992. (Table 7.3)
- Highest economic activity rates are found in the South East, East Anglia and West Midlands while the lowest occur in Wales and the Northern region.
- In the year to summer 1994 the number of people in employment increased by 242,000. This consisted of a rise of 370,000 in the number aged 25 and over and a fall of 127,000 in the number aged 16-24 (not seasonally adjusted). (Table 3)
- Seasonally adjusted, the ILO unemployment rate at summer 1994 was 9.5 per cent; separately for males the rate was 11.4 per cent, while for females the equivalent rate was 7.1 per cent. (Table 7.3)
- ILO unemployment rates were highest among those aged 16-19 (22.4 per cent) and lowest among those aged 35-49 (6.6 per cent). (Table 7.3)

Training

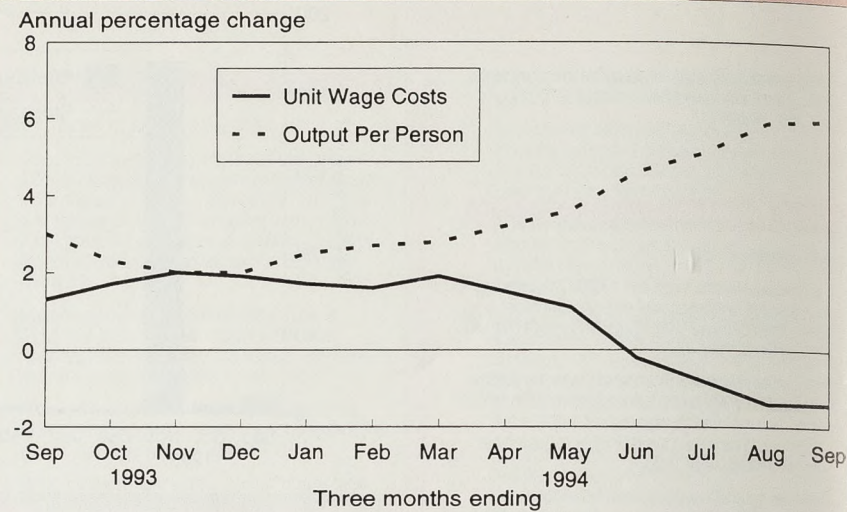
Tables 8.1-8.10

- Seasonally adjusted, 14.2 per cent of employees (3.0 million) had received job-related training in the four weeks prior to LFS interview during spring 1994. This represents the fourth consecutive rise and is almost as high as the pre-recessional peak of 14.4 per cent recorded in spring 1990.
- Unadjusted, the number of employees receiving training was 3.2 million (14.2 per cent).
- The number participating in Training for Work (TFW) fell between July and August 1994 but this is consistent with a seasonal fall seen at the same time last year. The number of participants is 9 per cent fewer than the number participating in August 1993. (Table 8.1)
- The proportion of leavers from TFW who were in a job 6 months after leaving were broadly similar to the equivalent figure for Employment Training leavers a year earlier. The proportion gaining a qualification in the latest 2 months was lower than a year earlier, but too much should not be read into these figures. The current trend in both proportions is more or less flat. (Table 8.3)
- The number of Youth Training (YT) participants increased between July and August 1994 but this is consistent with a seasonal increase seen at the same time last year. The number of participants was 1 per cent lower than in August 1993. (Table 8.1)
- The proportions of YT leavers in a job 6 months after leaving were slightly higher than at the same time a year earlier. (Table 8.4)
- The proportions of YT leavers gaining a qualification while on the programme have generally been higher in the latest months than in the equivalent months a year earlier. (Table 8.4)
- The number of people on the Business Start-Up Scheme fell between July and August 1994 but this is consistent with a seasonal fall seen at the same time last year. The number of participants was 6 per cent lower than in August 1993. (Table 8.1)

International comparisons

- The internationally comparable ILO unemployment rate for the UK (using OECD figures) is lower than in Finland and Canada and the same as in Australia, and amongst our EU partners, is lower than in Spain, Ireland, France, Italy and Belgium. (Table 2.18)

Figure 6:
Manufacturing unit wage costs and output per person: UK



- The UK ILO unemployment rate is the same as in the Netherlands but is still higher than in Portugal (OECD figures for Unified Germany, Denmark, Greece & Luxembourg are not available). (Table 2.18)
- The UK rate is below the EU average using the latest available SOEC data (9.1 per cent for the UK in August 1994 compared to 10.7 per cent for the EU average).
- The unemployment rate is also below the EU average using the latest available figures from the OECD (9.4 per cent for the UK in September 1994 compared with a August 1994 average for the EU - excluding Denmark, Greece and Luxembourg - of 11.5 per cent). (Table 2.18)
- Manufacturing average earnings increase higher than in 11 OECD countries. (Table 5.9)
- Manufacturing productivity growing faster than in 4 OECD countries shown in table 5.9 (excluding Belgium and Denmark).
- In EU countries there was an average rise in consumer prices of 3.0 per cent (provisional) over the 12 months to September 1994, compared with 2.2 per cent in the UK. Over the same period consumer prices rose in France by 1.6 per cent (provisional) and in West Germany by 3.0 per cent, while outside the EU, consumer prices rose by 3.0 per cent in the United States and by 0.1 per cent (provisional) in Japan.

Figure 7:
RPI, annual percentage change: UK

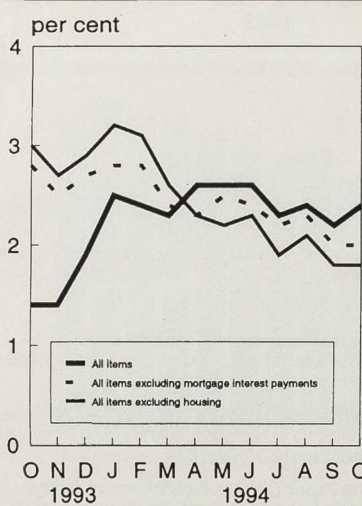
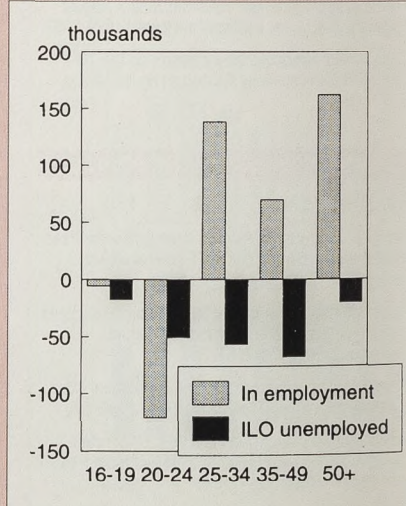


Figure 8:
Changes in the number of employed and ILO unemployed by age. Summer 1993 to Summer 1994: GB



BACKGROUND ECONOMIC INDICATORS*

0.1
UNITED KINGDOM

	Output				Income									
	GDP		Index of output UK		Real personal disposable income		Gross trading profits of companies ⁴							
	1990=100	£ billion	1990=100	%	1990=100	%	£ billion	%						
1988	97.3	465.7	4.9	98.2	4.8	95.5	...	93.6 r	6.0	62.2	19.1			
1989	99.4	476.2	2.3	100.3	2.1	98.5	3.1	98.2	4.9	67.1	7.9			
1990	100.0	478.9	0.6	100.0	-0.3	100.0	1.5	100.0	-1.8	67.3	0.3			
1991	97.9	468.9	-2.1	96.1	-3.9	94.6	-5.4	99.5	-0.5	100.1	0.1			
1992	97.4	466.6	-0.5	95.9	-0.2	94.0	-0.6	98.8	-0.7	102.8	2.7			
1993	99.4	476.2 r	2.1	97.9	2.1	95.2 r	1.3	98.5	-0.3	104.7	1.8			
1993 Q3	99.8 r	119.5 r	2.3	98.4 r	2.4	95.3 r	1.3	99.0	...	104.5	0.8			
Q4	100.7	120.5	2.7	99.6	2.8	95.6	1.5	99.2	1.0	105.4	1.6			
1994 Q1	101.6	121.6	3.2	100.7	4.2	97.2	2.3	100.6	2.2	105.1	0.6			
Q2	103.0	123.3	4.1	102.9	6.0	98.8	3.9	102.4	4.2	103.3	-1.2			
Q3	103.9 P	124.4 P	4.2	104.1	5.8	100.0	4.9	...	...	103.3	-1.1	
1994 Mar	...	...	...	100.6	4.2	97.2	2.4	101.4	2.2	...	...	
Apr	...	...	...	102.5 r	4.9	98.5 r	2.7	101.9	2.8	...	...	
May	...	...	...	103.0	5.3	99.0	2.9	102.2	3.4	...	...	
Jun	...	...	...	103.1	6.0	98.9	3.9	103.1	4.2	...	...	
Jul	...	...	...	103.7	5.7	99.8	4.2	...	...	...	...
Aug	...	...	...	103.8	5.7	99.8	4.8	...	...	...	...
Sep	...	...	...	104.9	5.8	100.4	5.0	...	...	...	...
Oct	...	...	...	...	...	...	...	...	...	...	...
	Expenditure				Base lending rates ⁸				Effective exchange rate ^{1,9}					
	Consumer expenditure 1990 prices		Retail sales volumes ¹		Fixed investments ⁵		General government consumption at 1990 prices		Stock changes 1990 prices ⁷		1985=100			
	£ billion	%	1990=100	%	£ billion	%	£ billion	%	£ billion	%	1985=100	%		
1988	334.6	7.5	97.3	...	73.4	13.7	13.8	9.5	108.6	0.7	5.09	13.00		
1989	345.4	3.2	99.3	2.1	82.0	11.7	15.0	8.2	110.1	1.4	2.70	15.00		
1990	347.5	0.6	100.0	0.7	81.9	-0.1	14.2	-5.1	112.9	2.5	-1.80	14.00		
1991	339.9	-2.2	98.9	-1.1	75.4	-7.9	12.8	-10.0	115.8	2.6	-4.63	10.50		
1992	339.9	...	99.5	0.6	74.4	-1.3	11.6	-9.5	115.8	...	-1.70	7.00		
1993	348.8 r	2.6	103.0	3.5	73.6	-1.1	11.0	-5.2	116.9 r	0.9	0.19	5.50		
1993 Q3	87.6 r	2.7	103.5	3.8	18.2	-0.8	2.7	-5.6	29.3 r	2.5	-0.07 r	6.00		
Q4	88.4	3.1	104.3	3.8	18.6	...	2.7	-5.1	29.4	1.9	0.08	5.50		
1994 Q1	88.7	3.0	105.4	3.5	18.8	...	2.7	-4.5	29.5	1.8	0.05	5.25		
Q2	89.1	2.8	106.3	3.8	18.7	4.5	2.8	1.5	29.6	1.2	0.59	5.25		
Q3	89.6 P	2.3	107.1 r	3.5	...	...	2.7	0.3	29.7 P	1.2	0.93 P	5.75
1994 Apr	...	...	106.2	3.6	...	...	...	...	...	...	...	5.25
May	...	...	106.2	4.0	...	...	...	...	...	...	...	5.25
Jun	...	...	106.4	3.9	...	...	...	...	...	...	...	5.25
Jul	...	...	107.0	3.6	...	...	...	...	...	...	...	5.25
Aug	...	...	106.9 r	3.4	...	...	...	...	...	...	...	5.25
Sep	...	...	107.3	3.5	...	...	...	...	...	...	...	5.75
Oct	...	...	107.4	3.3	...	...	...	...	...	...	...	5.75
	Visible trade				Balance of payments		Prices							
	Export volume ¹		Import volume ¹		Visible balance		Current balance		Tax and price index ^{1,10}		Producer price index ^{1,3,10}			
	1990=100	%	1990=100	%	£ billion	£ billion			Jan 1987=100		Materials and fuels		Home sales	
1988	89.0	...	92.4	...	-21.5	-16.6			103.3		
1989	94.2	5.8	99.9	8.1	-24.7	-22.5			110.6		
1990	100.0	6.2	100.0	0.1	-18.8	-19.0			119.7		100.0		...	
1991	101.2	1.2	94.7	-5.3	-10.3	-8.2			126.2		5.4		105.4	
1992	103.7	2.5	100.9	6.5	-13.1	-9.8			129.8		2.8		108.7	
1993	107.0	3.2	104.6 r	3.7	-13.2	-10.3			131.4		1.3		101.8	
1993 Q3	107.2 r	4.1	104.1 r	2.3	-3.2	-1.9			132.1		1.7		100.1	
Q4	109.6	3.5	107.1	3.5	-3.2 r	-2.0 r			132.6		1.6		100.1	
1994 Q1	113.8	6.2	109.5	4.7	-3.0	-1.3			132.8		2.5		101.0	
Q2	117.5	11.6	107.8	5.4	-2.4	-0.7			135.6		3.1		103.3	
Q3			135.7		2.7		104.6	
1994 Apr	120.8	10.0	109.0 r	5.7	-0.6	...			135.3		2.7		102.0	
May	113.5	11.0	108.5	7.2	-1.0	...			135.8		2.8		103.6	
Jun	118.2	11.7	106.0	5.7	-0.8	...			135.8		3.0		104.4	
Jul	117.9	10.0	106.7	4.0	-0.6	...			135.1		3.0		104.4	
Aug	120.7	10.3	109.0	4.3	-0.6	...			135.8		3.0		104.4 r	
Sep			136.1		2.7		105.1 P	
Oct			136.4		2.7		105.5 P	

P = Provisional
R = Revised
r = Series revised from indicated entry onwards.
Data values from which percentage changes are calculated may have been rounded.
For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
+ Not seasonally adjusted.

- 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.
- Production industries: SIC divisions 1 to 4.
- Manufacturing industries: SIC divisions 2 to 4.
- Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.
- Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.
- Including leased assets.
- Value of physical increase in stocks and work in progress.
- Base lending rate of the London clearing banks on the last Friday of the period shown.
- Average of daily rates.
- Annual and quarterly figures are average of monthly indices.

1.1 EMPLOYMENT Workforce *

		THOUSAND				Self-employed personnel (with or without employees) **	HM Forces #	Work-related government training programmes ++	Workforce in employment ###	Workforce * ####
Employees in employment		Male		Female						
All	Part-time +	All	Part-time +	All	Part-time +					
UNITED KINGDOM										
Unadjusted for seasonal variation										
1990 Sep				10,829		3,508	303	27,096	28,770	
Dec				10,891		3,469	300	26,963	28,813	
1991 Mar				10,727		3,431	298	26,504	28,646	
Jun				10,731		3,393	297	26,305	28,546	
Sep	1,015		4,739	10,664		3,347	297	26,094	28,544	
Dec				10,709		3,301	295	26,002	28,554	
1992 Mar				10,675		3,254	293	25,813	28,521	
Jun				10,695		3,208	290	25,728	28,406	
Sep				10,508		3,211	284	25,360	28,208	
Dec	1,140		4,830	10,585		3,167	280	25,355	28,338	
1993 Mar				10,529		3,122	275	25,182	28,179	
Jun				10,626		3,178	271	25,314	28,179	
Sep				10,630		3,183	267	25,336	28,248	
Dec				10,692		3,232	258	25,390	28,172	
1994 Mar				10,599		3,230	254	25,206	27,983	
Jun				10,639		3,282	250	25,304	27,890	
UNITED KINGDOM										
Adjusted for seasonal variation										
1990 Sep				10,856		3,498	303	27,075	28,750	
Dec				10,841		3,459	300	26,897	28,747	
1991 Mar				10,767		3,421	298	26,574	28,666	
Jun				10,706		3,383	297	26,254	28,554	
Sep	1,049		4,799	10,693		3,338	297	26,084	28,536	
Dec				10,670		3,290	295	25,950	28,498	
1992 Mar				10,707		3,243	293	25,872	28,524	
Jun				10,664		3,196	290	25,661	28,393	
Sep				10,538		3,228	284	25,387	28,228	
Dec	1,119		4,793	10,552		3,168	280	25,324	28,296	
1993 Mar				10,556		3,116	275	25,240	28,173	
Jun				10,594		3,166	271	25,241	28,156	
Sep				10,660		3,200	267	25,366	28,268	
Dec				10,653		3,232	258	25,352	28,123	
1994 Mar				10,628		3,225	254	25,267	27,986	
Jun				10,611		3,266	250	25,232	27,875	
GREAT BRITAIN										
Unadjusted for seasonal variation										
1990 Sep		973		10,567	4,604	3,432	303	26,462	28,037	
Dec		1,036		10,624	4,728	3,394	300	26,322	28,077	
1991 Mar		1,043		10,462	4,657	3,355	298	25,868	27,912	
Jun		1,049		10,467	4,703	3,316	297	25,666	27,808	
Sep		981		10,399	4,632	3,270	297	25,454	27,801	
Dec		1,043		10,439	4,731	3,224	295	25,360	27,811	
1992 Mar		1,033		10,407	4,699	3,178	293	25,176	27,779	
Jun		1,070		10,427	4,725	3,132	290	25,091	27,665	
Sep		1,035		10,239	4,603	3,135	284	24,722	27,459	
Dec		1,105		10,314	4,717	3,091	280	24,717	27,595	
1993 Mar		1,072		10,258	4,677	3,046	275	24,546	27,437	
Jun		1,084		10,356	4,739	3,103	271	24,680	27,442	
Sep		1,099		10,358	4,724	3,109	267	24,696	27,500	
Dec		1,116		10,417	4,826	3,157	258	24,745	27,428	
1994 Mar		1,104		10,325	4,771	3,155	254	24,564	27,243	
Jun		1,126		10,364	4,814	3,208	250	24,662	27,151	
GREAT BRITAIN										
Adjusted for seasonal variation										
1990 Sep		1,003		10,593	4,665	3,422	303	26,440	28,021	
Dec		1,021		10,576	4,681	3,383	300	26,259	28,014	
1991 Mar		1,042		10,501	4,671	3,345	298	25,937	27,932	
Jun		1,032		10,441	4,674	3,306	297	25,613	27,815	
Sep		1,016		10,427	4,693	3,260	297	25,445	27,796	
Dec		1,024		10,402	4,690	3,213	295	25,311	27,757	
1992 Mar		1,034		10,438	4,708	3,166	293	25,233	27,782	
Jun		1,052		10,395	4,698	3,120	290	25,023	27,650	
Sep		1,071		10,269	4,662	3,152	284	24,749	27,483	
Dec		1,083		10,284	4,679	3,092	280	24,689	27,555	
1993 Mar		1,073		10,285	4,684	3,040	275	24,602	27,431	
Jun		1,066		10,323	4,716	3,092	271	24,605	27,417	
Sep		1,134		10,387	4,781	3,126	267	24,725	27,523	
Dec		1,093		10,379	4,787	3,158	258	24,710	27,381	
1994 Mar		1,107		10,354	4,781	3,151	254	24,624	27,244	
Jun		1,108		10,335	4,791	3,192	250	24,588	27,134	

Note: Definitions of terms used will be found at the end of the section.
 * Workforce in employment plus claimant unemployed. For the claimant unemployment series see tables 2.1 and 2.2 and their footnotes.
 # HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
 ** Estimates of the self-employed are based on the results of the Labour Force Survey. The Northern Ireland estimates are not seasonally adjusted.
 ++ Includes all participants on government training and employment programmes who are receiving some work experience on their placement but who do not have a contract of employment (those with a contract are included in the employees in employment series). The numbers are not subject to seasonal adjustment.
 ## Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See Employment Gazette, p S6, August 1988.
 + Estimates of part-time employees in the United Kingdom are only available on a quarterly basis since December 1992. The Northern Ireland component is not seasonally adjusted.

EMPLOYMENT 1.2 Employees in employment in Great Britain *

		THOUSAND		All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted						
GREAT BRITAIN		All industries and services (0-9)										Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)*	
SIC 1980 Divisions of classes																	
1981 June		21,386		21,362		6,099		6,107		6,798		7,900		7,907			
1982 June		20,916		20,896		5,751		5,761		6,422		7,460		7,470			
1983 June		20,572		20,557		5,418		5,431		6,057		7,072		7,087			
1984 June		20,741		20,731		5,302		5,316		5,909		6,923		6,936			
1985 June		20,920		20,910		5,254		5,269		5,836		6,830		6,846			
1986 June		20,886		20,876		5,122		5,138		5,658		6,622		6,639			
1987 June		21,080		21,081		5,049		5,068		5,548		6,531		6,550			
1988 June		21,740		21,748		5,089		5,109		5,566		6,587		6,606			
1989 June		22,134		22,143		5,080		5,101		5,537		6,594		6,613			
1990 June		22,380		22,353		4,994		5,014		5,434		6,494		6,516			
1991 June		21,719		21,677		4,599		4,614		5,029		5,994		6,011			
1992 Apr						4,402		4,435		4,804		4,837					
May						4,395		4,426		4,792		4,825					
June		21,363		21,307		4,412		4,419		4,806		4,815	5,692	5,702			
July						4,394		4,380		4,788		4,775					
Aug						4,373		4,345		4,766		4,737					
Sep		21,006		21,016		4,364		4,326		4,755		4,716	5,625	5,581			
Oct						4,332		4,304		4,721		4,691					
Nov						4,308		4,282		4,692		4,666					
Dec		21,010		20,981		4,274		4,267		4,653		4,645	5,502	5,492			
1993 Jan						4,245		4,269		4,622		4,644					
Feb						4,238		4,265		4,611		4,636					
Mar		20,889		20,952		4,243		4,270		4,611		4,637	5,442	5,474			
Apr						4,235		4,265		4,596		4,627					
May						4,234		4,263		4,587		4,618					
June		21,011		20,948		4,269		4,270		4,615		4,617	5,427	5,431			
July						4,294		4,277		4,639		4,623					
Aug						4,302		4,273		4,644		4,615					
Sep		21,033		21,046		4,293		4,257		4,630		4,592	5,425	5,383			
Oct						4,300		4,273		4,636		4,607					
Nov						4,300		4,277		4,633		4,609					
Dec		21,017		20,981		4,256		4,253		4,583		4,579	5,363	5,359			
1994 Jan						4,229		4,256		4,555		4,579					
Feb						4,231		4,253		4,554		4,574					
Mar		20,834		20,899		4,216		4,241		4,533		4,557	5,300	5,328			
Apr						4,215		4,243		4,530		4,557					
May						4,217		4,237		4,527		4,549					
June		20,902		20,844		4,227		4,229		4,534		4,537	5,298	5,303			
July R						4,246		4,231		4,551		4,538					
Aug R						4,267		4,234		4,572		4,539					
Sep						4,263		4,230									

1.2 EMPLOYMENT

Employees in employment in Great Britain

THOUSAND

SEASONALLY ADJUSTED										
Great Britain	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing (43-45)	Timber, wooden furniture, rubber plastics etc (46,48-49)	Paper products printing and publishing (47)	Construction (50)*	Wholesale distribution and repairs (61-63,67)	
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46,48-49)	(47)	(50)*	(61-63,67)	
1981 June	361	349	410	664	614	500	510	1,100	1,112	
1982 June	315	337	385	638	577	473	495	1,038	1,115	
1983 June	296	318	344	639	548	469	481	1,017	1,125	
1984 June	278	290	332	582	547	472	477	1,013	1,157	
1985 June	271	277	328	576	550	476	480	995	1,150	
1986 June	263	264	319	557	555	488	469	964	1,135	
1987 June	257	245	322	553	544	499	476	982	1,139	
1988 June	268	232	334	544	547	519	479	1,019	1,169	
1989 June	262	228	334	532	515	533	488	1,055	1,207	
1990 June	246	243	315	527	478	541	483	1,060	1,199	
1991 June	222	221	283	530	415	484	463	965	1,132	
1992 Apr	224	200	268	504	417	465	446	888	1,095	
1992 May	224	199	267	504	416	462	446			
1992 June	226	195	270	502	414	465	453			
July	228	192	269	502	404	458	455			
Aug	228	190	264	501	403	452	452			
Sep	223	188	259	501	411	456	450	865	1,066	
Oct	216	187	261	500	404	457	451			
Nov	212	185	259	499	404	457	446	847	1,068	
Dec	209	184	258	497	406	455	446			
1993 Jan	203	184	257	498	409	457	447			
1993 Feb	205	183	257	494	409	458	450			
1993 Mar	208	182	258	494	416	459	451	837	1,067	
Apr	206	181	259	490	416	461	450			
May	203	180	260	484	419	464	449			
June	202	180	260	488	425	465	447	814	1,082	
July	199	179	260	491	429	474	448			
Aug	193	178	260	488	430	475	449			
Sep	196	175	260	484	434	465	454	791	1,092	
Oct	198	180	261	491	435	460	452			
Nov	199	180	262	493	437	463	455			
Dec	200	175	262	490	436	466	449	779	1,080	
1994 Jan	200	174	263	487	434	468	453			
1994 Feb	202	173	262	485	433	470	455			
1994 Mar	202	172	263	473	435	474	450	771	1,080	
Apr	199	169	265	481	430	471	460			
May	198	169	266	479	428	470	459			
June	196	169	265	479	428	471	459	765 P	1,083	
July R	195	167	267	482	430	471	461			
Aug R	194	167	267	484	430	474	462			
Sep	195	164	266	481	432	478	462			

THOUSAND

SEASONALLY ADJUSTED										
GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance and business services (81-85)*	Public administration etc + (91-92)*	Education (93)*	Medical and other health services, veterinary services (95)	Other services ** (94,96-98)*	
SIC 1980 Divisions or classes	(64/65)	(66)*	(71-77)	(79)	(81-85)*	(91-92)*	(93)*	(95)	(94,96-98)*	
1981 June	2,069	891	973	429	1,706	1,842	1,552	1,251	1,274	
1982 June	2,001	920	930	427	1,766	1,824	1,534	1,262	1,295	
1983 June	1,982	911	900	424	1,846	1,861	1,526	1,251	1,302	
1984 June	2,032	960	895	424	1,942	1,880	1,535	1,254	1,384	
1985 June	2,062	994	887	419	2,041	1,864	1,547	1,303	1,465	
1986 June	2,079	995	865	412	2,140	1,871	1,581	1,313	1,526	
1987 June	2,083	1,000	851	413	2,253	1,911	1,631	1,337	1,594	
1988 June	2,159	1,078	870	430	2,431	1,922	1,680	1,389	1,698	
1989 June	2,260	1,169	902	438	2,595	1,863	1,711	1,418	1,656	
1990 June	2,325	1,225	925	436	2,699	1,932	1,726	1,450	1,640	
1991 June	2,315	1,198	901	428	2,628	1,948	1,702	1,493	1,654	
1992 Apr	2,309	1,176	884	409	2,604	1,793	1,832	1,554	1,694	
1992 May										
1992 June										
July										
Aug										
Sep	2,255	1,170	869	383	2,589	1,810	1,808	1,550	1,675	
Oct										
Nov										
Dec	2,250	1,181	872	380	2,608	1,819	1,803	1,554	1,698	
1993 Jan										
1993 Feb										
1993 Mar	2,248	1,174	866	379	2,632	1,785	1,822	1,547	1,700	
Apr										
May										
June	2,255	1,161	867	372	2,656	1,792	1,830	1,544	1,711	
July										
Aug										
Sep	2,272	1,194	866	370	2,689	1,808	1,830	1,553	1,730	
Oct										
Nov										
Dec	2,285	1,184	857	366	2,700	1,784	1,818	1,560	1,739	
1994 Jan										
1994 Feb										
1994 Mar	2,282	1,168	849	362	2,672	1,767	1,821	1,575	1,752	
Apr										
May										
June	2,290	1,172	848	360	2,660	1,752	1,830	1,570	1,734	
July										
Aug										
Sep										

Note: Estimates for groups of industry classes are now seasonally adjusted from June 1981 for quarterly data and from September 1984 for monthly data. For unadjusted figures, please see Tables 1.3 and 1.4.

* These figures do not cover all employees in national and local government. They exclude those engaged in, for example, building, education and health. Members of HM forces are excluded. A discontinuity has been introduced for this category due to improvements in the classification of some local authority employees in the 1991 Census of Employment. To assist with interpretation of the series, two figures are available for September 1991; the first figure is consistent with all figures prior to September 1991, the second is consistent with all figures after that date. Please see the article in *Employment Gazette*, pp 117-126, April 1993 for further details.

** Excludes private domestic service.

EMPLOYMENT 1.3

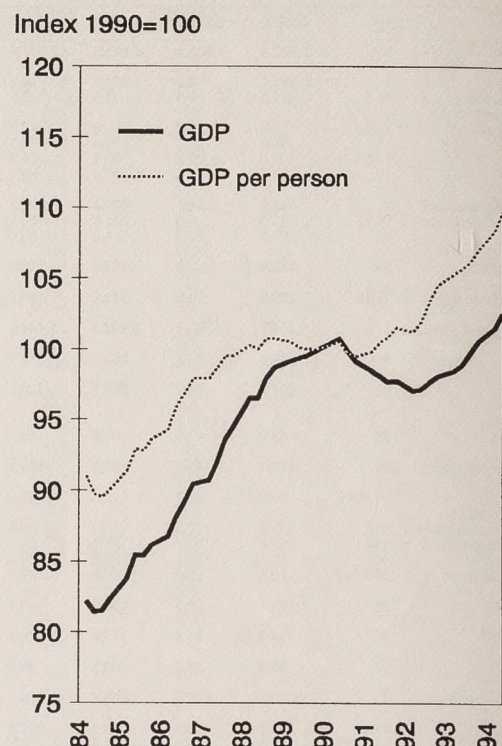
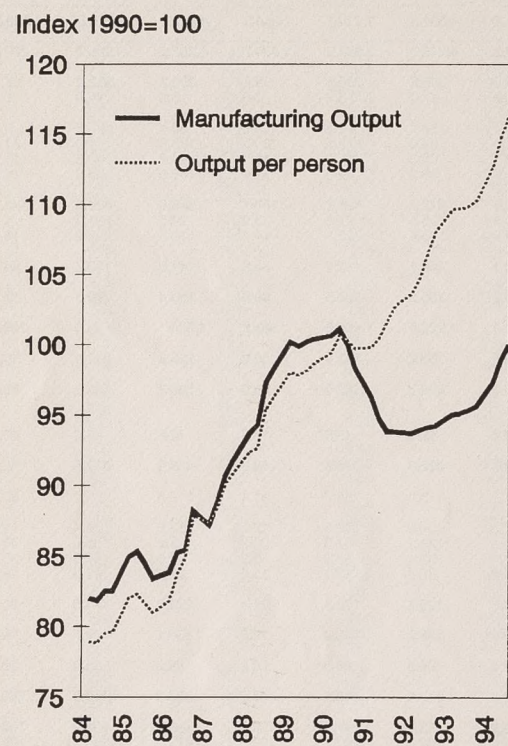
Employees in employment: industry: production industries

THOUSAND

GREAT BRITAIN	SIC 1980	Division, class or group or AH	Sep 1993 R			July 1994 R			Aug 1994 R			Sep 1994		
			Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4		3,255.0	1,375.2	4,630.2	3,212.7	1,338.8	4,551.5	3,228.1	1,344.3	4,572.4	3,218.9	1,343.2	4,562.1
Manufacturing industries	2-4		2,992.0	1,301.1	4,293.0	2,977.5	1,268.2	4,245.7	2,992.5	1,274.7	4,267.2	2,986.7	1,276.0	4,262.7
Energy and water supply	1		263.1	74.1	337.2	235.2	70.6	305.8	235.6	69.6	305.2	232.2	67.2	299.4
Coal extraction and solid fuels	111		31.2	2.3	33.5	15.4	1.6	17.0	15.2	1.6	16.8	14.9	1.5	16.3
Extraction of mineral oil and natural gas/mineral oil processing	13/14		50.8	10.3	61.0	48.3	10.1	58.4	49.2	9.5	58.7	48.8	9.4	58.2
Electricity	161		84.2	26.2	110.4	78.7	25.4	104.0	78.5	25.3	103.8	77.4	24.6	102.0
Gas	162		49.0	20.7	69.7	46.3	19.5	65.8	45.6	19.1	64.7	43.6	17.6	61.3
Water supply industry	17		35.7	11.7	47.4	35.0	11.3	46.3	35.5	11.4	46.9	36.0	11.5	47.5
Metal manufacturing and chemicals	2		446.8	154.6	601.4	427.7	144.6	572.2	426.1	143.7	569.8	420.8	141.6	562.5
Extraction of metal ores and minerals	21/23		21.8	4.0	25.8	21.1	4.4	25.5	21.0	3.9	24.9	21.3	4.8	26.0
Metal manufacture	22		107.7	16.7	124.4	98.5	14.9	113.4	98.1	14.7	112.8	99.5	14.4	114.0
Non-metallic mineral products	24		110.8	37.3	148.0	112.9	35.1	148.1	112.4	35.3	147.6	109.2	34.7	143.9
Chemical industry/man-made fibres	25/26		206.6	96.6	303.2	195.1	90.2	285.3	194.5	89.9	284.4	190.8	87.8	278.5
Metal goods, engineering and vehicles	3		1,455.9	386.6	1,842.5	1,444.9	381.0	1,825.9	1,450.9	383.2	1,834.1	1,453.0	383.6	1,836.6
Metal goods nes	31		207.4	54.7	262.1	212.7	55.5	268.2	212.4	55.9	268.3	211.4	56.1	267.5
Mechanical engineering	32		507.7	98.3	605.9	500.6	95.1	595.7	502.6	95.5	598.1	503.1	95.6	598.8
Office machinery and data processing equipment	33		43.9	17.9	61.8	45.2	17.4	62.6	45.3	17.6	62.8	45.8	18.0	63.8
Electrical and electronic engineering	34		310.4	144.8	455.3	309.4	143.2	452.6	316.0	142.8	458.9	317.5	142.8	460.3
Wires, cables, and basic electrical equipment	341/342		84.7	31.1	115.8	83.6	32.1	115.8	88.7	31.1	119.8	89.4	32.5	121.8
Electrical equip. for industrial use and batteries and accumulators	343		36.5	17.4	53.8	36.8	17.2	54.0	36.6	17.0	53.6	36.4	16.8	53.3
Telecommunications equipment	344		89.0	37.7	126.6	86.8	36.4	123.2	87.3	35.9	123.2	88.6	35.9	124.5
Other electronic equipment	345		59.6	39.1	98.8	59.0	38.1	97.1	60.3	39.3	99.6	59.2	37.6	96.8
Lighting/Appliances/Installation	346-348		40.6	19.6	60.2	43.1	19.4	62.4	43.1	19.6	62.7	43.9	19.9	63.9
Motor vehicles and parts	35		175.5	22.8	198.3	174.1	21.6	195.7	172.3	21.4	193.7	174.5	21.9	196.4
Other transport equipment	36		154.4	21.2	175.6	146.9	19.8	166.7	146.3	19.8	166.1	144.7	19.4	164.1
Instrument engineering	37		56.6	26.9	83.5	56.0	28.4	84.5	56.0	30.2	86.2	55.9	29.8	85.7
Other manufacturing industries	4		1,089.3	759.9	1,849.1	1,104.9	742.6	1,847.6	1,115.5	747.9	1,863.3	1,112.9	750.8	1,863.7
Food, drink and tobacco	41/42		291.7	199.1	490.8	292.6	190.8	483.5	297.4	192.3	489.7	291.9	193.8	485.7
Food	411-423		234.6	176.8	411.4	239.8	169.1	408.9	243.6	169.9	413.5	240.8	171.8	412.5
Alcoholic, soft drink and tobacco manufacture	424-429		57.1	22.4	79.4	52.8	21.8	74.6	53.8	22.4	76.2	51.2	22.0	73.

1.8 EMPLOYMENT

Indices of output, employment and productivity



SIC 1992	Whole economy			Production industries			Manufacturing industries		
	Output *	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed
1986	88.6	92.0	96.3	90.1	102.5	88.0	85.6	101.3	84.6
1987	92.7	93.8	98.9	93.7	101.2	92.6	89.6	100.5	89.2
1988	97.3	96.9	100.4	98.2	102.0	96.2	95.9	101.8	94.2
1989	99.4	99.3	100.1	100.3	102.0	98.3	100.2	102.1	98.1
1990	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1991	97.9	97.3	100.7	96.1	93.7	102.6	94.6	93.5	101.2
1992	97.4	94.8	102.8	95.9	88.8	108.0	94.0	88.9	105.8
1993	99.4	93.7	106.1	97.9	86.0	113.9	95.3	86.7	109.8
1987 Q1	90.7	92.6	97.9	92.0	100.7	91.3	87.2	99.9	87.3
1987 Q2	92.0	93.3	98.6	92.9	101.1	92.0	88.8	100.4	88.4
1987 Q3	93.6	94.1	99.5	94.5	101.4	93.2	90.7	100.7	90.1
1987 Q4	94.5	95.0	99.5	95.4	101.6	93.9	91.8	101.1	90.9
1988 Q1	96.0	95.8	100.2	96.5	101.9	94.7	93.7	101.5	92.4
1988 Q2	96.5	96.5	100.0	97.2	102.0	95.3	94.3	101.8	92.6
1988 Q3	97.9	97.3	100.7	99.4	102.1	97.3	97.3	101.9	95.4
1988 Q4	98.6	97.9	100.7	99.6	102.2	97.5	98.3	102.1	96.3
1989 Q1	99.1	98.6	100.5	99.9	102.3	97.7	100.2	102.3	98.0
1989 Q2	99.3	99.2	100.1	99.9	102.1	97.8	99.9	102.2	97.8
1989 Q3	99.5	99.5	100.0	100.5	102.0	98.6	100.2	102.1	98.1
1989 Q4	99.8	99.9	99.9	100.8	101.6	99.2	100.4	101.7	98.7
1990 Q1	100.4	100.1	100.3	100.3	101.1	99.1	100.6	101.2	99.4
1990 Q2	100.7	100.2	100.5	101.6	100.5	101.1	101.1	100.4	100.6
1990 Q3	99.8	100.1	99.7	99.8	99.8	100.0	100.1	99.8	100.3
1990 Q4	99.1	99.6	99.5	98.3	98.6	99.8	98.3	98.5	99.7
1991 Q1	98.4	98.6	99.8	97.2	96.6	100.7	96.3	96.4	99.8
1991 Q2	98.0	97.5	100.5	95.9	94.4	101.5	94.7	94.2	100.5
1991 Q3	97.6	96.8	100.8	95.3	92.4	103.1	93.8	92.2	101.7
1991 Q4	97.7	96.2	101.5	95.9	91.4	104.9	93.8	91.3	102.8
1992 Q1	97.0	95.8	101.2	95.4	90.5	105.4	93.7	90.4	103.6
1992 Q2	97.1	95.3	101.9	95.1	89.6	106.2	93.9	89.6	104.7
1992 Q3	97.6	94.4	103.4	96.1	88.2	108.9	94.1	88.3	106.6
1992 Q4	98.0	93.8	104.5	96.9	87.0	111.4	94.2	87.1	108.1
1993 Q1	98.4	93.5	105.3	96.6	86.4	111.8	95.0	86.7	109.6
1993 Q2	98.8	93.5	105.7	97.1	86.0	112.9	95.1	86.7	109.7
1993 Q3	99.7	93.9	106.2	98.4	85.9	114.5	95.3	86.8	109.8
1993 Q4	100.6	93.9	107.1	99.6	85.7	116.3	95.6	86.7	110.3
1994 Q1	101.5	93.6	108.4	100.7	85.2	118.3	97.2	86.3	112.7
1994 Q2	102.6	93.5	109.8	102.9	84.8	121.3	98.8	86.1	114.8
1994 Q3	..	..	..	104.1	84.5	123.2	100.0	86.0	116.3

* Gross domestic product for whole economy.
 + The employed labour force comprises: employees in employment, the self-employed, and HM Forces. This series is used as a denominator for the productivity calculations for the reasons explained on page S6 of the August 1988 issue of *Employment Gazette*.
 The Manufacturing index has been rebased from 1988=100 to 1990=100, in common with other economic series. Figures on a 1988=100 basis were last published in *Employment Gazette*, September 1993.

EMPLOYMENT 1.10

Administrative, technical, clerical and operative: manufacturing industries

SIC 1980	Division, class or group	Employees in employment (Thousands)									Administrative, technical and clerical staff as a percentage of all employees (per cent)		
		Operatives			Administrative, technical and clerical			All employees			Male	Female	All
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Week ended 9 September 1994													
21/23	Extraction of metal ores & minerals	17.6	3.2	20.8	3.6	1.6	5.3	21.3	4.8	26.0	17.2	33.5	20.2
22	Metal Manufacturing	73.4	6.7	80.1	26.1	7.7	33.8	99.5	14.4	114.0	26.3	53.2	29.7
24	Non-metallic mineral products	83.5	19.2	102.7	25.7	15.4	41.2	109.2	34.7	143.9	23.6	44.5	28.6
25/26	Chemical industry/Man-made fibres	106.9	37.8	144.7	83.9	49.9	133.8	190.8	87.8	278.5	44.0	56.9	48.0
31	Metal goods nes	171.1	36.7	207.7	40.3	19.4	59.8	211.4	56.1	267.5	19.1	34.6	22.3
32	Mechanical engineering	335.5	38.5	374.0	167.7	57.1	224.8	503.1	95.6	598.8	33.3	59.7	37.5
33	Office machinery & data processing equipment	19.3	6.6	25.9	26.5	11.3	37.9	45.8	18.0	63.8	57.9	63.2	59.4
341/342	Wires,cables,batteries & other electrical equipment	58.6	22.4	81.0	30.8	10.0	40.8	89.4	32.5	121.8	34.4	30.9	33.5
343	Industrial electrical equipment	22.5	11.1	33.6	14.0	5.7	19.7	36.4	16.8	53.3	38.4	34.1	37.0
344	Telecommunication equipment	39.8	21.8	61.6	48.8	14.1	62.9	88.6	35.9	124.5	55.1	39.3	50.5
345	Other electronic equipment	25.3	25.7	51.0	33.9	11.9	45.8	59.2	37.6	96.8	57.3	31.6	47.3
346-348	Lighting/appliances/installation	29.0	10.9	39.9	14.9	9.0	23.9	43.9	19.9	63.9	34.0	45.2	37.5
35	Motor vehicles	129.4	9.6	139.0	45.1	12.3	57.4	174.5	21.9	196.4	25.8	56.3	29.2
36	Other transport equipment	85.8	7.7	93.5	58.9	11.7	70.6	144.7	19.4	164.1	40.7	60.1	43.0
37	Instrument engineering	31.0	16.8	47.8	24.9	13.0	37.9	55.9	29.8	85.7	44.5	43.7	44.2
411-423	Food	198.0	140.6	338.6	42.8	31.2	73.9	240.8	171.8	412.5	17.8	18.1	17.9
424-429	Alcoholic,soft drink & tobacco manufacturing	36.1	12.7	48.8	15.1	9.3	24.3	51.2	22.0	73.2	29.5	42.1	33.3
43	Textile industry	75.9	58.0	133.9	18.5	16.6	35.1	94.3	74.6	168.9	19.6	22.3	20.8
44	Leather goods	8.3	5.4	13.7	1.3	1.4	2.7	9.6	6.8	16.5	13.9	20.7	16.7
451	Footwear	12.3	14.3	26.7	4.3	2.5	6.7	16.6	16.8	33.4	25.7	14.8	20.2
453/456	Clothing,hats,gloves & fur goods	29.6	119.4	149.0	10.5	18.9	29.4	40.1	138.3	178.4	26.1	13.7	16.5
455	Household textiles	11.5	15.5	27.0	4.3	3.8	8.1	15.8	19.3	35.0	27.3	19.5	23.0
461-466	Timber industries	57.4	5.9	63.3	9.9	8.8	18.7	67.3	14.7	81.9	14.7	59.7	22.8
467	Wooden furniture	80.0	14.5	94.5	16.0	12.2	28.2	96.0	26.7	122.7	16.7	45.7	23.0
471/472	Paper and paper products	65.1	24.1	89.3	20.9	12.4	33.4	86.0	36.6	122.6	24.3	34.0	27.2
475	Printing and publishing	113.8	48.8	162.6	85.0	93.0	178.0	198.8	141.8	340.6	42.8	65.6	52.3
48	Rubber and plastics	126.3	29.1	155.4	35.2	21.7	56.8	161.5	50.8	212.2	21.8	42.7	26.8
49	Other manufacturing	26.7	20.4	47.1	8.2	10.3	18.5	34.9	30.7	65.6	23.6	33.6	28.2
2-4	All manufacturing	2069.6	783.7	2853.3	917.1	492.3	1409.4	2986.7	1276.0	4262.7	30.7	38.6	33.1

Note: Administrative, technical and clerical employees cover such groups as directors (except those paid by fee only); managers, superintendents and works or general foremen (ie: foremen with other foremen under their control); professional, scientific, technical and design staff; draughtsmen and tracers; sales representatives and salesmen; and office (including works office) staff. All other employees are regarded as operatives.

1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Opera- tives working overtime (000)	Percent- age of all opera- tives	Hours of overtime worked		Season- ally adjusted	Stood off for whole week		Working part of week		Stood off for whole or part of week					
			Average per operative overtime	Actual (million)		Opera- tives (000)	Hours lost (000)	Opera- tives (000)	Hours lost (000)	Opera- tives (000)	Percent- age of all opera- tives	Hours lost (000)	Season- ally adjusted	Average per operative on short-time	
															Average per operative working part of the week
1989	1,394	37.6	9.6	13.44	3	119	19	183	9.5	22	0.6	302	13.7		
1990	1,322	37.7	9.4	12.44	7	263	15	132	9.0	22	0.6	395	19.8		
1991	1,055	34.6	9.1	9.63	8	323	52	478	9.3	60	2.0	800	13.8		
1992	998	34.6	9.5	9.46	6	215	41	382	9.4	46	1.5	597	12.8		
1993 R	938	32.7	9.7	9.09	4	138	27	242	8.6	31	1.1	381	12.2		
Week ended															
1992 Oct 9	1,004	35.1	9.6	9.65	8.95	4	134	34	307	9.0	37	1.3	440	572	11.8
Nov 13	994	34.9	9.6	9.59	9.11	7	266	47	372	7.9	54	1.9	638	622	11.8
Dec 18	916	32.3	9.8	8.99	8.45	11	440	51	521	10.2	63	2.2	961	922	15.3
1993 Jan 15	879	31.1	9.5	8.33	9.20	6	240	54	482	8.9	60	2.1	722	570	12.0
Feb 12	898	31.8	9.8	8.77	9.09	10	370	54	532	9.9	63	2.2	903	586	14.3
Mar 12	892	31.4	9.5	8.51	9.13	4	151	45	415	9.3	49	1.7	576	434	11.9
Apr 16	844	29.8	9.3	7.89	8.13	3	100	25	192	7.8	27	1.0	292	232	10.7
May 14	967	34.0	9.7	9.42	9.26	3	110	22	154	7.0	25	0.9	264	359	10.6
Jun 11	918	32.0	9.6	8.84	9.02	3	127	25	278	11.2	28	1.0	405	487	14.4
Jul 9	1,036	35.8	10.0	10.33	9.86	1	20	24	152	6.5	24	0.8	172	291	7.1
Aug 13	886	30.5	10.1	8.98	9.15	1	30	15	130	8.6	16	0.6	160	226	10.1
Sep 10	948	32.6	9.8	9.27	9.11	3	111	12	74	6.4	15	0.5	184	234	12.2
Oct 15	1,012	34.7	9.6	9.73	9.13	4	157	13	125	9.5	17	0.6	283	350	16.3
Nov 12	977	33.5	9.5	9.32	8.98	5	171	22	202	9.3	26	0.9	373	341	14.3
Dec 10	1,001	34.7	9.6	9.65	9.18	2	73	18	169	9.2	20	0.7	242	225	11.9
1994 Jan 14	920	32.1	9.2	8.46	9.30	4	151	19	152	8.2	23	0.8	303	245	13.5
Feb 11	939	32.7	9.2	8.65	9.22	5	175	24	251	10.7	28	1.0	426	255	15.1
Mar 11	993	34.7	9.5	9.40	9.72	3	94	22	199	9.2	24	0.9	292	230	12.1
Apr 15	942	33.0	9.5	8.93	9.25	3	115	15	152	10.0	18	0.6	267	228	14.7
May 13	932	32.6	9.6	8.91	8.65	2	77	13	115	9.1	15	0.5	192	246	13.1
Jun 10	971	33.9	9.6	9.29	9.39	3	113	11	97	8.9	14	0.5	210	240	15.1
Jul 15 R	943	33.2	9.8	9.22	8.88	2	70	5	52	9.9	7	0.3	121	212	17.2
Aug 12 R	887	31.0	9.7	8.58	8.84	2	76	9	120	12.9	11	0.4	196	230	17.4
Sep 9	1,026	35.9	9.8	10.04	9.84	2	57	6	46	8.1	7	0.3	103	149	14.4

SIC 1980															
Week ended 9 September 1994															
Extraction of metal															
ores & minerals (21/23)															
Metal Manufacturing (22)															
Non-metallic mineral products (24)															
Chemical industry/Man-made fibres (25/26)															
Metal goods nes (31)															
Mechanical															
engineering (32)															
Office machinery & data processing equipment (33)															
Electrical and electronic engineering (34)															
Wires, cables, batteries & other electrical equipment (34/342)															
Industrial electrical equipment (343)															
Telecommunication equipment (344)															
Other electronic equipment (345)															
Lighting/appliances /installation (346-348)															
Motor vehicles (35)															
Other transport equipment (36)															
Instrument engineering (37)															
Food, drink and tobacco (41/42)															
Food (41-423)															
Alcoholic, soft drink & tobacco manu. (424-429)															
Textile industry (43)															
Leather goods (44)															
Footwear & clothing (45)															
Footwear (451)															
Clothing, hats, gloves & fur goods (453/456)															
Household textiles (455)															
Timber and wooden furniture (46)															
Paper, printing and publishing (47)															
Paper and paper products (471/472)															
Printing and publishing (475)															
Rubber and plastics (48)															
Other manufacturing (49)															
All manufacturing (2-4)															
10.5	50.5	14.7	0.2	-	-	-	-	-	-	-	-	-	-	-	-
30.6	38.2	10.5	0.3	-	-	-	-	-	-	-	-	-	-	-	-
35.8	34.8	10.9	0.4	-	-	-	0.2	8.2	-	-	-	0.2	-	-	8.2
40.2	27.8	11.2	0.4	-	-	1.5	-	-	-	-	-	1.5	-	-	38.2
104.3	50.2	9.3	1.0	0.1	2.7	0.5	5.4	11.7	0.5	0.3	8.1	-	-	-	15.2
191.3	51.1	9.9	1.9	0.1	4.4	0.2	1.5	9.3	0.3	0.1	5.9	-	-	-	21.2
88.7	33.2	9.7	0.9	-	-	1.5	0.1	0.4	6.4	0.1	-	1.9	-	-	18.7
33.2	41.0	11.5	0.4	-	-	-	0.2	4.8	-	-	0.2	-	-	-	4.8
8.5	25.3	8.9	0.1	-	-	-	-	-	-	-	-	-	-	-	-
16.1	26.1	8.3	0.1	-	1.5	-	0.2	16.3	-	0.1	1.7	-	-	-	33.7
16.5	32.4	8.9	0.1	-	-	-	0.1	4.0	-	-	0.1	-	-	-	4.0
14.4	36.0	8.6	0.1	-	-	-	-	-	-	-	-	-	-	-	-
44.9	32.3	9.5	0.4	0.3	10.9	0.8	6.7	8.1	1.1	0.8	17.7	-	-	-	15.8
35.2	37.6	8.7	0.3	-	-	-	-	-	-	-	-	-	-	-	-
19.7	41.1	9.3	0.2	-	-	-	-	-	-	-	-	-	-	-	-
129.1	33.3	9.6	1.2	0.1	2.9	-	-	5.2	0.1	-	2.9	-	-	-	35.9
115.4	34.1	9.6	1.1	0.1	2.9	-	-	5.2	0.1	-	2.9	-	-	-	35.9
28.2	9.6	0.1	-	-	-	-	-	-	-	-	-	-	-	-	-
43.8	32.7	9.1	0.4	0.3	13.3	1.3	12.1	9.1	1.7	1.3	25.5	-	-	-	15.1
2.6	19.2	7.8	-	-	-	-	-	-	-	-	-	-	-	-	-
31.3	15.5	6.4	0.2	0.1	3.8	2.0	10.1	5.1	2.1	1.0	14.0	-	-	-	6.7
6.2	23.4	5.5	-	-	-	1.5	8.0	5.4	1.5	5.5	8.0	-	-	-	5.4
21.1	14.1	6.2	0.1	0.1	3.8	0.5	2.2	4.4	0.6	0.4	6.0	-	-	-	10.1
4.0	15.0	9.0	-	-	-	-	-	-	-	-	-	-	-	-	-
57.9	36.7	8.6	0.5	0.4	15.6	-	0.4	15.0	0.4	0.3	16.1	-	-	-	36.7
79.5	31.6	11.4	0.9	-	0.2	0.3	3.3	12.3	0.3	0.1	3.4	-	-	-	12.8
30.8	34.5	12.0	0.4	-	-	-	0.1	4.0	-	-	0.1	-	-	-	4.0
48.6	29.9	10.9	0.5	-	0.2	0.3	3.2	12.8	0.3	0.2	3.4	-	-	-	13.2
66.3	42.7	10.5	0.7	-	-	-	-	-	-	-	-	-	-	-	-
8.7	18.4	9.2	0.1	-	-	0.5	5.6	10.9	0.5	1.1	5.6	-	-	-	10.9
1,025.6	35.9	9.8	10.0	1.5	56.9	5.7	45.8	8.1	7.2	0.3	102.7	-	-	-	14.4

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

EMPLOYMENT 1.12

Hours of work-operatives in manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE						
	All manu- facturing industries	Metal goods and engineering	Motor vehicles and other transport equipment 35, 36	Textiles, leather, footwear, clothing	Food, drink, tobacco	All manu- facturing industries	Metal goods and engineering	Motor vehicles and other transport equipment 35, 36	Textiles, leather, footwear, clothing	Food, drink, tobacco		
											21-49	31-34, 37	43-45	41, 42	21-49	31-34, 37	43-45	41, 42
SIC 1980 classes	21-49	31-34, 37	43-45	41, 42	21-49	31-34, 37	43-45	41, 42	21-49	31-34, 37	43-45	41, 42
1985	97.1	98.4	90.3	90.3	95.5	101.0	100.7	104.2	98.7	101.2	101.2	101.2
1990	90.3	88.6	90.0	79.4	91.3	100.6	100.4	105.0	98.3	100.8	100.8	100.8
1991	78.4	75.2	76.9	68.5	88.3	99.3	98.2	102.0	97.4	99.9	99.9	99.9
1992	73.9	69.8	69.5	67.3	84.0	99.5	98.3	100.2	98.0	99.9	99.9	99.9
1993 R	72.7	67.8	63.1	71.3	80.7	98.4	97.9	99.5	98.4	98.9	98.9	98.9
Week ended												
1994 Oct 9	72.5					99.0						
Nov 13	72.2					99.1						
Dec 18	71.4	67.4R	63.4	66.2R	82.4	98.2	97.6	98.9R	97.5	99.2R		
1994 Jan 15	72.1					98.7						
Feb 12	72.1					98.8						
Mar 12 R	72.1	67.6	64.7	68.4	81.7	98.3	97.6	99.3	97.9	98.7		
Apr 16	71.9					97.6						
May 14	72.6					98.5						
Jun 11 R	72.7	67.9	63.5	70.6	80.8	98.1	97.8	99.8	98.1	99.0		
Jul 9	73.4					98.8						
Aug 13	73.1					98.2						
Sep 10 R	73.4	68.0	62.1	72.6	80.1	98.4	98.0	99.0	98.8	99.2		
Oct 15 R	73.3					98.4						
Nov 12 R	73.1					98.3						
Dec 10 R	72.9	67.8	62.0	73.5	80.3	98.5	98.3	99.8	99.0	98.9		
1994 Jan 14 R	72.8					98.6						
Feb 11 R	72.7					98.5						
Mar 11 R	72.9	68.8	61.6	74.0	77.5	99.3	99.0	100.3	99.4	98.8		
Apr 15 R	72.7					98.6						
May 13 R	72.2											

2.1 CLAIMANT UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE		SEASONALLY ADJUSTED #		UNEMPLOYED BY DURATION				
		UNEMPLOYED		SEASONALLY ADJUSTED #		UNEMPLOYED BY DURATION				
		Number	Per cent workforce *	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1990	Annual	1,664.4	5.8	1,660.8	5.8					
1991	Annual	2,291.9	8.0	2,286.1	8.0					
1992	averages	2,778.6	9.8	2,765.0	9.7					
1993	averages	2,919.2	10.4	2,900.6	10.3					
1992	Oct 8	2,814.4	9.9	2,871.7	10.1	31.1	35.5	345	2,425	44
	Nov 12	2,864.1	10.1	2,908.4	10.2	36.7	31.9	331	2,488	45
	Dec 17	2,983.3	10.5	2,971.7	10.5	63.3	43.7	309	2,627	47
1993	Jan 14	3,062.1	10.9	2,962.6	10.5	-9.1	30.3	314	2,700	48
	Feb 11	3,042.6	10.8	2,959.0	10.5	-3.6	16.9	296	2,700	47
	Mar 11	2,996.7	10.6	2,933.7	10.4	-25.3	-12.7	269	2,681	46
	Apr 8	3,000.5	10.6	2,941.9	10.4	8.2	-6.9	301	2,653	46
	May 13	2,916.6	10.4	2,919.7	10.4	-22.2	-13.1	257	2,613	46
	June 10	2,865.0	10.2	2,915.1	10.3	-4.6	-6.2	248	2,572	45
	July 8	2,929.3	10.4	2,917.2	10.4	2.1	-8.2	360	2,526	44
	Aug 12	2,960.0	10.5	2,921.5	10.4	4.3	0.6	309	2,609	42
	Sept 9	2,912.1	10.3	2,902.0	10.3	-19.5	-4.4	290	2,581	41
	Oct 14	2,793.6	9.9	2,850.9	10.1	-51.1	-22.1	305	2,450	39
	Nov 11	2,769.4	9.8	2,812.9	10.0	-38.0	-36.2	284	2,447	38
	Dec 9	2,782.7	9.9	2,770.8	9.8	-42.1	-43.7	272	2,473	38
1994	Jan 13	2,887.1	10.2	2,790.6	9.9	19.8	-20.1	283	2,565	39
	Feb 10	2,841.4	10.1	2,752.9	9.8	37.7	-20.0	272	2,532	37
	Mar 10	2,777.5	9.9	2,719.3	9.7	-33.6	-17.2	246	2,496	35
	Apr 14	2,734.4	9.7	2,681.5	9.5	-37.8	-36.4	266	2,435	35
	May 12	2,652.6	9.4	2,661.1	9.4	-20.4	-30.6	233	2,387	35
	June 9	2,585.6	9.2	2,643.3	9.4	-17.8	-25.3	224	2,331	35
	July 14	2,643.1	9.4	2,630.1	9.3	-13.2	-17.1	349	2,265	35
	Aug 11	2,638.3	9.4	2,594.0	9.2	-36.1	-22.4	276	2,335	35
	Sept 8 R	2,580.4	9.2	2,562.4	9.1	-31.6	-27.0	261	2,294	35
	Oct 13 P	2,455.0	8.7	2,516.6	8.9	-45.8	-37.8	264	2,167	24

2.2 CLAIMANT UNEMPLOYMENT GB Summary

1990	Annual	1,567.3	5.6	1,565.5	5.6					
1991	Annual	2,191.5	7.9	2,187.0	7.9					
1992	averages	2,672.4	9.7	2,660.3	9.6					
1993	averages	2,814.1	10.3	2,796.9	10.2					
1992	Oct 8	2,708.0	9.8	2,765.6	10.0	31.1	35.3	337	2,328	43
	Nov 12	2,759.4	10.0	2,802.9	10.1	37.3	32.3	325	2,391	44
	Dec 17	2,877.9	10.4	2,865.8	10.4	62.9	43.8	303	2,529	46
1993	Jan 14	2,954.1	10.8	2,857.0	10.4	-8.8	30.5	307	2,601	47
	Feb 11	2,935.4	10.7	2,853.3	10.4	-3.7	16.8	289	2,600	46
	Mar 11	2,890.7	10.5	2,828.7	10.3	-24.6	-12.4	263	2,583	45
	Apr 8	2,895.2	10.6	2,837.6	10.3	8.9	-6.5	295	2,555	45
	May 13	2,813.7	10.3	2,816.3	10.3	-21.3	-12.3	251	2,517	45
	June 10	2,762.2	10.1	2,811.5	10.2	-4.8	-5.7	241	2,477	44
	July 8	2,821.1	10.3	2,813.2	10.3	1.7	-8.1	349	2,430	42
	Aug 12	2,850.6	10.4	2,816.7	10.3	3.5	.1	302	2,508	41
	Sept 9	2,804.1	10.2	2,798.1	10.2	-18.6	-4.5	282	2,482	40
	Oct 14	2,690.8	9.8	2,748.5	10.0	-49.6	-21.6	297	2,356	38
	Nov 11	2,668.7	9.7	2,711.5	9.9	-37.0	-35.1	277	2,354	37
	Dec 9	2,682.7	9.8	2,670.7	9.7	-40.8	-42.5	266	2,380	37
1994	Jan 13	2,786.9	10.2	2,691.0	9.8	20.3	-19.2	276	2,473	38
	Feb 10	2,741.8	10.0	2,653.5	9.7	-37.5	-19.3	266	2,440	36
	Mar 10	2,678.9	9.8	2,620.3	9.6	-33.2	-16.8	240	2,404	34
	Apr 14	2,636.1	9.6	2,582.5	9.4	-37.8	-36.2	260	2,344	32
	May 12	2,556.9	9.3	2,563.1	9.3	-19.4	-30.1	228	2,298	32
	June 9	2,489.4	9.1	2,545.1	9.3	-18.0	-25.1	266	2,244	30
	July 14	2,541.8	9.3	2,532.1	9.2	-13.0	-16.8	340	2,175	28
	Aug 11	2,537.2	9.2	2,497.1	9.1	-22.0	-22.0	270	2,241	26
	Sept 8 R	2,481.4	9.0	2,466.8	9.0	-30.3	-26.1	253	2,203	25
	Oct 13 P	2,361.6	8.6	2,422.2	8.8	-44.6	-36.6	257	2,081	24

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision, mainly in the following month.
R Revised.

* National and regional unemployment rates are calculated by expressing the number of unemployed claimants as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-1993 for 1993 and 1994 figures and at the corresponding mid-year estimates for earlier years. Workforce-based denominators have been revised back to 1971 at national and regional level to incorporate revisions to the employees in employment and self-employed components of the workforce in employment series. Fuller details are given in the article "Revised estimates of the workforce in employment in Great Britain" in the May 1994 issue of the *Employment Gazette*.

CLAIMANT UNEMPLOYMENT UK Summary 2.1

THOUSAND

		MALE				FEMALE				
		UNEMPLOYED		SEASONALLY ADJUSTED #		UNEMPLOYED		SEASONALLY ADJUSTED #		MARRIED
		Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number
1990	Annual	1,232.3	7.5	1,230.4	7.5	433.2	3.5	430.4	3.5	
1991	Annual	1,737.1	10.7	1,734.0	10.6	554.9	4.5	552.1	4.5	
1992	averages	2,121.0	13.2	2,118.6	13.1	652.6	5.3	646.5	5.3	
1993	averages	2,238.1	14.0	2,225.7	14.0	683.1	5.6	674.9	5.5	
1992	Oct 8	2,151.9	13.3	2,202.7	13.6	662.5	5.4	669.0	5.5	215.4
	Nov 12	2,190.7	13.6	2,233.5	13.8	664.4	5.4	674.9	5.5	216.9
	Dec 17	2,280.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6	224.7
1993	Jan 14	2,351.8	14.8	2,275.3	14.3	708.2	5.8	687.3	5.6	232.6
	Feb 11	2,335.9	14.6	2,271.3	14.2	706.7	5.8	687.7	5.6	230.8
	Mar 11	2,301.2	14.4	2,252.9	14.1	693.5	5.7	680.8	5.6	226.7
	Apr 8	2,301.2	14.4	2,257.7	14.2	696.3	5.7	684.2	5.6	231.0
	May 13	2,241.4	14.1	2,243.3	14.1	668.1	5.5	676.4	5.5	219.3
	June 10	2,201.2	13.8	2,239.9	14.0	655.8	5.4	675.2	5.5	213.7
	July 8	2,231.1	14.0	2,238.2	14.0	698.2	5.7	679.0	5.6	218.4
	Aug 12	2,234.4	14.0	2,235.3	14.0	725.6	5.9	686.2	5.6	225.4
	Sept 9	2,201.2	13.8	2,221.5	13.9	704.9	5.8	680.5	5.6	214.1
	Oct 14	2,131.5	13.4	2,186.6	13.7	658.1	5.4	664.3	5.4	201.5
	Nov 11	2,121.1	13.3	2,157.3	13.5	645.3	5.3	655.6	5.4	196.7
	Dec 9	2,141.0	13.4	2,129.5	13.3	636.7	5.2	641.3	5.2	194.0
1994	Jan 13	2,221.0	13.9	2,146.4	13.5	664.0	5.4	644.2	5.3	200.5
	Feb 10	2,181.3	13.7	2,114.8	13.3	638.1	5.4	638.1	5.2	195.9
	Mar 10	2,131.5	13.4	2,088.6	13.1	641.1	5.2	630.7	5.2	190.1
	Apr 14	2,101.3	13.2	2,057.9	12.9	633.1	5.2	623.6	5.1	188.9
	May 12	2,041.1	12.8	2,039.8	12.8	610.5	5.0	621.3	5.1	179.9
	June 9	1,981.8	12.5	2,023.5	12.7	596.8	4.9	619.8	5.1	173.6
	July 14	1,991.0	12.5	2,005.7	12.6	645.1	5.3	624.4	5.1	177.0
	Aug 11	1,971.1	12.4	1,978.4	12.4	659.1	5.4	615.6	5.0	182.7
	Sept 8 R	1,941.3	12.2	1,956.9	12.3	633.1	5.2	605.5	5.0	169.6
	Oct 13 P	1,861.2	11.7	1,922.5	12.1	586.9	4.8	594.1	4.9	158.2

CLAIMANT UNEMPLOYMENT GB Summary 2.2

1990	Annual	1,154.1	7.2	1,158.1	7.2	408.2	3.4	407.4	3.4	
1991	Annual	1,661.4	10.5	1,658.0	10.5	531.1	4.5	529.1	4.5	
1992	averages	2,041.6	13.0	2,037.9	13.0	627.8	5.3	622.5	5.3	
1993	averages	2,151.4	13.9	2,145.7	13.8	658.8	5.5	651.2	5.5	
1992	Oct 8	2,071.6	13.2	2,120.9	13.5	637.4	5.4	644.7	5.5	206.7
	Nov 12	2,119.1	13.5	2,152.1	13.7	640.2	5.5	650.8	5.5	208.4
	Dec 17	2,219.1	14.1	2,201.7	14.0	659.9	5.6	664.1	5.6	216.3
1993	Jan 14	2,270.5	14.6	2,193.9	14.1	683.5	5.6	663.1	5.6	224.0
	Feb 11	2,251.3	14.5	2,190.0	14.1	682.2	5.6	663.3	5.6	222.3
	Mar 11	2,221.0	14.3	2,172.0	14.0	669.5	5.5	656.7	5.6	218.3
	Apr 8	2,221.0	14.3	2,177.4	14.0	672.2</				

2.3 CLAIMANT UNEMPLOYMENT Regions

	THOUSAND											
	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #					
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1990)	372.4	273.3	99.2	3.9	5.1	2.4	372.0	3.9			273.0	99.0
1991) Annual	638.8	477.9	160.9	6.9	9.0	4.0	637.7	6.9			477.3	160.4
1992) averages	854.1	645.4	208.7	9.3	12.4	5.2	851.0	9.2			643.8	207.3
1993)	929.9	700.3	229.6	10.2	13.6	5.9	925.6	10.2			698.0	227.6
1993 Oct 14	897.6	673.0	224.6	9.9	13.1	5.7	912.6	10.1	-16.0	-6.1	687.4	225.2
Nov 11	886.1	666.9	219.2	9.8	12.9	5.6	899.5	9.9	-13.1	-10.8	678.1	221.4
Dec 9	885.7	670.7	215.0	9.8	13.0	5.5	882.2	9.7	-17.3	-15.5	666.8	215.4
1994 Jan 13	905.0	685.4	219.6	10.0	13.3	5.6	887.1	9.8	4.9	-8.5	670.9	216.2
Feb 10	893.9	676.1	217.8	9.9	13.1	5.6	872.7	9.6	-14.4	-8.9	659.2	213.5
Mar 10	875.1	661.9	213.2	9.6	12.8	5.4	860.2	9.5	-12.5	-7.3	649.6	210.6
Apr 14	862.3	651.2	211.1	9.5	12.6	5.4	845.8	9.3	-14.4	-13.8	638.1	207.7
May 12	838.7	634.1	204.6	9.2	12.3	5.2	838.5	9.2	-7.3	-11.4	631.7	206.8
June 9	818.0	618.1	199.9	9.0	12.0	5.1	831.5	9.2	-7.0	-9.6	625.5	206.0
July 14	824.1	615.0	209.1	9.1	11.9	5.3	824.8	9.1	-6.7	-7.0	618.1	206.7
Aug 11	823.7	609.8	213.8	9.1	11.8	5.5	811.9	8.9	-12.9	-8.9	608.7	203.2
Sept 8 R	809.6	600.6	209.1	8.9	11.7	5.3	803.2	8.9	-8.7	-9.4	602.8	200.4
Oct 13 P	774.3	577.9	196.4	8.5	11.2	5.0	789.2	8.7	-14.0	-11.9	592.5	196.7
GREATER LONDON (included in South East)												
1990)	211.8	154.7	57.1	5.0	6.3	3.2	211.6	5.0			154.6	57.0
1991) Annual	332.1	244.3	87.8	8.1	10.3	5.0	331.7	8.0			244.1	87.6
1992) averages	430.3	320.1	110.2	10.5	13.6	6.4	429.2	10.5			319.6	109.6
1993)	469.6	348.6	121.0	11.6	14.9	7.1	467.9	11.6			347.8	120.2
1993 Oct 14	461.2	341.3	120.0	11.4	14.6	7.1	465.0	11.5	-5.6	-1.9	345.5	119.5
Nov 11	454.8	337.8	117.1	11.3	14.4	6.9	460.4	11.4	-4.6	-3.7	342.5	117.9
Dec 9	454.2	338.8	115.4	11.3	14.5	6.8	453.5	11.2	-6.9	-5.7	338.2	115.3
1994 Jan 13	457.8	341.8	116.0	11.3	14.6	6.8	455.6	11.3	2.1	-3.1	339.7	115.9
Feb 10	454.9	339.2	115.6	11.3	14.5	6.8	451.3	11.2	-4.3	-3.0	336.2	115.1
Mar 10	450.0	335.9	114.1	11.1	14.4	6.7	447.0	11.1	-4.3	-2.2	333.2	113.8
Apr 14	446.5	333.2	113.3	11.1	14.2	6.7	440.9	10.9	-6.1	-4.9	328.6	112.3
May 12	438.2	327.3	111.0	10.9	14.0	6.5	437.6	10.8	-3.3	-4.6	325.7	111.9
June 9	431.5	322.1	109.4	10.7	13.8	6.4	434.7	10.8	-2.9	-4.1	323.1	111.6
July 14	435.1	321.6	113.5	10.8	13.7	6.7	432.1	10.7	-2.6	-2.9	320.3	111.8
Aug 11	436.0	320.0	116.1	10.8	13.7	6.8	427.2	10.6	-4.9	-3.5	316.8	110.4
Sept 8 R	431.8	317.4	114.4	10.7	13.6	6.7	424.8	10.5	-2.4	-3.3	315.3	109.5
Oct 13 P	417.2	308.4	108.8	10.3	13.2	6.4	420.7	10.4	-4.1	-3.8	312.5	108.2
EAST ANGLIA												
1990)	37.5	27.3	10.2	3.7	4.7	2.3	37.4	3.7			27.2	10.2
1991) Annual	59.1	44.2	15.0	5.9	7.6	3.5	58.9	5.8			44.0	14.9
1992) averages	77.7	58.3	19.4	7.6	9.9	4.5	77.3	7.6			58.1	19.2
1993)	84.0	63.1	20.9	8.2	10.7	4.7	83.4	8.1			62.8	20.7
1993 Oct 14	78.4	58.6	19.8	7.6	10.0	4.5	81.7	7.9	-1.5	-0.8	61.4	20.3
Nov 11	78.2	58.5	19.8	7.6	9.9	4.5	80.2	7.8	-1.5	-1.3	60.1	20.1
Dec 9	79.0	59.4	19.5	7.7	10.1	4.4	78.3	7.6	-1.9	-1.6	58.7	19.6
1994 Jan 13	83.9	63.2	20.7	8.1	10.7	4.7	80.1	7.8	1.8	-0.5	60.3	19.8
Feb 10	82.7	62.2	20.5	8.0	10.6	4.6	78.2	7.6	-1.9	-0.7	58.7	19.5
Mar 10	80.8	60.8	20.0	7.8	10.3	4.5	76.8	7.5	-1.4	-0.5	57.6	19.2
Apr 14	78.8	59.1	19.6	7.6	10.0	4.4	75.5	7.3	-1.3	-1.5	56.6	18.9
May 12	75.4	56.6	18.8	7.3	9.6	4.3	74.7	7.3	-0.8	-1.2	55.9	18.8
June 9	72.3	54.1	18.2	7.0	9.2	4.1	74.4	7.2	-0.3	-0.8	55.4	19.0
July 14	72.7	53.8	18.9	7.1	9.1	4.3	73.9	7.2	-0.5	-0.5	55.0	18.9
Aug 11	72.5	53.1	19.4	7.0	9.0	4.4	73.0	7.1	-0.9	-0.6	54.3	18.7
Sept 8 R	70.7	52.1	18.6	6.9	8.9	4.2	72.2	7.0	-0.8	-0.7	53.8	18.4
Oct 13 P	66.9	49.4	17.5	6.5	8.4	4.0	70.4	6.8	-1.8	-1.2	52.4	18.0
SOUTH WEST												
1990)	97.3	69.8	27.5	4.3	5.4	2.8	97.2	4.3			69.7	27.4
1991) Annual	161.2	121.1	40.1	6.9	9.1	4.1	160.7	6.9			120.9	39.9
1992) averages	208.9	158.7	50.2	9.2	12.4	5.2	207.8	9.2			158.1	49.7
1993)	217.8	164.6	53.2	9.5	12.7	5.5	216.4	9.5			163.8	52.6
1993 Oct 14	205.5	154.5	51.0	9.0	12.0	5.3	211.0	9.2	-4.1	-2.1	159.2	51.8
Nov 11	204.9	154.1	50.9	9.0	11.9	5.2	206.8	9.1	-4.2	-3.3	155.9	50.9
Dec 9	207.2	156.7	50.5	9.1	12.1	5.2	202.7	8.9	-4.1	-4.1	153.2	49.5
1994 Jan 13	217.1	163.7	53.4	9.5	12.7	5.4	205.2	9.0	2.5	-1.9	155.1	50.1
Feb 10	212.8	160.2	52.6	9.3	12.4	5.3	201.5	8.8	-3.7	-1.8	152.2	49.3
Mar 10	205.9	155.3	50.6	9.0	12.0	5.1	198.7	8.7	-2.8	-1.3	150.2	48.5
Apr 14	199.6	151.1	48.5	8.7	11.7	4.9	194.8	8.5	-3.9	-3.5	147.1	47.7
May 12	192.1	145.6	46.5	8.4	11.3	4.7	194.3	8.5	-0.5	-2.4	146.4	47.9
June 9	184.9	140.3	44.6	8.1	10.9	4.5	193.1	8.5	-1.2	-1.9	145.3	47.8
July 14	187.2	140.1	47.2	8.2	10.8	4.8	190.9	8.4	-2.2	-1.3	143.2	47.7
Aug 11	187.3	138.7	48.6	8.2	10.7	4.9	188.0	8.2	-2.9	-2.1	140.7	47.3
Sept 8 R	184.2	136.5	47.7	8.1	10.6	4.8	185.4	8.1	-2.6	-2.6	138.7	46.7
Oct 13 P	176.1	131.3	44.8	7.7	10.2	4.5	181.7	8.0	-3.7	-3.1	136.0	45.7

See footnotes to tables 2.1 and 2.2.

CLAIMANT UNEMPLOYMENT Regions 2.3 THOUSAND

	THOUSAND											
	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #					
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1990)	152.7	111.7	41.1	5.7	7.2	3.7	152.6	5.7			111.6	41.0
1991) Annual	218.7	165.1	53.6	8.4	10.9	4.9	218.3	8.4			164.9	53.5
1992) averages	270.5	206.3	64.1	10.4	13.6	5.9	269.6	10.3			205.9	63.7
1993)	281.9	215.6	66.3	10.9	14.6	6.1	280.6	10.9			214.9	65.8
1993 Oct 14	268.8	204.6	64.2	10.4	13.8	5.9	274.3	10.7	-5.7	-2.6	209.6	64.7
Nov 11	263.7	201.3	62.4	10.2	13.6	5.7	269.6	10.5	-4.7	-4.3	205.6	64.0
Dec 9	263.6	202.3	61.2	10.2	13.7	5.6	264.8	10.3	-4.8	-5.1	202.5	62.3
1994 Jan 13	271.5	208.2	63.3	10.5	14.1	5.8	264.0	10.3	-0.8	-3.4	201.9	62.1
Feb 10	267.2	204.5	62.7	10.4	13.8	5.7	260.5	10.1	-3.5	-3.0	199.2	61.3
Mar 10	260.7	199.5	61.2	10.1	13.5	5.6	256.0	9.9	-4.5	-2.9	195.5	60.5
Apr 14	256.0	195.2	60.9	9.9	13.2	5.6	251.9	9.8	-4.1	-4.0	191.7	60.2
May 12	247.8	188.9	58.8	9.6	12.8	5.4	248.5	9.6	-3.4	-3.4	188.6	59.9
June 9	242.0	184.5	57.4	9.4	12.5	5.2	246.4	9.6	-2.1	-3.2	187.0	59.4
July 14	247.7	186.0	61.7	9.6	12.6	5.6	245.5	9.5	-0.9	-2.1	185.8	59.7
Aug 11	248.0	184.7	63.3	9.6	12.5	5.8	242.4	9.4	-3.1	-2.0	183.5	58.9
Sept 8 R	242.5	181.2	61.3	9.4	12.2	5.6	238.8	9.3	-3.6	-2.5	180.9	57.9
Oct 13 P	228.2	172.1	56.1	8.9	11.6	5.1	234.1	9.1	-4.7	-3.8	177.4	56.7
EAST MIDLANDS												
1990)	99.4	72.2	27.2	5.1	6.5	3.3	99.2	5.1			72.1	27.1

2.3 CLAIMANT UNEMPLOYMENT Regions

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #				THOUSAND	
	All	Male	Female	All	Male	Female	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1990)	122.9	93.4	29.5	8.7	11.5	4.9	122.7	8.7			93.3	29.4
1991) Annual	143.7	111.1	32.6	10.3	13.9	5.4	143.3	10.2			110.9	32.5
1992) averages	157.8	123.9	34.0	11.1	15.3	5.6	157.0	11.1			123.4	33.6
1993)	169.3	134.9	34.6	12.0	16.7	5.7	168.3	11.9			134.3	34.0
1993 Oct 14	164.8	131.6	33.2	11.7	16.3	5.5	168.3	11.9	-2.1	-0.7	134.7	33.6
Nov 11	165.1	132.2	32.9	11.7	16.3	5.5	166.5	11.8	-1.8	-1.6	133.1	33.4
Dec 9	166.0	133.7	32.3	11.8	16.5	5.4	165.0	11.7	-1.5	-1.8	132.2	32.8
1994 Jan 13	173.6	139.3	34.4	12.3	17.2	5.7	166.7	11.8	1.7	-0.5	133.8	32.9
Feb 10	169.6	135.8	33.8	12.0	16.8	5.6	164.3	11.6	-2.4	-0.7	131.7	32.6
Mar 10	165.8	132.9	33.0	11.7	16.4	5.5	162.9	11.5	-1.4	-0.7	130.4	32.5
Apr 14	164.2	131.6	32.6	11.6	16.3	5.4	160.9	11.4	-2.0	-1.9	128.9	32.0
May 12	160.0	128.5	31.4	11.3	15.9	5.2	160.3	11.3	-0.6	-1.3	128.2	32.1
June 9	156.4	125.5	30.9	11.1	15.5	5.1	159.4	11.3	-0.9	-1.2	127.3	32.1
July 14	159.7	126.2	33.5	11.3	15.6	5.5	159.5	11.3	0.1	-0.5	127.0	32.5
Aug 11	158.9	124.7	34.2	11.2	15.4	5.7	158.3	11.2	-1.2	-0.7	126.2	32.1
Sept 8 R	157.7	124.5	33.2	11.2	15.4	5.5	157.0	11.1	-1.3	-0.8	125.5	31.5
Oct 13 P	152.2	121.3	30.9	10.8	15.0	5.1	155.6	11.0	-1.4	-1.3	124.4	31.2
WALES												
1990)	86.3	65.7	20.6	6.8	8.9	3.8	86.2	6.7			65.6	20.6
1991) Annual	113.2	88.6	24.6	9.0	12.2	4.6	112.9	9.0			88.5	24.4
1992) averages	127.2	100.2	27.0	10.0	13.7	5.0	126.6	9.9			99.9	26.7
1993)	131.1	103.2	28.0	10.4	14.4	5.1	130.4	10.3			102.7	27.6
1993 Oct 14	126.0	99.0	27.0	10.0	13.8	4.9	128.9	10.2	-2.4	-0.9	101.3	27.6
Nov 11	126.7	99.9	26.8	10.0	13.9	4.9	127.7	10.1	-1.2	-1.5	100.6	27.1
Dec 9	128.3	101.6	26.7	10.2	14.2	4.9	126.4	10.0	-1.3	-1.6	99.9	26.5
1994 Jan 13	134.6	106.0	28.6	10.6	14.8	5.2	127.4	10.1	1.0	-0.5	100.4	27.0
Feb 10	131.5	103.5	28.0	10.4	14.4	5.1	126.4	10.0	-1.0	-0.4	99.6	26.8
Mar 10	127.8	100.7	27.1	10.1	14.0	5.0	125.2	9.9	-1.2	-0.4	98.5	26.7
Apr 14	125.0	98.2	26.8	9.9	13.7	4.9	123.3	9.8	-1.9	-1.4	96.8	26.5
May 12	120.6	95.1	25.5	9.5	13.3	4.7	122.2	9.7	-1.1	-1.4	95.9	26.3
June 9	116.8	92.0	24.8	9.2	12.8	4.5	121.5	9.6	-0.7	-1.2	95.0	26.5
July 14	120.9	93.1	27.8	9.6	13.0	5.1	121.1	9.6	-0.4	-0.7	94.2	26.9
Aug 11	120.8	92.2	28.7	9.6	12.9	5.2	119.5	9.5	-1.6	-0.9	92.8	26.7
Sept 8 R	118.4	90.7	27.8	9.4	12.6	5.1	117.4	9.3	-2.1	-1.4	91.0	26.4
Oct 13 P	111.1	85.9	25.2	8.8	12.0	4.6	114.2	9.0	-3.2	-2.3	88.3	25.9
SCOTLAND												
1990)	202.5	148.7	53.8	8.2	10.6	5.0	202.0	8.2			148.5	53.6
1991) Annual	220.2	165.5	54.7	8.8	11.7	5.0	219.3	8.8			165.0	54.3
1992) averages	241.0	183.8	57.3	9.6	13.0	5.2	238.8	9.5			182.5	56.3
1993)	246.4	189.5	56.9	9.9	13.7	5.1	243.3	9.7			187.7	55.7
1993 Oct 14	234.0	181.1	52.9	9.4	13.1	4.7	238.7	9.6	-4.0	-2.6	184.2	54.5
Nov 11	234.2	181.7	52.5	9.4	13.2	4.7	236.7	9.5	-2.0	-3.1	182.9	53.8
Dec 9	236.5	184.1	52.4	9.5	13.3	4.7	234.7	9.4	-2.0	-2.7	181.6	53.1
1994 Jan 13	251.0	194.6	56.4	10.1	14.1	5.0	238.4	9.5	3.7	-0.1	184.6	53.8
Feb 10	248.5	190.5	58.0	9.9	13.8	5.0	236.8	9.5	-1.6	0.0	183.3	53.5
Mar 10	240.1	185.9	54.2	9.6	13.5	4.9	234.7	9.4	-2.1	0.0	182.0	52.7
Apr 14	237.6	184.2	53.4	9.5	13.3	4.8	233.4	9.3	-1.3	-1.7	181.3	52.1
May 12	231.1	180.0	51.1	9.3	13.0	4.6	232.3	9.3	-1.1	-1.5	180.4	51.9
June 9	226.3	176.4	49.9	9.1	12.8	4.5	230.8	9.2	-1.5	-1.3	179.4	51.4
July 14	241.2	181.9	59.3	9.7	13.2	5.3	232.2	9.3	1.4	-0.4	179.4	52.8
Aug 11	238.8	179.8	59.0	9.6	13.0	5.3	229.4	9.2	-2.8	-1.0	177.2	52.2
Sept 8 R	223.7	172.6	51.2	9.0	12.5	4.6	225.2	9.0	-4.2	-1.9	174.4	50.8
Oct 13 P	215.3	167.2	48.1	8.6	12.1	4.3	220.9	8.8	-4.3	-3.8	171.0	49.9
NORTHERN IRELAND												
1990)	97.2	73.2	24.0	13.3	17.0	8.0	95.3	13.0			72.2	23.1
1991) Annual	100.4	76.7	23.8	13.4	17.4	7.7	99.1	13.2			76.1	23.0
1992) averages	106.1	81.4	24.8	14.1	18.5	7.9	104.7	13.9			80.7	24.0
1993)	105.1	80.7	24.4	14.1	18.6	7.8	103.7	13.9			80.1	23.6
1993 Oct 14	102.8	78.9	23.9	13.8	18.2	7.7	102.4	13.7	-1.5	-0.5	79.4	23.0
Nov 11	100.8	78.0	22.8	13.5	18.0	7.3	101.4	13.6	-1.0	-1.1	78.7	22.7
Dec 9	99.9	77.9	22.1	13.4	17.9	7.1	100.1	13.4	-1.3	-1.3	77.8	22.3
1994 Jan 13	100.2	78.6	21.6	13.4	18.1	6.9	99.6	13.3	-0.5	-0.9	77.6	22.0
Feb 10	99.6	78.2	21.4	13.3	18.0	6.9	99.4	13.3	-0.2	-0.7	77.4	22.0
Mar 10	98.6	77.4	21.2	13.2	17.8	6.8	99.0	13.3	-0.4	-0.4	76.9	22.1
Apr 14	98.4	77.0	21.4	13.2	17.7	6.9	99.0	13.3	0.0	-0.2	76.8	22.2
May 12	95.7	75.1	20.7	12.8	17.3	6.6	98.0	13.1	-1.0	-0.5	76.0	22.0
June 9	96.2	74.6	21.6	12.9	17.2	6.9	98.2	13.2	0.2	-0.3	75.9	22.3
July 14	101.3	76.2	25.2	13.6	17.5	8.1	98.0	13.1	-0.2	-0.3	75.4	22.6
Aug 11	101.1	75.8	25.3	13.5	17.5	8.1	96.9	13.0	-1.1	-0.4	74.7	22.2
Sept 8 R	98.9	75.3	23.7	13.3	17.3	7.6	95.6	12.8	-1.3	-0.9	74.1	21.5
Oct 13 P	93.5	72.4	21.1	12.5	16.7	6.8	94.4	12.7	-1.2	-1.2	73.3	21.1

See footnotes to tables 2.1 and 2.2.

CLAIMANT UNEMPLOYMENT Area statistics 2.4

Unemployment by Travel-to-Work Areas* as at October 13 1994

TRAVEL-TO-WORK AREAS *	Male			Female			All			Rate #		Male			Female			All			Rates #	
	Male	Female	All	Male	Female	All	Rate #	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	per cent employees and unemployed		
England	2,460	640	3,100	6.6	5.5	6.6	6.6	5.5	6.6	6.6	5.5	6.6	6.6	5.5	6.6	6.6	5.5	6.6	6.6	5.5	6.6	
Abingdon and Rossendale	4,644	1,199	5,843	9.7	8.7	9.7	9.7	8.7	9.7	9.7	8.7	9.7	9.7	8.7	9.7	9.7	8.7	9.7	9.7	8.7	9.7	
Alreton and Ashfield	1,114	312	1,426	11.8	9.3	11.8	11.8	9.3	11.8	11.8	9.3	11.8	11.8	9.3	11.8	11.8	9.3	11.8	11.8	9.3	11.8	
Alwick and Amble	1,080	518	1,598	5.0	4.4	5.0	5.0	4.4	5.0	5.0	4.4	5.0	5.0	4.4	5.0	5.0	4.4	5.0	5.0	4.4	5.0	
Andover	2,317	623	2,940	8.6	7.1	8.6	8.6	7.1	8.6	8.6	7.1	8.6	8.6	7.1	8.6	8.6	7.1	8.6	8.6	7.1	8.6	
Ashted	7,940	2,648	10,588	6.2	5.2	6.2	6.2	5.2	6.2	6.2	5.2	6.2	6.2	5.2	6.2	6.2	5.2	6.2	6.2	5.2	6.2	
Aylesbury and Wycombe	1,789	720	2,509	8.8	7.4	8.8	8.8	7.4	8.8	8.8	7.4	8.8	8.8	7.4	8.8	8.8	7.4	8.8	8.8	7.4	8.8	
Barnby	7,431	1,876	9,307	13.5	11.7	13.5	13.5	11.7	13.5	13.5	11.7	13.5	13.5	11.7	13.5	13.5	11.7	13.5	13.5	11.7	13.5	
Barnsley	2,223	690	2,913	9.9	7.9	9.9	9.9	7.9	9.9	9.9	7.9	9.9	9.9	7.9	9.9	9.9	7.9	9.9	9.9	7.9	9.9	
Barnstaple and Ilfracombe	3,482	826	4,308	11.1	9.5	11.1	11.1	9.5	11.1	11.1	9.5	11.1	11.1	9.5	11.1	11.1	9.5	11.1	11.1	9.5	11.1	
Barnwell-in-Furness	3,383	1,205	4,588	5.5																		

2.4 CLAIMANT UNEMPLOYMENT

Area statistics

Unemployment by Travel-to-Work Areas* as at October 13 1994

	Male		Female		All		Rate #			Male		Female		All		Rates #	
	per cent employees and unem- ployed	per cent workforce	per cent employees and unem- ployed	per cent workforce	per cent employees and unem- ployed	per cent workforce	per cent employees and unem- ployed	per cent workforce		per cent employees and unem- ployed	per cent workforce	per cent employees and unem- ployed	per cent workforce	per cent employees and unem- ployed	per cent workforce		
Scotland																	
South Tyneside	8,029	1,854	9,883	19.2	16.9	Aberdeen	6,463	2,170	8,633	4.4	4.0						
Southampton	12,492	3,526	16,018	8.8	7.8	Alloa	1,889	539	2,428	14.7	13.0						
Southern	22,576	7,405	29,981	12.2	10.2	Annan	426	166	592	6.5	5.5						
Spalding & Holbeach	1,038	458	1,496	6.5	5.0	Arbroath	931	323	1,254	13.2	11.1						
St Austell	2,077	711	2,788	12.0	9.3	Ayr	3,200	1,037	4,237	8.7	7.7						
Stafford	3,325	1,125	4,450	7.2	6.1	Badenoch	305	117	422	10.6	8.3						
Stamford	747	370	1,117	6.6	5.4	Banff	486	176	662	7.0	5.5						
Stockton-on-Tees	8,185	2,068	10,253	13.0	11.8	Bathgate	3,867	1,028	4,895	9.6	8.8						
Stoke	11,082	3,435	14,517	7.8	6.8	Berwickshire	311	122	433	7.7	5.8						
Stroud	2,282	855	3,137	8.2	6.6	Blairgowrie and Pitlochry	596	232	828	7.4	5.9						
Sudbury	1,096	427	1,523	9.1	7.1	Brechin and Montrose	948	385	1,333	9.0	7.5						
Sunderland	17,808	4,247	22,055	13.9	12.4	Buckie	312	97	409	10.0	8.5						
Swindon	5,006	1,790	6,796	6.1	5.4	Campbeltown	366	116	482	13.3	9.8						
Taunton	2,472	816	3,288	7.0	5.8	Crieff	270	81	351	8.5	6.9						
Telford & Bridgnorth	4,910	1,619	6,529	8.3	7.3	Cumnock and Sanquhar	2,016	474	2,490	19.8	16.5						
Thanet	5,330	1,430	6,760	17.3	13.9	Dumbarton	2,797	789	3,586	11.2	10.1						
Thetford	1,277	507	1,784	7.9	6.6	Dumfries	1,502	486	1,988	7.8	6.8						
Thirsk	217	121	338	5.1	4.1	Dunfermline	7,094	2,133	9,227	10.7	9.7						
Tiverton	652	215	867	7.6	5.9	Dunfermline	4,632	1,333	5,965	11.8	10.7						
Torbay	4,971	1,463	6,434	13.8	10.6	Dunoon and Bute	928	298	1,226	14.2	10.6						
Torrington	449	166	615	12.1	8.2	Edinburgh	17,830	5,139	22,969	7.5	6.8						
Totnes	601	219	820	10.0	7.3	Elgin	928	463	1,391	8.2	7.2						
Trowbridge & Frome	2,600	992	3,592	7.2	6.1	Falkirk	4,843	1,397	6,240	10.3	9.3						
Truro	1,609	521	2,130	8.1	6.6	Forfar	475	244	719	8.0	6.6						
Tunbridge Wells	4,489	1,361	5,850	6.3	5.1	Forres	430	159	589	19.0	15.5						
Uttoxeter & Ashbourne	445	202	647	4.8	4.1	Fraserburgh	422	126	548	8.2	6.6						
Wakefield & Dewsbury	9,034	2,529	11,563	10.5	9.4	Galashiels	576	238	814	5.1	4.4						
Walsall	12,765	3,888	16,653	11.8	10.3	Girvan	452	166	618	17.0	13.6						
Wareham & Swanage	652	213	865	7.9	6.3	Glasgow	50,127	13,314	63,441	10.8	9.8						
Warminster	428	203	631	9.8	7.7	Greenock	3,253	697	3,950	10.2	9.2						
Warrington	4,260	1,346	5,606	6.7	6.1	Haddington	784	256	1,040	8.4	7.2						
Warwick	3,589	1,354	4,943	6.0	5.1	Hawick	312	112	424	5.2	4.5						
Watford & Luton	19,612	6,164	25,776	8.1	7.0	Huntly	208	94	302	8.9	6.9						
Wellingborough & Rushden	2,701	970	3,671	7.0	6.6	Invergordon and Dingwall	1,687	400	2,087	13.4	11.9						
Wells	1,574	645	2,219	8.9	7.1	Inverness	3,057	805	3,862	9.1	8.0						
Weston-super-Mare	3,547	1,255	4,802	11.8	9.5	Irvine	5,375	1,644	7,019	13.5	12.1						
Whitby	782	251	1,033	14.3	10.3	Islay/Mid Argyll	344	114	458	10.2	8.4						
Whitchurch & Market Drayton	766	349	1,115	7.5	5.5	Keith	276	115	391	7.0	5.8						
Whitehaven	2,921	754	3,675	11.7	10.3	Kelso and Jedburgh	197	101	298	5.4	4.4						
Widnes & Runcorn	5,281	1,516	6,797	11.5	10.5	Kilmarnock	2,907	923	3,830	12.2	10.8						
Wigan & St. Helens	14,349	4,369	18,718	11.6	10.1	Kirkcaldy	6,184	1,777	7,961	13.5	12.0						
Winchester & Eastleigh	2,485	778	3,263	4.1	3.6	Linarkshire	14,370	3,292	17,662	12.5	11.1						
Windermere	250	75	325	4.0	2.9	Lockerbie	547	218	765	9.4	7.8						
Wirral & Chester	18,629	5,490	24,119	12.0	10.6	Newton Stewart	232	124	356	10.0	7.4						
Wisbech	1,396	481	1,877	11.0	8.6	Oban	389	151	540	20.3	13.6						
Wolverhampton	12,464	3,929	16,393	12.6	11.2	North East Fife	1,066	421	1,487	8.4	7.1						
Woodbridge & Leiston	1,141	410	1,551	6.2	5.1	Orkney Islands	429	180	609	7.3	5.7						
Worcester	3,239	1,215	4,454	7.0	6.1	Peebles	328	146	474	6.5	4.8						
Workington	2,926	848	3,774	13.9	11.5	Perth	241	85	326	7.2	6.0						
Worksop	2,506	632	3,138	13.3	12.0	Peterhead	1,671	583	2,254	7.2	6.4						
Worthing	4,889	1,436	6,325	8.4	6.9	Shetland Islands	849	267	1,116	8.5	7.2						
Yeovil	2,210	829	3,039	7.1	5.8	Skye and Wester Ross	226	85	311	2.9	2.5						
York	4,897	1,725	6,622	6.7	5.9	Stewartry	522	228	750	11.0	8.8						
						Stirling	488	216	704	10.2	7.6						
						Stranraer	2,120	689	2,809	8.0	7.0						
Wales						Sutherland	710	262	972	13.0	10.7						
Aberdare	2,047	483	2,530	15.6	13.4	Sutherland	484	189	673	15.9	12.2						
Aberystwyth	614	262	876	7.9	6.3	Thurso	615	164	779	11.5	9.8						
Bangor & Caernarfon	2,716	851	3,567	12.1	10.3	Western Isles	1,297	289	1,586	14.0	11.7						
Blaenau Gwent & Abergaven	3,141	827	3,968	11.8	10.1	Wick	572	128	700	16.1	12.6						
Brecon	441	185	626	7.7	5.7												
Bridgend	4,261	1,278	5,539	10.1	8.9	Northern Ireland											
Cardiff	16,504	4,378	20,882	10.0	9.0	Ballymena	1,738	675	2,413	9.6	8.0						
Cardigan	634	255	889	12.0	7.8	Belfast	35,502	11,262	46,764	12.9	11.4						
Carmarthen	897	307	1,204	6.4	5.0	Coleraine	4,306	1,242	5,548	16.6	14.1						
Conwy & Colwyn	2,715	845	3,560	10.7	8.7	Cookstown	1,431	443	1,874	20.4	16.8						
Denbigh	637	265	902	9.3	6.6	Craigavon	5,603	1,745	7,348	11.9	10.3						
Dolgellau & Barmouth	398	141	539	11.2	8.6	Dungannon	2,237	638	2,875	17.3	14.4						
Fishguard	318	100	418	10.9	7.4	Enniskillen	2,717	662	3,379	18.0	14.4						
Haverfordwest	1,729	539	2,268	12.2	9.9	Londonderry	7,946	1,616	9,562	15.5	17.0						
Holyhead	2,098	652	2,750	16.2	13.2	Magherafelt	1,605	497	2,102	15.7	13.2						
Lampeter & Aberaeron	482	183	665	10.7	7.4	Newry	4,765	1,200	5,965	20.9	17.6						
Llandello	206	101	307	8.4	5.4												
Llandrindod Wells	503	256	759	8.1	5.8	Omagh	2,224	636	2,860	16.6	13.6						
Llanelli	2,540	829	3,369	11.2	9.5	Strabane	2,288	493	2,781	24.0	20.0						
Machynlleth	302	105	407	9.8	7.1												
Merthyr & Rhymney	4,977	1,194	6,171	13.2	11.6												
Monmouth	343	113	456	10.7	7.8												
Neath & Port Talbot	3,118	824	3,942	9.8	8.9												
Newport	6,420	2,150	8,570	10.1	9.1												
Newtown	334	92	426	4.3	3.3												
Pontypool & Cwmbran	2,861	873	3,734	9.5	8.5												
Pontypridd & Rhondda	5,208	1,233	6,441	10.2	9.1												
Porthmadoc & Ffestiniog	531	208	739	10.9	8.7												
Pwllheli	509	190	699	11.6	8.6												
Shotton, Flint & Rhyl	5,110	1,579	6,689	8.2	7.1												
South Pembrokeshire	1,366	531	1,897	13.8	10.7												
Swansea	8,147	2,138	10,285	10.2	9.0												
Welsphool	349	163	512	6.4	4.6												
Wrexham	3,411	1,106	4,517	9.0	7.8												

* Travel-to-Work Areas (TTWAs) are defined in the supplement to the September 1984 *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) issues.
 # Unemployment rates are calculated as a percentage of the estimated total workforce (the sum of employees in employment, unemployment claimants, self-employed, HM Forces and participants on work-related Government training programmes) and as a percentage of estimates of employees in employment and the unemployed only.
 Data on claimant unemployment for Assisted Areas, which were redefined on 1 August 1993, are available from the Employment Department's NOMIS database. Unemployment rates are available only for those Assisted Areas which map precisely to Travel-to-Work Areas. All the TTWA rates shown are calculated using mid-1993 based denominators.

CLAIMANT UNEMPLOYMENT

Age and duration

2.5 THOUSAND

UNITED KINGDOM	18-24				25-49				50 and over				All ages*			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																
1992 Oct	464.4	159.7	195.5	819.7	652.1	314.3	572.9	1,539.3	163.7	90.5	187.0	441.2	1,293.1	565.7	955.6	2,814.4
1993 Jan	484.9	176.4	209.6	870.8	752.5	320.8	622.7	1,696.0	189.3	92.3	197.8	479.4	1,440.7	591.0	1,030.3	3,062.1
Apr	407.9	201.3	215.3	824.6	687.2	332.9	652.0	1,672.1	184.7	94.2	207.4	486.4	1,294.9	630.5	1,075.1	3,000.5
July	430.5	183.6	216.7	830.8	629.6	327.5	660.5	1,617.6	165.6	93.7	203.7	463.0	1,241.6	606.6	1,081.2	2,929.3
Oct	426.0	139.6	209.9	775.5	606.7	287.7	656.5	1,550.9	152.6	93.4	204.2	450.2	1,200.1	522.5	1,071.0	2,793.6
1994 Jan	424.1	155.1	205.6	784.8	666.9	288.0	664.7	1,619.5	166.0	90.1	209.8	466.0	1,271.5	535.2	1,080.4	2,887.1

2.6 UNEMPLOYMENT

Age and duration: October 13 1994

Regions

Duration of unemployment in weeks	Male				Female				Male				Female			
	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*
SOUTH EAST																
2 or less	8,883	16,076	4,297	29,595	5,221	6,851	1,438	13,805	3,210	5,322	1,405	10,066	1,637	1,667	340	3,760
Over 2 and up to 4	7,793	12,891	2,781	23,749	4,745	5,375	1,011	11,401	2,766	4,232	938	8,053	1,352	1,209	244	2,901
Over 4	13,247	22,918	5,391	41,963	8,164	9,770	2,032	20,388	4,894	6,842	1,671	13,607	2,546	2,290	482	5,479
8	13,538	24,567	5,674	44,119	7,714	9,778	2,141	19,969	4,456	6,688	1,603	12,868	1,992	2,143	484	4,713
13	24,213	48,816	11,937	85,383	13,433	17,778	4,204	35,775	8,513	13,143	3,338	25,126	4,172	4,021	898	9,205
26	23,786	63,610	18,508	106,119	10,921	20,614	5,967	37,666	7,952	15,742	4,841	28,604	3,120	4,703	1,345	9,230
52	22,989	67,290	17,488	107,817	9,284	16,215	5,667	31,210	6,973	14,582	4,099	25,665	2,291	2,955	1,163	6,424
104	9,086	39,972	10,337	59,295	2,827	6,763	2,868	12,458	2,643	7,904	2,091	12,638	665	1,179	569	2,413
156	4,751	31,063	7,819	43,633	1,167	4,181	1,912	7,260	1,602	7,674	1,885	11,161	381	959	408	1,748
208	1,469	13,971	3,425	18,865	332	1,916	803	3,051	668	4,365	1,056	6,090	120	492	255	867
260	348	11,628	5,347	17,323	101	1,769	1,596	3,466	290	6,270	3,477	10,037	65	835	963	1,863
All	130,103	352,802	92,904	577,861	63,909	101,010	29,639	196,449	43,968	92,764	26,404	163,915	18,341	22,453	7,151	48,603
YORKSHIRE AND HUMBERSIDE																
2 or less	4,013	7,435	1,618	13,183	2,493	3,394	615	6,633	3,868	5,932	1,307	11,314	1,998	1,978	393	4,516
Over 2 and up to 4	3,665	6,517	1,135	11,436	2,498	2,916	460	5,995	3,569	4,670	968	9,386	1,760	1,492	250	3,632
Over 4	6,379	11,753	2,269	20,566	4,358	5,287	922	10,744	6,181	8,160	1,830	16,429	3,428	2,837	581	7,035
8	6,660	12,987	2,389	22,177	4,266	5,385	1,020	10,839	5,686	8,388	1,749	16,025	2,655	2,613	550	5,968
13	12,502	26,536	5,159	44,414	7,541	9,905	1,950	19,576	11,396	16,764	3,639	32,007	5,292	4,884	1,043	11,392
26	12,835	35,033	8,051	56,026	6,220	11,403	2,835	20,550	10,862	20,379	5,174	36,514	4,030	5,452	1,545	11,084
52	13,160	39,211	8,260	60,649	5,771	9,945	2,861	18,605	9,754	20,044	4,660	34,479	3,155	3,862	1,316	8,953
104	5,019	23,065	5,106	33,190	1,686	4,221	1,536	7,443	3,622	10,923	2,521	17,066	943	1,612	692	3,247
156	2,690	17,758	4,012	24,460	737	2,597	1,024	4,358	2,027	9,504	2,071	13,602	414	1,055	449	1,918
208	879	8,051	1,800	10,730	228	1,191	444	1,863	836	5,348	1,074	7,558	165	607	235	1,007
260	234	7,953	3,380	11,567	64	1,156	934	2,154	452	9,316	4,453	14,221	90	987	1,137	2,214
All	68,036	196,299	43,179	308,992	35,862	57,400	14,601	108,760	58,253	119,428	29,446	208,301	23,930	27,379	8,191	60,366
NORTH WEST																
2 or less	1,035	1,765	527	3,369	628	696	152	1,518	1,910	3,997	999	7,007	923	1,063	186	2,242
Over 2 and up to 4	865	1,379	367	2,657	532	539	137	1,243	1,825	3,387	761	6,085	868	766	157	1,864
Over 4	1,381	2,192	620	4,260	831	920	197	2,003	3,526	5,308	1,219	10,200	1,857	1,401	302	3,661
8	1,267	2,173	645	4,130	668	811	202	1,718	2,908	5,057	1,209	9,279	1,210	1,315	260	2,877
13	2,244	3,992	1,195	7,477	1,218	1,554	376	3,195	6,069	9,574	2,158	17,898	2,628	2,474	533	5,735
26	2,130	5,083	1,847	9,073	996	1,863	552	3,420	5,985	11,662	3,205	20,881	2,027	2,945	790	5,790
52	1,868	4,696	1,630	8,199	707	1,164	491	2,364	5,542	11,489	2,963	20,000	1,560	2,046	730	4,340
104	682	2,656	894	4,232	198	462	257	917	2,085	6,397	1,539	10,021	414	830	348	1,592
156	397	1,992	636	3,025	86	296	144	526	1,107	5,599	1,204	7,910	209	590	257	1,056
208	119	1,100	336	1,555	24	179	75	278	443	3,177	682	4,302	71	322	169	562
260	39	863	497	1,399	6	144	171	321	228	4,866	2,657	7,751	32	477	652	1,161
All	12,027	27,891	9,194	49,376	5,894	8,628	2,754	17,503	31,628	70,513	18,596	121,334	11,799	14,229	4,384	30,880
EAST ANGLIA																
2 or less	2,584	4,383	1,378	8,465	1,492	1,723	394	3,696	1,822	2,666	660	5,220	921	970	219	2,158
Over 2 and up to 4	2,165	3,358	852	6,481	1,236	1,345	291	2,966	2,091	407	4,133	808	637	146	1,634	
Over 4	3,642	5,681	1,585	11,046	2,202	2,479	561	5,365	2,852	3,584	751	7,302	1,545	1,353	357	3,328
8	3,305	5,797	1,565	10,784	1,719	2,123	504	4,451	2,364	3,592	701	6,723	1,017	1,102	233	2,395
13	6,106	11,120	3,298	20,625	3,184	3,915	1,108	8,288	4,818	6,757	1,410	13,050	2,154	2,100	474	4,780
26	5,372	13,389	5,025	23,834	2,382	4,566	1,454	8,436	4,249	8,321	2,159	14,770	1,545	2,390	623	4,579
52	4,598	12,384	4,312	21,303	1,678	3,033	1,284	5,995	3,940	8,259	2,117	14,317	1,088	1,568	655	3,316
104	1,798	7,212	2,371	11,381	487	1,246	647	2,380	1,246	487	1,510	414	313	648	265	1,226
156	999	6,137	1,776	8,912	212	854	444	1,510	760	4,259	890	5,919	143	457	204	804
208	328	3,083	854	4,265	65	403	217	685	283	2,341	483	3,107	34	214	120	368
260	104	2,606	1,478	4,188	20	501	500	1,021	111	2,673	1,227	4,011	13	326	309	648
All	31,001	75,150	24,494	131,284	14,677	22,188	7,404	44,793	24,175	49,374	11,883	85,867	9,581	11,765	3,605	25,236
WALES																
2 or less	2,584	4,383	1,378	8,465	1,492	1,723	394	3,696	1,822	2,666	660	5,220	921	970	219	2,158
Over 2 and up to 4	2,165	3,358	852	6,481	1,236	1,345	291	2,966	2,091	407	4,133	808	637	146	1,634	
Over 4	3,642	5,681	1,585	11,046	2,202	2,479	561	5,365	2,852	3,584	751	7,302	1,545	1,353	357	3,328
8	3,305	5,797	1,565	10,784	1,719	2,123	504	4,451	2,364	3,592	701	6,723	1,017	1,102	233	2,395
13	6,106	11,120	3,298	20,625	3,184	3,915	1,108	8,288	4,818	6,757	1,410	13,050	2,154	2,100	474	4,780
26	5,372	13,389	5,025	23,834	2,382	4,566	1,454	8,436	4,249	8,321	2,159	14,770	1,545	2,390	623	4,579
52	4,598	12,384	4,312	21,303	1,678	3,033	1,284	5,995	3,940	8,259	2,117	14,317	1,088	1,568	655	3,316
104	1,798	7,212	2,371	11,381	487	1,246	647	2,380	1,246	487	1,510	414	313	648	265	1,226
156	999	6,137	1,776	8,912	212	854	444	1,510	760	4,259	890	5,919	143	457	204	804
208	328	3,083	854	4,265	65	403	217	685	283	2,341	483	3,107	34	214	120	368
260	104	2,606	1,478	4,188	20	501	500	1,021	111	2,673	1,227	4,011	13	326	309	648
All	31,001	75,150	24,494	131,284	14,677	22,188	7,404	44,793	24,175	49,374	11,883	85,867	9,581	11,765	3,605	25,236
SCOTLAND																
2 or less	2,866	4,155	1,188	8,325	1,530	1,589	356	3,576	3,124	5,813	1,407	10,609	1,631	2,138	412	4,363
Over 2 and up to 4	2,519	3,325	806	6,748	1,364	1,241	277	2,960	2,624	4,374	887	8,103	1,166	1,291	239	2,858
Over 4	4,249	5,752	1,521	11,663	2,576	2,341	536	5,575	4,500	7,666	1,587	14,142	2,100	2,410	471	5,272
8	4,121	6,052	1,555	11,838	2,098	2,362	595	5,126	4,162	6,794	1,449</					

2.7 CLAIMANT UNEMPLOYMENT Age

UNITED KINGDOM		All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages*
MALE AND FEMALE										
1993	Oct	2,776.7	210.3	565.2	472.6	616.8	461.5	406.0	44.2	2,793.6
1994	Jan	2,870.3	209.2	575.6	490.4	647.6	481.5	421.9	44.0	2,887.1
	Apr	2,716.7	194.9	529.5	462.1	619.7	461.8	409.9	38.7	2,734.4
	July	2,625.9	194.0	552.2	441.6	592.2	434.9	379.1	31.9	2,643.1
	Oct	2,439.2	181.7	489.5	412.7	557.9	408.8	360.5	28.2	2,455.0
MALE										
1993	Oct	2,125.8	133.5	410.3	369.8	505.2	354.3	308.9	43.8	2,135.5
1994	Jan	2,213.4	134.5	421.2	386.0	534.0	372.1	322.0	43.6	2,223.0
	Apr	2,091.3	126.0	387.5	363.2	509.6	355.1	311.5	38.3	2,101.3
	July	1,988.3	123.0	388.9	343.5	484.2	331.3	285.7	31.6	1,998.0
	Oct	1,859.4	114.4	350.6	322.4	458.4	313.6	272.0	27.9	1,868.2
FEMALE										
1993	Oct	650.8	76.7	155.0	102.9	111.6	107.1	97.1	0.4	658.1
1994	Jan	656.9	74.8	154.4	104.4	113.6	109.4	99.9	0.5	664.0
	Apr	625.4	68.9	142.0	98.9	110.1	106.7	98.4	0.4	633.1
	July	637.6	70.9	163.3	98.1	107.9	103.6	93.4	0.4	645.1
	Oct	579.8	67.2	138.9	90.3	99.5	95.1	88.5	0.3	586.9

* Including some aged under 18.

2.8 CLAIMANT UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE									
1993	Oct	305.0	895.1	522.5	513.8	279.6	277.6	2,793.6	1,071.0
1994	Jan	282.9	988.5	535.2	501.0	272.6	306.8	2,887.1	1,080.4
	Apr	285.9	866.0	557.0	465.6	273.4	248.8	2,734.4	1,045.6
	July	349.4	782.5	507.0	438.7	224.5	341.1	2,643.1	1,004.3
	Oct	264.2	793.5	440.9	404.2	204.0	348.3	2,455.0	956.5
Proportion of number unemployed									
1993	Oct	10.9	32.0	18.7	18.4	10.0	9.9	100.0	38.3
1994	Jan	9.8	34.2	18.5	17.4	9.4	10.6	100.0	37.4
	Apr	9.7	31.7	20.4	17.0	9.1	12.1	100.0	38.2
	July	13.2	29.6	19.2	16.6	8.5	12.9	100.0	38.0
	Oct	10.8	32.3	18.0	16.5	8.3	14.2	100.0	39.0
MALE									
1993	Oct	216.5	637.2	394.4	414.0	237.8	235.6	2,135.5	887.4
1994	Jan	198.0	726.9	400.6	403.4	231.5	262.5	2,223.0	897.5
	Apr	187.7	633.6	412.6	372.7	210.4	284.3	2,101.3	867.4
	July	224.9	565.3	377.9	347.9	188.7	293.3	1,998.0	829.9
	Oct	185.7	563.3	330.3	319.0	170.3	299.6	1,868.2	788.8
Proportion of number unemployed									
1993	Oct	10.1	29.8	18.5	19.4	11.1	11.0	100.0	41.6
1994	Jan	8.9	32.7	18.0	18.1	10.4	11.8	100.0	40.4
	Apr	8.9	30.2	19.6	17.7	10.0	13.5	100.0	41.3
	July	11.3	28.3	18.9	17.4	9.4	14.7	100.0	41.5
	Oct	9.9	30.2	17.7	17.1	9.1	16.0	100.0	42.2
FEMALE									
1993	Oct	88.5	257.8	128.1	99.9	41.8	42.0	658.1	183.7
1994	Jan	84.9	261.6	134.5	97.6	41.1	44.3	664.0	183.0
	Apr	78.2	232.4	144.3	92.9	38.4	46.8	633.1	178.1
	July	124.5	217.2	129.3	90.7	35.8	47.8	645.1	174.3
	Oct	78.4	230.2	110.5	85.2	33.7	48.7	586.9	167.6
Proportion of number unemployed									
1993	Oct	13.5	39.2	19.5	15.2	6.3	6.4	100.0	27.9
1994	Jan	12.8	39.4	20.3	14.7	6.2	6.7	100.0	27.6
	Apr	12.4	36.7	22.8	14.7	6.1	7.4	100.0	28.1
	July	19.3	33.7	20.0	14.1	5.5	7.4	100.0	27.0
	Oct	13.4	39.2	18.8	14.5	5.7	8.3	100.0	28.6

CLAIMANT UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts as at October 13 1994

	Male	Female	All	Rate +		Male	Female	All	Rate +	
				Per cent employees and unemployed	Per cent workforce				Per cent employees and unemployed	Per cent workforce
SOUTH EAST										
Bedfordshire	15,114	4,918	20,032	9.1	7.9	Three Rivers	1,493	450	1,943	
Luton	6,831	1,897	8,728			Watford	2,162	714	2,876	
Mid Bedfordshire	2,034	808	2,842			Welwyn Hatfield	1,927	621	2,548	
North Bedfordshire	3,893	1,338	5,231			Isle of Wight	4,420	1,377	5,797	12.5
South Bedfordshire	2,556	875	3,431			Medina	2,538	786	3,324	
Berkshire	16,874	5,245	22,119	6.3	5.5	South Wight	1,882	591	2,473	
Bracknell	1,938	589	2,527			Kent	47,169	14,104	61,273	10.6
Newbury	2,284	761	3,045			Ashford	2,406	654	3,060	
Reading	4,528	1,244	5,772			Canterbury	3,854	1,073	4,927	
Slough	3,930	1,183	5,113			Dartford	2,341	754	3,095	
Windsor and Maidenhead	2,281	794	3,075			Dover	3,788	1,054	4,842	
Wokingham	1,913	674	2,587			Gillingham	3,111	1,108	4,219	
Buckinghamshire	13,921	4,589	18,510	6.8	5.8	Gravesham	3,489	1,093	4,582	
Aylesbury Vale	2,996	1,036	4,032			Maidstone	3,162	1,036	4,198	
Chiltern	1,408	481	1,889			Rochester-upon-Medway	5,272	1,687	6,959	
Milton Keynes	5,193	1,694	6,887			Sevenoaks	2,317	709	3,026	
South Buckinghamshire	1,033	328	1,361			Shepway	3,659	914	4,573	
Wycombe	3,291	1,050	4,341			Swale	4,283	1,272	5,555	
East Sussex	24,575	8,000	32,575	12.7	10.3	Thanet	5,330	1,430	6,760	
Brighton	8,486	2,868	11,354			Tonbridge and Malling	2,080	724	2,804	
Eastbourne	2,213	631	2,844			Tunbridge Wells	2,077	596	2,673	
Hastings	3,699	1,015	4,714			Oxfordshire	10,645	3,922	14,567	6.0
Hove	3,837	1,437	5,274			Cherwell	2,410	960	3,370	
Lewes	2,280	699	2,979			Oxford	3,293	1,144	4,437	
Rother	2,061	662	2,723			South Oxfordshire	2,320	796	3,116	
Wealden	1,999	688	2,687			Vale of White Horse	1,461	531	1,992	
West Oxfordshire						West Oxfordshire	1,161	491	1,652	
Essex	44,039	14,914	58,953	10.8	9.0	Surrey	16,911	5,930	22,841	
Basildon	5,358	1,849	7,207			Elmbridge	2,030	711	2,741	
Braintree	2,979	1,154	4,133			Epsom and Ewell	1,081	406	1,487	
Brentwood	1,300	428	1,728			Guildford	2,035	686	2,721	
Castle Point	2,433	756	3,189			Mole Valley	1,174	405	1,579	
Chelmsford	3,239	1,191	4,430			Reigate and Banstead	2,075	702	2,777	
Colchester	4,048	1,441	5,489			Runnymede	1,294	479	1,773	
Epping Forest	3,103	1,150	4,253			Spelthorne	1,790	635	2,425	
Harlow	2,514	889	3,403			Surrey Heath	1,196	423	1,619	
Maldon	1,338	445	1,783			Tandridge	1,258	434	1,692	
Rochford	1,690	647	2,337			Waverley	1,641	641	2,282	
Southend-on-Sea	6,752	2,107	8,859			Woking	1,337	408	1,745	
Tendring	4,101	1,130	5,231			West Sussex	14,443	4,639	19,082	6.8
Thurrock	4,100	1,293	5,393			Adur	1,407	447	1,854	
Uttlesford	1,084	434	1,518			Arun	3,067	898	3,965	
Greater London	308,392	108,760	417,152	11.7	10.3	Chichester	1,914	611	2,525	
Barking and Dagenham	5,806	1,660	7,466			Crawley	1,859	651	2,510	
Barnet	9,025	3,655	12,680			Horsham	1,748	589	2,337	
Bexley	6,338	2,214	8,552			Mid Sussex	2,022	718	2,740	
Brent	15,051	5,480	20,531			Worthing	2,426	725	3,151	
Bromley	7,704	2,615	10,319			EAST ANGLIA				
Camden	9,795	4,159	13,954			Cambridgeshire	14,893	5,453	20,346	6.9
City of London	106	53	159			Cambridge	2,651	982	3,633	5.9
City of Westminster	7,692	3,166	10,858			East Cambridgeshire	931	357	1,288	
Croydon	11,786	3,873	15,659			Fenland	2,060	832	2,892	
Ealing	10,961	3,887	14,848			Huntingdon	2,550	1,106	3,656	
Enfield	10,357	3,516	13,873			Peterborough	5,128	1,539	6,667	
Greenwich	10,399	3,533	13,932			South Cambridgeshire	1,573	637	2,210	
Hackney	15,376	5,267	20,643			Norfolk	19,973	6,895	26,868	8.7
Hammersmith and Fulham	7,999	3,201	11,199			Breckland	2,253	834	3,087	
Haringey	15,223	5,494	20,717			Broadland	1,821	725	2,546	
Harrow	5,276	2,015	7,291			Great Yarmouth	3,871	1,249	5,120	
Havering	5,981	1,837	7,818			North Norfolk	1,864	649	2,513	
Hillingdon	5,814	1,974	7,788			Norwich	5,237	1,594	6,831	

2.9 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts as at October 13 1994

	Male	Female	All	Rate +	Per cent employees and unem- ployed	Per cent workforce and unem- ployed
South Hams	1,719	668	2,387			
Teignbridge	2,611	875	3,486			
Torbay	4,831	1,417	6,248			
Torridge	1,719	567	2,286			
West Devon	1,047	378	1,425			
Dorset	17,786	5,461	23,247	9.5	7.7	
Bournemouth	6,731	1,907	8,638			
Christchurch	1,007	289	1,296			
East Dorset	1,277	445	1,722			
North Dorset	627	233	860			
Poole	3,635	1,072	4,707			
Purbeck	848	298	1,146			
West Dorset	1,531	560	2,091			
Weymouth and Portland	2,130	657	2,787			
Gloucestershire	13,340	4,529	17,869	8.2	6.9	
Cheltenham	2,970	938	3,908			
Cotswold	1,160	493	1,653			
Forest of Dean	1,777	647	2,424			
Gloucester	3,474	1,146	4,620			
Stroud	2,329	869	3,198			
Tewkesbury	1,630	625	2,255			
Somerset	11,072	3,969	15,041	8.6	6.9	
Mendip	2,298	922	3,220			
Sedgemoor	2,719	908	3,627			
South Somerset	2,828	1,081	3,909			
Taunton Deane	2,373	773	3,146			
West Somerset	854	285	1,139			
Wiltshire	11,528	4,525	16,053	6.6	5.6	
Kennet	1,243	581	1,824			
North Wiltshire	2,217	970	3,187			
Salisbury	1,956	761	2,717			
Thamesdown	3,921	1,330	5,251			
West Wiltshire	2,191	883	3,074			
WEST MIDLANDS						
Hereford and Worcester	16,025	5,950	21,975	8.3	6.9	
Bromsgrove	2,105	779	2,884			
Hereford	1,558	565	2,123			
Leominster	793	284	1,077			
Malvern Hills	1,776	642	2,418			
Redditch	2,133	816	2,949			
South Herefordshire	1,017	413	1,430			
Worcester	2,287	804	3,091			
Wychavon	1,721	752	2,473			
Wyre Forest	2,635	895	3,530			
Shropshire	9,535	3,387	12,922	8.0	6.6	
Bridgnorth	988	413	1,401			
North Shropshire	923	384	1,307			
Coswery	820	339	1,159			
Shrewsbury and Atcham	2,029	720	2,749			
South Shropshire	741	285	1,026			
The Wrekin	4,034	1,246	5,280			
Staffordshire	25,280	8,516	33,796	8.5	7.3	
Cannock Chase	2,610	838	3,448			
East Staffordshire	2,541	840	3,381			
Lichfield	1,820	797	2,617			
Newcastle-under-Lyme	2,627	860	3,487			
South Staffordshire	2,493	960	3,453			
Stafford	2,467	878	3,345			
Staffordshire Moorlands	1,355	564	1,919			
Stoke-on-Trent	7,161	2,022	9,183			
Tamworth	2,206	847	3,053			
Warwickshire	10,838	4,190	15,028	7.5	6.4	
North Warwickshire	1,298	504	1,802			
Nuneaton and Bedworth	3,369	1,225	4,594			
Rugby	1,846	790	2,636			
Stratford-on-Avon	1,795	734	2,529			
Warwick	2,530	937	3,467			
West Midlands	110,450	34,044	144,494	11.8	10.6	
Birmingham	49,929	15,098	65,027			
Coventry	11,737	3,595	15,332			
Dudley	9,599	3,301	12,900			
Sandwell	13,145	3,958	17,103			
Solihull	5,352	1,885	7,237			
Walsall	9,810	2,889	12,699			
Wolverhampton	10,878	3,318	14,196			
EAST MIDLANDS						
Derbyshire	29,335	8,612	37,947	9.9	8.7	
Amber Valley	2,574	896	3,470			
Bolsover	2,977	660	3,637			
Chesterfield	4,006	1,122	5,128			
Derby	9,368	2,597	11,965			
Derbyshire Dales	1,070	415	1,485			
Erewash	2,981	887	3,868			
High Peak	1,800	633	2,433			
North East Derbyshire	3,040	905	3,945			
South Derbyshire	1,519	497	2,016			
Leicestershire	22,756	7,974	30,730	7.8	6.8	
Blaby	1,436	578	2,014			
Charnwood	2,927	1,148	4,075			
Harborough	866	348	1,214			
Hinckley and Bosworth	1,617	747	2,364			
Leicester	12,178	3,743	15,921			
Melton	670	298	968			
North West Leicestershire	1,889	609	2,498			
Oadby and Wigston	776	312	1,088			
Rutland	397	191	588			
Lincolnshire	14,511	5,369	19,880	9.1	7.5	
Boston	1,275	447	1,722			
East Lindsey	3,113	1,090	4,203			
Lincoln	3,577	1,108	4,685			
North Kesteven	1,572	659	2,231			
South Holland	1,069	476	1,545			
South Kesteven	1,965	828	2,793			
West Lindsey	1,940	761	2,701			
Northamptonshire	13,440	4,934	18,374	7.4	6.4	
Corby	1,744	611	2,355			
Daventry	990	453	1,443			
East Northamptonshire	1,187	445	1,632			
Kettering	1,704	616	2,320			
Northampton	5,123	1,808	6,931			
South Northamptonshire	1,028	407	1,435			
Wellingborough	1,664	594	2,258			
Nottinghamshire	38,544	10,850	49,394	11.4	10.1	
Ashfield	4,015	999	5,014			
Bassetlaw	3,930	1,167	5,097			
Broxtowe	2,575	909	3,484			
Gedling	2,932	947	3,879			
Mansfield	3,996	1,031	5,027			
Newark	3,404	925	4,329			
Nottingham	15,323	3,994	19,317			
Rushcliffe	2,379	878	3,257			
YORKSHIRE AND HUMBERSIDE						
Humberside	31,008	9,190	40,198	10.9	9.6	
Beverley	2,136	854	2,990			
Boothferry	1,786	637	2,423			
Cleethorpes	2,166	879	3,045			
East Yorkshire	2,312	828	3,140			
Glanford	1,603	530	2,133			
Great Grimsby	4,037	1,006	5,043			
Holderness	1,273	461	1,734			
Kingston-upon-Hull	13,395	3,576	16,971			
Scunthorpe	2,300	619	2,919			
North Yorkshire	14,481	5,639	20,120	7.0	5.8	
Craven	791	337	1,128			
Hambleton	1,313	598	1,911			
Harrogate	2,230	1,010	3,240			
Richmondshire	556	384	940			
Ryedale	1,330	535	1,865			
Scarborough	3,104	1,055	4,159			
Selby	1,919	745	2,664			
York	3,238	975	4,213			
South Yorkshire	52,996	14,388	67,384	13.2	11.6	
Barnsley	8,356	2,076	10,432			
Doncaster	12,515	3,294	15,809			
Rotherham	10,329	2,643	12,972			
Sheffield	21,796	6,375	28,171			
West Yorkshire	65,430	19,386	84,816	9.3	8.3	
Bradford	18,518	4,867	23,385			
Calderdale	5,525	1,791	7,316			
Kirkstall	10,414	3,326	13,740			
Leeds	22,832	6,823	29,655			
Wakefield	10,141	2,779	12,920			
NORTH WEST						
Cheshire	23,776	7,846	31,622	7.8	6.8	
Chester	3,039	986	4,025			
Congleton	1,346	574	1,920			
Crewe and Nantwich	2,773	1,075	3,848			
Ellesmere Port and Neston	2,400	718	3,118			
Halton	4,945	1,396	6,341			
Macclesfield	2,508	880	3,388			
Vale Royal	2,505	871	3,376			
Warrington	4,260	1,346	5,606			
Greater Manchester	85,233	24,619	109,852	10.0	8.8	
Bolton	7,419	1,916	9,335			
Bury	3,809	1,343	5,152			
Manchester	24,621	6,842	31,463			
Oldham	7,092	2,041	9,133			
Rochdale	6,603	1,921	8,524			
Salford	8,490	2,213	10,703			
Stockport	6,389	1,955	8,344			
Tameside	6,326	1,880	8,206			
Trafford	6,004	1,923	7,927			
Wigan	8,480	2,585	11,065			
Lancashire	34,006	9,534	43,540	7.8	6.6	
Blackburn	4,223	918	5,141			
Blackpool	4,793	1,150	5,943			
Burnley	2,068	486	2,554			
Chorley	1,974	682	2,656			
Fylde	878	296	1,174			
Hyndburn	1,545	398	1,943			
Lancaster	3,856	1,250	5,106			
Pendle	1,910	526	2,436			
Preston	4,375	1,244	5,619			
Ribble Valley	507	170	677			
Rossendale	1,120	306	1,426			

2.10 CLAIMANT UNEMPLOYMENT

Area statistics

Unemployment in Parliamentary constituencies as at October 13 1994

	Male	Female	All		Male	Female	All
SOUTH EAST				Kensington	3,381	1,650	5,031
Bedfordshire				Kingston-upon-Thames	1,899	668	2,567
Luton South	4,314	1,125	5,439	Lewisham East	3,843	1,268	5,111
Mid Bedfordshire	2,294	872	3,166	Lewisham West	4,568	1,540	6,108
North Bedfordshire	3,098	1,068	4,166	Lewisham Deptford	5,949	2,133	8,082
North Luton	2,935	984	3,919	Leyton	5,257	1,733	6,990
South West Bedfordshire	2,473	869	3,342	Mitcham and Morden	3,623	1,184	4,807
Berkshire				Newham North East	5,288	1,421	6,709
East Berkshire	2,363	737	3,100	Newham North West	4,747	1,461	6,208
Newbury	1,827	602	2,429	Newham South	4,422	1,325	5,747
Reading East	2,799	849	3,648	Norwood	6,054	2,132	8,186
Reading West	2,505	677	3,182	Old Bexley and Sidcup	1,436	552	1,988
Slough	3,930	1,183	5,113	Orpington	1,625	494	2,119
Windsor and Maidenhead	1,856	646	2,502	Peckham	6,089	2,062	8,151
Wokingham	1,594	551	2,145	Putney	2,780	1,079	3,859
Buckinghamshire				Ravensbourne	1,692	549	2,241
Aylesbury	2,242	811	3,053	Richmond-upon-Thames and Barnes	1,734	725	2,459
Beaconsfield	1,412	437	1,849	Romford	1,909	580	2,489
Buckingham	1,187	437	1,624	Ruislip-Northwood	1,364	530	1,894
Chesham and Amersham	1,375	455	1,830	Southwark and Bermondsey	5,691	1,928	7,619
Milton Keynes N.E. CC	2,299	779	3,078	Streatham	5,375	2,015	7,390
Milton Keynes S.W. BC	2,894	915	3,809	Surbiton	1,470	500	1,970
Wycombe	2,512	755	3,267	Sutton and Cheam	1,869	618	2,487
East Sussex				Tooting	4,579	1,707	6,286
Bexhill and Battle	1,799	573	2,372	Tottenham	9,092	2,958	12,050
Brighton Kemptown	4,326	1,327	5,653	Twickenham	1,903	738	2,641
Brighton Pavilion	1,160	1,541	2,701	Upminster	2,057	626	2,683
Eastbourne	2,402	896	3,298	Uxbridge	1,998	661	2,659
Hastings and Rye	4,123	1,177	5,300	Vauxhall	6,936	2,376	9,312
Hove	3,837	1,437	5,274	Walthamstow	3,826	1,226	5,052
Lewes	2,335	731	3,066	Wanstead and Woodford	1,982	760	2,742
Wealden	1,593	518	2,111	Westminster North	4,827	1,981	6,808
Essex				Wimbledon	2,158	914	3,072
Basildon	3,840	1,279	5,119	Woolwich	4,482	1,486	5,968
Billerica	2,326	865	3,191	Hampshire			
Braintree	2,510	999	3,509	Aldershot	2,140	770	2,910
Brentwood and Ongar	1,627	540	2,167	Basingstoke	2,438	842	3,280
Castle Point	2,433	756	3,189	East Hampshire	3,191	699	3,890
Chelmsford	2,451	886	3,337	Eastleigh	2,303	675	2,978
Epping Forest	2,391	898	3,289	Fareham	1,946	703	2,649
Harlow	2,899	1,029	3,928	Gosport	2,077	792	2,869
Harwich	3,555	940	4,495	Havant	3,131	899	4,030
North Colchester	2,812	943	3,755	New Forest	1,896	610	2,506
Rochford	2,145	821	2,966	North West Hampshire	1,439	571	2,010
Saffron Walden	1,796	721	2,517	Portsmouth North	2,965	911	3,876
South Colchester and Maldon	1,120	1,133	2,253	Portsmouth South	4,737	1,389	6,126
Southend East	3,819	1,186	5,005	Romsey and Waterside	1,933	676	2,609
Southend West	2,933	921	3,854	Southampton Itchen	4,044	1,065	5,109
Thurrock	3,292	998	4,290	Southampton Test	3,730	927	4,657
Greater London				Winchester	1,857	608	2,465
Barking	2,919	858	3,777	Hertfordshire			
Battersea	4,642	1,692	6,334	Broxbourne	2,740	1,104	3,844
Beckenham	2,651	972	3,623	Hertford and Stortford	1,941	814	2,755
Bethnal Green and Stepney	6,259	1,639	7,898	Hertsmere	2,135	707	2,842
Bexleyheath	1,845	689	2,534	North Hertfordshire	2,603	909	3,512
Bow and Poplar	6,194	1,675	7,869	South West Hertfordshire	1,806	568	2,374
Brent East	5,938	2,109	8,047	St Albans	1,764	634	2,398
Brent North	3,243	1,336	4,579	Stevenage	2,807	964	3,771
Brent South	5,870	2,035	7,905	Watford	2,568	853	3,421
Brentford and Isleworth	3,217	1,205	4,422	Welwyn Hatfield	1,951	636	2,587
Carshalton and Wallington	2,477	764	3,241	West Hertfordshire	2,450	725	3,175
Chelsea	2,400	1,230	3,630	Isle of Wight			
Chingford	2,321	865	3,186	Isle of Wight	4,420	1,377	5,797
Chipping Barnet	1,931	734	2,665	Kent			
Chislehurst	1,736	600	2,336	Ashford	2,406	654	3,060
City of London				Canterbury	2,827	813	3,640
and Westminster South	2,971	1,238	4,209	Dartford	2,778	893	3,671
Croydon Central	2,804	819	3,623	Dover	3,508	964	4,472
Croydon North East	3,568	1,234	4,802	Faversham	4,110	1,221	5,331
Croydon North West	3,687	1,170	4,857	Folkestone and Hythe	3,659	914	4,573
Croydon South	1,727	650	2,377	Gillingham	3,180	1,131	4,311
Dagenham	2,887	802	3,689	Gravesham	3,489	1,093	4,582
Dulwich	3,813	1,404	5,217	Maidstone	2,406	788	3,194
Ealing North	3,400	1,150	4,550	Medway	3,036	987	4,023
Ealing Acton	3,452	1,380	4,832	North Kent	2,992	948	3,940
Ealing Southall	4,109	1,357	5,466	North Thanet	3,920	1,040	4,960
Edmonton	4,215	1,358	5,573	Sevenoaks	1,880	570	2,450
Eltham	2,795	883	3,678	South Thanet	2,821	768	3,589
Enfield North	3,416	1,133	4,549	Tonbridge and Malling	2,080	724	2,804
Enfield Southgate	2,726	1,025	3,751	Tunbridge Wells	2,077	596	2,673
Erith and Crayford	3,057	973	4,030	Oxfordshire			
Feltham and Heston	3,827	1,258	5,085	Banbury	2,238	888	3,126
Finchley	2,369	1,033	3,402	Henley	1,323	478	1,801
Fulham	3,489	1,475	4,964	Oxford East	2,873	946	3,819
Greenwich	3,122	1,164	4,286	Oxford West and Abingdon	1,522	569	2,091
Hackney North and Stoke Newington	7,554	2,764	10,318	Wantage	1,356	478	1,834
Hackney South and Shoreditch	7,822	2,503	10,325	Witney	1,333	563	1,896
Hammersmith	4,509	1,726	6,235	Surrey			
Hampstead and Highgate	3,833	1,941	5,774	Chertsey and Walton	1,807	622	2,429
Harrow East	3,013	1,162	4,175	East Surrey	1,258	434	1,692
Harrow West	2,263	853	3,116	Epsom and Ewell	1,489	528	2,017
Hayes and Harlington	2,452	783	3,235	Esher	3,201	431	3,632
Hendon North	2,366	937	3,303	Guildford	1,660	614	2,274
Hendon South	2,389	951	3,340	Mole Valley	1,253	425	1,678
Holborn and St Pancras	5,962	2,218	8,180	North West Surrey	1,744	632	2,376
Hornchurch	2,015	631	2,646	Reigate	1,688	580	2,268
Hornsey and Wood Green	6,131	2,536	8,667	South West Surrey	1,378	520	1,898
Ilford North	2,228	742	2,970	Spelthorne	1,790	635	2,425
Ilford South	3,452	1,107	4,559	Woking	1,664	509	2,173
Islington North	6,298	2,463	8,761				
Islington South and Finsbury	5,153	2,016	7,169				

CLAIMANT UNEMPLOYMENT 2.10

Area statistics

Unemployment in Parliamentary constituencies as at October 13 1994

	Male	Female	All		Male	Female	All
West Sussex				Leominster	1,776	676	2,452
Arundel	2,616	785	3,401	Mid Worcestershire	2,816	1,119	3,935
Chichester	1,914	611	2,525	South Worcestershire	1,885	711	2,596
Crawley	2,240	798	3,038	Worcester	2,484	890	3,374
Horsham	1,748	589	2,337	Wyre Forest	2,635	895	3,530
Mid Sussex	1,641	571	2,212	Shropshire			
Shoreham	1,858	560	2,418	Ludlow	1,729	698	2,427
Worthing	2,426	725	3,151	North Shropshire	2,028	831	2,859
EAST ANGLIA				Shrewsbury and Atcham	2,029	720	2,749
Cambridgeshire				The Wrekin	3,749	1,138	4,887
Cambridge	2,422	898	3,320	Staffordshire			
Huntingdon	1,996	880	2,876	Burton	2,541	840	3,381
North East Cambridgeshire	2,507	997	3,504	Cannock and Burntwood	2,468	867	3,335
Peterborough	4,659	1,330	5,989	Mid Staffordshire	2,023	686	2,709
South East Cambridgeshire	1,391	590	1,981	Newcastle-under-Lyme	2,026	655	2,681
South West Cambridgeshire	1,918	758	2,676	South East Staffordshire	2,639	1,051	3,690
Norfolk				South Staffordshire	2,493	960	3,453
Great Yarmouth	3,871	1,249	5,120	Stafford	2,110	731	2,841
Mid Norfolk	1,916	724	2,640	Staffordshire Moorlands	1,355	564	1,919
North Norfolk	1,864	649	2,513	Stoke-on-Trent Central	2,896	822	3,718
North West Norfolk	2,485	793	3,278	Stoke-on-Trent North	2,560	718	3,278
Norwich North	2,387	756	3,143	Stoke-on-Trent South	2,169	622	2,791
Norwich South	3,532	1,098	4,630	Warwickshire			
South Norfolk	1,869	802	2,671	North Warwickshire	2,300	873	3,173
South West Norfolk	2,049	824	2,873	Nuneaton	2,539	940	3,479
Suffolk				Rugby and Kenilworth	1,987	838	2,825
Bury St Edmunds	1,978	825	2,803	Stratford-on-Avon	1,795	734	2,529
Central Suffolk	1,860	712	2,572	Warwick and Leamington	2,217	805	3,022
Ipswich	2,760	750	3,510	West Midlands			
Suffolk	2,229	855	3,084	Aldridge-Brownhills	2,117	767	2,884
Suffolk Coastal	2,104	780	2,884	Birmingham Edgbaston	3,439	1,145	4,584
Waveney	3,579	1,233	4,812	Birmingham Erdington	4,135	1,215	5,350
SOUTH WEST				Birmingham Hall Green	3,359	1,101	4,460
Avon				Birmingham Hodge Hill	4,172	1,128	5,300
Bath	2,940	1,161	4,101	Birmingham Ladywood	5,821	1,665	7,486
Bristol East	3,688	1,166	4,854	Birmingham Northfield	4,624	1,450	6,074
Bristol North West	3,325	1,020	4,345	Birmingham Perry Barr	4,561	1,373	5,934
Bristol South	4,721	1,433	6,154	Birmingham			

2.10 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies as at October 13 1994

	Male	Female	All		Male	Female	All
Nottinghamshire				Littleborough and Saddleworth	1,890	685	2,575
Ashfield	3,400	858	4,258	Makerfield	2,299	753	3,052
Bassetlaw	3,519	968	4,487	Manchester Central	5,338	1,419	6,757
Broxtowe	2,159	766	2,925	Manchester Blackley	3,732	948	4,680
Gedling	2,454	804	3,258	Manchester Gorton	4,289	1,160	5,449
Mansfield	3,430	908	4,338	Manchester Withington	4,297	1,510	5,807
Newark	2,660	865	3,525	Manchester Wythenshawe	3,596	910	4,506
Nottingham East	6,416	1,822	8,238	Oldham Central and Royton	3,479	890	4,369
Nottingham North	4,674	1,016	5,690	Oldham West	2,364	673	3,037
Nottingham South	4,233	1,156	5,389	Rochdale	3,208	889	4,097
Rushcliffe	2,379	878	3,257	Salford East	4,064	1,015	5,079
Sherwood	3,220	809	4,029	Stalybridge and Hyde	2,738	809	3,547
				Stockport	2,007	617	2,624
				Stretford	4,796	1,490	6,286
				Wigan	3,086	901	3,987
				Worsley	2,549	761	3,310
YORKSHIRE AND HUMBERSIDE				Lancashire			
Humberside				Blackburn	3,439	672	4,111
Beverley	1,974	778	2,752	Blackpool North	2,533	590	3,123
Booth Ferry	2,345	911	3,256	Blackpool South	2,260	560	2,820
Bridlington	3,188	1,091	4,279	Burnley	2,068	486	2,554
Brigg and Cleethorpes	3,143	987	4,130	Chorley	2,076	739	2,815
Glanford and Scunthorpe	2,926	841	3,767	Fylde	1,104	350	1,454
Great Grimsby	4,037	1,006	5,043	Hyndburn	1,545	398	1,943
Kingston-upon-Hull East	4,097	1,004	5,101	Lancaster	1,756	613	2,369
Kingston-upon-Hull North	4,870	1,286	6,156	Morecambe and Lunesdale	2,248	702	2,950
Kingston-upon-Hull West	4,428	1,286	5,714	Pendle	1,910	526	2,436
				Preston	3,740	1,025	4,765
				Ribble Valley	916	335	1,251
				Rossendale and Darwen	1,904	552	2,456
				South Ribble	1,805	633	2,438
				West Lancashire	3,008	937	3,945
				Wyre	1,694	416	2,110
North Yorkshire				Merseyside			
Harrogate	1,630	712	2,342	Birkenhead	5,067	1,208	6,275
Richmond	1,737	895	2,632	Bootle	5,396	1,347	6,743
Ryedale	1,827	701	2,528	Crosby	2,677	969	3,646
Scarborough	2,850	949	3,799	Knowsley North	3,925	1,002	4,905
Salby	2,008	772	2,780	Knowsley South	4,225	1,090	5,315
Skipton and Ripon	1,391	635	2,026	Liverpool Broadgreen	4,662	1,286	5,948
York	3,238	975	4,213	Liverpool Garston	3,421	988	4,409
				Liverpool Mossley Hill	3,894	1,229	5,123
				Liverpool Riverside	5,261	1,500	6,761
				Liverpool Walton	5,519	1,361	6,880
				Liverpool West Derby	4,442	1,080	5,522
				Southport	2,474	821	3,295
				St Helens North	2,875	915	3,790
				St Helens South	3,297	953	4,250
				Wallasey	4,030	1,135	5,165
				Wirral South	1,957	715	2,672
				Wirral West	2,186	768	2,954
				NORTH			
				Cleveland			
				Hartlepool	4,653	998	5,651
				Langbaugh	4,339	1,102	5,441
				Middlesbrough	5,652	1,256	6,908
				Redcar	4,592	1,049	5,641
				Stockton North	4,701	1,129	5,830
				Stockton South	4,319	1,140	5,459
				Cumbria			
				Barrow and Furness	3,419	795	4,214
				Carlisle	1,928	583	2,511
				Copeland	3,059	789	3,848
				Penrith and the Border	1,441	600	2,041
				Westmorland	1,119	413	1,532
				Workington	2,693	773	3,466
				Durham			
				Bishop Auckland	2,733	647	3,380
				City of Durham	2,335	660	2,995
				Darlington	3,205	837	4,042
				Easington	2,720	541	3,261
				North Durham	3,205	758	3,963
				North West Durham	2,671	706	3,377
				Sedgefield	1,953	539	2,492
				Northumberland			
				Berwick-upon-Tweed	2,063	615	2,678
				Blyth Valley	2,996	830	3,826
				Hexham	1,256	556	1,812
				Wansbeck	3,410	867	4,277
				Tyne and Wear			
				Blaydon	2,727	700	3,427
				Gateshead East	3,358	805	4,163
				Houghton and Washington	3,953	1,026	4,979
				Jarrow	3,813	785	4,598
				Newcastle upon Tyne Central	3,344	1,069	4,413
				Newcastle upon Tyne East	4,092	1,065	5,157
				Newcastle upon Tyne North	3,250	813	4,063
				South Shields	4,216	1,069	5,285
				Sunderland North	4,972	1,077	6,049
				Sunderland South	4,319	1,087	5,406
				Tyne Bridge	5,138	1,051	6,189
				Tynemouth	3,424	1,016	4,440
				Wallsend	4,266	1,134	5,400

CLAIMANT UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies as at October 13 1994

	Male	Female	All		Male	Female	All
WALES				Highlands Region			
Clwyd				Caitness and Sutherland	1,671	481	2,152
Alyn and Deeside	1,864	629	2,493	Inverness, Nairn and Lochaber	3,467	1,001	4,468
Clwyd North West	2,648	788	3,436	Ross, Cromarty and Skye	2,651	767	3,418
Clwyd South West	1,804	652	2,456				
Delyn	1,916	565	2,481	Lothian Region			
Wrexham	2,091	689	2,780	East Lothian	2,257	635	2,892
				Edinburgh Central	2,735	980	3,715
				Edinburgh East	2,161	525	2,686
				Edinburgh Leith	3,490	966	4,456
				Edinburgh Pentlands	1,881	535	2,416
				Edinburgh South	2,218	683	2,901
				Edinburgh West	1,463	380	1,843
				Linlithgow	2,183	558	2,741
				Livingston	2,221	657	2,878
				Mid Lothian	2,066	581	2,647
				Strathclyde Region			
Gwent				Argyll and Bute	1,952	641	2,593
Blaenau Gwent	2,409	571	2,980	Ayr	2,455	836	3,291
Islwyn	1,570	495	2,065	Carrick Cumnock and Doon Valley	2,924	754	3,678
Monmouth	1,846	660	2,506	Clydebank and Milingavie	2,565	626	3,191
Newport East	2,585	854	3,439	Clydesdale	2,418	662	3,080
Newport West	2,938	937	3,875	Cumbernauld and Kilsyth	1,732	523	2,255
Torfaen	2,593	726	3,319	Cunninghame North	2,618	823	3,441
				Cunninghame South	2,776	854	3,630
Gwynedd				Dumbarton	2,797	789	3,586
Caernarfon	1,971	632	2,603	East Kilbride	2,280	763	3,043
Conwy	2,324	721	3,045	Eastwood	1,672	608	2,280
Meirionnydd Nant Conwy	1,196	419	1,615	Glasgow Cathcart	1,787	497	2,284
Ynys Mon	2,520	816	3,336	Glasgow Central	3,611	910	4,521
				Glasgow Garscadden	2,830	621	3,451
				Glasgow Govan	2,609	663	3,272
				Glasgow Hillhead	2,937	1,093	4,030
				Glasgow Maryhill	3,732	1,041	4,773
				Glasgow Pollock	3,169	727	3,896
				Glasgow Provan	3,268	638	3,906
				Glasgow Rutherglen	2,837	647	3,484
				Glasgow Shettleston	3,026	640	3,666
				Glasgow Springburn	3,796	874	4,670
				Greenock and Port Glasgow	2,708	493	3,201
				Hamilton	2,819	645	3,464
				Kilmarnock and Loudoun	2,907	923	3,830
				Monklands East	2,395	560	2,955
				Monklands West	1,972	518	2,490
				Motherwell North	2,797	549	3,346
				Motherwell South	2,640	566	3,206
				Paisley North	2,600	705	3,305
				Paisley South	2,373	673	3,046
				Renfrew West and Inverclyde	1,472	477	1,949
				Strathkelvin and Bearsden	1,730	578	2,308
				Tayside Region			
				Angus East	2,211	801	3,012
				Dundee East	3,351	980	4,331
				Dundee West	3,047	870	3,917
				North Tayside	1,213	546	1,759
				Perth and Kinross	1,993	652	2,645
				Orkney and Shetland Islands	554	231	785
				Western Isles	1,297	289	1,586
				NORTHERN IRELAND			
Mid Glamorgan				Belfast East	2,921	959	3,880
Bridgend	2,006	640	2,646	Belfast North	5,074	1,227	6,301
Caerphilly	2,958	730	3,688	Belfast South	3,924	1,662	5,586
Cynon Valley	2,313	533	2,846	Belfast West	6,986	1,301	8,287
Merthyr Tydfil and Rhymney	2,747	582	3,329	East Antrim	3,239	1,047	4,286
Ogmore	2,117	513	2,630	East Londonderry	5,404	1,536	6,940
Pontypridd	2,340	649	2,989	Fermanagh and South Tyrone	4,954	1,300	6,254
Rhondda	2,397	501	2,898	Foyle	7,426	1,486	8,912
				Lagan Valley	3,523	1,183	4,706
				Mid-Ulster	5,136	1,422	6,558

2.15 CLAIMANT UNEMPLOYMENT Rates by age

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
MALE AND FEMALE								
1991 Oct	17.0	14.5	10.7	7.7	5.8	8.0	3.3	8.6
1992 Jan	19.7	16.2	11.9	8.5	6.5	8.6	3.7	9.5
Apr	18.6	16.2	12.1	8.9	6.7	8.9	3.8	9.7
July	19.9	17.1	12.1	8.9	6.7	8.8	3.6	9.9
Oct	20.6	16.7	12.3	9.1	6.9	9.1	3.5	10.0
1993 Jan	21.3	18.0	13.4	10.1	7.6	9.9	3.8	10.9
Apr	19.9	17.1	13.1	10.0	7.6	10.1	3.7	10.7
July	19.4	17.4	12.7	9.7	7.3	9.7	3.4	10.4
Oct	18.9	16.0	12.1	9.3	7.1	9.5	3.1	9.9
1994 Jan	18.8	16.4	12.5	9.8	7.4	9.8	3.1	10.3
Apr	17.5	15.0	11.8	9.3	7.1	9.6	2.7	9.7
July	18.6	16.2	11.3	8.6	6.6	8.8	2.3	9.4
Oct	17.5	14.3	10.5	8.1	6.2	8.4	2.1	8.7
MALE								
1991 Oct	20.6	18.7	14.0	10.8	8.1	10.5	5.0	11.4
1992 Jan	23.6	21.3	15.7	12.0	9.1	11.6	5.6	12.8
Apr	23.7	21.5	16.1	12.4	9.4	12.0	5.7	13.1
July	23.8	22.1	16.0	12.5	9.4	11.9	5.4	13.2
Oct	24.4	22.0	16.3	12.8	9.8	12.4	5.3	13.5
1993 Jan	25.5	23.7	17.9	14.2	10.8	13.5	5.7	14.7
Apr	24.0	22.6	17.4	14.0	10.7	13.7	5.6	14.4
July	22.2	22.5	16.8	13.5	10.3	13.0	5.1	14.0
Oct	22.2	20.9	16.0	13.1	10.0	12.8	4.6	13.4
1994 Jan	22.5	21.4	16.7	13.8	10.5	13.5	4.6	13.9
Apr	21.1	19.7	15.7	13.2	10.0	12.9	4.1	13.1
July	22.2	20.2	15.0	12.1	9.3	11.8	3.6	12.5
Oct	20.6	18.2	14.0	11.5	8.8	11.3	3.2	11.7
FEMALE								
1991 Oct	13.1	9.1	6.0	3.5	3.1	4.5	0.1	4.8
1992 Jan	15.2	9.8	6.4	3.8	3.3	4.7	0.1	5.2
Apr	14.8	9.6	6.4	3.9	3.5	4.8	-.1	5.3
July	15.3	10.8	6.5	4.0	3.5	4.8	-.1	5.5
Oct	16.2	10.2	6.5	4.0	3.5	4.9	-.1	5.5
1993 Jan	16.5	10.8	7.1	4.4	3.9	5.3	-.1	5.8
Apr	15.2	10.2	6.9	4.4	3.9	5.5	-.1	5.7
July	15.0	11.1	6.7	4.3	3.8	5.3	-.1	5.8
Oct	14.9	9.9	6.4	4.0	3.6	5.2	-.1	5.4
1994 Jan	14.5	9.9	6.5	4.1	3.7	5.3	-.1	5.5
Apr	13.4	9.1	6.1	4.0	3.6	5.3	-.1	5.2
July	14.6	10.9	6.1	3.7	3.4	5.0	-.1	5.3
Oct	13.8	9.3	5.6	3.4	3.1	4.7	-.1	4.8

* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18-year olds introduced in September 1988. See also note + to tables 2.1 and 2.2.

Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid-1992 for 1992, 1993 and 1994, and at the corresponding mid-year estimates for earlier years.

2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

The Employment Department has published two booklets containing the 1991 Census of Employment results, entitled

(1) Local Areas in Great Britain and
(2) G.B. and Regions.

1. Local Areas in Great Britain:

This booklet contains employment statistics for Counties, Local Authority Districts and Travel to Work Areas by the Standard Industrial Classification 1980 at the broad industry group level. It also includes Parliamentary Constituencies with figures for the manufacturing and service sectors, and all industries and services combined.

2. G.B. and Regions:

This booklet contains employment statistics for Great Britain and the Standard Economic Regions by the Standard Industrial Classification (SIC) 1980 at the most detailed Activity Heading level. It also includes size analysis of local (data) units by SIC industry division for Great Britain and Regions.

The booklets will prove useful to anyone wanting ready access to a wide range of non-confidential Census data, such as private consultancies, commercial companies, local government, students and academics and central government departments

The booklets are available, priced at £30 each, from:

Employment Department, SSD D4
 Census Information Services
 Room 249, East Lane House
 PO Box 12, East Lane
 Runcorn WA7 2DN
 tel 0928 792690



2.18 UNEMPLOYMENT Selected countries

THOUSAND

	EC average	Major 7 nations (G7)	United Kingdom *	Australia ##	Austria #	Belgium ++	Canada ##	Denmark ++	Finland ++	France ++	Germany # (FR)	
OECD STANDARDISED RATE: SEASONALLY ADJUSTED (2)												
1990	8.4	5.6	6.8	6.9	..	7.2	8.1	..	3.4	8.9	4.8	
1991	8.7	6.3	8.8	9.5	..	7.2	10.2	..	7.5	9.4	4.2	
1992	9.5	6.9	9.9	10.7	..	8.0	11.2	..	13.0	10.4	4.6	
1993	10.7	6.9	10.3	10.8	..	9.6	11.1	..	17.7	11.7	5.8	
1993 Sep	11.0	7.0	10.3	10.8	..	9.5	11.1	..	18.5	11.8	6.1	
1993 Oct	11.0	7.0	10.2	11.0	..	9.6	11.1	..	18.5	12.0	6.2	
1993 Nov	11.1	6.9	10.0	10.9	..	10.1	10.9	..	18.1	12.4	6.3	
1993 Dec	11.2	6.9	9.9	10.5	..	10.1	11.1	..	18.9	12.4	6.3	
1994 Jan	11.4	7.1	10.0	10.4	..	10.2	11.3	..	19.6	12.5	6.4	
1994 Feb	11.5	7.1	9.9	10.4	..	10.2	11.0	..	18.3	12.5	6.5	
1994 Mar	11.5	7.1	9.8	10.2	..	10.2	10.5	..	19.3	12.6	6.5	
1994 Apr	11.6	7.1	9.6	10.1	..	10.2	10.9	..	18.9	12.6	6.6	
1994 May	11.5	6.9	9.5	9.7	..	10.3	10.7	..	18.4	12.7	6.6	
1994 June	11.5	6.9	9.5	9.8	..	10.3	10.3	..	18.4	12.6	6.6	
1994 July	11.5	6.9	9.5	9.4	..	10.2	10.1	..	19.0	12.6	6.5	
1994 Aug	11.5	6.9	9.3	9.4	..	10.3	10.3	..	17.4	12.6	6.5	
1994 Sep	..	..	9.4	9.4	..	10.4	10.0	..	..	..	..
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED												
1990		1,661	590	166	403	1,109	269	106	2,505	1,876		
1991		2,226	823	185	429	1,417	294	234	2,709	1,687		
1992		2,765	935	193	472	1,556	315	362	2,911	1,822		
1993		2,901	949	224	550	1,561	344	483	3,171	2,314		
1993 Oct		2,851	964	223	578	1,555	347	507	3,283	2,454		
1993 Nov		2,813	958	222	580	1,532	348	504	3,286	2,487		
1993 Dec		2,771	922	226	580	1,568	349	500	3,290	2,492		
1994 Jan		2,791	918	210	583	1,592	351	497	3,307	2,523		
1994 Feb		2,753	914	219	586	1,559	353	496	3,312	2,549		
1994 Mar		2,719	903	213	587	1,482	354	496	3,321	2,570		
1994 Apr		2,682	875	222	588	1,547	355	497	3,326	2,584		
1994 May		2,661	852	218	589	1,511	347	500	3,347	2,591		
1994 June		2,643	878	218	589	1,452	344	501	3,334	2,587		
1994 July		2,630	834	217	588	1,431	..	502	3,323	2,569		
1994 Aug		2,594	832	217	591	1,457	..	502	3,338	2,574		
1994 Sep		2,562	836	218	596	1,428	..	501	..	2,569		
1994 Oct		2,517	805	..	..	1,414	..	..	..	2,546	
% rate:latest month		8.9	9.1	6.6	14.1	10.0	12.3	20.2	12.6	9.2		
Latest 3 months:change on previous 3 months		-0.3	-0.4	-0.1	+0.1	-0.3	-0.1	+0.1	N/C	N/C		
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED												
1993 Oct		2,794	902	211	586	1,422	340	498	3,368	2,359		
1993 Nov		2,769	894	233	586	1,482	342	499	3,362	2,408		
1993 Dec		2,783	942	269	592	1,518	347	537	3,389	2,514		
1994 Jan		2,889	980	286	594	1,671	386	531	3,426	2,736		
1994 Feb		2,841	1,007	272	586	1,630	379	524	3,387	2,742		
1994 Mar		2,778	949	229	572	1,607	379	507	3,327	2,640		
1994 Apr		2,734	883	220	563	1,584	369	489	3,260	2,590		
1994 May		2,653	850	194	555	1,515	340	477	3,204	2,506		
1994 June		2,586	839	176	554	1,397	327	500	3,169	2,478		
1994 July		2,643	804	174	601	1,463	..	511	3,241	2,570		
1994 Aug		2,638	798	176	622	1,460	..	484	3,317	2,531		
1994 Sep		2,580	831	181	617	1,287	..	473	..	2,453		
1994 Oct		2,455	753	201	..	1,277	..	..	..	2,446	
% rate:latest month		8.7	8.6	6.1	14.6	9.1	11.7	18.7	12.5	8.8		
Latest month:change on a year ago		-1.2	-1.8	-0.3	+0.6	-1.1	N/C	-1.2	+0.7	+0.3		

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

UNEMPLOYMENT 2.18 Selected countries

THOUSAND

	Greece +	Irish Republic +	Italy **	Japan **	Luxembourg #	Netherlands ++	Norway ++	Portugal #	Spain +	Sweden ##	Switzerland ++	United States ##
OECD STANDARDISED RATE: SEASONALLY ADJUSTED (2)												
1990	..	13.4	10.3	2.1	..	7.5	5.2	4.6	15.9	1.5	..	5.4
1991	..	14.7	9.9	2.1	..	7.0	5.5	4.1	16.0	2.7	..	6.6
1992	..	15.5	10.5	2.2	..	6.7	5.9	4.1	18.1	4.8	..	7.3
1993	..	15.8	10.2	2.5	..	8.3	6.0	5.5	22.4	8.2	..	6.7
1993 Sep	..	15.7	..	2.6	..	8.7	..	..	..	8.7	..	6.6
1993 Oct	..	15.8	10.7	2.7	..	8.9	..	..	..	8.5	..	6.6
1993 Nov	..	15.7	..	2.7	..	9.0	5.7	5.9	23.4	8.4	..	6.4
1993 Dec	..	15.9	..	2.8	..	9.6	..	..	..	8.0	..	6.3
1994 Jan	..	15.5	11.7	2.7	..	9.9	..	..	..	8.8	..	6.6
1994 Feb	..	15.5	..	2.9	..	10.3	5.4	6.6	23.9	8.3	..	6.4
1994 Mar	..	15.4	..	2.8	..	10.0	..	..	..	7.8	..	6.5
1994 Apr	..	15.2	12.5	2.8	..	9.6	..	..	..	7.4	..	6.4
1994 May	..	15.2	..	2.8	..	9.2	5.8	7.1	24.1	7.1	..	6.0
1994 June	..	15.0	..	2.9	..	9.3	..	..	..	8.5	..	5.9
1994 July	..	15.0	..	3.0	..	9.4	..	..	..	8.8	..	6.1
1994 Aug	..	14.9	..	3.0	..	..	..	..	..	8.8	..	6.1
1994 Sep	..	15.0	..	..	..	..	..	..	..	8.1	..	5.8
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED												
1990	140	225	2,751	1,340	2.1	346	93	307	2,349	..	16.0	6,874
1991	173	254	2,653	1,360	2.3	319	101	293	2,289	..	35.1	8,426
1992	185	283	2,799	1,420	2.7	303	114	317	2,260	..	82.4	9,384
1993	174	294	2,363	1,656	3.5	399	118	350	2,539	..	164.6	8,727
1993 Oct	166	294	2,573	1,780	3.9	452	117	354	2,620	..	187.0	8,639
1993 Nov	176	293	..	1,820	4.1	458	116	357	2,638	..	184.4	8,330
1993 Dec	177	296	..	1,870	4.2	478	114	363	2,645	..	176.0	8,237
1994 Jan	171	290	2,443	1,820	4.5	486	114	373	2,699	..	167.7	8,696
1994 Feb	175	289	..	1,910	4.7	506	111	379	2,691	..	169.8	8,518
1994 Mar	173	288	..	1,900	4.7	495	115	384	2,688	..	170.3	8,543
1994 Apr	174	285	2,672	1,890	4.7	495	110	391	2,696	..	170.4	8,408
1994 May	179	283	..	1,910	4.5	482	112	398	2,705	..	173.5	7,902
1994 June	180	280	..	1,830	4.5	484	116	400	2,703	..	177.1	7,817
1994 July	185	280	..	1,960	4.4	482	114	399	..	..	176.5	8,005
1994 Aug	185	278	..	..	4.6	..	110	398	..	..	178.5	8,023
1994 Sep	..	280	..	..	..	..	..	..	..	..	..	7,715
1994 Oct	..	280	..	..	..	..	..	..	..	..	..	..
% rate:latest mon	N/A	N/A	11.8	3.0	N/A	7.5	5.1	N/A	17.5	..	4.7	5.9
Latest 3 months:change on previous 3 mon	N/A	N/A	+0.9	-0.1	N/A	-0.3	+0.1	N/A	+0.1	..	-0.1	-0.1
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED												
1993 Oct	157	286	2,567	1,760	4.0	448	105	346	2,628	363	173.5	8,101
1993 Nov	185	287	..	1,760	4.3	453	105	356	2,680	357	180.3	7,890
1993 Dec	205	297	..	1,750	4.3	480	112	365	2,706	339	184.4	7,764
1994 Jan	205	297	2,524	1,840	4.8	495	126	387	2,770	371	188.2	9,492
1994 Feb	210	294	..	1,940	4.9	520	119	396	2,775	350	187.4	9,262
1994 Mar	198	291	..	2,080	4.7	500	116	399	2,761	340	182.1	8,874
1994 Apr	179	285	2,611	1,940	4.5	483	109	398	2,736	324	177.5	8,078
1994 May	159	277	..	1,910	4.2	461	102	396	2,679	333	173.0	7,656
1994 June	162	278	..	1,830	4							

2.19 CLAIMANT UNEMPLOYMENT

Flows: standardised, not seasonally adjusted *

THOUSAND

UNITED KINGDOM		INFLOW +						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1993	Oct 14	384.8	-46.8	268.9	-32.4	115.9	-14.3	33.4
	Nov 11	358.2	-50.7	253.3	-37.7	105.0	-13.0	33.8
	Dec 9	331.6	-33.8	243.6	-22.7	88.0	-11.1	27.7
1994	Jan 13	348.4	-42.3	243.7	-23.8	104.7	-18.5	34.3
	Feb 10	340.7	-29.5	238.4	-19.8	102.2	-9.6	31.5
	Mar 10	312.0	-26.0	221.3	-17.7	90.7	-8.3	29.8
	Apr 14	321.3	-43.6	225.0	-31.8	96.2	-11.8	33.6
	May 12	293.1	-20.0	209.0	-13.7	84.0	-6.4	26.7
	June 9	282.5	-30.5	198.9	-22.7	83.6	-7.8	26.1
	July 14	401.8	-36.2	262.4	-26.8	139.5	-9.4	32.8
	Aug 11	348.8	-46.8	229.5	-32.4	119.4	-14.4	35.6
	Sept 8	328.0	-33.4	222.0	-22.4	106.0	-11.0	28.8
	Oct 13	339.8	-45.0	235.7	-33.2	104.1	-11.7	27.7

UNITED KINGDOM		OUTFLOW +						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1993	Oct 14	487.5	+20.3	331.1	+20.0	156.4	+0.3	44.3
	Nov 11	384.4	+18.5	265.6	+16.0	118.8	+2.5	39.1
	Dec 9	317.2	+55.2	219.8	+40.2	97.4	+15.0	30.6
1994	Jan 13	256.0	-49.4	176.0	-32.8	80.0	-16.5	28.1
	Feb 10	392.5	+1.3	281.6	+3.9	110.9	-2.7	36.4
	Mar 10	381.2	-6.6	273.2	-1.3	108.1	-5.2	36.1
	Apr 14	358.6	-2.1	255.5	-0.2	103.1	-2.0	34.7
	May 12	381.7	-4.1	273.2	+2.2	108.5	-6.3	36.4
	June 9	355.1	-13.7	256.7	-7.4	98.4	-6.3	32.9
	July 14	352.0	-16.4	254.4	-11.0	97.6	-5.4	29.8
	Aug 11	354.1	-15.0	249.9	-9.2	104.2	-5.8	29.4
	Sept 8	390.7	-22.5	256.4	-17.3	134.2	-5.2	42.9
	Oct 13	448.5	-39.1	304.3	-26.8	144.2	-12.3	37.6

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.
 + The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.

CLAIMANT UNEMPLOYMENT 2.20

Flows by age (GB): standardised,* not seasonally adjusted: computerised claims only

THOUSAND

INFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE	1994 May 12	4.0	16.9	41.4	34.3	26.9	36.5	29.7	10.6	4.2	204.6
	June 9	3.7	17.2	40.9	32.4	24.6	33.6	27.2	9.9	3.9	193.5
	July 14	4.1	25.7	77.2	40.8	28.8	37.3	28.4	10.0	3.7	256.1
	Aug 11	4.3	22.8	56.6	36.9	26.6	35.7	27.9	9.9	3.9	224.6
	Sept 8	4.1	24.9	50.4	35.0	25.6	35.1	27.6	9.8	3.7	216.2
Oct 13	4.0	25.0	52.8	38.1	27.6	37.2	30.0	10.7	4.3	229.7	
FEMALE	1994 May 12	2.9	10.5	19.3	13.4	8.3	12.4	11.7	3.2	0.0	81.9
	June 9	2.7	10.4	19.6	12.6	7.8	12.0	11.7	3.3	0.0	80.1
	July 14	3.3	15.7	33.6	16.3	10.1	17.2	15.8	4.1	0.0	116.3
	Aug 11	3.0	17.9	27.5	14.9	9.0	13.7	12.5	3.5	0.0	102.2
	Oct 13	3.1	17.8	26.7	15.1	9.0	13.1	12.4	3.5	0.0	100.6

OUTFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 +	55-59 +	60 and over +	All ages
MALE	1994 May 12	0.6	-1.8	-2.7	-2.3	-0.4	-2.0	-2.2	-1.0	-1.3	-13.1
	June 9	0.5	-2.0	-4.8	-4.2	-2.3	-3.6	-3.0	-1.5	-1.1	-22.0
	July 14	0.6	-3.0	-5.5	-3.7	-1.8	-3.7	-4.5	-2.3	-1.6	-25.6
	Aug 11	0.5	-3.9	-10.5	-5.1	-2.7	-3.5	-3.5	-1.7	-1.1	-31.6
	Sept 8	0.6	-3.0	-5.5	-3.6	-2.1	-2.7	-3.4	-1.3	-1.1	-21.9
Oct 13	0.5	-3.3	-7.6	-5.4	-3.3	-5.3	-5.0	-1.9	-1.1	-32.4	
FEMALE	1994 May 12	0.3	-1.0	-1.7	-1.1	-0.6	-1.0	-0.7	-0.4	0.0	-6.1
	June 9	0.3	-1.5	-2.4	-1.7	-0.7	-1.1	-0.6	-0.2	0.0	-7.9
	July 14	0.4	-2.4	-1.9	-1.4	-0.8	-1.6	-0.6	-0.5	0.0	-8.8
	Aug 11	0.4	-3.2	-7.0	-2.4	-0.9	-0.6	-0.1	0.0	0.0	-13.7
	Sept 8	0.4	-3.1	-3.0	-1.8	-0.9	-0.7	-0.2	0.0	0.0	-10.6
Oct 13	0.5	-3.1	-3.5	-1.9	-0.9	-1.3	-0.9	-0.3	0.0	-11.3	

OUTFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 +	55-59 +	60 and over +	All ages
MALE	1994 May 12	2.6	17.4	53.8	43.0	32.8	45.1	36.4	17.9	8.1	257.0
	June 9	2.6	16.6	50.9	41.1	31.8	43.0	34.6	15.3	7.5	243.3
	July 14	2.6	16.9	53.6	41.3	31.5	42.7	34.0	13.7	6.8	243.0
	Aug 11	2.7	17.2	56.6	40.0	30.3	41.0	32.2	13.1	6.4	239.7
	Sept 8	2.9	19.2	59.9	41.5	30.9	41.5	31.9	12.6	5.9	246.5
Oct 13	3.2	29.5	75.7	48.3	35.4	46.9	35.4	13.3	6.2	293.8	
FEMALE	1994 May 12	2.1	11.6	25.9	16.4	10.4	15.4	14.7	5.4	0.3	102.2
	June 9	2.0	10.6	23.3	14.8	9.6	14.0	13.4	4.9	0.3	92.9
	July 14	2.1	10.8	25.5	15.0	9.2	12.9	12.5	4.2	0.2	92.5
	Aug 11	2.2	11.8	30.9	15.3	9.3	13.2	12.5	4.1	0.2	99.4
	Sept 8	2.5	13.5	37.8	18.8	11.5	19.3	17.8	5.2	0.3	126.6
Oct 13	2.6	21.5	42.4	19.9	12.1	17.8	16.0	4.8	0.2	137.5	

Changes on a year earlier		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 +	55-59 +	60 and over +	All ages
MALE	1994 May 12	0.3	0.6	1.2	1.6	2.1	1.9	1.8	2.4	-0.6	11.4
	June 9	0.4	-0.1	-1.0	-0.2	1.6	0.5	1.1	1.7	-0.6	3.4
	July 14	0.4	0.1	-0.7	-0.6	0.5	0.1	1.2	0.8	-1.1	0.7
	Aug 11	0.4	0.6	1.0	-0.3	0.7	0.5	0.8	0.8	-1.1	3.7
	Sept 8	0.3	0.1	-2.0	-1.6	-0.2	-0.2	-0.4	0.5	-1.0	-4.4
Oct 13	0.3	-1.4	-4.8	-2.5	-0.2	-0.8	0.6	0.3	-1.2	-9.7	
FEMALE	1994 May 12	0.2	-0.8	-0.9	-1.0	0.0	-0.8	0.2	0.5	0.1	-2.5
	June 9	0.2	-0.9	-1.8	-1.2	-0.2	-0.3	0.4	0.7	0.1	-2.9
	July 14	0.2	-0.6	-0.6	-0.7	-0.2	-0.7	0.8	0.6	0.1	-1.1
	Aug 11	0.3	-0.6	0.0	-0.7	-0.4	-0.3	0.7	0.4	0.0	-0.5
	Sept 8	0.2	-0.6	-0.5	-0.9	-0.3	-0.4	1.5	0.5	0.1	-0.4
Oct 13	0.2	-2.4	-2.3	-1.3	-0.4	-0.8	0.4	0.3	0.0	-6.1	

* Flows figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.
 + The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

2.32 REDUNDANCIES IN GREAT BRITAIN

THOUSANDS

		1989 Spring	1990 Spring	1991 Spring	1992 Spring	1992 Summer	1992 Autumn	1992 Winter	1993 Spring	1993 Summer	1993 Autumn	1993 Winter	1994 Spring
Now in employment	All	48	63	98	79	66	87	62	58	55	44	61	49
(found new job since redundancy)													
Not in employment	All	94	117	290	243	212	223	283	204	183	161	165	155
All people	All	142	181	388	322	278	310	344	262	237	205	226	205
	Men	94	118	268	217	185	207	238	169	162	139	148	141
	Women	48	64	121	105	92	103	106	93	75	66	78	63

Note: Figures are based on estimates from the the Labour Force Survey, and show the numbers of people who were made redundant in the three months prior to their interview. They differ from the estimates previously published in tables 2.30 and 2.31, which were based on statutory reports from employers.

2.33 REDUNDANCIES BY REGION

	Great Britain	Northern	Yorkshire and Humberside	East Midlands	East Anglia	South East	South East excluding Greater London	Greater London	South West	West Midlands	North West	Wales	Scotland
Redundancies (thousands)													
All													
Spring 1993	262	18	25	23	*	77	48	29	22	27	28	11	22
Summer 1993	237	16	23	19	*	76	44	32	19	22	24	16	16
Autumn 1993	205	15	17	13	*	69	41	28	13	20	17	12	21
Winter 1993	226	14	22	18	12	61	36	25	20	21	26	12	21
Spring 1994	205	14	21	16	*	63	40	23	15	21	20	10	18
Redundancy rates (redundancies per 1,000 employees)													
All													
Spring 1993	12.4	16.5	13.0	13.9	*	11.3	11.2	11.4	12.5	13.9	12.3	11.4	11.5
Summer 1993	11.2	14.1	12.2	11.8	*	11.1	10.2	12.6	10.9	11.2	10.6	15.8	8.4
Autumn 1993	9.6	13.7	9.1	8.2	*	10.1	9.5	11.2	7.0	10.3	7.3	12.0	10.8
Winter 1993	10.6	12.7	11.4	10.9	14.2	8.9	8.2	10.2	11.5	10.4	11.0	11.8	10.7
Spring 1994	9.7	13.0	10.8	10.0	*	9.3	9.3	9.3	8.7	10.5	8.7	10.6	9.4

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

2.34 REDUNDANCIES BY AGE

Ages	16 to 24	25 to 34	35 to 44	45 to 54	55 and over	All ages
Redundancies (thousands)						
Spring 1993		61	64	51	46	262
Summer 1993		49	65	44	45	237
Autumn 1993		47	46	40	43	205
Winter 1993		49	61	40	45	226
Spring 1994		38	51	45	44	205
Redundancy rates (redundancies per 1,000 employees)						
Spring 1993		16.6	11.4	10.1	10.5	12.4
Summer 1993		13.5	11.3	8.8	10.3	11.2
Autumn 1993		12.5	7.9	8.0	9.7	9.6
Winter 1993		13.4	10.4	8.0	10.1	10.6
Spring 1994		10.8	8.8	9.1	9.7	9.7

2.35 REDUNDANCIES BY INDUSTRY

SIC 1992 #	Agriculture & fishing (A,B)	Energy and water (C,E)	Manufacturing (D)	Construction (F)	Distribution, hotels & restaurants (G,H)	Transport (I)	Banking, finance & insurance (J,K)	Public admin, education & health (L,M,N)	Other services (O,P,Q)
Redundancies (thousands)									
Spring 1993 All	*	*	95	24	62	23	22	16	12
Summer 1993 All	*	16	70	26	50	12	31	15	*
Autumn 1993 All	*	*	66	26	40	10	26	21	*
Winter 1993 All	*	*	70	31	40	16	35	12	*
Spring 1994 All	*	*	65	20	40	17	29	15	*
Redundancy rates (redundancies per 1,000 employees)									
Spring 1993 All	*	*	19.7	25.3	15.1	16.2	8.1	2.9	12.0
Summer 1993 All	*	38.6	14.6	28.1	12.3	8.8	11.6	2.8	*
Autumn 1993 All	*	*	13.6	26.7	9.6	6.7	9.7	3.7	*
Winter 1993 All	*	*	14.8	32.4	9.6	11.1	13.0	2.2	*
Spring 1994 All	*	*	14.6	20.6	9.5	12.6	10.2	2.7	*

Note: Table 2.35 assumes that people do not change industry when starting employment after having been made redundant.

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

From Winter 1993, LFS results by industry have moved to the 1992 Standard Industrial Classification (SIC).

2.36 REDUNDANCIES BY OCCUPATION

SOC	Managers and administrators	Professional	Associate professional and technical	Clerical and secretarial	Craft and related	Personal and protective services	Sales	Plant and machine operatives	Other
Redundancies (thousands)									
Spring 1993	26	13	17	36	49	15	28	49	28
Summer 1993	30	11	16	37	49	16	17	32	28
Autumn 1993	27	11	*	29	46	14	14	24	27
Winter 1993	24	13	13	33	55	*	17	33	27
Spring 1994	30	10	11	28	41	13	19	34	18
Redundancy rates (redundancies per 1,000 employees)									
Spring 1993	8.6	6.1	9.0	10.1	20.7	6.6	15.3	23.2	14.8
Summer 1993	10.0	5.0	8.1	10.4	21.3	7.0	9.7	15.3	14.2
Autumn 1993	9.0	5.5	*	8.0	19.4	5.7	7.9	11.3	13.8
Winter 1993	7.9	6.0	6.9	9.1	23.9	*	9.1	15.6	13.5
Spring 1994	9.9	4.5	5.7	7.7	18.1	5.7	10.2	16.2	9.2

Note: Table 2.36 assumes that people do not change occupation when starting employment after having been made redundant.

VACANCIES 3.1

UK vacancies at jobcentres:* seasonally adjusted

THOUSAND

UNITED KINGDOM	UNFILLED VACANCIES			INFLOW		OUTFLOW		of which PLACINGS	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1990)	173.6			201.2		207.4		147.0	
1991) Annual	177.9			171.3		172.5		126.6	
1992) averages	117.1			169.0		168.8		124.2	
1993)	127.9			185.6		183.7		138.2	
1992 Oct	114.5	2.0	-1.5	172.2	0.2	168.7	-0.5	127.4	0.8
Nov	117.0	2.5	-0.3	167.9	0.8	163.2	-0.5	122.9	0.7
Dec	119.0	2.0	2.2	176.4	3.3	173.3	1.2	131.9	2.1
1993 Jan	119.6	0.6	1.7	179.1	2.3	179.5	3.6	134.0	2.2
Feb	120.0	0.4	1.0	176.3	2.8	174.3	3.7	131.6	2.9
Mar	123.1	3.1	1.4	180.2	1.3	175.7	0.8	129.9	-0.7
Apr	123.7	0.6	1.4	175.6	-1.2	179.1	-0.1	132.3	-0.6
May	124.1	0.4	1.4	175.1	-0.4	178.8	1.5	132.4	0.3
June	122.5	-1.6	-0.2	183.8	1.2	184.1	2.8	137.7	2.6
July	127.5	5.0	1.3	188.7	4.4	182.0	1.0	136.9	1.5
Aug	128.7	1.2	1.5	186.3	3.7	183.6	1.6	138.3	2.0
Sept	128.2	-0.5	1.9	190.3	2.2	188.1	1.3	143.4	1.9
Oct	135.6	7.4	2.7	190.9	0.7	184.2	0.7	140.0	1.0
Nov	140.4	4.8	3.9	199.3	4.3	195.2	3.9	150.4	4.0
Dec	140.8	0.4	4.2	201.1	3.6	199.6	3.8	150.9	2.5
1994 Jan	140.9	0.1	1.8	196.6	1.9	196.8	4.2	148.1	2.7
Feb	141.1	0.2	0.2	200.4	0.4	198.9	1.2	150.7	0.1
Mar	141.5	0.4	0.2	195.7	-1.8	195.8	-1.3	148.0	-1.0
Apr	146.4	4.9	1.8	199.6	1.0	200.0	1.1	153.8	1.9
May	147.8	1.4	2.2	201.2	0.3	201.2	0.8	155.6	1.6
June	153.0	5.2	3.8	209.7	4.7	203.8	2.7	161.4	4.5
July	157.3	4.3	3.6	207.9	2.8	201.4	0.5	157.7	1.3
Aug	163.5	6.2	5.2	225.4	8.1	218.1	5.6	171.4	5.3
Sept R	166.5	3.0	4.5	216.7	2.3	212.3	2.8	165.0	1.2
Oct P	177.1	10.6	6.6	220.7	-1.6	210.7	-2.5	163.3	-2.7

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies nationally are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4 1/3 week month.

Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Figures on the current basis are available back to 1980. For further details, see *Employment Gazette*, p 143, October 1985.

The latest national and regional seasonally adjusted vacancy figures are provisional and subject to revision, mainly in the following month.

R Revised

VACANCIES 3.2

Regions: vacancies remaining unfilled at jobcentres:* seasonally adjusted

THOUSAND

	South East	Greater London +	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1992 Oct	27.6	8.4	3.4	8.7	7.0	6.9	8.1	15.2	5.7	8.3	18.9	109.8	4.7	114.5
Nov	28.1	8.6	3.5	8.8	7.4	7.1	8.2	15.2	5.7	8.5	19.8	112.3	4.7	117.0
Dec	29.1	9.1	3.6	8.9	7.7	7.4	8.4	15.3	5.8	8.8	19.3	114.5	4.5	119.0
1993 Jan	29.8	9.3	3.7	8.6	7.7	7.6	8.6	14.8	5.9	8.8	19.3	114.7	4.9	119.6
Feb	29.9	9.4	3.7	8.7	7.9	7.9	8.9	14.8	5.6	8.7	19.4	115.4	4.6	120.0
Mar	30.1	9.6	4.0	8.6	8.6	8.3	9.3	15.2	5.7	9.1	19.4	118.5	4.6	123.1
Apr	31.0	9.7	4.0	8.7	8.7	8.8	9.7	15.4	5.7	9.1	18.1	119.2	4.5	123.7
May	30.6	9.4	3.9	8.7	8.8	8.6	9.9	15.7	5.8	9.3	17.9	119.3	4.8	124.1
June	29.6	9.6	3.9	8.9	8.7	8.6	10.0	15.4	5.6	9.2	17.5	117.5	5.0	122.5
July	30.6	10.0	4.2	9.6	9.2	9.0	10.2	15.8	5.9	9.6	18.1	122.1	5.4	127.5
Aug	30.7	10.2	4.3	10.2	9.1	8.8	10.2	15.5	6.1	9.9	18.5	123.3	5	

3.3 VACANCIES

Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at Jobcentres: total +														
1990) Annual	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	3.4	172.5
1991) Annual	28.8	8.2	3.2	9.9	8.2	7.1	7.9	15.8	6.6	8.2	18.3	113.8	2.8	116.6
1992) averages	29.2	8.3	3.5	9.0	7.6	7.3	7.9	14.9	6.0	8.5	18.9	112.8	3.2	116.0
1993)	31.4	10.0	4.2	9.6	8.9	8.8	9.9	15.7	6.1	9.6	18.5	122.7	4.0	126.6
1993 Oct	38.4	12.5	5.4	11.7	11.0	10.8	12.3	19.2	7.5	11.3	20.1	147.7	4.9	152.6
Nov	35.8	11.7	5.0	10.4	10.5	10.2	11.6	18.1	6.8	10.4	19.7	138.4	4.7	143.0
Dec	31.9	10.5	4.2	9.0	9.3	8.8	9.6	15.9	5.5	9.1	17.6	120.9	4.3	125.2
1994 Jan	29.7	9.9	3.7	8.4	8.9	8.1	9.1	15.3	5.4	8.8	15.8	113.1	4.0	117.1
Feb	30.9	10.2	4.2	9.6	9.4	8.3	9.4	16.3	5.7	9.2	16.3	119.4	4.2	123.6
Mar	32.3	10.8	4.6	10.8	10.2	9.1	10.1	17.1	6.0	10.0	17.5	126.8	4.2	131.0
Apr	36.4	11.5	5.4	12.6	11.2	10.3	11.2	18.2	6.7	11.2	19.1	142.3	4.7	146.9
May	38.0	11.9	5.7	13.3	12.1	10.6	11.5	18.8	6.8	11.5	20.5	148.8	4.9	153.7
June	41.5	12.9	6.0	14.3	12.5	11.2	13.0	19.7	7.1	12.0	21.5	158.6	5.0	163.7
July	42.8	13.2	5.9	13.5	12.2	10.8	11.8	18.8	6.9	11.6	20.2	154.5	5.0	159.6
Aug	44.2	13.4	5.7	13.4	12.6	10.7	12.3	19.0	6.8	11.5	20.9	157.1	5.0	162.1
Sept	47.8	14.4	6.0	14.3	13.9	11.4	13.2	21.0	7.7	12.3	22.7	170.3	5.5	175.8
Oct	55.1	17.4	6.7	14.6	16.0	14.4	14.6	23.2	8.3	13.0	22.9	188.8	6.2	195.0
Vacancies at careers offices														
1990) Annual	9.4	5.0	0.6	1.1	2.3	1.0	1.1	1.5	0.5	0.3	1.1	18.9	0.6	19.4
1991) Annual	3.5	2.0	0.3	0.5	1.4	0.4	0.6	0.8	0.3	0.1	0.7	8.7	0.3	9.0
1992) averages	2.7	1.6	0.3	0.4	1.2	0.3	0.4	0.5	0.3	0.1	0.5	6.7	0.3	7.0
1993)	2.8	1.7	0.3	0.5	0.8	0.3	0.4	0.5	0.3	0.1	0.5	6.6	0.6	7.2
1993 Oct	2.9	1.6	0.3	0.5	1.2	0.4	0.5	0.5	0.3	0.1	0.5	7.2	0.7	7.9
Nov	2.4	1.3	0.2	0.5	1.0	0.4	0.4	0.4	0.2	0.1	0.4	6.1	0.7	6.8
Dec	2.4	1.4	0.2	0.3	0.9	0.3	0.3	0.4	0.2	0.1	0.4	5.5	0.6	6.1
1994 Jan	2.7	1.8	0.2	0.3	0.9	0.3	0.3	0.4	0.1	0.1	0.5	5.6	0.5	6.2
Feb	2.7	1.6	0.2	0.4	0.9	0.3	0.3	0.4	0.1	0.1	0.4	5.8	0.6	6.4
Mar	3.1	1.8	0.2	0.4	1.0	0.3	0.4	0.5	0.2	0.1	0.5	6.7	0.6	7.3
Apr	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.6	7.4
May	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.6	7.4
June	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.6	7.4
July	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.7	7.5
Aug	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.7	7.5
Sept	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.7	0.8	7.5
Oct	2.7	0.7	0.4	1.3	0.3	0.2	0.3	0.5	0.0	0.1	0.7	6.7	1.6	8.4

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

* Included in South East.

+ Excluding vacancies on government programmes. See note to table 3.1.

The method of compiling vacancies in Great Britain changed in March 1994. From April 1994, the GB element of Careers Office figures refer to the last week day of the previous month, however, until the new system is fully developed, figures between April 1994 and September 1994 will continue to refer to 31 March (April figures).

INDUSTRIAL DISPUTES 4.1

Stoppages of work

Stoppages in progress: industry

SIC 1980	12 months to September 1993			12 months to September 1994		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
Agriculture, forestry and fishing	-	-	-	1	100	#
Coal extraction	1	+	#	4	14,000	27,000
Coke, mineral oil and natural gas	-	-	-	-	-	-
Electricity, gas, other energy and water	-	-	-	3	5,400	21,000
Metal processing and manufacture	5	800	3,000	5	400	1,000
Mineral processing and manufacture	2	700	2,000	4	600	1,000
Chemicals and man-made fibres	-	-	-	-	-	-
Metal goods nes	3	400	2,000	4	600	3,000
Engineering	17	5,900	15,000	14	5,400	39,000
Motor vehicles	8	5,400	3,000	12	12,700	15,000
Other transport equipment	7	3,000	17,000	5	3,400	34,000
Food, drink and tobacco	4	2,300	8,000	4	800	1,000
Textiles	2	1,000	1,000	3	200	1,000
Footwear and clothing	3	700	1,000	3	300	#
Timber and wooden furniture	1	300	4,000	2	200	3,000
Paper, printing and publishing	2	200	1,000	6	500	4,000
Other manufacturing industries	1	+	#	2	300	8,000
Construction	5	800	5,000	4	1,800	2,000
Distribution, hotels and catering, repairs and transport services	8	1,100	1,000	2	400	1,000
Supporting and misc. transport services	38	16,900	77,000	33	72,000	162,000
Banking, finance, insurance, business services and leasing	3	4,000	7,000	2	6,600	7,000
Public administration and sanitary services	37	172,200	184,000	78	85,100	255,000
Education, research and development	10	25,800	41,000	20	37,200	40,000
Health services	1	100	#	4	500	3,000
Other services	7	12,200	26,000	2	200	7,000
All industries and services	166*	254,400	397,000	219*	248,700	635,000

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

+ Less than 50 workers involved.

Less than 500 working days lost.

Prominent stoppages in quarter ending September 30 1994

Industry and location	Date when stoppage		Number of workers involved +		Number of working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
Education, Research and Development						
Various areas of UK	17.11.93	cont'g	3,900	-	5,000	Over procedural agreements or practices about deployment (Total days lost 34,000)
Public administration and sanitary services						
West Midlands Met County	21.03.94	11.07.94	100	-	1,000	Over straight pay increase (Total days lost 8,000)
Greater London	09.08.94	16.09.94	2,000	-	6,000	Over procedural agreements or practices about deployment
Transport services and communication						
Various areas UK	15.06.94	23.09.94	3,100	-	44,000	Over straight pay increase (Total days lost 54,000)
Other transport equipment						
Somerset	21.07.94	07.09.94	1,200	-	6,000	Over procedural agreements or practices about redeployment

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

Stoppages: September 1994			
United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	13	7,700	17,000
of which, stoppages:			
Beginning in month	7	2,900*	4,000
Continuing from earlier months	6	4,800**	13,000

* includes All directly involved

** includes 600 involved for the first time in the month

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see *Definitions* page at the end of the *Labour Market Data* section. The figures for 1994 are provisional.

Stoppages in progress: cause

United Kingdom	12 months to September 1994		
	Stoppages	Workers involved	Working days lost
Pay: wage-rates and earnings levels	51	40,800	149,000
extra wage and fringe benefits	14	1,500	1,000
Duration and pattern of hours worked	12	4,800	8,000
Redundancy questions	35	171,700	174,000
Trade union matters	5	700	1,000
Working conditions and supervision	4	2,000	1,000
Manning and work allocation	26	28,100	49,000
Dismissal and other disciplinary measures	19	4,900	13,000
All causes	166	254,400	397,000

4.2 INDUSTRIAL DISPUTES * Stoppages of work: summary

United Kingdom	Number of stoppages		Number of workers (000)		Working days lost in all stoppages in progress in period (000)	
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involvement in period	All industries and services	All manufacturing industries
1987	1,004	1,016	884	887	3,546	595
1988	770	781	759	790	3,702	1,639
1989	693	701	727	727	4,128	751
1990	620	630	285	298	1,903	1,072
1991	357	369	175	176	761	222
1992	240	253	142	148	528	93
1993	203	211	383	385	649	111
1992 Jun	33	41	11	13	33	13
Jul	22	39	12	15	37	11
Aug	20	29	17	19	54	5
Sep	15	26	14	27	70	7
Oct	14	20	10	11	47	6
Nov	17	24	25	28	65	4
Dec	11	22	2	4	53	2
1993 Jan	20	28	12	14	49	4
Feb	19	27	20	22	71	31
Mar	27	27	27	33	74	23
Apr	21	27	80	87	154	9
May	20	29	18	25	30	5
Jun	18	32	5	9	15	8
Jul	15	24	42	43	50	10
Aug	15	21	21	3	19	4
Sep	16	22	3	4	8	5
Oct	12	15	2	3	4	3
Nov	14	18	170	170	175	10
Dec	6	8	1	1	1	-
1994 Jan	8	10	2	2	2	1
Feb	6	8	3	3	4	1
Mar	14	17	5	8	8	1
Apr	17	20	4	5	15	3
May	25	32	18	19	33	13
Jun	25	32	28	42	70	9
Jul	19	24	7	13	29	5
Aug	10	16	10	14	38	8
Sep	7	13	3	8	17	1

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

United Kingdom	Coal, coke, mineral oil and natural gas	Metal manufacture and metal goods n.e.s.	Engineering	Motor vehicles	Other transport equipment	Textiles, footwear and clothing	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries and services
SIC 1980	(11-14)	(21,22,31)	(32-34,37)	(35)	(36)	(43,45)	(23-26,41, 42,44,46-49)	(50)	(71-79)	(01-03,15-17, 61-67,81-85, 91-99 and 00)
1987	217	36	197	158	87	50	88	22	1,705	1,007
1988	222	47	76	530	803	90	93	17	1,490	335
1989	52	37	204	134	279	16	80	128	625	2573
1990	94	31	92	490	340	24	95	14	177	545
1991	29	21	111	4	44	1	40	14	60	436
1992	8	13	47	8	8	1	16	10	13	404
1993	27	4	36	15	40	2	13	1	160	351
1992 Jun	-	7	4	3	1	-	1	3	-	18
Jul	-	4	-	1	-	-	-	1	-	25
Aug	-	-	-	-	-	-	-	-	-	48
Sep	-	-	3	-	1	-	3	-	-	40
Oct	-	-	3	-	-	-	1	-	-	61
Nov	-	-	1	-	-	-	1	-	-	49
Dec	-	-	-	-	-	-	-	-	-	-
1993 Jan	-	2	-	-	-	-	1	-	-	45
Feb	1	1	6	7	23	-	1	1	16	38
Mar	-	-	3	7	10	-	1	1	33	17
Apr	25	-	3	4	-	-	3	-	115	4
May	-	-	3	-	-	-	2	-	5	8
Jun	-	-	3	1	1	1	1	-	1	39
Jul	-	-	9	-	-	-	-	-	1	3
Aug	-	-	-	-	-	-	3	-	12	2
Sep	-	1	3	1	-	-	-	-	1	2
Oct	-	-	2	-	-	-	-	-	1	1
Nov	-	-	2	-	6	-	1	-	-	165
Dec	-	-	-	-	-	-	-	-	-	1
1994 Jan	-	-	1	-	-	-	-	-	-	1
Feb	-	1	-	-	1	-	-	-	-	3
Mar	-	-	-	-	-	-	-	-	2	5
Apr	-	1	1	-	-	-	-	-	9	3
May	-	2	1	-	1	1	8	-	2	18
Jun	-	1	2	1	1	3	3	4	17	39
Jul	-	-	2	-	2	-	1	-	16	8
Aug	-	-	3	-	4	-	1	-	18	11
Sep	-	-	-	-	1	-	-	-	13	3

* See 'Definitions' page at the end of 'Labour Market Data' section for notes of coverage. The figures for 1994 are provisional.

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

GREAT BRITAIN SIC=1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)									
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted								
	Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months									
1990=100																
1988)	83.5		84.1		83.8		83.8									
1989) Annual	91.1		91.4		91.2		91.2									
1990) averages	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0								
1991)	108.0		108.2		108.6		107.7									
1992)	114.6		115.3		115.8		114.1									
1993)	118.5		120.5		121.0		117.5									
1990 Jan	95.0	95.8	9.2	9½	94.7	95.5	8.0	8¾	94.8	95.5	8.6	9¼	95.4	96.3	9.3	9¼
Feb	95.2	96.4	9.0	9½	95.8	96.4	8.3	9¼	95.7	96.4	8.8	9½	95.2	96.4	8.8	9¼
Mar	98.0	97.3	9.4	9½	98.2	98.0	10.6	9½	98.0	98.0	10.4	9¾	98.1	97.0	8.7	9¼
Apr	98.0	98.1	9.4	9¾	98.5	97.7	8.7	9½	98.3	97.6	8.8	9¾	97.9	98.2	9.1	9½
May	99.0	99.2	10.3	9¾	99.1	98.8	9.2	9¼	98.9	98.7	9.3	9¾	99.3	99.5	10.7	9¾
June	100.7	100.1	10.6	10	101.0	99.9	9.8	9½	101.1	100.2	10.2	9¾	100.4	100.0	10.4	10
July	101.3	100.2	10.0	10¼	101.6	100.4	9.5	9½	101.5	100.4	9.5	10	101.0	100.1	9.9	10
Aug	101.0	101.5	10.9	10	99.9	101.3	9.8	9½	100.2	101.2	9.5	9¾	101.4	101.8	11.5	10
Sept	101.3	101.9	9.6	10	101.1	102.2	9.8	9½	101.3	102.3	10.1	9¾	101.0	101.8	9.2	10
Oct	101.7	102.5	9.0	9¾	101.6	102.4	9.3	9¼	101.8	102.5	9.5	9¾	101.3	102.4	8.2	9¾
Nov	103.4	103.1	9.3	9¾	103.4	103.3	9.7	9½	103.5	103.2	9.6	9¾	103.0	102.9	9.2	9¾
Dec	105.5	103.8	10.1	9¾	105.1	104.0	9.7	9½	104.9	103.9	9.6	9¾	105.8	103.6	10.4	9½
1991 Jan	103.8	104.6	9.2	9½	103.7	104.6	9.5	9¼	104.0	104.9	9.8	9½	103.7	104.7	8.7	9½
Feb	104.1	105.4	9.3	9¾	104.5	105.2	9.1	8¾	104.8	105.6	9.5	9	103.7	105.0	8.9	9
Mar	106.5	105.7	8.6	9	106.1	105.8	8.0	8½	106.2	106.2	8.4	9	106.9	105.6	8.9	8¾
Apr	106.4	106.5	8.6	8¾	107.6	106.7	9.2	8½	107.6	107.0	9.6	9	105.6	105.9	7.8	8¼
May	107.0	107.2	8.1	8½	107.4	107.0	8.3	8¾	108.2	107.9	9.3	9	106.5	106.7	7.2	8
June	107.9	107.3	7.2	8	109.0	107.8	7.9	8¼	109.1	108.1	7.9	8¾	107.1	106.7	6.7	7½
July	109.0	107.8	7.6	7¾	109.3	108.1	7.7	8¼	109.5	108.3	7.9	8½	108.5	107.6	7.5	7½
Aug	109.2	109.8	8.2	7¾	108.2	109.8	8.4	8	109.0	110.0	8.7	8½	109.2	109.6	7.7	7½
Sept	109.3	110.0	7.9	7¾	108.6	109.8	7.4	8	109.6	110.6	8.1	8½	109.0	109.8	7.9	7½
Oct	109.3	110.2	7.5	7½	110.0	110.8	8.2	8	110.3	111.0	8.3	8½	108.8	110.0	7.4	7¼
Nov	111.4	111.0	7.7	7½	111.5	111.3	7.7	8	112.0	111.7	8.2	8½	111.2	111.0	7.9	7¼
Dec	112.3	110.5	6.5	7¼	112.7	111.6	7.3	7¾	112.9	111.9	7.7	8	111.9	109.5	5.7	7
1992 Jan	111.1	111.9	7.0	7¼	111.6	112.5	7.6	7¾	112.1	113.0	7.7	7¾	110.8	111.8	6.8	7
Feb	111.9	113.3	7.5	7½	112.6	113.4	7.8	8¼	113.1	113.9	7.9	8¼	111.7	113.0	7.6	7½
Mar	115.8	114.9	8.7	7½	117.0	116.7	10.3	8	117.2	117.2	10.4	8	115.3	113.9	7.9	7¼
Apr	113.0	113.1	6.2	7	113.0	112.1	5.1	7½	113.8	113.1	5.7	7½	112.8	113.1	6.8	7
May	113.9	114.1	6.4	6¾	114.8	114.4	6.9	6¾	115.3	115.0	6.6	6½	114.3	113.6	6.5	6½
June	114.5	113.8	6.1	6¼	115.4	114.2	5.9	6¼	115.8	114.8	6.2	6½	113.8	113.4	6.3	6¼
July	115.1	113.9	5.7	6	116.1	114.8	6.2	6¼	116.6	115.2	6.4	6½	114.5	113.5	5.5	6
Aug	114.6	115.3	5.0	5¾	115.3	116.9	6.5	6	115.6	116.7	6.1	6¼	114.3	114.7	4.7	5¾
Sept	114.7	115.4	4.9	5½	114.9	116.1	5.7	6	115.3	116.4	5.2	6	114.3	115.2	4.9	5½
Oct	116.0	117.0	6.2	5¼	116.9	117.8	6.3	5¾	117.3	118.1	6.4	5¾	115.4	116.7	6.1	5¼
Nov	116.4	116.1	4.6	5	117.7	117.6	5.7	5¾	118.2	117.9	5.6	5¾	115.8	115.6	4.1	4¾
Dec	117.9	116.0	5.0	4¾	118.8	117.5	5.3	5½	119.2	118.2	5.6	5½	117.4	114.9	4.9	4½
1993 Jan	116.1	117.0	4.6	4¾	117.1	118.1	5.0	5¼	117.6	118.6						

5.3 EARNINGS

Average earnings index: all employees: by industry (unadjusted)

GREAT BRITAIN SIC 1980	Agriculture and forestry *	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply (15-17)	Metal processing and manufacturing (21,22)	Mineral extraction and manufacturing (23,24)	Chemicals and man-made fibres (25,26)	Mechanical engineering (32)	Electrical, electronic and instrument engineering (33,34,37)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods (31)	Food, drink and tobacco (41,42)
1990=100	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34,37)	(35)	(36)	(31)	(41,42)
1988 } Annual	83.4	80.0	79.0	82.2	86.6	84.0	81.6	83.8	83.8	83.7	79.6	85.1	82.2
1989 } Annual	90.0	90.6	87.0	90.3	92.8	91.9	88.9	92.0	91.7	92.0	89.7	91.8	89.8
1990 } averages	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1991 } Annual	110.1	113.5	110.8	110.4	106.3	105.8	109.3	109.1	108.6	108.0	108.5	106.1	110.6
1992 } Annual	113.8	123.8	116.1	117.5	112.0	110.8	116.2	116.9	115.9	117.2	114.0	114.0	118.7
1993 } Annual	117.7	131.2	119.6	122.2	116.9	115.9	121.2	122.7	121.7	119.5	118.8	118.6	125.0
1989 Jan	80.3	85.4	84.1	82.8	93.4	88.0	83.6	87.9	88.0	88.0	86.1	89.0	85.6
1989 Feb	79.3	85.8	82.1	83.7	86.4	89.5	85.5	89.5	88.4	89.6	86.1	90.1	84.4
1989 Mar	82.1	88.8	82.1	87.7	86.2	88.6	84.6	89.8	89.9	91.5	89.3	88.4	86.2
1989 Apr	85.1	89.8	83.6	86.7	100.7	90.1	87.3	90.9	90.8	89.4	88.9	90.6	91.7
1989 May	86.3	87.6	87.1	88.2	88.8	92.9	88.2	91.3	90.4	91.5	88.8	91.4	90.1
1989 June	86.0	88.5	84.7	90.3	88.5	93.4	88.7	92.7	92.0	92.7	92.4	91.7	89.3
1989 July	92.1	90.0	90.5	94.3	105.4	92.3	87.5	92.7	92.6	93.6	91.1	93.7	90.9
1989 Aug	99.6	92.5	87.6	97.3	87.6	91.3	89.4	91.5	91.9	90.2	88.6	91.5	89.5
1989 Sept	105.3	92.1	86.8	91.2	89.2	93.3	88.5	92.4	92.8	91.0	89.9	92.9	90.6
1989 Oct	100.3	93.8	86.9	92.9	102.7	93.0	89.4	93.5	93.9	92.1	91.0	93.2	91.1
1989 Nov	93.0	97.8	95.1	94.5	90.2	94.5	95.8	94.9	95.1	93.9	92.0	94.7	93.2
1989 Dec	90.3	95.7	93.8	94.1	94.9	95.9	98.5	96.9	95.2	99.9	92.1	94.3	95.2
1990 Jan	86.9	99.8	97.2	92.6	96.5	94.5	94.4	95.9	95.2	91.5	91.8	95.9	92.6
1990 Feb	86.5	99.6	93.3	93.2	90.8	96.1	95.6	97.4	96.8	91.6	94.1	96.4	93.8
1990 Mar	90.1	99.6	95.0	94.5	93.4	97.2	96.0	99.6	99.3	102.7	98.6	98.3	94.8
1990 Apr	92.3	99.3	96.0	95.7	104.9	99.0	98.1	98.0	97.4	102.0	96.9	98.8	99.0
1990 May	92.2	97.4	97.3	97.7	94.7	100.2	98.6	99.2	98.9	99.0	99.8	99.6	100.5
1990 June	102.2	98.5	98.9	104.1	103.7	101.9	100.6	100.5	100.0	102.3	101.7	101.1	101.8
1990 July	104.1	98.0	103.2	102.3	102.3	99.5	101.8	100.5	101.8	101.5	101.4	101.2	102.2
1990 Aug	111.1	100.7	102.0	104.6	97.4	93.3	100.1	99.1	99.8	99.9	101.4	100.4	100.4
1990 Sept	116.0	100.7	103.2	103.5	99.2	100.5	99.5	100.5	101.7	99.6	101.4	101.2	101.7
1990 Oct	113.3	102.6	102.9	104.4	105.6	101.2	99.8	101.1	102.4	101.6	101.9	101.2	101.0
1990 Nov	105.4	104.8	103.7	104.3	97.8	102.9	106.2	102.5	103.5	103.7	105.2	103.3	104.6
1990 Dec	100.0	98.9	107.2	103.2	101.9	104.8	111.7	104.5	104.6	104.6	105.8	102.6	107.6
1991 Jan	98.9	110.2	110.2	103.4	106.6	102.8	103.0	104.1	103.6	104.2	107.5	102.0	104.4
1991 Feb	101.7	112.8	103.8	105.1	99.4	102.4	105.8	106.1	105.1	104.4	105.5	103.6	105.5
1991 Mar	100.7	114.2	107.4	104.0	101.2	102.6	110.4	107.1	106.7	104.5	108.1	103.8	107.9
1991 Apr	108.2	111.5	110.5	105.1	110.1	103.9	105.9	108.1	106.6	116.6	110.9	104.3	111.4
1991 May	105.3	112.5	111.2	115.9	103.4	105.7	106.6	108.3	108.5	106.0	106.1	105.5	111.7
1991 June	105.9	113.8	111.8	106.1	103.7	107.5	107.4	110.2	110.8	109.7	107.9	105.9	111.4
1991 July	112.0	111.8	114.5	109.8	111.3	107.1	108.0	109.8	109.8	109.8	108.3	108.4	110.6
1991 Aug	133.6	113.2	111.1	115.8	108.9	106.2	109.8	109.3	108.4	104.5	108.5	105.8	110.4
1991 Sept	123.0	112.5	110.8	120.2	104.6	106.8	110.5	109.4	108.7	106.2	107.7	107.8	110.7
1991 Oct	114.7	113.4	111.4	112.1	112.6	106.9	111.5	111.1	110.5	111.4	111.4	107.1	111.0
1991 Nov	108.7	122.2	111.3	114.4	105.4	108.0	114.7	112.7	111.5	110.0	110.7	108.9	116.1
1991 Dec	108.1	114.2	115.7	113.2	108.4	109.3	117.8	113.2	112.9	112.3	109.6	110.1	116.3
1992 Jan	105.5	125.0	112.2	112.3	112.6	107.5	113.1	112.8	112.9	111.9	111.0	109.9	113.3
1992 Feb	101.2	124.5	113.2	112.8	107.5	108.6	113.3	114.0	113.1	115.2	111.7	111.1	114.7
1992 Mar	106.7	127.1	123.0	113.3	109.2	109.5	122.6	117.8	117.5	114.4	114.7	114.4	123.0
1992 Apr	114.2	129.0	112.7	117.2	116.4	109.1	113.3	113.8	113.9	115.1	111.8	112.6	115.6
1992 May	116.3	122.7	113.8	118.8	109.3	110.6	113.7	114.3	115.9	127.2	111.9	113.4	117.8
1992 June	115.2	119.6	116.6	118.1	109.8	112.2	114.8	116.3	116.6	120.5	113.2	114.8	118.1
1992 July	117.2	124.3	116.5	118.2	120.9	111.5	115.3	118.0	116.6	119.5	112.7	115.7	117.4
1992 Aug	124.0	121.2	115.6	116.7	108.0	112.1	115.5	116.6	115.1	115.6	116.8	114.8	117.5
1992 Sept	126.3	121.3	114.9	117.5	108.5	111.4	114.2	116.2	115.3	114.1	113.9	115.1	118.1
1992 Oct	119.1	117.5	115.5	123.5	121.4	111.7	115.3	122.7	116.0	114.6	116.8	114.3	118.8
1992 Nov	113.3	126.3	117.5	120.9	108.5	112.4	120.0	119.4	117.8	115.8	117.0	115.9	126.1
1992 Dec	107.0	127.2	121.6	120.4	111.9	113.0	123.1	120.5	119.6	117.9	116.5	115.6	124.5
1993 Jan	109.7	127.6	116.6	119.5	121.9	112.4	119.4	120.3	117.8	115.1	114.6	113.9	120.4
1993 Feb	108.9	127.2	116.1	120.1	110.0	114.4	119.2	121.5	119.1	117.7	116.6	114.5	123.9
1993 Mar	113.0	127.6	125.3	121.0	111.6	114.6	130.4	124.5	122.7	119.3	121.4	117.3	129.2
1993 Apr	114.4	132.0	119.3	121.8	118.7	114.6	118.6	121.0	120.1	116.8	118.5	118.8	123.3
1993 May	114.7	130.4	117.8	122.9	113.9	115.3	118.9	121.5	123.4	119.2	117.3	119.4	125.9
1993 June	118.6	132.2	118.3	120.5	113.2	117.5	120.9	123.5	122.2	122.5	118.4	119.3	123.7
1993 July	124.1	132.7	122.4	124.1	130.5	116.6	120.2	124.0	122.8	122.2	121.9	120.3	123.9
1993 Aug	134.7	126.8	118.9	121.9	110.1	116.1	118.5	121.1	120.9	119.0	118.5	118.5	123.5
1993 Sep	126.0	130.9	118.4	121.6	113.9	116.0	118.6	122.6	120.5	118.0	119.2	119.5	123.2
1993 Oct	121.2	133.0	119.0	122.9	127.4	115.6	119.2	123.6	122.5	119.8	119.9	120.0	123.6
1993 Nov	117.8	135.7	119.4	126.4	113.3	116.3	124.4	124.9	123.7	120.7	120.1	120.7	129.0
1993 Dec	108.7	138.6	123.7	124.0	118.3	120.9	126.5	124.4	124.1	123.2	118.9	121.0	130.3
1994 Jan	112.6	139.5	121.4	123.2	124.6	117.4	123.2	125.2	124.2	122.9	120.0	121.3	126.0
1994 Feb	112.5	134.5	123.6	123.8	114.7	118.6	124.1	126.7	124.6	124.7	119.9	124.2	126.2
1994 Mar	121.6	136.6	127.6	123.9	117.8	120.6	134.4	130.3	130.1	130.0	123.0	126.6	137.4
1994 Apr	117.1	137.0	129.7	124.7	128.8	120.5	123.1	127.7	124.9	126.4	122.4	124.3	127.8
1994 May	119.4	240.2	124.5	126.0	117.7	121.5	123.0	128.3	127.1	129.3	120.5	127.3	129.6
1994 June	121.3	137.3	123.0	124.5	116.9	122.7	126.4	127.1	127.9	130.0	122.0	128.0	129.3
1994 July	127.7	140.1	124.1	125.2	142.6	123.5	123.8	127.9	128.0	131.1	123.6	128.3	129.9
1994 Aug	134.9	130.4	122.9	132.0	119.9	119.7	122.0	126.3	126.7	127.2	123.3	126.5	130.1
1994 Sep P	129.6	134.9	123.1	128.9	118.0	120.5	123.8	127.9	126.1	127.8	122.6	129.5	129.0

Note: Figures for the years 1985 to 1989 on a 1985=100 basis were published in *Employment Gazette</*

5.8 UNIT WAGE COSTS * All employees: index for main industrial sectors

UNITED KINGDOM	Manufacturing	Per cent change from a year earlier	Energy and water supply	Production industries	Construction	Whole economy	
						Per cent change from a year earlier	Per cent change from a year earlier
SIC 1992 1990=100							
1980	64.5	22.9	72.4	62.7	54.4	53.5	21.9
1981	70.6	9.5	79.4	66.3	62.2	58.6	9.5
1982	73.9	4.7	83.6	68.4	60.9	61.6	5.1
1983	74.6	.9	80.8	67.9	61.8	63.7	3.4
1984	77.1	3.4	100.4	67.1	64.5	67.6	6.1
1985	81.5	5.7	87.0	73.5	67.8	71.2	5.3
1986	84.8	4.0	77.0	74.1	70.6	74.3	4.4
1987	86.9	2.5	76.6	77.5	72.0	77.7	4.6
1988	89.2	2.6	86.6	81.2	77.8	83.0	6.8
1989	93.2	4.5	97.6	93.8	90.6	91.0	9.6
1990	100.0	7.3	100.0	100.0	100.0	100.0	9.9
1991	107.0	7.0	102.5	100.9	107.0	107.3	7.3
1992	109.1	2.0	106.3	102.8	107.3	111.7	4.1
1993	109.7	.5	101.8	100.0	103.9	112.3	.5
1989 Q2	92.9	3.2	..	..	..	89.9	9.3
1989 Q3	94.0	6.1	..	..	..	92.1	10.3
1989 Q4	95.4	5.7	..	..	..	94.4	10.3
1990 Q1	97.2	7.4	..	..	..	96.5	10.1
1990 Q2	98.6	6.1	..	..	..	98.7	9.8
1990 Q3	100.9	7.4	..	..	..	101.6	10.4
1990 Q4	103.4	8.4	..	..	..	103.2	9.3
1991 Q1	105.3	8.4	..	..	..	105.3	9.2
1991 Q2	107.4	8.9	..	..	..	106.5	7.9
1991 Q3	107.2	6.3	..	..	..	109.1	6.4
1991 Q4	108.2	4.7	..	..	..	109.1	5.7
1992 Q1	110.2	4.6	..	..	..	111.4	5.8
1992 Q2	108.5	1.0	..	..	..	112.1	5.2
1992 Q3	108.8	1.5	..	..	..	111.4	3.1
1992 Q4	108.8	.5	..	..	..	112.0	2.7
1993 Q1	109.2	-.9	..	..	..	112.2	.7
1993 Q2	108.7	-.2	..	..	..	112.1	-.0
1993 Q3	110.3	1.3	..	..	..	112.1	.6
1993 Q4	110.8	1.9	..	..	..	112.7	.6
1994 Q1	111.2	1.9	..	..	..	113.6	1.3
1994 Q2	108.5	-.2	..	..	..	111.8	-.3
1994 Q3	108.7	-.1	..	..	..	..	..
1992 Sep	108.3	.6	..	..	..	..	..
1992 Oct	108.9	.4	..	..	..	..	..
1992 Nov	108.8	1.2	..	..	..	..	..
1992 Dec	108.7	.0	..	..	..	..	..
1993 Jan	108.3	-.1	..	..	..	..	..
1993 Feb	108.3	-.7	..	..	..	..	..
1993 Mar	110.9	-.7	..	..	..	..	..
1993 Apr	107.6	-.7	..	..	..	..	..
1993 May	108.3	-.2	..	..	..	..	..
1993 Jun	110.1	1.8	..	..	..	..	..
1993 Jul	109.7	1.1	..	..	..	..	..
1993 Aug	110.8	1.1	..	..	..	..	..
1993 Sep	110.3	1.9	..	..	..	..	..
1993 Oct	111.1	2.1	..	..	..	..	..
1993 Nov	111.1	2.1	..	..	..	..	..
1993 Dec	110.2	1.4	..	..	..	..	..
1994 Jan	110.1	1.6	..	..	..	..	..
1994 Feb	110.1	1.7	..	..	..	..	..
1994 Mar	113.5	2.3	..	..	..	..	..
1994 Apr	108.1	.5	..	..	..	..	..
1994 May	108.9	-.5	..	..	..	..	..
1994 Jun	108.4	-.1	..	..	..	..	..
1994 Jul	108.1	-.1	..	..	..	..	..
1994 Aug	109.3	-.1	..	..	..	..	..
1994 Sep	108.6	-.1	..	..	..	..	..
Three months ending: 1992 Sep	108.8	1.5	..	..	..	..	..
1992 Oct	108.9	.9	..	..	..	..	..
1992 Nov	108.7	.7	..	..	..	..	..
1992 Dec	108.8	.5	..	..	..	..	..
1993 Jan	108.6	-.1	..	..	..	..	..
1993 Feb	108.4	-.7	..	..	..	..	..
1993 Mar	109.2	-.9	..	..	..	..	..
1993 Apr	108.9	-.3	..	..	..	..	..
1993 May	108.9	-.7	..	..	..	..	..
1993 Jun	108.7	-.2	..	..	..	..	..
1993 Jul	109.4	1.3	..	..	..	..	..
1993 Aug	110.2	1.3	..	..	..	..	..
1993 Sep	110.3	1.3	..	..	..	..	..
1993 Oct	110.7	1.7	..	..	..	..	..
1993 Nov	110.9	2.0	..	..	..	..	..
1993 Dec	110.8	1.9	..	..	..	..	..
1994 Jan	110.5	1.7	..	..	..	..	..
1994 Feb	110.1	1.6	..	..	..	..	..
1994 Mar	111.2	1.9	..	..	..	..	..
1994 Apr	110.6	1.5	..	..	..	..	..
1994 May	110.1	1.1	..	..	..	..	..
1994 Jun	108.5	-.2	..	..	..	..	..
1994 Jul	108.5	-.8	..	..	..	..	..
1994 Aug	108.6	-.1	..	..	..	..	..
1994 Sep	108.7	-.1	..	..	..	..	..

Source: Central Statistical Office

Note: Manufacturing is based on seasonally adjusted monthly statistics of average earnings, employed labour force and output. Other sectors are based on national accounts data of wages and salaries, employment and output. Wages and salaries per unit of output. The indices have been rebased from 1988=100 to 1990=100, in common with other economic series. Figures on a 1985=100 basis were last published in *Employment Gazette*, September 1993.

EARNINGS 5.9 Selected countries: wages per head: manufacturing (manual workers)

	Great Britain (1,2)	Belgium (7,8)	Canada (8)	Denmark (6,8)	France (4)	Germany (FR) (8)	Greece (8)	Irish Republic (8)	Italy (4)	Japan (2,5)	Netherlands (4)	Spain (2,8,9)	Sweden (6,8)	United States (8,10)
Annual averages														
1984	91.7	96	96	95.3	94.6	96	83	92	90.2	97.0	95	90.9	93.0	96
1985	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100.0	100.0	100
1986	107.7	102	103	104.8	104.3	104	113	107	104.8	101.6	102	110.9	107.4	102
1987	116.3	104	106	114.5	107.2	108	124	113	111.6	103.1	103	119.3	114.3	104
1988	126.2	105	110	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107
1989	137.2	111	116	127.7	114.7	117	176	124	125.6	114.0	106	136.3	135.7	110
1990	150.1	116	122	133.8	119.9	123	210	131	134.7	120.1	109	148.2	148.7	114
1991	162.4	122	128	139.8	125.1	130	246	138	147.9	124.3	113	160.3	155.4	117
1992	173.1	128	132	144.4	129.6	138	279	145	155.9	125.6	118	172.6	162.6	120
1993	180.8	131	135	148.0	133.0	146	309	..	161.2	125.8	122	184.4	167.7	123
Quarterly averages														
1992 Q2	170.5	128	132	145.3	129.1	136	275	142	155.5	128.2	118	171.4	163.5	120
1992 Q3	174.0	127	132	145.2	130.2	141	282	142	156.0	123.6	119	173.7	163.6	120
1992 Q4	176.6	131	133	146.1	131.2	141	289	145	156.9	125.2	119	177.5	164.9	121
1993 Q1	179.6	128	135	145.1	131.9	142	295	147	159.3	123.8	120	179.5	165.6	122
1993 Q2	178.9	130	135	147.9	132.5	146	303	150	160.3	129.7	122	183.1	168.1	123
1993 Q3	181.6	131	134	148.7	133.2	147	311	..	162.4	124.7	122	185.5	167.6	123
1993 Q4	183.5	133	135	150.1	134.1	148	326	..	162.9	125.9	123	188.8	169.6	125
1994 Q1	188.0	131	138	..	134.6	149	..	..	166.1	128.1	124	189.3	171.4	126
1994 Q2	186.7	..	137	..	..	..	..	..	166.8	132.6	124	..	174.9	126
Monthly														
1992 Jul	172.4	..	131	148.0	130.2	141	..	..	155.9	123.9	119	..	165.6	120
1992 Aug	175.5	..	132	143.4	..	..	..	..	155.9	121.8	119	..	162.0	120
1992 Sep	174.3	127	133	144.3	..	..	..	..	156.2	125.0	119	..	163.2	121
1992 Oct	176.8	..	133	145.2	131.2	141	..	..	156.8	125.4	119	..	163.9	121
1992 Nov	176.4	..	133	144.8	..	..	..	..	156.8	125.7	119	..	164.4	121
1992 Dec	176.4	131	135	148.4	..	..	..	145	157.2	124.4	119	..	166.6	122
1993 Jan	177.3	..	135	145.2	131.9	141	..	..	159.3	120.7	120	..	166.6	122
1993 Feb	178.8	..	136	145.2	..	..	..	..	159.3	125.6	120	..	165.2	122
1993 Mar	182.5	128	135	145.0	..	..	..	..	159.3	125.2	120	..	165.2	122
1993 Apr	177.2	..	136	146.6	132.5	142	..	..	159.3	126.3	122	..	168.0	123
1993 May	180.0	..	134	147.9	..	..	..	..	159.4	126.8	122	..	169.4	123
1993 Jun	179.5	130	134	149.3	..	..	..	..	162.1	135.8	122	..	167.0	123
1993 Jul	180.8	..	134	151.4	133.2	146	..	..	162.3	122.6	122	..	169.4	123
1993 Aug	181.7	..	134	146.6	..	..	..	..	162.3	124.5	122	..	166.0	123
1993 Sep	182.2	131	135	148.2	..	..	..	..	162.7	126.9	122	..	167.6	124
1993 Oct	183.5	..	135	148.6	134.1	147	..	..	162.9	126.3	123	..	169.0	124
1993 Nov	183.5	..	135	148.7	..	..	..	..	162.9	127.8	123	..	168.8	124
1993 Dec	183.5	133	136	153.0	..	..	..	..	162.9	123.7	123	..	171.0	126
1994 Jan	185.6	..	137	..	134.6	148	..	..	165.6	127.6	124	..	171.8	125
1994 Feb	186.7	..	138	..	..	..	..	..	166.2	128.4	124	..	171.0	126
1994 Mar	192.2	131	138	..	..	..	..	..	166.4	129.1	124	..	171.4	126
1994 Apr	185.3	..	137	..	..	149	..	..	166.7	129.5	124	..	175.4	126
1994 May	187.6	..	137	..	..	..	..	..	166.7	128.5	124	..	176.0	126
1994 Jun	187.3	..	137	..	..	..	..	..	167.0	139.9	124	..	173.4	126
1994 Jul	188.5	..	137	..	..	..	..			

6.1 RETAIL PRICES

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

		All items			All items except seasonal foods			
		Index Jan 13 1987=100	Percentage change over			Index Jan 13 1987=100	Percentage change over	
			1 month	6 months	12 months		1 month	6 months
1993	Oct	141.8	-0.1	0.9	1.4	-0.1	1.0	
	Nov	141.6	-0.1	0.4	1.4	-0.1	0.6	
	Dec	141.9	0.2	0.6	1.9	0.2	0.8	
1994	Jan	141.3	-0.4	0.4	2.5	-0.5	0.4	
	Feb	142.1	0.6	0.6	2.4	0.6	0.6	
	Mar	142.5	0.3	0.4	2.3	0.2	0.3	
	Apr	144.2	1.2	1.7	2.6	1.2	1.5	
	May	144.7	0.3	2.2	2.6	0.2	1.8	
	Jun	144.7	0.0	2.0	2.6	0.1	1.8	
	Jul	144.0	-0.5	1.9	2.3	-0.5	1.8	
	Aug	144.7	0.5	1.8	2.4	0.5	1.7	
	Sep	145.0	0.2	1.8	2.2	0.3	1.7	
	Oct	145.2	0.1	0.7	2.4	0.1	0.7	

Between September and October housing costs rose sharply as the recent increases in mortgage interest rates took effect. However, charges for household services and motoring costs fell during the month and there were also price cuts for food.

Food: Between September and October there were modest increases in the prices of seasonal foods, especially fresh fruit and vegetables. However, amongst non-seasonal foods there were a variety of special offers for bread, beef, sugar, sweets and chocolates and prepared meals. There were, though, some price increases for processed meat and fish.

Catering: The monthly rise reflected higher prices for restaurant meals and take-aways and snacks.

Housing: The increase between September and October almost entirely reflected higher mortgage interest rates. The mortgage interest payments index rose by 5.3 per cent over the month.

Household Services: Between September and October there were large reductions for telephone charges due to the restructuring of long-distance call rates. Some professional service charges in the housing market also fell over the month.

Personal goods and services: The monthly fall reflected offers for some personal articles although prices of chemists' goods rose and there were increases for private medical insurance premiums.

Motoring expenditure: Increases in motor insurance premiums and vehicle maintenance costs were more than offset by a further reduction in the price of petrol (averaging between 3-4p per gallon) and reductions in second-hand car prices.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for October 18

	Index Jan 1987=100	Percentage change over			Index Jan 1987=100	Percentage change over	
		1 month	12 months			1 month	12 months
		ALL ITEMS	145.2			0.1	2.4	Tobacco	168.4	-0.1	5.4
Food and catering	138.5	0.0	1.8	Cigarettes	169.6		6
Alcohol and tobacco	162.4	0.0	3.0	Tobacco	160.7		5
Housing and household expenditure	146.5	0.6	3.5	Housing	159.8	1.6	5.5
Personal expenditure	133.3	-0.3	1.1	Rent	191.9		5
Travel and leisure	146.0	-0.2	1.7	Mortgage interest payments	160.2		11
All items excluding seasonal food	145.9	0.1	2.2	Rates, community charge and council tax	127.8		3
All items excluding food	147.8	0.1	2.6	Water and other payments	222.6		7
Seasonal food	117.3	0.8	10.5	Repairs and maintenance charges	152.7		3
Food excluding seasonal	133.8	-0.3	-0.4	Do-it-yourself materials	144.0		1
				Dwelling insurance & ground rent	198.6		0
All items excluding housing	142.1	-0.1	1.8	Fuel and Light	134.0	-0.1	6.4
All items exc mortgage interest	144.5	-0.1	2.0	Coal and solid fuels	127.8		7
				Electricity	148.0		6
Consumer durables	116.1	-0.2	-0.7	Gas	122.4		8
				Oil and other fuels	113.3		1
Food	131.4	-0.2	1.1	Household goods	129.0	0.0	0.5
Bread	134.2		-3	Furniture	130.0		2
Cereals	137.0		-2	Furnishings	125.2		2
Biscuits and cakes	143.5		1	Electrical appliances	106.6		-4
Beef	127.8		-5	Other household equipment	134.5		1
Lamb	121.6		4	Household consumables	146.4		-2
of which, home-killed lamb	120.5		6	Pet care	132.6		5
Pork	118.3		-1	Household services	141.0	-1.1	-1.4
Bacon	135.0		-3	Postage	146.2		5
Poultry	106.1		-4	Telephones, telemessages, etc	110.6		-9
Other meat	122.8		0	Domestic services	164.5		4
Fish	122.8		-2	Fees and subscriptions	158.0		1
of which, fresh fish	129.2		-3	Clothing and footwear	122.1	-0.1	-0.4
Butter	133.6		-2	Men's outerwear	121.4		-1
Oil and fats	128.5		2	Women's outerwear	110.2		-2
Cheese	143.7		-1	Children's outerwear	120.9		1
Eggs	131.4		1	Other clothing	141.8		1
Milk fresh	145.0		3	Footwear	126.6		0
Milk products	139.3		-3	Personal goods and services	154.3	-0.6	3.4
Tea	146.2		-2	Personal articles	118.0		1
Coffee and other hot drinks	116.4		27	Chemists goods	159.2		3
Soft drinks	154.6		-2	Personal services	191.9		6
Sugar and preserves	136.4		-6	Motoring expenditure	149.7	-0.5	1.7
Sweets and chocolates	133.9		4	Purchase of motor vehicles	130.6		-1
Potatoes	149.2		21	Maintenance of motor vehicles	168.1		3
of which, unprocessed potatoes	169.4		52	Petrol and oil	149.6		5
Vegetables	108.0		6	Vehicles tax and insurance	198.2		2
of which, other fresh vegetables	99.0		1	Fares and other travel costs	156.0	0.0	2.3
Fruit	118.7		5	Rail fares	169.7		5
of which, fresh fruit	116.0		5	Bus and coach fares	166.2		3
Other foods	134.6		-2	Other travel costs	140.4		1
Catering	164.2	0.5	4.0	Leisure goods	121.1	-0.1	-1.3
Restaurant meals	162.3		4	Audio-visual equipment	75.4		-7
Canteen meals	172.2		5	Tapes and discs	115.1		1
Take-aways and snacks	163.6		4	Toys, photographic and sport goods	121.5		0
Alcoholic drink	159.8	0.1	1.8	Books and newspapers	160.1		0
Beer	166.7		2	Gardening products	139.6		0
on sales	170.9		3	Leisure services	164.4	0.3	3.5
off sales	140.0		-3	Television licences and rentals	119.6		0
Wines and spirits	150.4		3	Entertainment and other recreation	197.4		6
on sales	162.1		3	Foreign Holidays (Jan 1993 = 100)*	104.1		2
off sales	142.8		0	UK Holidays (Jan 1994 = 100)#	101.4		

Note: Indices are given to one decimal place to provide as much information as is available although accuracy is reduced at lower levels of aggregation. For this reason, annual percentage changes for individual sections are given rounded to the nearest whole number. Foreign holidays were introduced into the RPI, within the leisure services component with effect from February 1993. # UK holidays were introduced into the RPI, within the leisure services component with effect from February 1994. Source: Central Statistical Office

RETAIL PRICES 6.3

Average retail prices of selected items

Average retail prices on October 18 for a number of important items derived from prices collected by the Central Statistical Office for the purpose of the General Index of Retail Prices in more than 180 areas in the United Kingdom are given below.

Average prices on October 18 1994

Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS				Margarine			
Beef: home-killed, per lb				Soft 500g tub	323	48	36- 85
Best beef mince	677	154	109- 209	Low fat spread, 250g	324	47	45- 51
Topside	627	270	218- 320	Cheese			
Brisket (without bone)	483	212	188- 244	Cheddar type, per lb	315	192	164- 224
Rump steak *	673	348	248- 440	Eggs			
Stewing steak	669	204	169- 284	Size 2 (65-70g), per dozen	319	138	104- 166
Lamb: home-killed, per lb				Size 4 (55-60g), per dozen	277	121	98- 158
Loin (with bone)	663	289	219- 349	Milk			
Shoulder (with bone)	644	134	109- 179	Pasteurised, per pint	354	36	25- 31
Leg (with bone)	621	224	190- 259	Tea			
Lamb: imported (frozen), per lb				Loose, per 125g	320	63	46- 75
Loin (with bone)	281	218	165- 298	Tea bags, per 250g	330	123	94- 156
Leg (with bone)	265	180	169- 199	Coffee			
Pork: home-killed, per lb				Pure, instant, per 100g	319	181	174- 199
Leg (foot off)	515	148	99- 179	Ground (filter fine), per 8oz	322	193	133- 257
Loin (with bone)	649	166	139- 210	Sugar			
Shoulder (with bone)	548	122	95- 176	Granulated, per kg	334	61	55- 73
Bacon, per lb				Fresh vegetables			
Streaky *	485	145	118- 199	Potatoes, old loose, per lb	487	23	13- 34
Gammon *	508	233	178- 296	Potatoes, new loose, per lb	583	20	15- 30
Back, Danish	450	227	175- 299	Tomatoes, per lb	720	53	39- 76
Back, home produced	427	209	169- 259	Cabbage, greens, per lb	652	41	25- 59
Ham				Cabbage, hearted, per lb	660	25	15- 35
Ham (not shoulder), per 4oz	531	72	59- 99	Cauliflower, each	709	49	39- 55
Sausages, per lb				Brussels sprouts, per lb	678	47	35- 59
Pork	546	115	85- 148	Carrots, per lb	717	21	18- 25
Canned meats				Onions, per lb	719	27	18- 32
Corned beef, 12oz can	326	89	75- 109	Mushrooms, per 4oz	712	32	25- 39
Chicken: roasting, oven ready, per lb				Cucumber, each	712	44	34- 59
Frozen	300	69	51- 83	Lettuce - iceberg, each	695	64	49- 75
Fresh or chilled	659	91	73- 105	Fresh fruit			
Fresh and smoked fish, per lb				Apples, cooking, per lb	681	36	29- 44
Cod fillets	525	266	199- 319	Apples, dessert, per lb	690	45	38- 50
Rainbow trout	551	221	149- 399	Pears, dessert, per lb	699	45	38- 59
Canned fish				Oranges, each	710	23	15- 35
Red salmon, half size can	318	125	99- 159	Bananas, per lb	711	43	39- 55
Bread				Grapes, per lb	685	104	59- 149
White loaf, sliced, 800g	354	49	32- 78	Items other than food			
White loaf, unwrapped, 800g	352	74	59- 85	Draught bitter, per pint	838	143	126- 165
Brown loaf, sliced, 400g	340	52	37- 59	Draught lager, per pint	840	160	144- 180
Brown loaf, unsliced, 800g	339	78	59- 87	Whisky per nip	838	111	100- 126
Flour				Gin, per nip	839	110	100- 125
Self raising, per 1.5kg	321	56	37- 72	Cigarettes 20 king size filter	3,376	241	205- 254
Butter				Coal, per 50kg	447	688	550- 850
Home produced, per 250g	312	68	61- 79	Smokeless fuel per 50kg	55.4	973	790- 1188
New Zealand, per 250g	308	63	61- 65	4-star petrol, per litre	646	57	54- 60
Danish, per 250g	302	76	73- 84	Derv per litre	628	51	48- 53
				Unleaded petrol ord. per litre	641	51	49- 54
				Super unleaded petrol, per litre	417	56	53- 59

* Or Scottish equivalent.

General Notes - Retail Prices

The responsibility for the Retail Prices Index was transferred in July 1989 from the Employment Department to the Central Statistical Office. The RPI is now being published in full in the CSO's *Business Monitor MM23*.

Structure

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

Definitions

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

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

6.4 RETAIL PRICES

General index of retail prices

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food +	All items except housing	All items except mortgage interest	Nationalised industries**	Consumer durables	Food			Catering	Alcoholic drink
								All	Seasonal +	Non-seasonal + food		
1987 Weights	1,000	833	974	843	956	57	139	167	26	141	46	76
1988	1,000	837	975	840	958	54	141	163	25	138	50	78
1989	1,000	846	977	825	940	46	135	154	23	131	49	83
1990	1,000	842	976	815	925	—	132	158	24	134	47	77
1991	1,000	849	976	808	924	—	128	151	24	127	47	77
1992	1,000	848	978	828	936	—	127	152	22	130	47	80
1993	1,000	856	979	836	952	—	127	144	21	123	45	78
1994	1,000	858	980	842	956	—	127	142	20	122	45	76
1987 Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0	102.8	101.7
1988	106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	105.0	109.6	106.9
1989	115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	105.0	111.6	116.5	112.9
1990	126.1	127.4	126.4	119.2	122.1	—	111.3	119.4	116.4	119.9	126.4	123.8
1991	133.5	135.1	133.8	128.3	130.3	—	114.8	125.6	121.6	126.3	139.1	129.2
1992	138.5	140.5	139.1	134.3	136.4	—	115.5	128.3	114.7	130.6	147.9	148.1
1993	140.7	142.6	141.4	138.4	140.5	—	115.9	130.6	111.4	134.0	155.6	154.7
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	100.0
1988 Jan 12	103.3	103.4	103.3	103.2	103.7	102.8	101.2	102.9	103.7	102.7	106.4	106.9
1989 Jan 17	111.0	111.7	111.2	108.5	109.4	110.9	104.5	107.4	103.2	108.2	113.1	109.9
1990 Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.3	116.0	112.0	116.3	116.3
1991 Jan 15	130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	123.1	132.2	129.7
1992 Jan 14	135.6	137.1	135.9	131.6	133.1	—	113.2	128.4	125.2	129.0	144.3	143.9
1992 Oct 13	139.9	142.3	140.7	135.5	137.8	—	116.8	127.4	106.5	131.1	150.2	150.9
Nov 10	139.7	142.1	140.5	135.6	137.9	—	116.8	127.3	106.3	130.9	150.7	150.7
Dec 8	139.2	141.3	139.9	135.7	138.1	—	117.1	128.4	110.6	131.5	151.2	150.0
1993 Jan 12	137.9	139.7	138.6	135.0	137.4	—	112.8	128.8	112.2	131.7	151.7	151.0
Feb 9	138.8	140.5	139.4	136.0	138.3	—	114.5	130.2	114.6	132.9	152.2	151.7
Mar 16	139.3	140.8	139.8	137.0	139.2	—	115.9	131.3	116.3	133.9	153.0	152.4
Apr 20	140.6	142.5	141.3	138.4	140.6	—	117.0	130.8	113.0	134.0	154.4	154.4
May 18	141.1	142.8	141.6	139.0	141.0	—	117.3	132.2	118.0	134.6	155.1	154.8
Jun 15	141.0	142.9	141.7	138.9	141.0	—	116.3	131.4	112.6	134.7	155.8	155.1
Jul 20	140.7	142.6	141.5	138.5	140.6	—	113.3	131.3	109.4	135.3	156.4	155.7
Aug 17	141.3	143.2	142.1	139.1	141.2	—	114.8	131.5	110.8	135.2	156.7	156.0
Sep 14	141.9	144.1	142.8	139.8	141.8	—	117.0	130.9	108.3	135.0	157.3	156.5
Oct 19	141.8	144.1	142.7	139.6	141.7	—	116.9	130.0	106.2	134.3	157.9	156.9
Nov 16	141.6	144.0	142.5	139.3	141.4	—	117.4	129.1	105.7	133.4	158.3	156.1
Dec 14	141.9	144.3	142.8	139.7	141.8	—	117.6	129.4	109.7	133.0	158.8	155.6
1994 Jan 18	141.3	143.5	142.1	139.3	141.3	—	113.0	130.0	110.3	133.5	159.1	156.9
Feb 15	142.1	144.3	142.9	140.2	142.2	—	114.8	130.8	112.6	134.0	159.5	157.3
Mar 15	142.5	144.7	143.2	140.6	142.6	—	116.2	131.6	115.1	134.4	160.0	157.2
Apr 19	144.2	146.5	144.9	141.6	143.9	—	116.0	131.9	115.3	134.8	160.8	157.6
May 17	144.7	146.9	145.2	142.1	144.5	—	116.2	132.2	123.2	134.8	161.3	157.8
Jun 14	144.7	147.0	145.3	142.1	144.4	—	115.9	133.1	122.6	134.8	161.7	158.5
Jul 19	144.0	146.2	144.6	141.2	143.7	—	112.3	132.3	119.5	134.4	162.2	159.1
Aug 16	144.7	147.0	145.3	142.0	144.4	—	114.4	132.7	120.8	134.7	162.8	159.3
Sep 13	145.0	147.6	145.7	142.3	144.7	—	116.3	131.6	116.4	134.2	163.4	159.7
Oct 18	145.2	147.8	145.9	142.1	144.5	—	116.1	131.4	117.3	133.8	164.2	159.8

Source: Central Statistical Office

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

** The Nationalised Industries index is no longer published from December 1989, see also General Notes under table 6.3.

6.4 RETAIL PRICES

General index of retail prices

Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel	Leisure goods	Leisure services	1987 Weights
38	157	61	73	44	74	38	127	22	47	30	1987 Weights
36	160	55	74	41	72	37	132	23	50	29	1988
36	175	54	71	41	73	37	128	23	47	29	1989
34	185	50	71	40	69	39	131	21	48	30	1990
32	192	46	70	45	63	38	141	20	48	30	1991
36	172	47	77	48	59	40	143	20	47	32	1992
35	164	46	79	47	58	39	136	21	46	62	1993
35	158	45	76	47	58	37	142	20	48	71	1994
100.1	103.3	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6	1987 Annual averages
103.4	112.5	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1	1988
106.4	135.3	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1	1989
113.6	163.7	115.9	115.4	119.6	115.0	122.7	120.9	123.4	112.4	124.5	1990
129.9	160.8	125.1	122.5	129.5	118.5	133.4	129.9	135.5	117.7	138.8	1991
144.2	159.6	127.8	126.5	137.0	118.8	142.2	138.7	143.9	120.8	150.0	1992
156.4	151.0	126.2	128.0	141.9	119.8	147.9	144.7	151.4	122.5	156.7	1993
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1987 Jan 13
101.4	103.9	98.3	103.3	105.0	101.1	104.3	105.1	105.1	102.8	103.6	1988 Jan 12
105.6	124.6	104.2	107.5	110.3	105.9	110.4	110.6	112.9	105.1	112.1	1989 Jan 17
108.3	145.8	110.6	112.0	116.3	110.8	118.6	115.0	117.5	110.1	119.6	1990 Jan 16
118.2	170.6	121.6	116.7	125.5	114.2	127.2	122.8	130.8	114.9	130.7	1991 Jan 15
137.4	156.0	127.7	123.9	135.3	115.7	138.4	134.0	140.9	119.3	145.5	1992 Jan 14
145.9	162.3	127.7	127.3	138.0	121.6	144.2	140.3	145.7	121.2	153.4	1992 Oct 13
147.1	160.4	127.8	127.9	138.5	121.1	144.6	140.3	146.1	121.6	153.0	Nov 10
149.5	156.3	127.4	128.8	138.1	120.5	144.3	139.7	145.7	121.6	153.1	Dec 8
150.0	151.6	127.1	125.8	139.8	114.9	144.7	137.9	148.6	121.3	153.6	1993 Jan 12
150.0	152.0	127.1	126.7	140.5	117.0	145.5	139.2	149.2	122.4	153.9	Feb 9
150.0	149.5	127.3	127.9	141.2	119.2	146.3	140.6	149.5	122.5	154.2	Mar 16
155.7	150.0	127.0	128.7	142.2	120.9	147.5	144.7	150.4	122.8	155.8	Apr 20
156.6	150.1	126.2	128.9	141.8	121.3	147.8	145.3	152.3	123.2	156.1	May 18
156.7	150.4	125.7	128.1	140.7	120.2	147.3	146.9	152.6	122.8	156.4	Jun 15
156.8	150.6	125.4	126.5	142.2	116.0	147.8	147.2	152.0	121.7	156.7	Jul 20
158.5	151.0	125.4	128.0	142.6	117.7	148.7	147.4	152.3	122.4	157.2	Aug 17
159.5	151.3	125.7	128.8	142.8	122.2	149.0	147.8	152.6	122.4	158.8	Sep 14
159.7	151.5	125.9	128.4	143.0	122.6	149.2	147.2	152.5	122.7	158.9	Oct 19
159.8	151.7	125.8	129.0	143.4	122.8	150.6	145.2	152.4	123.1	159.4	Nov 16
163.0	151.9	125.6	129.7	142.9	122.5	149.9	146.7	152.3	123.1	159.6	Dec 14
166.5	150.2	125.4	126.1	142.4	116.2	149.5	147.5	154.0	122.3	160.1	1994 Jan 18
167.1	150.4	124.9	127.1	142.8	119.3	152.9	148.4	154.3	122.6	160.3	Feb 15
167.1	150.6	124.5	128.5	141.9	121.0	150.9	149.2	154.7	122.8	160.5	Mar 15
167.7	156.2	134.3	128.0	142.2	121.3	151.5	149.8	154.7	122.6	161.8	Apr 19
168.4	156.4	133.8	128.5	142.3	121.4	154.6	150.4	155.2	122.7	162.2	May 17
168.5	156.6	133.7	128.5	142.4	121.1	152.4	150.4	155.8	122.4	162.5	Jun 14
168.5	156.8	133.9	126.3	142.3	116.0	152.4	150.0	155.6	120.7	162.6	Jul 19
168.5	157.0	134.2	128.3	142.3	118.6	155.1	150.7	156.2	120.9	162.8	Aug 16
168.5	157.3	134.2	129.0	142.5	122.2	155.2	150.4	156.0	121.2	163.9	Sep 13
168.4	159.8	134.0	129.0	141.0	122.1	154.3	149.7	156.0	121.1	164.4	Oct 18

Note: The structures of the published components of the index were recast in February 1987. (See General Notes under table 6.3).

Source: Central Statistical Office

6.8 RETAIL PRICES Selected countries

1985=100	United Kingdom	European Community	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxemburg
Annual averages											
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.7	104.1	112.7	101.4	162.6	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.3	107.3	118.1	104.2	184.9	128.2	112.7	113.9	123.8	105.1
1990	133.3	122.9	111.0	121.2	107.0	222.6	136.8	116.5	117.6	131.8	109.0
1991	141.1	129.0	114.6	124.1	110.7	265.9	145.0	120.0	121.3	140.2	112.4
1992	146.4	134.6	117.3	126.7	115.1	308.1	153.5	123.0	125.1	147.5	115.9
1993	148.7	139.1	120.6	128.3	119.8	352.6	160.6	125.6	126.9	153.8	120.1
Monthly											
1993 Aug	149.4	139.6	121.4	128.4	120.2	349.8	161.5	125.7	127.3	154.6	120.6
Sep	149.4	140.0	121.2	128.8	120.3	358.5	162.4	126.1	..	154.9	120.7
Oct	149.9	140.4	121.4	129.2	120.6	365.4	163.0	126.4	..	155.8	121.1
Nov	149.7	140.6	121.5	129.4	120.9	368.3	163.3	126.5	127.7	156.3	121.5
Dec	150.0	140.8	121.7	129.1	121.1	371.9	164.0	126.4	..	156.4	121.6
1994 Jan	149.4	141.3	122.2	129.2	122.2	369.3	165.6	126.6	..	157.4	121.6
Feb	150.3	141.8	122.6	129.6	122.6	370.1	165.7	126.9	128.5	157.9	122.0
Mar	150.7	142.3	122.6	129.8	122.8	381.0	166.2	127.2	..	158.4	121.9
Apr	152.5	142.9	122.8	130.3	123.1	386.8	166.9	127.5	..	158.7	122.0
May	153.0	143.3	123.2	130.9	123.4	389.9	167.3	127.8	129.5	159.3	122.3
June	153.0	143.5	123.4	131.0	123.6	393.7	167.4	127.8	..	159.6	122.4
July	152.2	143.5	124.2	130.8	123.7	387.3	168.0	127.8	..	160.1	122.8
Aug	153.0	143.9P	124.4	131.3	123.8	388.5	169.2	127.8	130.5	160.4P	123.0
Sep	153.3	144.2P	124.2	131.7P	123.9	401.1	169.7	128.1P	..	160.9P	123.4
Increases on a year earlier											
Annual averages											Per cent
1987	4.2	3.3	1.6	4.1	0.2	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.3	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	2.8	13.7	6.8	3.7	4.1	6.3	3.3
1990	9.5	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.3
1991	5.9	5.0	3.2	2.4	3.5	19.5	6.0	3.0	3.1	6.4	3.1
1992	3.7	4.3	2.4	2.1	4.0	15.9	5.9	2.5	3.1	5.2	3.1
1993	1.6	3.3	2.8	1.3	4.1	14.4	4.6	2.1	1.4	4.3	3.6
Monthly											
1993 Aug	1.7	3.5	3.2	1.2	4.2	14.6	4.6	2.2	1.3	4.5	3.7
Sep	1.8	3.4	2.8	1.2	4.0	12.8	4.3	2.3	..	4.5	3.7
Oct	1.4	3.3	2.7	1.5	3.9	12.3	4.6	2.2	..	4.6	3.5
Nov	1.4	3.2	2.5	1.5	3.6	12.3	4.8	2.2	1.5	4.3	3.5
Dec	1.9	3.4	2.7	1.5	3.7	12.1	4.9	2.1	..	4.3	3.6
1994 Jan	2.5	3.4	2.4	1.8	3.5	11.1	5.0	1.9	..	4.4	2.6
Feb	2.4	3.3	2.5	1.8	3.4	11.0	5.0	1.8	1.7	4.3	2.6
Mar	2.3	3.2	2.3	1.7	3.2	10.2	5.0	1.5	..	4.3	2.3
Apr	2.6	3.2	2.4	2.0	3.1	10.4	4.9	1.7	..	4.1	2.1
May	2.6	3.2	2.6	1.9	3.0	11.0	4.9	1.7	2.7	4.0	2.1
June	2.6	3.2	2.8	2.1	3.0	10.9	4.7	1.8	..	3.7	2.1
July	2.3	3.1	2.7	2.0	2.9	11.2	4.7	1.7	..	3.8	2.2
Aug	2.4	3.1P	2.4	2.2	3.0	11.1	4.8	1.7	2.5	3.8P	2.0
Sep	2.2	3.0P	2.5	2.2P	3.0	11.9	4.5	1.6P	..	3.9P	2.2

Source: Central Statistical Office/Eurostat

Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.
2 The construction of consumer prices indices varies across countries. In particular, the treatment of owner occupier's shelter costs varies, reflecting both differences in housing markets and methodologies.

RETAIL PRICES 6.8 Selected countries

Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada	1985=100
Annual averages										
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7
1988	100.7	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1
1989	101.7	151.0	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
1990	104.3	170.9	121.5	106.9	113.2	111.3	135.4	135.1	127.3	124.4
1991	108.4	189.5	126.6	110.4	119.8	115.0	140.0	147.8	132.6	131.4
1992	112.5	206.7	130.5	112.3	124.6	119.7	143.3	151.1	136.0	133.4
1993	114.9	220.0	134.3	113.8	128.7	146.5	158.2	139.7	135.8	135.8
Monthly										
1993 Aug	115.5	221.5	134.6	114.4	129.3	146.4	158.2	139.4	136.0	136.0
Sep	116.0	222.2	134.9	114.5	129.2	147.1	159.0	139.7	136.1	136.1
Oct	116.0	223.5	135.5	114.4	129.3	147.2	159.5	139.9	136.3	136.3
Nov	116.0	225.0	135.6	113.8	129.2	147.1	159.5	139.7	137.0	137.0
Dec	115.5	225.6	135.6	113.9	129.3	147.0	158.9	139.6	136.7	136.7
1994 Jan	115.9	227.4	136.0	114.0	129.5	146.6	159.4	139.3	136.7	136.7
Feb	116.5	228.8	136.4	114.0	130.0	147.2	159.9	139.8	135.7	135.7
Mar	117.3	229.3	136.8	114.5	130.0	148.0	160.5	140.1	135.5	135.5
Apr	117.5	230.6	137.1	114.8	130.1	148.1	161.2	140.3	135.6	135.6
May	117.5	231.1	137.2	114.9	129.3	148.2	161.5	140.4	135.3	135.3
June	117.3	231.5	137.6	114.4	129.5	148.5	161.5	141.8	135.6	135.6
July	117.7	231.9	138.0	113.9	129.5	148.8	161.6	141.9	136.2	136.2
Aug	118.2	232.2	138.6	114.4	130.0	148.8	161.6	142.1	136.3	136.3
Sep	119.2	232.7	138.9	114.7P	130.0	149.7	163.1	142.4	..	..
Per cent										
1987	-0.4	9.4	3.7	0.1	1.4	1.4	8.7	4.2	3.4	4.4
1988	0.9	9.6	4.1	0.7	2.0	1.9	6.7	5.8	5.1	4.0
1989	1.1	12.8	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
1990	2.6	13.2	5.4	3.1	5.4	3.2	4.2	10.5	6.1	4.8
1991	3.9	10.9	4.2	3.3	5.8	3.3	3.4	9.4	4.2	5.6
1992	3.8	9.1	3.1	1.7	4.0	4.1	2.4	2.2	2.6	1.5
1993	2.1	6.4	2.9	1.3	3.3	3.6	2.2	4.7	2.7	1.8
Monthly										
1993 Aug	3.0	5.6	2.8	1.9	3.6	3.4	2.2	5.2	2.1	1.7
Sep	2.8	5.9	2.7	1.5	3.4	3.4	2.2	4.2	1.7	1.9
Oct	2.8	6.3	2.8	1.3	3.3	3.5	2.0	4.3	1.6	1.9
Nov	2.8	6.6	2.7	9	2.3	3.5	1.9	4.8	1.4	1.9
Dec	2.6	6.4	2.7	1.0	2.5	3.5	1.8	4.0	1.6	1.7
1994 Jan	3.0	6.3	2.5	1.2	2.1	3.1	1.3	1.7	2	1.3
Feb	3.0	6.1	2.5	1.1	1.8	3.1	1.4	1.8	3	2
Mar	2.9	6.0	2.5	1.3	1.3	3.1	1.0	1.7	4	2
Apr	2.8	6.0	2.4	8	1.0	3.0	9	1.7	2	2
May	2.8	5.7	2.3	8	4	3.0	9	2.1	2	2
June	3.0	5.6	2.5	6	5	2.9	1.1	2.5	1.3	0
July	2.7	5.1	2.8	-2	6	2.8	1.4	2.7	1.6	2
Aug	2.6	4.8	2.9	0	5	3.2	1.6	2.6	1.9	2
Sep	2.7	4.7	3.0	.1P	6	..	1.8	2.5	1.9	..

Source: Central Statistical Office/Eurostat

7.1 LABOUR FORCE SURVEY

Economic activity *, seasonally adjusted §§

GREAT BRITAIN	In employment #					ILO unemployed	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers **	All ++				
ALL									
Spring 1979	22,600	1,769	-	-	24,369	1,466 X	25,836 X	15,310 X	41,146
Spring 1981	21,574	2,191	-	-	23,765	2,521 X	26,286 X	15,654 X	41,940
Spring 1983	20,446	2,292	366	-	23,103	2,891 X	25,994 X	16,399 X	42,394
Spring 1984	20,613	2,608	325	-	23,547	2,954 X	26,501 X	16,174 X	42,675
Spring 1985	20,613	2,608	325	-	23,547	3,132	26,678	15,997	42,675
Spring 1986	20,772	2,704	408	-	23,884	3,005	26,889	16,063	42,952
Spring 1987	20,836	2,716	410	-	23,962	3,004	26,966	16,148	43,146
Spring 1988	20,879	2,868	503	-	24,368	2,913	27,281	15,996	43,276
Spring 1989	21,529	3,131	535	-	25,195	2,409	27,604	16,489	43,500
Spring 1990	22,157	3,414	493	-	26,064	2,010	28,074	15,671	43,745
Spring 1991	22,354	3,461	457	-	26,272	1,900	28,172	15,674	43,846
Spring 1992	21,973	3,306	413	-	25,692	2,334	28,026	15,878	43,903
Spring 1993	21,489	3,120	359	179	25,147	2,681	27,828	16,226	44,054
Summer 1992	21,351	3,152	342	176	25,021	2,756	27,777	16,302	44,079
Autumn 1992	21,288	3,092	340	179	24,900	2,818	27,719	16,381	44,099
Winter 1992	21,244	3,040	320	154	24,757	2,909	27,666	16,424	44,145
Spring 1993	21,275	3,092	335	148	24,849	2,838	27,687	16,458	44,168
Summer 1993	21,228	3,126	318	153	24,825	2,854	27,679	16,489	44,210
Autumn 1993	21,271	3,158	327	143	24,899	2,809	27,708	16,502	44,210
Winter 1993	21,295	3,151	321	139	24,906	2,729	27,635	16,581	44,216
Spring 1994	21,334	3,192	316	144	24,986	2,650	27,635	16,570	44,206
Summer 1994 P	21,386	3,232	288	144	25,051	2,636	27,687	16,542	44,229
Changes									
Spring 94 - Summer 94	52	40	-28	*	65	-14	51	-28	23
Per cent	.2	1.3	-8.7	*	.3	-.5	.2	-.2	.1
MEN									
Spring 1979	13,381	1,449	-	-	14,830	787 X	15,617 X	4,067 X	19,684
Spring 1981	12,427	1,753	-	-	14,180	1,583 X	14,324 X	4,324 X	20,087
Spring 1983	11,672	1,759	221	-	13,651	1,838 X	15,490 X	4,842 X	20,332
Spring 1984	11,607	1,986	203	-	13,797	1,801 X	15,598 X	4,892 X	20,489
Spring 1985	11,607	1,986	203	-	13,797	1,862	15,658	4,831	20,489
Spring 1986	11,634	2,036	262	-	13,933	1,810	15,743	4,894	20,637
Spring 1987	11,546	2,053	280	-	13,880	1,807	15,687	5,061	20,748
Spring 1988	11,451	2,241	326	-	14,019	1,737	15,756	5,130	20,886
Spring 1989	11,771	2,364	340	-	14,475	1,416	15,890	5,089	20,980
Spring 1990	11,908	2,613	314	-	14,835	1,164	15,999	5,066	21,065
Spring 1991	11,987	2,634	297	-	14,918	1,106	16,024	5,109	21,133
Spring 1992	11,695	2,519	251	-	14,465	1,450	15,915	5,254	21,168
Spring 1993	11,299	2,360	236	53	13,948	1,802	15,750	5,505	21,255
Summer 1992	11,237	2,356	224	53	13,870	1,847	15,717	5,551	21,268
Autumn 1992	11,160	2,313	224	55	13,751	1,896	15,647	5,689	21,282
Winter 1992	11,090	2,292	205	46	13,632	1,961	15,593	5,889	21,292
Spring 1993	11,082	2,309	219	41	13,650	1,922	15,572	5,747	21,319
Summer 1993	11,057	2,323	210	46	13,637	1,903	15,540	5,793	21,333
Autumn 1993	11,077	2,343	224	42	13,685	1,861	15,546	5,810	21,357
Winter 1993	11,092	2,343	220	37	13,692	1,812	15,504	5,860	21,365
Spring 1994	11,106	2,390	207	47	13,750	1,764	15,514	5,851	21,365
Summer 1994 P	11,139	2,412	188	49	13,787	1,773	15,560	5,821	21,381
Changes									
Spring 94 - Summer 94	32	22	-19	*	37	*	46	-30	16
Per cent	.3	.9	-9.3	*	.3	*	.3	-.5	.1
WOMEN									
Spring 1979	9,220	319	-	-	9,539	679 X	10,218 X	11,243 X	21,462
Spring 1981	9,147	438	-	-	9,585	937 X	10,522 X	11,330 X	21,852
Spring 1983	8,774	533	145	-	9,452	1,053 X	10,505 X	11,557 X	22,062
Spring 1984	9,006	622	122	-	9,750	1,153 X	10,903 X	11,283 X	22,186
Spring 1985	9,138	667	146	-	9,951	1,270	11,020	11,166	22,186
Spring 1986	9,290	663	130	-	10,082	1,197	11,119	11,169	22,315
Spring 1987	9,428	744	177	-	10,349	1,176	11,525	11,018	22,543
Spring 1988	9,758	767	195	-	10,720	993	12,620	10,605	22,680
Spring 1989	10,249	801	179	-	11,229	846	12,075	10,605	22,680
Spring 1990	10,367	827	161	-	11,354	794	12,149	10,311	22,713
Spring 1991	10,278	788	161	-	11,227	884	12,111	10,624	22,735
Spring 1992	10,190	760	123	126	11,199	879	12,078	10,721	22,799
Summer 1992	10,114	795	118	124	11,151	910	12,061	10,750	22,811
Autumn 1992	10,129	779	117	124	11,149	922	12,071	10,746	22,817
Winter 1992	10,154	748	114	108	11,125	949	12,073	10,735	22,808
Spring 1993	10,192	782	116	108	11,199	916	12,115	10,711	22,826
Summer 1993	10,171	802	108	107	11,188	951	12,139	10,696	22,835
Autumn 1993	10,194	815	104	101	11,213	948	12,162	10,692	22,853
Winter 1993	10,203	808	101	102	11,214	917	12,130	10,721	22,851
Spring 1994	10,228	802	109	96	11,235	886	12,121	10,719	22,840
Summer 1994 P	10,248	820	101	95	11,268	863	12,127	10,721	22,848
Changes									
Spring 94 - Summer 94	20	18	*	*	28	-23	*	*	*
Per cent	.2	2.3	*	*	.3	-2.5	*	*	*

* Less than 10,000 in cell; estimate not shown.
 + Since 1984 the definitions used in the Labour Force Survey (LFS) have been fully in line with international recommendations. For details see "The quarterly Labour Force Survey: a new dimension to labour market statistics", *Employment Gazette*, October 1992, pp 483-490.
 # People in full time education who also did some paid work in the reference week have been classified as in employment since spring 1983.
 § Those on employment and training programmes have been classified as in employment since spring 1983. Some of those on government training and enterprise programmes may consider themselves to be employees or self-employed and so appear in other categories. Full information on those on government training and enterprise programmes is in table 9.1.
 X The Labour Force (LF) definition of unemployment and inactivity applies for these years. LF unemployment is based on a one week job search period, rather than four weeks with the ILO definition.
 ** Unpaid family workers have been classified as in employment since spring 1992.
 ++ Includes those who did not state whether they were employees or self-employed.
 §§ Last revised March 1994 (*Employment Gazette*, April 1994).

LABOUR FORCE SURVEY

Economic activity *, not seasonally adjusted 7.2

GREAT BRITAIN	In employment #					ILO unemployed	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers**	All ++				
ALL									
Spring 1979	22,432	1,778	-	-	24,210	1,428 X	25,638 X	15,507 X	41,146
Spring 1981	21,405	2,201	-	-	23,606	2,483 X	26,089 X	15,851 X	41,940
Spring 1983	20,288	2,301	355	-	22,944	2,853 X	25,797 X	16,596 X	42,394
Spring 1984	20,454	2,618	315	-	23,387	2,916 X	26,304 X	16,371 X	42,675
Spring 1985	20,454	2,618	315	-	23,387	3,094	26,481	16,194	42,675
Spring 1986	20,529	2,714	396	-	23,739	2,968	26,708	16,244	42,952
Spring 1987	20,706	2,727	396	-	23,829	2,969	26,798	16,347	43,146
Spring 1988	20,762	2,997	488	-	24,247	2,879	27,461	16,303	43,429
Spring 1989	21,422	3,143	520	-	25,085	2,376	27,461	16,138	43,500
Spring 1990	22,055	3,426	481	-	25,962	1,978	27,941	15,804	43,745
Spring 1991	22,172	3,474	448	-	26,175	1,869	28,044	15,802	43,846
Spring 1992	21,876	3,318	408	-	25,601	2,302	27,903	16,000	43,903
Spring 1993	21,396	3,131	357	179	25,064	2,649	27,713	16,342	44,054
Summer 1992	21,485	3,135	330	176	25,127	2,797	27,923	16,156	44,079
Autumn 1992	21,353	3,091	344	179	24,967	2,801	27,768	16,331	44,099
Winter 1992	21,129	3,046	326	154	24,655	2,920	27,575	16,515	44,090
Spring 1993	21,195	3,103	337	148	24,773	2,804	27,577	16,568	44,145
Summer 1993	21,378	3,109	310	153	24,950	2,894	27,844	16,324	44,168
Autumn 1993	21,329	3,157	327	143	24,956	2,792	27,748	16,462	44,210
Winter 1993	21,174	3,155	325	139	24,793	2,737	27,530	16,686	44,216
Spring 1994	21,273	3,208	317	144	24,942	2,615	27,556	16,649	44,206
Summer 1994 P	21,556	3,216	276	144	25,192	2,678	27,870	16,359	44,229
Changes									
Spring 1994 - Summer 1994	283	*	-41	*	250	64	314	-290	23
Per cent	1.3	*	-13.0	*	1.0	2.4	1.1	-1.7	.1
MEN									
Spring 1979	13,302	1,442	-	-	14,743	763 X	15,507 X	4,177 X	19,684

7.3 LABOUR FORCE SURVEY

Economic activity* by age

GREAT BRITAIN	SEASONALLY ADJUSTED			NOT SEASONALLY ADJUSTED							THOUSAND
	All aged 16 and over			Age groups							
	All	Men	Women	All	16-19	20-24	25-34	35-49	50-64 (Men) 50-59 (Women)	65 & over (M) 60 & over (W)	
In employment*											
Spring 1984	23,547	13,797	9,750	23,387	1,917	2,937	5,155	7,879	4,777	722	
Spring 1985	23,884	13,933	9,951	23,739	1,976	3,075	5,280	8,053	4,664	672	
Spring 1986	23,962	13,880	10,082	23,828	1,927	3,086	5,412	8,166	4,598	640	
Spring 1987	24,368	14,019	10,349	24,247	1,985	3,186	5,624	8,262	4,545	644	
Spring 1988	25,195	14,475	10,720	25,085	2,072	3,227	5,973	8,570	4,575	668	
Spring 1989	26,064	14,835	11,229	25,962	2,081	3,350	6,311	8,785	4,669	765	
Spring 1990	26,272	14,918	11,354	26,175	1,917	3,264	6,563	8,950	4,717	764	
Spring 1991	25,692	14,465	11,227	25,601	1,707	3,022	6,537	8,958	4,617	761	
Spring 1992	25,147	13,948	11,199	25,064	1,505	2,826	6,471	8,932	4,535	794	
Summer 1992	25,021	13,870	11,151	25,127	1,548	2,858	6,489	8,927	4,518	788	
Autumn 1992	24,900	13,751	11,149	24,967	1,441	2,812	6,501	8,975	4,477	780	
Winter 1992	24,757	13,632	11,125	24,655	1,370	2,720	6,454	8,909	4,464	737	
Spring 1993	24,849	13,650	11,199	24,773	1,307	2,702	6,557	8,983	4,468	757	
Summer 1993	24,825	13,637	11,188	24,950	1,387	2,753	6,597	8,992	4,469	751	
Autumn 1993	24,899	13,685	11,213	24,956	1,351	2,695	6,632	9,021	4,499	757	
Winter 1993	24,906	13,692	11,214	24,793	1,313	2,613	6,608	9,010	4,499	751	
Spring 1994	24,986	13,750	11,235	24,942	1,284	2,591	6,666	9,068	4,570	763	
Summer 1994 P	25,051	13,787	11,263	25,192	1,381	2,632	6,735	9,062	4,628	754	
ILO unemployed*											
Spring 1984	3,132	1,862	1,270	3,094	541	632	726	691	447	58	
Spring 1985	3,005	1,810	1,195	2,968	484	592	730	702	411	49	
Spring 1986	3,004	1,807	1,197	2,990	495	607	754	682	406	46	
Spring 1987	2,913	1,737	1,176	2,879	434	523	762	680	437	42	
Spring 1988	2,409	1,416	993	2,376	326	437	621	551	401	40	
Spring 1989	2,010	1,164	846	1,978	239	352	530	455	349	52	
Spring 1990	1,900	1,106	794	1,869	250	345	501	444	314	35	
Spring 1991	2,334	1,450	884	2,302	298	420	620	553	352	40	
Spring 1992	2,681	1,802	879	2,649	434	729	684	414	28	31	
Summer 1992	2,756	1,847	910	2,797	420	537	733	668	411	28	
Autumn 1992	2,818	1,896	922	2,801	351	523	758	692	447	31	
Winter 1992	2,909	1,961	949	2,920	322	541	793	752	484	28	
Spring 1993	2,838	1,922	916	2,804	310	528	754	709	471	33	
Summer 1993	2,854	1,903	951	2,894	418	562	741	709	441	23	
Autumn 1993	2,809	1,861	948	2,792	342	519	741	704	456	31	
Winter 1993	2,729	1,812	917	2,737	305	482	741	703	478	27	
Spring 1994	2,650	1,764	886	2,673	297	454	717	668	452	26	
Summer 1994 P	2,636	1,773	863	2,678	400	511	684	641	419	24	
Economically inactive											
Spring 1984	15,997	4,831	11,166	16,194	1,090	833	1,600	1,666	2,235	8,770	
Spring 1985	16,063	4,894	11,169	16,244	1,018	841	1,560	1,636	2,260	8,930	
Spring 1986	16,180	5,061	11,119	16,347	971	854	1,552	1,664	2,273	9,034	
Spring 1987	16,148	5,130	11,018	16,303	931	832	1,510	1,666	2,241	9,122	
Spring 1988	15,996	5,089	10,907	16,138	881	822	1,477	1,584	2,232	9,142	
Spring 1989	15,671	5,066	10,605	15,804	840	717	1,425	1,570	2,176	9,076	
Spring 1990	15,674	5,109	10,565	15,802	859	727	1,417	1,519	2,156	9,125	
Spring 1991	15,878	5,254	10,624	16,000	854	798	1,470	1,557	2,165	9,156	
Spring 1992	16,226	5,505	10,721	16,342	1,011	899	1,534	1,555	2,194	9,148	
Summer 1992	16,302	5,551	10,750	16,156	809	804	1,545	1,610	2,218	9,170	
Autumn 1992	16,381	5,634	10,746	16,331	954	827	1,524	1,564	2,245	9,217	
Winter 1992	16,424	5,689	10,735	16,515	1,021	872	1,553	1,592	2,239	9,236	
Spring 1993	16,458	5,747	10,711	16,568	1,073	872	1,520	1,606	2,251	9,246	
Summer 1993	16,489	5,793	10,696	16,324	858	758	1,514	1,626	2,299	9,270	
Autumn 1993	16,502	5,810	10,692	16,462	956	822	1,497	1,624	2,286	9,277	
Winter 1993	16,581	5,860	10,721	16,636	1,013	904	1,539	1,658	2,290	9,281	
Spring 1994	16,570	5,851	10,719	16,649	1,034	913	1,521	1,657	2,272	9,252	
Summer 1994 P	16,542	5,821	10,721	16,359	818	777	1,501	1,715	2,276	9,272	
Economic activity rate + per cent											
Spring 1984	62.5	76.4	49.7	62.1	69.3	81.1	78.6	83.7	70.0	8.2	
Spring 1985	62.6	76.3	49.9	62.2	70.7	81.3	79.4	84.3	69.3	7.5	
Spring 1986	62.5	75.6	50.4	62.1	71.4	81.2	79.9	84.2	68.8	7.1	
Spring 1987	62.3	75.7	51.8	62.5	72.2	81.7	80.9	84.3	69.0	7.0	
Spring 1988	63.3	75.7	51.8	63.0	73.1	81.7	81.7	85.2	69.0	7.2	
Spring 1989	64.2	75.9	52.2	63.9	73.4	83.8	82.8	85.5	69.8	8.3	
Spring 1990	64.3	75.8	53.5	64.0	71.6	83.2	83.3	70.0	8.1		
Spring 1991	63.8	75.2	53.3	63.6	70.1	81.3	83.0	85.9	69.6	8.0	
Spring 1992	63.2	74.1	53.0	62.9	64.0	78.7	82.4	86.1	69.3	8.3	
Summer 1992	63.0	73.9	52.9	63.3	70.9	80.9	82.4	85.6	69.0	8.2	
Autumn 1992	62.9	73.5	52.9	63.0	65.2	80.1	82.6	86.1	68.7	7.9	
Winter 1992	62.7	73.3	52.9	62.5	62.3	78.9	82.4	85.8	68.8	7.7	
Spring 1993	62.7	73.0	53.1	62.5	60.1	78.7	82.8	85.8	68.7	7.9	
Summer 1993	62.7	72.8	53.2	63.0	67.8	81.4	82.9	85.6	68.1	7.7	
Autumn 1993	62.7	72.8	53.2	62.8	63.9	83.1	85.7	86.4	68.4	7.8	
Winter 1993	62.5	72.6	53.1	62.3	61.5	77.4	82.7	85.4	68.5	7.7	
Spring 1994	62.5	72.6	53.1	62.3	60.5	76.9	82.9	85.5	68.9	7.9	
Summer 1994 P	62.6	72.8	53.1	63.0	68.5	80.2	83.2	85.0	68.9	7.7	
ILO unemployment rate # per cent											
Spring 1984	11.7	11.9	11.5	11.7	22.0	17.7	12.3	8.1	8.6	7.4	
Spring 1985	11.2	11.5	10.7	11.1	19.7	16.2	12.2	8.0	8.1	6.8	
Spring 1986	11.1	11.5	10.6	11.1	20.4	16.4	12.2	8.1	8.1	6.7	
Spring 1987	10.7	11.0	10.2	10.6	17.9	14.1	11.9	7.7	8.2	6.2	
Spring 1988	8.7	8.9	8.5	8.7	13.6	11.9	9.4	6.0	8.1	5.6	
Spring 1989	7.2	7.3	7.0	7.1	10.3	9.5	7.8	4.9	7.0	6.3	
Spring 1990	6.7	6.9	6.5	6.7	11.5	9.1	7.1	4.7	6.2	4.3	
Spring 1991	8.3	9.1	7.3	8.3	14.9	12.7	8.7	5.8	7.1	5.0	
Spring 1992	9.6	11.4	7.3	9.6	16.4	14.9	10.1	7.1	8.4	3.8	
Summer 1992	9.9	11.7	7.5	10.0	21.3	15.8	10.1	7.0	8.3	3.5	
Autumn 1992	10.2	12.1	7.6	10.1	19.6	15.7	10.4	7.2	9.1	3.9	
Winter 1992	10.5	12.6	7.9	10.6	19.0	16.6	10.9	7.8	9.8	3.7	
Spring 1993	10.3	12.3	7.8	10.2	19.2	16.3	10.3	7.3	9.5	4.1	
Summer 1993	10.3	12.2	7.8	10.3	23.1	17.0	10.1	7.3	9.0	3.0	
Autumn 1993	10.1	12.0	7.8	10.1	20.2	16.1	10.0	7.2	9.2	3.9	
Winter 1993	9.9	11.7	7.6	9.9	18.8	15.6	10.1	7.2	9.6	3.4	
Spring 1994	9.6	11.4	7.3	9.5	18.8	14.9	9.7	6.9	9.0	3.3	
Summer 1994 P	9.5	11.4	7.1	9.6	22.4	16.3	9.2	6.6	8.3	3.1	

* See corresponding notes to table 7.1

+ The economic activity rate is the percentage of people aged 16 and over who are economically active.

The ILO unemployment rate is the percentage of economically active people who are unemployed on the ILO measure.

LABOUR FORCE SURVEY 7.4

Full-time and part-time workers

All Full-time +\$	All Part-time in main job +\$			All persons with second job #			THOUSAND			
	Total	Men	Women	Total	Men	Women		Total	Men	Women
	All - Seasonally adjusted									
Spring 1984	18,379	13,038	5,341	4,842	555	4,287	4,370	778	381	
Spring 1985	18,524	13,107	5,417	4,952	567	4,388	4,376	778	381	
Spring 1986	18,512	13,033	5,479	4,940	567	4,373	4,474	807	406	
Spring 1987	18,834	13,049	5,585	5,036	569	4,466	4,584	894	444	
Spring 1988	19,261	13,425	5,836	5,230	646	4,584	4,689	960	509	
Spring 1989	20,030	13,803	6,228	5,402	713	4,689	4,722	1,054	585	
Spring 1990	20,640	13,849	6,360	5,541	718	4,822	4,837	1,073	598	
Spring 1991	20,559	13,429	6,226	5,605	772	4,833	4,846	1,074	572	
Spring 1992	18,917	12,830	6,087	5,541	718	4,822	4,870	1,074	572	
Summer 1992	18,803	12,757	6,047							

7.5 LABOUR FORCE SURVEY Alternative measures of unemployment

THOUSAND

	ILO unemployment measure			Claimant unemployment measure +							
	Not seasonally adjusted			Seasonally adjusted			Not seasonally adjusted				
	Claimants	Not claimants	Total	Total	Difference	Total #	Total #	ILO unemployed	Economically inactive	In employment	Total
ALL											
Spring 1984	2,220	873	3,094	3,132	-358	2,774	2,991	2,220	596	175	771
Spring 1985	2,132	836	2,968	3,005	-94	2,911	3,139	2,132	893	113	1,006
Spring 1986	2,160	809	2,969	3,004	-11	2,993	3,181	2,160	828	193	1,022
Spring 1987	2,042	837	2,879	2,913	-113	2,799	2,952	2,042	728	183	911
Spring 1988	1,602	774	2,376	2,409	-139	2,270	2,401	1,602	614	185	799
Spring 1989	1,132	847	1,979	2,010	-268	1,741	1,775	1,132	432	212	643
Spring 1990	1,013	856	1,869	1,900	-400	1,501	1,520	1,013	314	193	507
Spring 1991	1,417	885	2,302	2,334	-270	2,063	2,086	1,417	409	260	669
Spring 1992	1,760	889	2,649	2,681	-99	2,582	2,613	1,760	535	319	853
Summer 1992	1,791	1,005	2,797	2,756	-92	2,664	2,657	1,791	588	278	866
Autumn 1992	1,823	978	2,801	2,818	-51	2,768	2,735	1,823	564	348	912
Winter 1992/3	1,929	991	2,920	2,909	-51	2,859	2,922	1,929	629	364	993
Spring 1993	1,856	948	2,804	2,838	-11	2,828	2,867	1,856	624	386	1,010
Summer 1993	1,816	1,078	2,894	2,854	-40	2,814	2,811	1,816	665	330	995
Autumn 1993	1,755	1,037	2,792	2,809	-57	2,735	2,721	1,755	610	356	966
Winter 1993/4	1,745	991	2,737	2,729	57	2,672	2,737	1,745	633	359	992
Spring 1994	1,651	964	2,615	2,650	61	2,589	2,624	1,651	607	367	973
Summer 1994 P			2,678	2,636	111	2,525	2,523				
Changes											
Spr94-Sum94				-14		-63					
Spr93-Spr94	-205	16	-190	-188		-239	-243	-205	-17	-20	-37
MEN											
Spring 1984	1,605	233	1,838	1,862	-95	1,656	2,094	1,605	376	114	489
Spring 1985	1,556	232	1,788	1,810	-216	2,026	2,173	1,556	503	113	616
Spring 1986	1,560	226	1,786	1,807	-260	2,067	2,188	1,560	511	118	628
Spring 1987	1,466	251	1,717	1,737	-207	1,943	2,047	1,466	462	119	581
Spring 1988	1,142	256	1,398	1,416	-160	1,575	1,667	1,142	402	124	526
Spring 1989	826	321	1,148	1,164	-70	1,234	1,270	826	301	143	444
Spring 1990	762	328	1,090	1,106	7	1,099	1,120	762	216	143	358
Spring 1991	1,093	341	1,434	1,450	-110	1,560	1,583	1,093	289	201	490
Spring 1992	1,398	388	1,786	1,802	-176	1,977	2,006	1,398	376	233	608
Summer 1992	1,413	454	1,867	1,847	-194	2,040	2,024	1,413	409	202	612
Autumn 1992	1,440	433	1,873	1,896	-227	2,123	2,089	1,440	387	263	649
Winter 1992/3	1,526	455	1,981	1,961	-235	2,195	2,247	1,526	449	273	721
Spring 1993	1,470	434	1,904	1,922	-249	2,171	2,204	1,470	439	295	734
Summer 1993	1,422	501	1,923	1,903	-255	2,158	2,144	1,422	474	248	722
Autumn 1993	1,364	474	1,838	1,861	-248	2,109	2,076	1,364	440	273	712
Winter 1993/4	1,376	457	1,833	1,812	-241	2,053	2,106	1,376	456	275	731
Spring 1994	1,311	436	1,747	1,764	-222	1,986	2,017	1,311	417	289	706
Summer 1994 P			1,795	1,773	-155	1,927	1,913				
Changes											
Spr94-Sum94						-58					
Spr93-Spr94	-159		-157	-158		-185	-187	-159	-22	-6	-28
WOMEN											
Spring 1984	616	640	1,256	1,270	453	817	897	616	220	61	281
Spring 1985	576	604	1,180	1,195	309	885	966	576	390	0	390
Spring 1986	600	582	1,182	1,197	271	926	993	600	318	76	393
Spring 1987	575	586	1,161	1,176	320	856	905	575	266	64	330
Spring 1988	480	518	998	993	299	695	734	460	213	61	273
Spring 1989	305	525	831	846	338	508	505	305	131	69	200
Spring 1990	251	527	779	794	393	400	251	98	50	148	
Spring 1991	324	544	868	884	380	504	503	324	120	59	179
Spring 1992	362	501	863	879	275	604	607	362	159	86	245
Summer 1992	378	551	930	910	286	624	633	378	179	75	254
Autumn 1992	383	545	928	922	277	645	646	383	178	85	263
Winter 1992/3	403	536	939	949	285	664	675	403	181	91	272
Spring 1993	386	514	900	916	259	657	662	386	185	91	276
Summer 1993	395	577	971	951	295	656	667	395	190	82	273
Autumn 1993	391	563	954	948	305	644	645	391	170	83	254
Winter 1993/4	370	534	904	917	298	619	631	370	177	84	261
Spring 1994	340	527	867	886	283	603	607	340	190	77	267
Summer 1994 P			883	863	265	598	610				
Changes											
Spr94-Sum94				-23							
Spr93-Spr94	-46	13	-33	-30		-54	-55	-46	5	-14	-9

* Less than 10,000 in cell; estimate not shown.
+ The figures are derived with reference to both the claimant count and the LFS results; the total is controlled to the actual claimant count. For a full description of the method, see the technical note to the article "Measures of unemployment: the claimant count and the LFS compared" in the October 1993 issue of the *Employment Gazette*.
The claimant count figures shown are the averages of the published figures for the months of each LFS quarter.

GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Number of people participating in the programmes

THOUSAND

Period ending+	Employment Action	Employment Training	Youth Training (including Youth Credits)			Business Start-Up Scheme			
	Great Britain	Great Britain	Great Britain			Great Britain			
1992 Apr	17.6	139.8	280.3			40.8			
May	19.8	130.3	276.1			40.7			
Jun	21.4	127.2	276.9			42.5			
Jul	23.3	120.0	279.1			42.7			
Aug	24.6	113.4	277.9			42.0			
Sep	25.8	112.6	276.1			41.8			
Oct	28.1	122.2	285.0			41.2			
Nov	29.7	129.1	288.6			40.3			
Dec	30.6	129.4	291.3			39.3			
1993 Jan	31.5	128.5	293.7			38.3			
Feb	33.2	134.1	289.9			38.2			
Mar	33.4	134.7	282.1			37.3			
Training For Work									
	England and Wales	Scotland*	Great Britain	Youth Training (including Youth Credits)			Business Start-Up Scheme		
				England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain
1993 Apr	133.5	15.6	149.0	240.5	34.1	274.6	31.6	4.0	35.5
May	131.0	15.2	146.2	238.1	33.0	271.2	31.0	4.0	35.0
Jun	128.6	14.5	143.1	237.2	33.9	271.1	31.1	3.9	35.0
Jul	122.6	13.9	136.6	245.6	33.9	279.5	31.0	3.8	34.9
Aug	119.0	13.7	132.7	246.5	33.5	280.0	30.9	3.8	34.7
Sep	119.3	13.9	133.1	244.5	33.5	278.1	30.9	3.7	34.5
Oct	130.2	14.0	144.2	255.0	33.7	288.7	30.9	3.7	34.6
Nov	133.7	14.1	147.8	257.7	33.7	291.4	31.2	3.6	34.8
Dec	134.4	14.1	148.5	259.0	33.1	292.1	29.9	3.5	33.3
1994 Jan	134.9	14.4	149.2	260.2	34.1	294.3	29.5	3.5	33.0
Feb	138.9	15.0	153.9	258.5	34.1	292.6	31.0	3.3	34.2
Mar	133.1	14.7	147.8	250.2	33.4	283.6	31.0	3.5	34.4
Apr	124.2	14.2	138.5	243.0	32.1	275.0	31.2	3.2	34.4
May	121.5	14.1	135.6	238.5	31.2	269.7	31.2	3.2	34.4
Jun	118.3	14.0	132.3	234.1	31.9	265.9	34.3	3.2	37.5
Jul	111.5	13.5	125.1	244.2	31.9	276.0	29.9	3.2	33.1
Aug	107.8	13.7	121.4	245.2	31.9	277.1	29.4	3.2	32.7

Because of the different ways in which the programmes are administered in England, Wales and Scotland, the Scotland figures, provided by the Scottish Office are shown separately. See *Employment Gazette*, pp57-8, December 1993 for more detail.

GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Number of starts on the programmes

THOUSAND

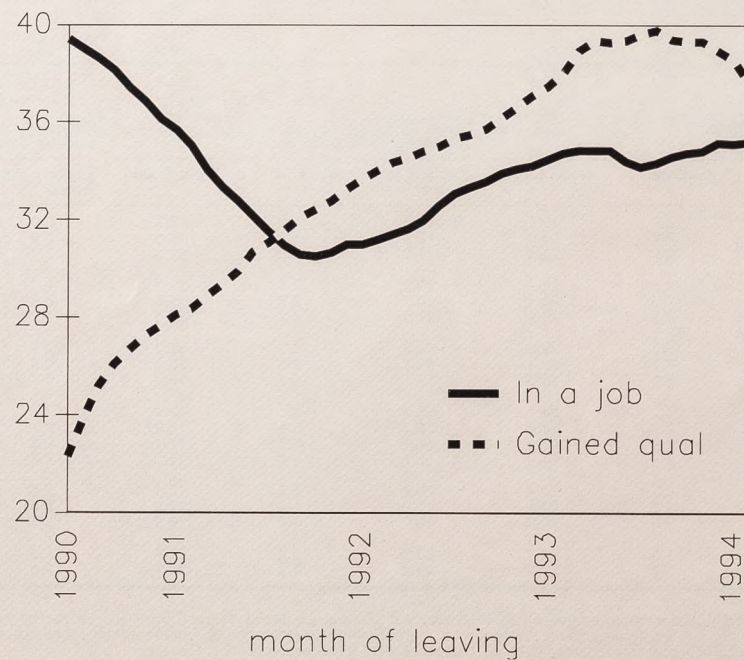
Period ending+	Employment Action	Employment Training	Youth Training (including Youth Credits)			Business Start-Up Scheme		
	Great Britain	Great Britain	Great Britain			Great Britain		
1992 26 Apr	4.3	18.2	11.9			4.0		
24 May	4.7	21.4	12.0			3.7		
21 Jun	4.4	18.6	26.7			3.3		
19 Jul	4.6	20.8	37.0			3.3		
16 Aug	4.5	19.2	27.2			3.1		
13 Sep	4.6	21.6	33.6			2.8		
11 Oct	5.6	33.3	37.4			3.0		
8 Nov	6.1	26.5	22.0			3.1		
6 Dec	6.0	24.4	19.3			3.1		
1993 3 Jan	2.9	11.7	9.4			2.2		
31 Jan	5.9	28.7	20.9			2.8		
28 Feb	6.5	26.7	15.8			2.9		

8.3 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Training for Work/Employment Training## leavers

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving TFW/ET##	In a Job*	In a positive outcome [†]	Unemployed §	Completed their agreed course of training**	Studied for a qualification	Gained a qualification or credit towards one
Oct 89-Jun 90	(Jul 89-Mar 90)	39	42	52	44	39	21
Jul 90-Sep 91	(Apr 90-Mar 91)	34	37	56	48	47	29
Oct 91-Sep 92	(Apr 91-Mar 92)	31	37	56	55	51	34
Oct 92-Sep 93	(Apr 92-Mar 93)	35	41	52	60	55	39
1992 Jan	(Jul 91)	29	37	55	58	53	38
Feb	(Aug 91)	30	37	54	59	51	37
Mar	(Sep 91)	29	39	53	58	54	38
Apr	(Oct 91)	30	34	58	53	47	31
May	(Nov 91)	32	36	57	53	49	31
Jun	(Dec 91)	34	37	55	60	49	33
Jul	(Jan 92)	32	35	57	55	51	34
Aug	(Feb 92)	33	37	55	54	48	32
Sep	(Mar 92)	33	38	54	56	50	34
Oct	(Apr 92)	35	41	52	59	49	33
Nov	(May 92)	36	42	51	57	53	37
Dec	(Jun 92)	38	46	47	61	57	42
1993 Jan	(Jul 92)	35	43	49	63	57	42
Feb	(Aug 92)	33	39	53	59	54	38
Mar	(Sep 92)	32	42	50	60	58	41
Apr	(Oct 92)	34	39	54	58	52	36
May	(Nov 92)	35	38	55	57	54	36
Jun	(Dec 92)	36	39	53	66	54	39
Jul	(Jan 93)	35	38	54	58	55	38
Aug	(Feb 93)	36	40	53	60	54	38
Sep	(Mar 93)	34	39	53	66	59	45
Oct	(Apr 93)	34	41	49	61	54	38
Nov	(May 93)	36	42	48	60	53	36
Dec	(Jun 93)	33	41	50	61	58	43
1994 Jan	(Jul 93)	33	42	48	68	61	46
Feb	(Aug 93)	35	42	49	61	57	40
Mar	(Sep 93)	35	45	48	56	56	37
Apr	(Oct 93)	36	42	52	55	50	35
May	(Nov 93)	36	39	57	55	56	37
Jun	(Dec 93)	40	44	48	62	51	34
Jul	(Jan 94)	34	38	52	41	44	22
Aug	(Feb 94)	37	40	51	51	47	27
Current and previous year to date							
Oct 92-Aug 93	(Apr 92-Feb 93)	35	41	52	60	54	39
Oct 93-Aug 94	(Apr 93-Feb 94)	35	42	50	59	55	38

* Leavers to December 1990 surveyed three months after leaving. Leavers from January 1991 surveyed six months after leaving. For further details, see pp S7-8 of the December 1993 *Employment Gazette*.
† According to respondents' own classification.
‡ In a positive outcome = In a job, full-time education or other government training.
§ Those whose response to the question, "What are you mainly doing now?" was, "unemployed".
¶ Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"
Training For Work (TFW) superseded Employment Training (ET) and Employment Action in April 1993. The figures in this table for leavers from April 1993 onwards include all those who joined Employment Action before 29th March 1993, and left after that date. This will have the effect of reducing the proportions going into a job or gaining qualifications for leavers from April 1993 onwards.

ET leavers in jobs gaining qualifications — smoothed

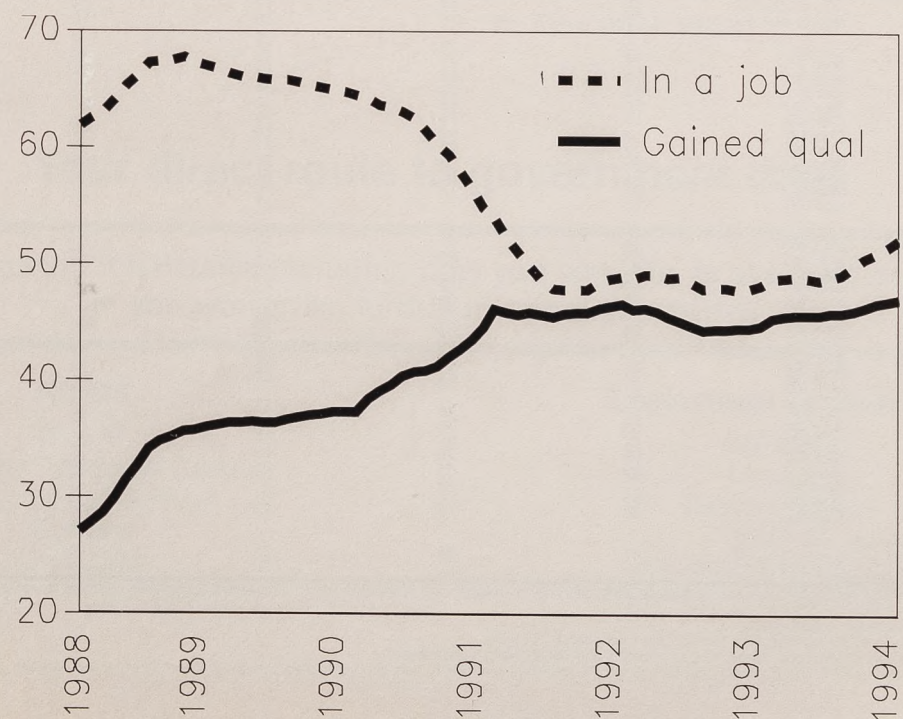


GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Youth Training leavers 8.4

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving YT	In a job*	In a positive outcome [†]	Unemployed §	Completed their agreed course of training**	Studied for a qualification	Gained a qualification or credit towards one
Jul 87-Jun 88	(Apr 87-Mar 88)	61	77	20	22	41	29
Jul 88-Jun 89	(Apr 88-Mar 89)	69	84	13	34	52	42
Jul 89-Jun 90	(Apr 89-Mar 90)	68	82	14	37	56	45
Jul 90-Sep 91	(Apr 90-Mar 91)	58	74	20	36	55	51
Oct 91-Sep 92	(Apr 91-Mar 92)	52	67	25	42	59	51
Oct 92-Sep 93	(Apr 92-Mar 93)	50	67	28	41	62	48
1992 Jan	(Jul 91)	55	71	22	54	64	62
Feb	(Aug 91)	55	73	19	50	65	56
Mar	(Sep 91)	54	75	18	50	61	53
Apr	(Oct 91)	44	61	30	26	52	36
May	(Nov 91)	44	60	32	23	50	35
Jun	(Dec 91)	47	61	31	29	54	38
Jul	(Jan 92)	44	57	36	22	54	37
Aug	(Feb 92)	41	56	37	21	55	37
Sep	(Mar 92)	49	64	30	36	57	41
Oct	(Apr 92)	45	59	34	32	57	41
Nov	(May 92)	48	62	33	38	62	47
Dec	(Jun 92)	59	71	24	61	70	61
1993 Jan	(Jul 92)	56	72	23	56	69	58
Feb	(Aug 92)	51	71	23	47	64	52
Mar	(Sep 92)	47	73	22	44	61	48
Apr	(Oct 92)	44	63	31	30	55	37
May	(Nov 92)	44	60	34	28	56	35
Jun	(Dec 92)	46	59	35	36	57	40
Jul	(Jan 93)	45	59	35	32	57	38
Aug	(Feb 93)	45	60	34	30	57	38
Sep	(Mar 93)	55	68	27	44	63	49
Oct	(Apr 93)	47	62	32	33	60	43
Nov	(May 93)	48	63	32	36	64	48
Dec	(Jun 93)	59	71	24	57	72	61
1994 Jan	(Jul 93)	54	70	25	52	70	58
Feb	(Aug 93)	53	72	22	49	67	54
Mar	(Sep 93)	50	75	19	48	64	49
Apr	(Oct 93)	53	69	26	37	58	39
May	(Nov 93)	52	65	29	34	60	39
Jun	(Dec 93)	51	63	32	42	62	44
Jul	(Jan 94)	51	63	30	36	60	41
Aug	(Feb 94)	53	66	28	36	59	41
Current and previous year to date							
Oct 92-Aug 93	(Apr 92-Feb 93)	50	67	28	43	62	48
Oct 93-Aug 94	(Apr 93-Feb 94)	52	69	25	44	64	49

Leavers to September 1990 surveyed three months after leaving. Leavers in October and November 1990 surveyed in June 1991. Leavers from December 1990 surveyed six months after leaving. For further details, see pp S7-8 of the December 1993 *Employment Gazette*.
† According to respondents' own classification.
‡ In a positive outcome = In a job, full-time education or other government training.
§ Those whose response to the question, "What are you mainly doing now?" was, "unemployed".
¶ Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"

YT leavers in jobs gaining qualifications — smoothed



8.5 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES

Destinations and qualifications of Training for Work/Employment Training## leavers who completed** their agreed training

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:	
Month of survey*	Month of leaving TFW/ET##	In a job*	In a positive outcome#	Unemployed §	Studied for a qualification	Gained a qualification or credit towards one
Oct 89-Jun 90	(Jul 89-Mar 90)	43	45	48	46	34
Jul 90-Sep 91	(Apr 90-Mar 91)	38	41	52	54	44
Oct 91-Sep 92	(Apr 91-Mar 92)	35	41	51	56	48
Oct 92-Sep 93	(Apr 92-Mar 93)	38	44	49	60	53
1992 Jan	(Jul 91)	33	42	50	58	51
Feb	(Aug 91)	34	42	50	57	49
Mar	(Sep 91)	32	42	50	61	52
Apr	(Oct 91)	35	38	53	53	45
May	(Nov 91)	38	41	52	54	46
Jun	(Dec 91)	38	41	51	53	45
Jul	(Jan 92)	35	38	51	57	48
Aug	(Feb 92)	38	42	51	54	47
Sep	(Mar 92)	37	43	50	55	48
Oct	(Apr 92)	39	45	47	52	45
Nov	(May 92)	40	46	46	58	51
Dec	(Jun 92)	37	46	47	63	56
1993 Jan	(Jul 92)	35	44	48	63	56
Feb	(Aug 92)	37	43	49	59	57
Mar	(Sep 92)	36	46	46	57	51
Apr	(Oct 92)	39	44	49	57	51
May	(Nov 92)	40	43	50	59	53
Jun	(Dec 92)	39	42	50	58	51
Jul	(Jan 93)	38	41	51	60	53
Aug	(Feb 93)	39	43	49	60	54
Sep	(Mar 93)	37	41	51	64	58
Oct	(Apr 93)	36	43	48	60	51
Nov	(May 93)	39	46	46	57	49
Dec	(Jun 93)	35	45	47	66	57
1994 Jan	(Jul 93)	36	47	44	67	58
Feb	(Aug 93)	39	46	46	62	54
Mar	(Sep 93)	39	49	45	63	53
Apr	(Oct 93)	40	45	48	54	51
May	(Nov 93)	42	45	51	62	56
Jun	(Dec 93)	43	46	46	53	47
Jul	(Jan 94)	43	46	46	46	40
Aug	(Feb 94)	43	46	46	48	42
Current and previous year to date						
Oct 92-Aug 93	(Apr 92-Feb 93)	38	44	48	60	53
Oct 93-Aug 94	(Apr 93-Feb 94)	38	46	46	60	53

* Leavers to December 1990 surveyed three months after leaving. Leavers from January 1991 surveyed six months after leaving.
+ According to respondents' own classification.
In a positive outcome = In a job, full-time education or other government training.
§ Those whose response to the question, "What are you mainly doing now?" was, "unemployed".
** Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"
Training For Work superseded Employment Training and Employment Action in April 1993. The figures in this table for leavers from April 1993 onwards include all those who joined Employment Action before 29th March 1993, and left after that date. This will have the effect of reducing the proportions going into a job or gaining qualifications for leavers from April 1993 onwards.

8.6 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES

Destinations and qualifications of Youth Training leavers who completed** their agreed training

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:	
Month of survey*	Month of leaving YT	In a job	In a positive outcome#	Unemployed §	Studied for a qualification	Gained a qualification or credit towards one #
Jul 87-Jun 88	(Apr 87-Mar 88)	73	80	18	63	53
Jul 88-Jun 89	(Apr 88-Mar 89)	83	89	10	73	66
Jul 89-Jun 90	(Apr 89-Mar 90)	84	89	9	73	68
Jul 90-Sep 91	(Apr 90-Mar 91)	75	83	14	71	72
Oct 91-Sep 92	(Apr 91-Mar 92)	69	77	17	74	73
Oct 92-Sep 93	(Apr 92-Mar 93)	67	76	20	76	72
1992 Jan	(Jul 91)	70	78	16	76	78
Feb	(Aug 91)	72	80	14	79	77
Mar	(Sep 91)	72	83	14	75	74
Apr	(Oct 91)	62	69	24	69	64
May	(Nov 91)	64	72	22	68	64
Jun	(Dec 91)	67	74	20	71	65
Jul	(Jan 92)	63	69	26	68	62
Aug	(Feb 92)	59	68	27	69	61
Sep	(Mar 92)	66	75	19	66	59
Oct	(Apr 92)	58	67	27	65	66
Nov	(May 92)	64	71	25	72	66
Dec	(Jun 92)	70	77	19	80	76
1993 Jan	(Jul 92)	69	79	18	81	76
Feb	(Aug 92)	69	79	17	81	77
Mar	(Sep 92)	67	80	16	78	75
Apr	(Oct 92)	64	74	23	71	65
May	(Nov 92)	63	72	24	71	63
Jun	(Dec 92)	63	69	26	69	63
Jul	(Jan 93)	63	72	24	68	62
Aug	(Feb 93)	64	72	23	68	62
Sep	(Mar 93)	71	79	18	74	71
Oct	(Apr 93)	56	69	26	67	63
Nov	(May 93)	61	71	26	74	68
Dec	(Jun 93)	71	79	17	80	76
1994 Jan	(Jul 93)	67	78	19	82	78
Feb	(Aug 93)	68	80	16	81	77
Mar	(Sep 93)	67	81	16	78	72
Apr	(Oct 93)	69	78	19	72	65
May	(Nov 93)	69	76	21	67	60
Jun	(Dec 93)	67	75	21	70	64
Jul	(Jan 94)	66	73	21	73	70
Aug	(Feb 94)	68	75	20	69	63
Current and previous year to date						
Oct 92-Aug 93	(Apr 92-Feb 93)	67	76	20	76	72
Oct 93-Aug 94	(Apr 93-Feb 94)	67	77	19	76	72

* Leavers to September 1990 surveyed three months after leaving. Leavers in October and November 1990 surveyed in June 1991. Leavers from December 1990 surveyed six months after leaving.
+ According to respondents' own classification.
In a positive outcome = In a job, full-time education or other government training.
§ Those whose response to the question, "What are you mainly doing now?" was, "unemployed".
** Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"



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ONLINE MANPOWER
INFORMATION
SYSTEM

NATIONAL ONLINE MANPOWER INFORMATION SYSTEM

NOMIS is an *online database* run by Durham University under contract to the Employment Department.

Through it, you can access *official government statistics* down to the smallest available geographical area, which may be unpublished elsewhere, including:

- Census of Employment
- Employment estimates
- Labour force estimates and projections
- Claimant unemployment
- Labour Force Survey
- Census of Population
- Population estimates, projections, births and deaths
- Migrations, including projections
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 - change
 - sort
 - rank
 - median
 - average
 - benchmarking

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- Training Programme statistics
- Education data

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A brochure giving full details, including how you can join, is available on request. If you would like further information contact:

NOMIS
Unit 3P
Mountjoy Research Centre
University of Durham
Durham
DH1 3SW
Tel: 091 374 2468/2490

Employment Department
SSD B3
Level 1
Caxton House
Tothill St
London SW1H 9NF
Tel: 071 273 6105/5130

TIME RATES OF WAGES AND HOURS OF WORK

ESENTIAL INFORMATION on basic rates of pay, hours and holiday entitlement contained in around 160 national collective agreements and statutory wages orders affecting manual employees. (For more details ring 071-273 5571).

SUBSCRIPTION FORM

To: Employment Department SSD A1,
Level 1, Caxton House, Tothill Street,
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ENCLOSED PLEASE find a cheque for £60,
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Jobseekers with disabilities: registrations and placement into employment

A.1

Placed into employment by jobcentre advisory service, 3 September 1994 - 7 October 1994 +
Registered as disabled on 18 April 1994 #

7,511
374,182

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

DEFINITIONS

CLAIMANT UNEMPLOYED

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

EARNINGS

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

ECONOMICALLY ACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are in employment (as employees, self employed, on government employment and training programmes, or from 1992, as unpaid family workers) together with those who are ILO unemployed.

ECONOMICALLY INACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are neither in employment nor ILO unemployed; this group includes people who are, for example, retired or looking after their home/family.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

ILO UNEMPLOYED

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people without a paid job in the reference week who were available to start work in the next fortnight and who either looked for work at some time in the last four weeks or were waiting to start a job already obtained.

INDUSTRIAL DISPUTES

Statistics of stoppages of work due to industrial disputes in the United Kingdom relate only to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting

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

less than one day are excluded except where the aggregate of working days lost exceeded 100.

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

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

NORMAL WEEKLY HOURS

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

OVERTIME

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

CONVENTIONS

The following standard symbols are used:

- .. not available
- nil or negligible (less than half the final digit shown)
- P provisional
- break in series
- R revised
- r series revised from indicated entry onwards
- nes not elsewhere specified
- SIC UK Standard Industrial Classification, 1980 edition
- EC European Community

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES

SIC 1980 Divisions 1 to 4.

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX

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

TEMPORARILY STOPPED

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKFORCE

Workforce in employment plus the claimant unemployed as defined above.

WORKFORCE IN EMPLOYMENT

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

WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

REGULARLY PUBLISHED statistics

	Frequency	Latest issue	Table number or page		Frequency	Latest issue	Table number or page
BACKGROUND ECONOMIC INDICATORS	M	Dec 94	0.1	LABOUR COSTS			
				Survey results 1988	Quadrennial	Dec 90	431
				Annual update	A	Aug 93	381
EMPLOYMENT AND WORKFORCE				RETAIL PRICES			
Workforce: UK and GB				General index (RPI)			
Quarterly series	M(Q)	Dec 94	1.1	Latest figures: detailed indices	M	Dec 94	6.2
Labour force estimates, projections		Apr 93	139	: percentage changes	M	Dec 94	6.2
Employees in employment industry: GB				Recent movements and the index excluding seasonal foods	M	Dec 94	6.1
All industries : by division, class or group	Q	Nov 94	1.4	Main components: time series and weights	M	Dec 94	6.4
: time series, by order group	M	Dec 94	1.2	Changes on a year earlier: time series	M	Dec 94	6.5
Manufacturing: by division, class or group	M	Dec 94	1.3	Food prices	M	Dec 94	6.3
Administrative, technical and clerical in manufacturing	A	Dec 94	1.10	International comparisons	M	Dec 94	6.8
Local authorities manpower	D	Jan 94	1.7				
Employees in employment by region and sector	B(Q)	Nov 94	1.5	LABOUR FORCE SURVEY			
Census of Employment				Economic activity: seasonally adjusted	M	Dec 94	7.1
UK and regions by industry (Sept 1991)		Apr 93	117	Economic activity: not seasonally adjusted	M	Dec 94	7.2
GB and regions by industry (Sept 1991)		Apr 93	117	Economic activity by age: not seasonally adjusted	M	Dec 94	7.3
International comparisons	Q	Nov 94	1.9	Full-time and part-time workers	M	Dec 94	7.4
Registered disabled in the public sector	A	Feb 93	61	Alternative measures of unemployment	M	Dec 94	7.5
Trade union membership	A	Jun 94	189				
Tourism-related industries in Great Britain	Q	Nov 94	1.14	INDUSTRIAL DISPUTES: STOPPAGES OF WORK			
				Summary: latest figures	M	Dec 94	4.1
CLAIMANT UNEMPLOYMENT AND VACANCIES				: time series	M	Dec 94	4.2
Claimant unemployment				Latest year and annual series	A	Jun 94	199
Summary : UK	M	Dec 94	2.1	Industry			
: GB	M	Dec 94	2.2	Monthly: broad sector time series	M	Dec 94	4.1
Age and duration: UK	M(Q)	Dec 94	2.5	Annual: detailed	A	Jun 94	199
Broad category: UK	M	Dec 94	2.1	: prominent stoppages	A	Jun 94	199
Detailed category: UK and GB	Q	Dec 94	2.2	Main causes of stoppage			
Region: summary	Q	Dec 94	2.6	Cumulative	M	Dec 94	4.1
Age: time series UK	M(Q)	Dec 94	2.7	Latest year for main industries	A	Jun 94	199
: estimated rates	M(Q)	Dec 94	2.15	Size of stoppages	A	Jun 94	199
Duration: time series UK	M(Q)	Dec 94	2.8	Days lost per 1,000 employees in recent years by industry	A	Jun 94	199
Region and area				International comparisons	A	Dec 94	545
Time series summary: by region	M	Dec 94	2.3	TRAINING AND ENTERPRISE PROGRAMMES			
: assisted areas, travel-to work areas	M	Dec 94	2.4	Participants in the programmes	M	Dec 94	8.1
: counties, local areas	M	Dec 94	2.9	New starts on the programmes	M	Dec 94	8.2
: parliamentary constituencies	M	Dec 94	2.10	Destinations and qualifications			
Age and duration: summary	Q	Dec 94	2.6	TFW/ET leavers	M	Dec 94	8.3
Flows				YT leavers	M	Dec 94	8.4
UK, time series	M	Dec 94	2.19	TFW/ET leavers completing agreed training	M	Dec 94	8.5
Age time series	M	Dec 94	2.20	YT leavers completing agreed training	M	Dec 94	8.6
Students: by region	D	Mar 93	2.13	Characteristics of TFW/ET starts for England and Wales	Q	Oct 94	8.7
Disabled jobseekers: GB	M	Dec 94	A1	Characteristics of young people leaving YT for England and Wales	Q	Oct 94	8.8
International comparisons	M	Dec 94	2.18	Destinations and qualifications of TFW/ET by their characteristics for England and Wales	Q	Oct 94	8.9
Ethnic origin		May 94	147	Destinations and qualifications of YT leavers by their characteristics for England and Wales	Q	Oct 94	8.10
Temporarily stopped				DISABLED JOBSEEKERS			
Latest figures: by UK region	D	Nov 93	2.14	Registrations and placements into employment	M	Dec 94	A1
Vacancies				REGIONAL AID			
Unfilled, inflow, outflow and placings seasonally adjusted	M	Dec 94	3.1	Selective Assistance by region	Q	Oct 94	A2
Unfilled seasonally adjusted by region	M	Dec 94	3.2	Selective Assistance by region and company	Q	Oct 94	A3
Unfilled unadjusted by region	M	Dec 94	3.3	Development Grants by region	Q	Nov 94	A4
				Development Grants by region and company	Q	Nov 94	A5
REDUNDANCIES							
In Great Britain	M	Dec 94	2.32				
by region	M	Dec 94	2.33				
by age	M	Dec 94	2.34				
by industry	M	Dec 94	2.35				
by occupation	M	Dec 94	2.36				
EARNINGS AND HOURS							
Average earnings (index)							
Whole economy							
Main industrial sectors	M	Dec 94	5.1				
Industries	M	Dec 94	5.3				
Underlying trends	Q	Nov 94	358				
Levels of earnings and hours for main industrial sectors and industries							
Manual employees	Q(A)	Nov 94	5.4				
Non manual employees	Q(A)	Nov 94	5.5				
All employees	Q(A)	Nov 94	5.6				
Quarterly estimates of levels	Q(A)	Nov 94	298				
International comparisons (index)							
Manufacturing	M	Dec 94	5.9				
Overtime and short-time: manufacturing							
Latest figures: industry	M	Dec 94	1.11				
Regions: summary	Q	Dec 94	1.13				
Hours of work: manufacturing	M	Dec 94	1.12				
OUTPUT PER HEAD							
Output per head: quarterly and annual indices	M(Q)	Dec 94	1.8				
Wages and salaries per unit of output							
Manufacturing index, time series	M	Dec 94	5.8				
Quarterly and annual indices	M	Dec 94	5.8				

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

STATISTICAL ENQUIRY *points*

For the convenience of *Employment Gazette* readers who require additional statistical information or advice, a selection of Employment Department enquiry telephone numbers is given below.

GENERAL ENQUIRIES

The latest published Employment Department statistics are available from the public enquiry office

071 273 6969

Press enquiries

071 273 4961

FOR STATISTICAL INFORMATION ON:

Employment

0928 792563

Employment census

0928 792690

Employment Training and Youth Training

0742 594027

Industrial disputes

0928 792825

Labour Force Survey; labour force projections

071 273 5585

Monthly Average Earnings Index

0928 794847

New Earnings Survey (annual): levels of earnings and hours worked for groups of workers (males and females, industries, occupations, part-time and full-time); distribution of earnings; composition of earnings; hours worked

0928 794903/4

Redundancies

071 273 5530

Retail Prices Index (Central Statistical Office)

Ansafone service

071 217 4905

Enquiries

071 217 4310

Skills surveys and research into skills shortages

0742 594216

Small firms (DTI)

0742 597538

Trade union membership

0928 792825

Trade unions (density only)

071 273 4882

Travel-to-Work Areas (TTWAs), composition and review of

071 273 5530

Unemployment (claimant count)

071 273 5532

Unit wage costs, productivity, international comparisons of earnings and labour costs

071 273 5535

Vacancies notified to Jobcentres

071 273 5532

Vocational qualifications

0742 594216

Wage rates, basic hours

071 273 5571

Workforce training

0742 593489

Youth Cohort Study

0742 594215

Sources of labour market statistics

071 273 5525

FOR ADVICE ON:

Labour market analysis and research related to qualifications, skills and training

0742 594027

FOR ACCESS TO DETAILED INFORMATION, INCLUDING ON-LINE:

NOMIS (the National On-line Manpower Information System)

091 374 2468/2490

◀ Quantime Ltd (on-line and other access to Labour Force Survey data)

071 625 7111

Skills and Enterprise Network

0742 594075

STATFAX SERVICE FOR LABOUR MARKET STATISTICS

CSO STATFAX gives anyone with a fax machine instant access to the latest Labour Market statistics. The first two pages of the latest monthly LMS National Press Notice are available within moments of the official release time of 9.30am.

The number to ring is 0336 416036. Calls for the service are charged at 36p per minute cheap rate and at 48p per minute at all other times. Contact CSO on 071 270 6363 if you have any problems.



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RESEARCH PUBLICATIONS

The Employment Department carries out a considerable programme of research on employment, training and industrial relations issues. The results of much of this research are published in the ED Research Series (RES), the Youth Cohort Series (YCS) and other research publications. Recent reports are listed below: four-page Research Briefs, providing summaries of each report are also available.

RES 37: The Impact of the Posted Workers' Directive on Company Practice in the United Kingdom

M GOLD, NATIONAL INSTITUTE OF ECONOMIC AND SOCIAL RESEARCH

The proposed Directive on posted workers aims to regulate the terms and conditions of certain employees posted to another Member State under their contract of employment. The forms of posting covered are: sub-contracting; placings by temporary employment businesses; and intra-company postings to branches or subsidiary organisations. It would require companies to ensure that these employees are covered by terms and conditions at least as favourable as those applying to 'host' country employees in the same job. The aim of this research, which was based on a survey of 21 organisations, was to analyse the potential impact of the Directive on UK company practice with regard to intra-company postings. The research found that the number of these postings from the UK to other Member States is extremely small and that those employees posted abroad held higher grade jobs whose terms and conditions tended to exceed the minimum requirements.

RES 38: Thematic Evaluation of Enterprise in Higher Education Initiative (EHEI)

C BIGGS, R BRIGHTON, P MINNITT, R POW, AND W WICKSTEED, SEGAL QUINCE WICKSTEED LTD

EHEI aims to assist higher education institutes in developing more 'enterprising' graduates. The term 'enterprise' broadly equates to linking the curriculum more closely with the world of work. This study, commissioned from Segal Quince Wicksteed Limited, evaluated the effectiveness of Enterprise in Higher Education, (EHE), within Higher Education Institutions. The study found that, as a result of EHE funding, enterprise projects were brought forward in time, operated on a larger scale than would otherwise have been the case and the quality of enterprise activities was enhanced.

RES 39: Caring and Employment

L CORTI, H LAURIE AND S DEX, ESRC RESEARCH CENTRE ON MICRO-SOCIAL CHANGE, UNIVERSITY OF ESSEX

This report presents findings from a project which used data from the 1991 British Household Panel Study to examine how caring for dependents of all ages affects individual and household labour market participation. The first section relates to the care of sick, elderly or disabled dependents. It examines a broad range of carer characteristics, including their distribution according to age, gender, educational qualifications, marital status, employment status, income level and household composition, as well as their relationship to the care recipient. It then examines how caring activities are combined with other roles such as participation in paid employment and taking responsibility for household tasks. The second part of the report relates to the care of dependent children, and examines the characteristics and employment circumstances of respondents with dependent children and the use of and cost of childcare facilities.

RES 40: Individual Commitment to Learning: employers' attitudes

H METCALF, A WALLING AND M FOGARTY, POLICY STUDIES INSTITUTE

This study was based on a survey of 582 employing organisations and case studies of a further 59 organisations, and aimed to increase understanding of employers' role in lifetime learning, of employers' attitudes towards lifetime learning, and of the factors which shape employers' policies affecting lifetime learning. The fieldwork was conducted between November 1993 and February 1994 and the survey findings are nationally representative.

RES 41: Employment and Family Life: a review of research in the UK (1980-1994)

J BRANNEN, G MÉSZÁROS, P MOSS AND G POLAND, CENTRE FOR RESEARCH ON FAMILY LIFE AND EMPLOYMENT, THOMAS CORAM RESEARCH UNIT, INSTITUTE OF EDUCATION, UNIVERSITY OF LONDON

This report reviews research and statistical data on the relationship between employment and family life in the UK, covering the period from 1980 to 1994. The key focus is on situations where family members have caring responsibilities for dependent children and/or elderly relatives.

RES 42: Individual Commitment to Learning: individuals' decision-making about 'Lifetime Learning'

A HAND, J GAMBLES AND E COOPER, QUADRANGLE CONSULTING LTD

The study aimed to gain a better understanding of the decision-making processes which lead people to learn or not to learn. Particular attention was paid to (i) the factors which are important influences on the learning experiences and decisions of individuals in different circumstances; and (ii) how certain factors interact within the learning system in a particular area. Stage I comprised a series of case studies of individuals, and Stage II case studies based on themes of provider flexibility, access to learning, client loss and withdrawal, and paying for learning.

Research publications can be obtained free from: Employment Department, Research Strategy Branch, room W441, Moorfoot, Sheffield S1 4PQ, tel 0742 593932.



