

Employment Gazette is the official journal  
of the Employment Department

Employment Gazette, Employment  
Department, Caxton House, Tothill Street,  
London SW1H 9NF

Editorial Office 0171-273 5001

Managing Editor Gillian Dyer  
Deputy Editor Barry Mortimer  
Features Editors Simon Hinds  
Julia Bell  
News Editor Rani King  
Design Geoff Francis  
Sally Hepplewhite  
Office Manager John Murphy  
Labour Market Data Rob Locke  
Statistics enquiries See page S68

#### Advertising

Nick Sunderland 0171-490 3633

#### Subscriptions/Sales

Kim Williams 01908-366776

Annual subscription incl postage £52.50, (£58 overseas)  
Single issues £4.95 available by cheque (payable to  
Employment Gazette) or by credit card from:

Employment Gazette Subscriptions and Sales,  
120-126 Lavendar Avenue,  
Mitcham, Surrey CR4 3HP  
Tel: 0181 646 1031

Copies can also be purchased from:

The House of Commons Bookshop,  
12 Bridge Street, London SW1A 2JX  
Tel: 0171-219 3913

Contact: Julian Purser

The Publishing House, Highbury Station Road,  
London N1 1SE. Tel: 0171-226 2222

© Crown Copyright 1995

Brief extracts from articles may be used  
(in a non-advertising context) provided the  
source is acknowledged; requests for  
extensive reproduction should be made to  
Paul West, Employment Department, CB8,  
Room E526, Moorfoot, Sheffield S1 4PQ.

The Government accepts no responsibility for any  
of the statements in non-governmental  
advertising and the inclusion of any such  
advertisement is no guarantee that the goods or  
services concerned have official approval.



ISSN 0264-7052

# Contents

Volume 103 Number 4 Pages 125-180

April 1995

## News

### ED plans to spend £3.5bn in 1995/96 127

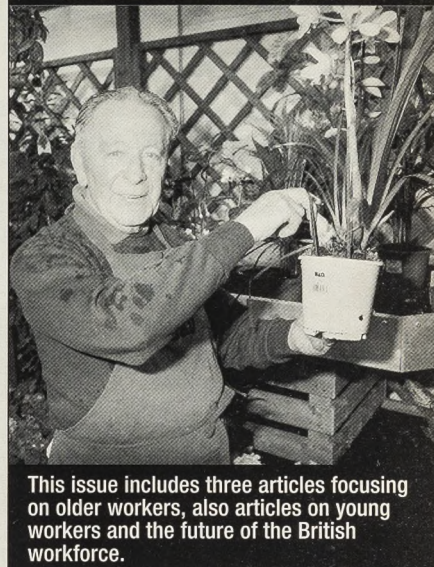
The Employment Department Group has  
unveiled its spending plans for the next  
three years.

### Help to prevent asthma at work 128

A new leaflet has been issued to  
employers on controlling exposure to  
respiratory sensitisers.

**plus:** Diary dates and TEC/  
Business Link news

## In this month's Gazette:



This issue includes three articles focusing  
on older workers, also articles on young  
workers and the future of the British  
workforce.

Cover picture: by Stuart Harrison, and featuring B&Q's oldest  
worker, Reg Hill, at their Supercentre in Swindon.

## Features

### Older workers: findings from the 1994 Labour Force Survey 133

A survey of the extent and characteristics of older people's employment and a comparison  
with other age groups.

### Utilising older workers 141

Presents the benefits of employing older people, good practice case studies from a range  
of companies and a brief overview of older people's place in the workforce.

### Employment policies and practices towards older workers: an international overview 147

A review of government and business strategies across 22 countries that address  
the older workforce.

### British labour force projections 1995 to 2006 153

Forecast of the size of the GB workforce over the next 11 years based on the spring  
1993 Labour Force Survey and on population projections.

### Young people at work 169

A survey that identifies the proportion of 13 to 18 year olds who work and the nature of  
the work they do in comparison with adult employment.

## Parliamentary Questions 131

Two pages of questions put to Employment Department ministers. Topics include Career  
Development Loans, minimum wages, unfair dismissal and Workstart.

## Statistics

### Statistical update 179

Changes in average earnings 4th quarter 1994.

### LFS Help-Line 17-24

This month's topics include self-employment,  
women in employment, job-related training,  
second jobs, labour market position of the  
over 16s, part-time and temporary workers.

### Labour Market Data S1-68

Labour market update, and the most recent  
figures for: employment, unemployment,  
vacancies, industrial disputes, earnings, retail  
prices, and government training and enterprise  
programmes.

**Euro Action '95**

BBC RADIO 1's campaign offering advice to 16 - 35 year olds, and backed by the Employment Department, will run from 24 - 28 April. Callers to a freephone number will get advice covering careers, employment training, benefits and further education in this country, and across Europe, and a copy of the booklet *Euro Action Special*.

● Call Freephone 0800 011011 for details.

**Winning on the buses**

THE FIRST Coach Industry Training Award was won by BCT (Bus and Coach Training) in recognition of its success in developing NVQ/SVQs tailored to the industry.

BCT has a multi-functional role as awarding body, industry training organisation and lead body. BCT is also the awarding body for National Vocational Qualifications in the bus and coach industry.

Since 1990, more than 6,000 candidates have been registered and some 3,000 certificates

awarded, across the range of NVQ/SVQs from Level 1 to Level 4.

● Contact BCT on 01923 896607.

**Adult Learners' Week**

A NATIONAL campaign to encourage self-development in vocational education and to promote the value of NVQ/SVQs, will run from 15-21 May.

The Employment Department is supporting the event and is running a national freephone helpline staffed by specialists to help callers with queries on training, education, employment and benefit entitlement.

These issues will also be featured on ITV, BBC TV and some local radio stations during the week.

The National Institute of Adult and Continuing Education (NIACE), the organisation for adult learning, is planning a programme of events to include: local events across the country; and two national conferences, one on funding adult learning, another on delayed completion.

● The freephone helpline is 0800 100 900 and is open between 12 noon and 8 pm from 15 - 26 May.

**Daughters to work day**

THOUSANDS OF 11 - 15 year old girls will be accompanying parents, relatives and friends to work on Thursday 27 April. Last year over 100,000 girls visited public and private sector companies around the country to broaden their choice of career options, raise their horizons and give them the confidence to apply for non-traditional jobs such as firefighters, carpenters, fighter pilots and car designers.

● Employers or schools wanting to participate in this year's *Take your daughters to work day* should contact Raina Sheridan on 0171 402 5363.

**New body for cars**

SKILLAUTO IS an alliance of motor industry organisations for raising training standards in the industry. Its long-term aim is to develop a national network of competitions. Skills covered will include auto, agricultural mechanics and body repair.

Employers, manufacturers, suppliers, TECs and LECs, colleges, trade unions and others

are asked to back the initiative.

● Contact UK Skills on 0171 753 522 for details.

**NTA 1995**

ENTRIES FOR the 1995 competition close on 31 May 1995.

The Employment Department's National Training Awards recognise employers, training organisations and individuals for outstanding training achievements. Individual winners receive a cash prize, and £1,000 of training materials. Organisations get extensive publicity, an award and a free business training course. This year, the Employment Secretary will give his own award for progress in developing Modern Apprenticeships.

● For an entry form and handbook ring 01345 665588 or write to the National Training Awards office, TIEA3, Employment Department, Moorfoot, Sheffield S1 4PQ. Tel: 0114 2593419.

**1,000th company backs the symbol**

CINCH CONNECTORS Ltd, Nottingham are the 1,000th company to

adopt the Employment Service's *Positive about disabled people* symbol.

The company which makes electronic switches for the aeronautical and electronic industries, has a staff of 165, five of whom are disabled.

● The Employment Service is running a national campaign to encourage employers to use the disability symbol and raise awareness.

**... leaflet**

A LEAFLET *A sign you mean business* giving examples of the business benefits of employing, training and retaining disabled employees, is available free from Jobcentres or ringing Freephone 0800 567667. (Minicom 0900 444 265).

**MBA for Civil Service**

AN MBA in Public Sector Management has been launched by the Cabinet Office.

The new programme is tailored to middle-grade Civil Service managers (Grade 7), but is relevant to a wider public sector. It is a positive response to the White Paper *Continuity and Change* which aims to raise the quality of management in government. The new Masters should be recognised as a top European qualification for the public sector.

Two providers will deliver the programme:

- a consortium of Manchester Business School, Anne Keddie tel: 0161 275 6394 Cranfield School of Management, Professor Leo Murray tel: 01234 754403 Civil Service College, Martin Cooper tel: 01344 634271, and
- Imperial College, Professor Sue Birley on 0171 594 9102.

**Going up**

CONSTRUCTION'S FIRST Modern Apprentices have signed on in Manchester.

The Construction Industry Training Board (CITB) and Manchester TEC have worked together for over 18 months on the programme, which will offer six separate training options.

● Contact CITB on 0553 776677.

**ED plans to spend £3.5bn in 1995/96**

EMPLOYMENT DEPARTMENT Group spending plans for the next three years are unveiled in its annual report published last month.

Total planned expenditure on the Group's programmes in 1995/96 will be £3,468 million. A total of 1.5 million opportunities are planned to help unemployed people get back into work — the same number as for the past two years despite a 12 per cent fall in unemployment.

● This is the fifth Departmental Report. It is available from HMSO, (Cm 2805) priced £14.60.

**... where the money will go**

PLANS FOR the next three years will: Sharpen the focus of *Training for Work* to get more people into work.

Extend the *Community Action (CA)* programme to help 40,000 unemployed people a year for the next three years. CA provides work experience and a route back into jobs for long term unemployed people.

Deliver a menu of measures to help long term unemployed people into jobs. New measures will include *Workwise* and *1-2-1* which give young people extensive help with their job search.

Improve effectiveness of TECs by increasing the emphasis on payment by results.

Maintain spending of more than £2 billion on training and vocational education over the next year.

Introduce the *Jobseeker's Allowance*, a clearer and more focused benefit for unemployed people which will improve the range of incentives currently on offer, keep people in touch with the labour market and help them move off benefits and into jobs.

**Segregation in the workplace - report**

GENDER SEGREGATION in workplaces and jobs remains striking, in spite of 20 years of equality legislation, according to the Equal Opportunities Commission (EOC).

Targeting potential discrimination published by the EOC says some jobs are done largely by men and others are done mainly by women, while certain workplaces are more prone to discriminatory behaviour than others.

Women's jobs are in retailing, education and medical services, while in manufacturing, only the clothing industry employs a majority of women. Clerical and administrative workers tend to be women, but skilled workers, senior professional, technical and managerial staff tend to be men.

Job segregation can lead to discrimination, especially in recruitment, promotion and pay. The study says women get paid less for working with other

women and men more for working with other men.

The research also shows that employers are unaware of the problem: more than two thirds of the workplaces surveyed did not collect information about the gender and ethnicity of their workforce. Where such information was collected, only 10 per cent of employers shared the information with their employees.

Commenting on the study, Kamlesh Bahl, chair of the EOC said: "Businesses are exposing themselves to financial liabilities in the form of sex discrimination and equal pay claims".

● Copies of the report priced £5.95 can be obtained from EOC on 0161 8339244.

**Science and technology awards**

STAFF AND pupils at two Oldham schools have won grants from car manufacturers Toyota to develop classroom science projects. Each school received £750 as part of the company's national education initiative to help revive British industry.

Pictured left: Tony Crolla, Toyota and Diane Mellor, Oldham TEC with Frank Belfit, 7, and Freya Barrow, 15.

● For details of the Toyota Science and Technology Fund call Josie Butler on: 0171 379 3234

**... furthermore**

A NEW report, *Gender and equality in the public service*, produced jointly by the EOC for Northern Ireland and the Chief Executives' Forum is now available. Well over half the people working in the public sector in Northern Ireland are women. Equal opportunities is a particularly important issue for organisations in which they work, says the report. It includes views and policies on equality in general from chief executives, equal opportunities' managers, TU representatives and others.

● Contact Irene Kingston, EOC on 01232 242752 for further information.

**Regional Studies Association**

The *Regional Studies Association* is an independent, interdisciplinary body exclusively concerned with urban and regional planning and development. Membership is open to all.

**Aims**

The Association aims to

- provide a forum for the exchange of ideas and information in the regional planning and related fields
- disseminate the results of regional research
- stimulate studies and research in the field of regional planning

**Activities**

The Association organizes

- residential conferences • an annual one-day conference • occasional other conferences
- other seminars and workshops

Groups meet regularly at regional centres and study groups are organized from time to time. The Association operates as a service a European Urban and Regional Research Network, open equally to members and non-members.

**Publications**

- *Regional Studies*
- *Regions: The Newsletter of the RSA*
- *RSA Occasional Paper Series*
- *RSA Discussion Paper Series*
- *RSA/JKP Policy and Development Book Series*
- *European Urban and Regional Research Network Directory*

**Membership**

Individuals: £37.50  
Students: £15.00  
Corporate: £85.00

Please send all enquiries to

The Director, Regional Studies Association, Wharfedale Projects Two, 15 Micawber Street, London N1 7TB, UK. Tel: 0171 490 1128. Fax: 0171 253 0095.

## Help to prevent asthma at work

A NEW leaflet for employers on controlling workplace exposure to respiratory sensitisers is available from the Health and Safety Executive (HSE) as part of its *Breathe Freely* campaign to prevent occupational asthma.

Respiratory sensitisers are substances which, when inhaled, can trigger an irreversible allergic reaction, leading to asthma. In the UK they are the major cause of occupational asthma - an extremely distressing and potentially life-threatening disease. Most sufferers are so disabled by the illness that they

### Asthma leaflet

COPIES OF *Respiratory Sensitisers and COSHH: An Employers' Leaflet on Preventing Occupational Asthma* ref IND(G)95L(Rev.) are available (single copies free or £5 for a pack of 15) from HSE Books, PO Box 1999, Sudbury, Suffolk CO10 6FS tel: 01787-881165 or from Dillons Bookstores, Ryman the stationer and other good booksellers.

have to change jobs to avoid coming into contact with the substance which first triggered

the disease, and some are unable to continue working at all.

The substances are found in a wide range of workplaces and industries, including vehicle paint spraying, foam manufacturing, food processing, electronic soldering and agriculture.

The leaflet explains what respiratory sensitisers are, how they cause asthma, and lists the substances responsible for most cases of occupational asthma. It also outlines the control measures employers must take to comply with the Control of Substances Hazardous to Health Regulations 1994.

### Diary dates

#### Finance for the non-financial manager

27-28 April, London  
Explains clearly and simply what the key finance statements mean, and how your actions as a manager affects them.  
Tel: 0171 824 8257

#### Introduction to project management

1-4 May (beginners)  
26-29 June (advanced level)  
Both in Melton Mowbray.  
Practical methods for planning, managing and completing projects. Includes principles of project management, communications, financing and control.  
Tel: 01793 772555

#### Business link partnership

17-18 May, London  
Identify opportunities, understand the private and public sectors' needs and priorities. Also look at best practice from established 'Links'. Keynote speakers include Lord Ferrers, small firms' minister, and David Grayson, director Business in the Community.  
Tel: 0171 417 7790

#### Making headway

25-27 May, Chester  
To help women in education reach middle and senior management. How to identify strengths and gaps in their skills, and devise action plans for personal and career goals.  
Tel: 01223 460277

### Tractor action



The Health and Safety Executive has launched a major campaign to help reduce tractor accidents. Part of the campaign includes a tractor action pack for use by lecturers and trainers in colleges and during work-based training.

● Contact CFL vision for details of the action pack on: 01937 541010.

### NCVQ Regional Offices

The National Council for Vocational Qualifications (NCVQ) is looking to establish a number of Regional Offices in England and Wales.

Locations for these Regional Offices have yet to be agreed, but possible locations under consideration are Warrington, Coventry, Sheffield or Leeds, Bristol and Cardiff.

NCVQ would like to hear from any government departments, agencies, or non-departmental public bodies with surplus office accommodation (furnished or unfurnished) in or close to these towns and cities, or in other suitable locations, which it could use as Regional Offices. Where possible, NCVQ would prefer to avoid city or town centre locations.

A typical regional office will comprise:

- 1,000 to 1,500 square feet of self-contained office accommodation.
- Four to six car parking spaces.
- Separate or shared kitchen and WC facilities.
- Separate or shared meeting room facilities.
- Separate telecommunications and data facilities.

Please contact Marie Taylor at NCVQ on 0171 728 1837 if you are able to offer surplus office accommodation.

### New Commissioners

FOUR APPOINTMENTS to the Health and Safety Commission (HSC) representing employees, employers, local authorities and other groups, have been announced by the Secretary of State for Employment.

#### NEW APPOINTMENTS:

**A**lan Grant is the head of the ATUC organisation and services department, with responsibility for health and safety policy. He formerly worked in the printing industry.

**A**nn Scully OBE is vice chairman of the National Consumer Council, an adviser to the DTI on the privatisation of the coal industry, and a member of the European coal and steel consultative committee. She recently joined the Council for the Banking Ombudsman.

#### RE-APPOINTMENTS:

**C**ouncilor Eddie Carrick runs a small retailing business in Edinburgh, and is the opposition spokesman for environmental and safety issues on Stirling District Council.

**D**r Geraldine Schofield is a senior microbiologist at Unilever Research and deputy chairman of the CBI's biotechnology strategy group. She is a former member of the HSC's advisory committee on genetic modification.

## New agency status

THE HEALTH and Safety Executive's newest agency, the Health and Safety Laboratory (HSL), was launched on March 20, the first day of National Science, Engineering and Technology week, by Employment Minister James Paice.

The laboratory has been in the forefront of major accident investigations including the Hillsborough football stadium disaster, King's Cross tube fire and Ramsgate ferry walkway collapse. It will be now be free to take on work for other organisations in both public and private sectors so its expertise will be more widely and directly available.

● Contact Information Manager, HSL on: 0114 2892000.

### Business Link Wirral

BUSINESS LINK Wirral, the recently launched centre for business information and advice, has become the first of Britain's growing network of Business Links to achieve the Investors in People Standard, within months of being awarded the quality Standard BS EN ISO 9001.

Managing director, Ian Brocombe, is also involved in developing a new national standard for Business Links. As a panel member of the Quality and Accreditation Working Group he has involved his own organisation as one of the nine pilots working towards accreditation.

● Business Link Wirral can be contacted on: 0151-650 6905.

#### Who's who

Business Link Wirral is a partnership of local business support agencies including:

- CEWTEC (Chester, Ellesmere Port and Wirral Training and Enterprise Council)
- Department of Trade and Industry
- Merseyside Development Corporation
- Metropolitan Borough of Wirral
- Wirral Chamber of Commerce & Industry
- Wirral Investment Network
- Wirral Task Force

#### Oldham

OLDHAM TEC has launched 'Skillseekers', its own version of the national Youth Credits programme. This new career option for young people centres on NVQs, giving trainees more opportunity to control their careers, while offering employers a better qualified and motivated workforce.

Before they leave school, all young people will be given a Skillseekers information pack containing, among other things, a card they can use to buy up to £1,500 of training. The only requirement is that training leads to an NVQ. The pack also contains a Trainee Charter, outlining rights to quality training and entitlement at either the 'going rate' for the job if employed, or a minimum allowance of £40 if taken on by a training provider.

The Charter also informs trainees what is expected of them while they are a Skillseeker.

● The Skillseekers Helpline on: 0800 317696 provides free advice and information.

### SOLOTEC

SOLOTEC IS London's first TEC to be awarded the Investors in People Standard.

The TEC provides support to an increasing number of local businesses in Bexley, Bromley, Croydon and Sutton who are committed to working towards the national Standard.

● Contact SOLOTEC Customer Services on: 0181-313 9232.

### Tyneside

TYNESIDE TEC's safety at work training package, *First at work*, has scooped a national award, beating international competition.

The 1995 Safety and Health Product Innovation awards, organised by the Institution of Occupational Safety and Health, highlight new products and services on the market. Entries came from companies in the UK, and 17 other countries including USA, Australia, Denmark, France and the Netherlands.

*First at work* is an interactive, computer-based training package aimed at young people before they go on work experience, and for training providers who provide youth induction training.

It can be difficult to interest young people in training particularly when covering 'heavy' issues such as safety. Tyneside discovered the easiest and most cost-effective way to hold trainees' attention and get

### It's a cracker!



COMEDIAN FRANK Carson advises new arrival 'Russ the Nut' on keeping his act afloat. County Durham TEC and five high street banks have linked up in a unique partnership to help Russ and other *New Enterprise Scheme* participants. Barclays, Nat West, Lloyds, and the Co-operative banks are now offering special rates on unsecured overdraft facility, and free banking for 12 months. Midland have extended the service to free banking for the scheme's full 18 month duration. Thanks to this country-first initiative, Russ, and other entrepreneurs, are 'laughing all the way to the bank'.

● Contact Mick Wood, Co. Durham TEC on: 01325 351166

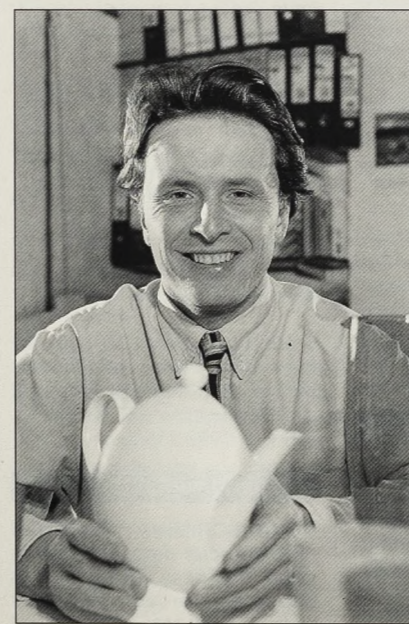
### ... how to enter

ENTRY FORMS for the 1996 awards are available from: Paramount Exhibitions and Conferences, 17/21 Shenley Road, Borehamwood, Herts WD6 1RT. Tel: 0181 207 5599.

the message across was via the medium of graphics and interaction. The programme was developed with the close involvement of the Health and Safety Executive and is now commercially available from the TEC.

● Contact David Bryant, Tyneside TEC for further details on: 0191 491 6120.

### Potty about his business



NICK MUNRO celebrates winning a £10,000 Enterprise Challenge grant from CEWTEC to help expand his exclusive glassware and ceramics business. The grants cover up to half the costs for business growth ideas including export, training and product development. Nick started in 1986 with a Prince's Trust grant of £1,000, and went on to become Shell UK's Young Entrepreneur of the Year for 1989. He, and others, are clearly 'potty' about his business!

● Contact Cath Barber, CEWTEC on: 0151 630 2574.

### CENTEC

FUNERALS ARE a necessary if unfortunate fact of life.

CENTEC (Central London TEC) is taking the lead in the UK by teaming up with the City of Westminster College to convert the industry lead body for funeral services into an industry training organisation (ITO).

Once in place, all three organisations will develop a framework for a national Modern Apprenticeship in funeral services, with CENTEC as the lead TEC in England and Wales.

The current City & Guilds recognised NVQ in funeral services will form the basis of the Modern Apprenticeship from September.

● For further information contact CENTEC Training Department on 0171 411 5000.

### WESTEC

AVON TEC has changed its name and is now known as WESTEC.

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

**EMPLOYMENT**

**THE TASK of creating sufficient new jobs has emerged as the primary challenge of economic and social policy in most countries of the world.**

*World Employment 1995* undertakes a comprehensive review of the worldwide scene. It surveys global employment trends, examines competing explanations for the emergence of the employment crisis, and discusses major policy options for solving it. It also places an emphasis on the growing inter-relationships between employment problems across countries, therefore arguing that an enhancement of cooperative international action is an important part of the solution to current employment problems throughout the world.

• *World Employment 1995*. International Labour Office; 1995; £12.00; ISBN 92 2 109448 0.

**FLEXIBLE WORK PRACTICES**

**An OECD study**

**PRESSURE FOR greater flexibility in industrial relations and labour utilisation is rising in all OECD countries.**

*Flexible Working Time* is a new OECD publication documenting the debate surrounding labour/management cooperation and negotiations concerning flexible working-time arrangements and the role of governments in this area. Issues considered include reduced working hours, work sharing, capital-operating hours and flexible scheduling of the company labour force.

The book focuses mainly on three areas of economic activity: health care (in the Netherlands and Sweden); retail trade (in Canada, France and Italy); and the metal industry (in Germany, Japan and the UK). The overview and summary of the issues in these national reports highlight the conflicting and overlapping interests of trade unions and employers, the choices employers have between "flexible scheduling" and "flexible staffing", and the link between individual working-time arrangements and company operating hours.

• *Flexible Working Time: Collective Bargaining and Government Intervention*. OECD; 1995; £9.75; ISBN 92 64 14316 5.

**Training for flexible workers**

**PEOPLE IN THE UK who work part-time, on a temporary contract, or through a variety of flexible options now account for nearly one in five of the population — more than any other EC country.**

Although their importance is acknowledged in helping the Government achieve its aim of creating a flexible, highly-skilled workforce, the training provision for this group is inadequate.

This is the view contained in *Wasted Potential: Training and Career Progression for Part-time and Temporary Workers*, an Employment Department-funded study which reveals that most training goes to full-time, largely male workers, leaving part-timers (mainly women) in 'dead end' jobs, working well below their capacities.

The first part of the book gives a review of the current literature from Training and Enterprise Councils, including examples of good practice. The second part contains 12 case studies of different sized enterprises in various sectors. The aims of these studies were to identify: the nature and duration of the training available; the sources of financial support; employer practices and attitudes to providing training; the attitudes and experiences of temporary and part-time workers; the effect of other variables such as age, length of service etc; and successful strategies which help promote effective training of these groups of employees.

• *Wasted Potential: Training and Career Progression for Part-time and Temporary Workers* by Veronica McGivney; National Institute of Adult Continuing Education; £12.95; ISBN 1 872941 49 1.

**Adapting to the future**

**FULL-TIME EMPLOYEES, who now make up less than two-thirds of the workforce, can no longer expect a lifetime spent with one employer. Today, companies are relying more and more on temporary, part-**

**time and contract workers.**

In his book *Jobshift*, author William Bridges discusses these current employment trends and offers both individuals and companies practical ways of thriving in this new environment. He shows the need for new personnel and training policies, and discusses issues such as the impact of 'dejobbing' on salaries and benefits, and the end of the middle manager as a leader of people, and their replacement with 'coordinators', or 'facilitators'.

• *Jobshift* by William Bridges. Nicholas Brealey Publishing Ltd; 1995; £16.99; ISBN 1 86373 878 9.

**EQUAL OPPORTUNITIES**

**Equal treatment for all**

**MANY EQUAL OPPORTUNITY initiatives, in particular target setting and positive action which focus on specific groups such as women or ethnic minorities, are fundamentally flawed.**

Today, all organisations have to confront the challenge of diverse workforces, and to be effective, they must tap into the talents of all staff, not just those from selected groups. These are the views from the book *Managing the Mosaic*.

Drawing on a wide-ranging literature search, extensive experience within companies and an in-depth survey of almost 300 organisations, the authors offer clear evidence that traditional group-based equal opportunity policies are divisive and seldom successful.

They outline their own validated strategic implementation model for managing diversity. The essential elements are flexibility, an empowering culture, universal benefits and business-related training for whoever needs it.

• *Managing the Mosaic* by Rajvinder Kandola and Johanna Fullerton. Institute of Personnel and Development; 1994; £16.95. ISBN 0 85292 556 5.

**Keeping within the law**

**NON-DISCRIMINATION is not only a social duty, but makes good business sense. It is important for employers to recruit and retain the right**

**person for the job, and to train and promote people to the best of their abilities.**

In the United Kingdom, the law requires employers not to discriminate in certain contexts; *Discrimination* provides a clear and comprehensive guide to the law in this area.

The guide explains: the law on sexual discrimination; how to avoid discrimination on grounds of race, disability and medical condition, trade union status and age; how to eliminate prejudice from the recruitment process; how to ensure fair treatment for all employees; the distinction between positive action and positive discrimination; legal requirements and good personnel practice.

• *Discrimination* by Linda Clarke; Institute of Personnel Management; 1994; £14.95; ISBN 0 85292 528 X

**The role of TECs**

**TRAINING AND ENTERPRISE Councils (TECs) are key providers nationally of training and work experience. Effective equal opportunities policies within TECs are therefore critical for those from black and minority ethnic groups.**

Drawing on detailed case studies, *TECs and Racial Equality* examines TEC policy and practice in providing training and work experience for ethnic minorities. It looks in detail at TEC equal opportunity policies and at systems for monitoring and evaluation; and reports on good practice and sets out practical recommendations for action.

• *TECs and Racial Equality: Training, Work Experience and Ethnic Minorities* by Martin Boddy; SAUS Publications; 1995; £11.50 incl. p&p; ISBN 1 873575 79 3.

**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**



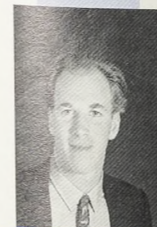
Michael Portillo  
Secretary of State



Ann Widdecombe  
Minister of State



James Paice  
Parliamentary Under Secretary of State



Phillip Oppenheim  
Parliamentary Under Secretary of State

**Career Development Loans**

**Dafydd Wigley** (Caernarfon) asked the Secretary of State for Employment, how many Career Development Loans were made in (a) Wales and (b) Britain, between April 1993 and September 1994; what was their total value in each case; and what proportion of the total funds taken up by such loans for Britain was for lending in Wales.

(March 14)

**James Paice:** Between April 1993 and September 1994, 17,607 Career Development Loans with a total loan value of £52,074,087 were approved nationally. This includes 656 loans approved in Wales with a total loan value of £1,929,244.50. This represents nearly 4 per cent of the national total.

(March 14)

**Employment Training and Employment Action**

**Bridget Prentice** (Lewisham East) asked the Secretary of State for Employment, what percentage of people who took part in schemes run under the auspices of Employment Training and Employment Action went on to part- or full-time employment as a result of their training scheme in the years 1991-92 and 1992-93.

**James Paice:** Of those leaving Employment Training in Great Britain 1991-92, 31 per cent went into full- or part-time employment or self-employment. For 1992-93 leavers, the figure was 35 per cent.

The only full year for which data are available for Employment Action (EA) is 1992-93. Of those leaving EA in Great Britain in that year 17 per cent went into full- or part-time employment or self-employment.

(February 14)

**Enterprise Allowance Scheme**

**Gerry Steinberg** (City of Durham) asked the Secretary of State for Employment, how many start-up businesses were supported by the Enterprise Allowance Scheme or any of its renamed successors in each of the last five years.

**James Paice:** The number of start-ups in England supported by the Enterprise Allowance Scheme, known as the Business Start-Up Scheme since 1992, are shown in the following table:

1989-90	63,500
1990-91	50,300
1991-92	41,800
1992-93	33,600
1993-94	34,500

**Full- and part-time jobs**

**Stuart Bell** (Middlesbrough) asked the Secretary of State for Employment, how many full- and part-time jobs have been created between 1988 and 1994; how many full-time jobs have been lost to the United Kingdom economy since 1988; what was the number of employed persons in 1988 and the number employed in 1994 and if he will make a statement.

**Phillip Oppenheim:** Information is only available for the net change in jobs. Also, estimates of full- and part-time jobs in 1988 are only available for Great Britain. In September 1988 the Workforce in Employment in Great Britain stood at 25,760,000 compared with 24,755,000 in September 1994 - a net decrease of 1,005,000 or 3.9 per cent. Full-time jobs fell by 1,776,000 (9.1 per cent) over this period, while part-time jobs rose by 771,000 (12.6 per cent).

A more meaningful comparison can be made by comparing similar points in the economic cycle. Between 1979 and 1990 (peak to peak of the cycle), the Workforce in Employment grew by 1.5 million. Over this period the UK was also the only major EU country which increased the proportion of its population of working age in employment.

(February 23)

**Jobseeker's Allowance**

**Eric Pickles** (Brentwood and Ongar) asked the Secretary of State for Employment, what progress has been made with the implementation of the Jobseeker's Allowance; and if he will make a statement.

**Ann Widdecombe:** The project to implement Jobseeker's Allowance, subject to Parliamentary approval of the Jobseekers Bill, is on schedule for implementation in April 1996. Planning guidance has now been issued to the Employment Service and Benefits Agency field organisations. An external review of the project is under way and will report in early April.

(March 16)

**Ian McCartney** (Makerfield) asked the Secretary of State for Employment, if unemployed people receiving the Jobseeker's Allowance will be able to participate in (a) post-graduate courses, (b) degree courses, (c)

courses in preparation for a degree, (d) diploma of higher education courses, (e) higher national diploma courses, (f) A level courses, (g) GCSE courses, (h) teaching qualification courses and (i) other courses of a similar nature; and if he will make a statement.

**Ann Widdecombe:** People on full-time courses will not be able to claim Jobseeker's Allowance (JSA).

People claiming JSA will be able to take part-time courses provided that they remain available for and actively seeking employment. In the case of courses funded by the Further Education Funding Council, part-time courses will be defined as courses of up to 16 guided learning hours a week. This definition will not extend to higher education and other sectors, where we expect the definition of a part-time course to remain essentially unchanged. Similar arrangements will apply in Scotland, Wales and Northern Ireland.

(March 3)

**Ian McCartney** (Makerfield) asked the Secretary of State for Employment, what is the basis and source for the estimate that some 80,000 unemployed people are currently studying under the 21 hour rule; and how he intends to monitor the impact that the reduction to guided learning hours will have after April 1996; and if he will make a statement.

**Ann Widdecombe:** The basis for the estimate that about 80,000 people are currently studying part-time while claiming unemployment benefits is information from claims and the Labour Force Survey. The figure includes those studying under the 21 hour rule.

This is not a reduction. Courses of up to 16 guided learning hours may, of course, be supplemented by private study as long as this does not affect the individual's availability for, or efforts to find work.

Surveys will continue to be used to monitor the number of people studying part-time while looking for work. We do not expect any change in the numbers of claimants helped or in the costs of the scheme.

(March 7)

**Long-term unemployment**

**Jim Cunningham** (Coventry South East) asked the Secretary of State for Employment, what proportion of public funds devoted to reducing unemployment are devoted to the long-term unemployed.

**Ann Widdecombe:** The Department's forecast expenditure for 1994-95 is £3.7

Continued overleaf

billion. Of this, some £1 billion is directed specifically to helping long-term unemployed people. This includes £693 million on Training for Work in England and around £300 million for the range of assistance offered by the Employment Service such as Community Action, Jobclubs, Jobplan Workshops and Restart.

In addition, the Department plans to spend some £95 million more over the next three years on the measures to help long-term unemployed people find work, such as Jobmatch, Workstart and Worktrials. These measures were announced by my right hon. and learned friend, the Chancellor of the Exchequer in his Budget Statement on 29 November 1994, Official Report, col. 1079.

(March 9)

### Minimum wages

**Michael Neubert** (Romford) asked the Secretary of State for Employment, what assessment he has made of the effects of a statutory minimum wage on the employment prospects of unemployed people.

**Phillip Oppenheim:** A statutory minimum wage would destroy both jobs and job prospects. Set at two-thirds of male median earnings and assuming full restoration of differentials, two million jobs could be lost. Even set at half male median earnings and assuming only half restoration of differentials, three-quarters of a million jobs would be lost.

(March 7)

**Iain Duncan-Smith** (Chingford) asked the Secretary of State for Employment, if he will make an assessment of the effects of a national minimum wage on the employment prospects of young people.

**Phillip Oppenheim:** In Belgium and France, which both have a national minimum wage set at a significant level, youth unemployment is one and a half times, and two times, respectively the level of youth unemployment in the UK. I will make an estimate of the effects of a national minimum wage in the UK when the Opposition decide the level at which it would be set, and what they would do about differentials.

(March 7)

### NVQs

**Lynne Jones** (Birmingham, Selly Oak) asked the Secretary of State for Employment, what proportion of young people who complete a youth training course obtain NVQs at (a) level 2 and (b) level 3.

**James Paice:** Of those who completed their Youth Training between April and August 1993, 31 per cent gained an NVQ or equivalent at level 2 and 13 per cent at level 3.

(February 14)

### Productivity Pay

**Austin Mitchell** (Great Grimsby) asked the Secretary of State for Employment, what is the Government's policy on increases in productivity being rewarded by increases in pay; and what evidence he has of the extent to which that principle has been followed in the (a) manufacturing and (b) service industries.

**Phillip Oppenheim:** The extent to which increases in productivity are rewarded by increases in pay is a matter for organisations to decide in light of their particular circumstances. However, productivity is one of many factors that need to be taken into account when making such decisions. The Employment Department does not collect data on how far productivity influences such decisions, but whereas both productivity and pay stagnated from 1974-1979, both productivity and real pay at all levels have risen sharply since 1979.

The Government, however, also believes that increases in pay need to be more than matched by improvements in productivity in order to free resources for investment, which in turn will feed through to greater competitiveness.

(March 16)

### Unfair dismissal

**Angela Eagle** (Wallasey) asked the Secretary of State for Employment, if he will make a statement on the effect of the proposals to change the law on unfair dismissal for part-time workers on those working less than eight hours per week.

**Phillip Oppenheim:** Following the coming into effect on 6 February of the Employment Protection (Part-Time Employees) Regulations 1995, all employees, including those working less than eight hours per week, qualify to bring complaints of unfair dismissal after completing two years' continuous service. The effect of this change on business and employment opportunities will be carefully monitored.

(February 16)

### Women's opportunities

**Angela Knight** (Erewash) asked the Secretary of State for Employment, if he will make a statement about the Government's policies for improving women's opportunities in the labour market and beyond.

**Anne Widdecombe:** By promoting a competitive, efficient and flexible labour market, the Government has widened choice and opportunities for everyone, men and women.

There are 12.1 million women economically active and women make up 45 per cent of the workforce in employment. Since 1984, there has been a 14 per cent increase in women working full-time and a 19 per cent increase in women working part-time.

The number of self-employed women has risen by 80 per cent since 1981. The proportion of women in management and professional jobs increased from 25 per cent in 1984 to 30 per cent in 1994.

The pay gap between men and women continues to narrow and now stands at approximately 20 per cent – the lowest it has ever been.

In 1992, the latest year for which data are available, the UK had the second highest female labour market participation rate in the European Union (EU), as then constituted, after Denmark.

In the EU, only the UK has a lower unemployment rate for women than men.

To help this process of improvement, the Government has introduced specific policies and programmes. For example, workplace nurseries have been exempted from income tax since 1990.

The Employment Department is channelling £45 million through Training and Enterprise Councils and Local Enterprise Companies to help create up to 50,000 new Out-of-School Childcare places for the over 5s.

From October 1994, help with childcare charges is available to families receiving Family Credit, Disability Working Allowance, Housing Benefit and Council Tax Benefit. Childcare charges of up to £40 are offset against earnings when benefit entitlement is calculated. In the longer term, an estimated 150,000 families are expected to benefit from this new measure, including 50,000 families who are expected to take up work as a direct result of this change.

My right hon. friend, the Secretary of State for Education is consulting on ways to achieve my right hon. friend, the Prime Minister's target to provide, over time, a preschool place for all 4 year olds whose parents wish to take it up.

In addition, 'Fair Play for Women' – a joint Government/Equal Opportunities Commission partnership – was launched in April 1994 to tackle the barriers facing women in economic and social life. Regional Consortia have been established in each of the ten government office regions in England and each consortium is developing and implementing an 'Agenda for Action' based on local priorities. Chwarae Teg, set up in South Wales in 1992, now covers the whole of Wales in a programme to expand women's participation in the workforce at all levels.

In December 1994, the Government established a Development Unit on women in Science, Engineering and

Technology (SET) to promote the role of women in SET.

In other fields there has also been much progress. The proportion of public appointments held by women increased from 23 per cent in 1990 to 30 per cent in September 1994.

In health, the NHS are now screening over 80 per cent of eligible women nationally for cervical cancer.

In 1992, more than two-thirds of breast cancer screening programmes exceeded the 70 per cent screening uptake target.

On domestic violence, the Government has set up inter-departmental groups at official and ministerial level to coordinate government action to tackle this serious issue. Government-funded publicity campaigns have been mounted in England, Scotland and Wales to increase awareness of domestic violence. In Northern Ireland a publicity campaign, jointly funded by the Northern Ireland Office, the Department of Health and Social Services and the Northern Ireland Women's Aid Federation is due to be launched very shortly.

(March 7)

### Workstart

**Stephen Byers** (Walsend) asked the Secretary of State for Employment, what was (a) the number of places available each year, (b) the actual number taken up, (c) the number of people involved in the programme who are presently in employment and (d) the number of different employers involved in the programme, in respect of each pilot Workstart programme.

**Anne Widdecombe:** Workstart was piloted in four areas between July 1993 and December 1994: Devon and Cornwall, Kent, Tyneside and South and South West London. The figures requested are shown in the following table. All available places were taken up. In the survey of employers (published on 12 December 1994) over 80 per cent of employers interviewed said they intended to keep the Workstart employee on after the subsidy ended. The follow-up survey due to report in November 1995 will give more information on this matter. Five thousand places will be available on the further pilots, announced in the Budget, which will begin in April 1995.

#### Workstart

Pilot	(B) The Number of places taken up <sup>a</sup>	(C) The Number of people still participating	(D) The Number of employers involved <sup>b</sup>
Kent	468	238	380
Devon & Cornwall	626	433	309
Tyneside	243	137	130
South West and South London	238	108	144

<sup>a</sup> Figures February 1995

<sup>b</sup> Figures September 1994 (evaluation completed in September)

(March 14)

## research FEATURE

# Older workers: findings from the 1994 Labour Force Survey

Changing demography means fewer school leavers for employers to recruit while research shows that workers over 50 are under-employed. But what are the employment prospects for older workers compared with other age groups in Great Britain? This article presents findings from the Labour Force Survey.

By Christine Tillsley,  
Social Science Research Branch,  
Employment Department

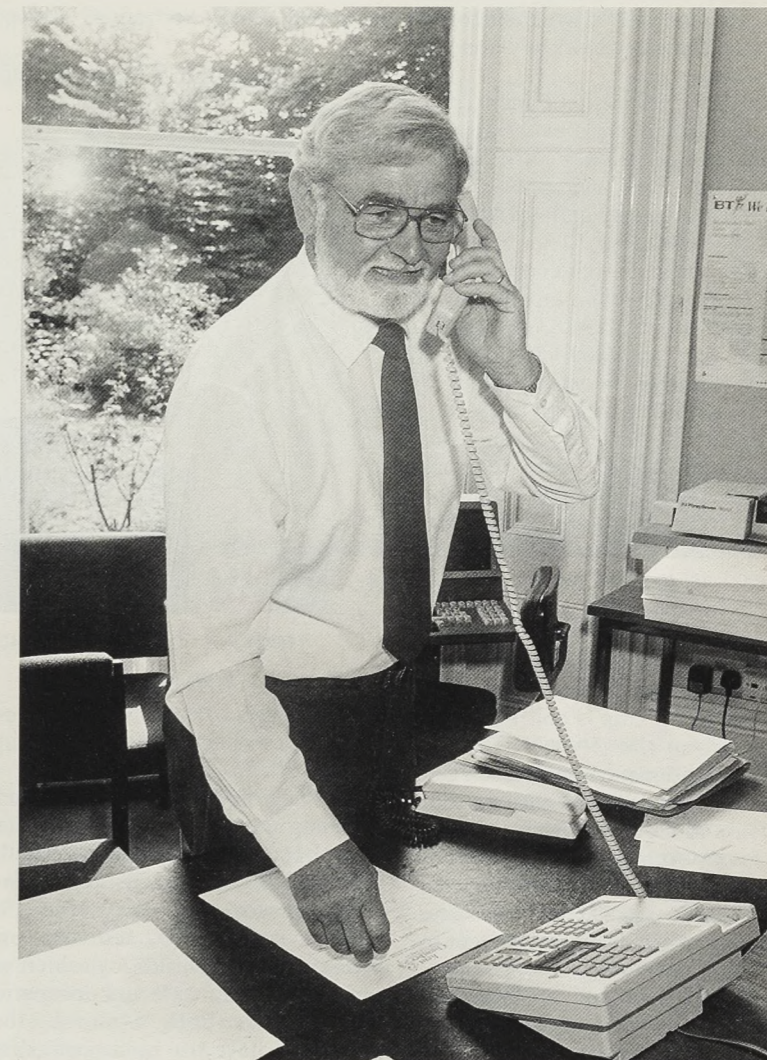


Photo: Barry Duffield

### Key findings

- The number of people aged 50 and over in Great Britain has remained relatively stable at 17 million since 1992 – three in ten of the population.
- The number of economically active women approaching state pension age increased over the past two years, while the number of economically active men has declined.
- Older workers, particularly those in their 60s, are much more likely to be self-employed than younger people.
- Women are more likely to work part-time than men, and women aged over 50 are much more likely to work part-time than women under 40.
- Compared with other age groups, a higher proportion of older workers are employed in Agriculture, Forestry, Fishing and Other Services.
- Although average earnings for older workers are generally higher than for younger workers they are, overall, significantly lower than those of middle-aged workers.
- Workers in their 50s and 60s are less likely to be unemployed than those aged under 40, but once unemployed they are more likely to experience longer periods out of work.

### Introduction

AS IN other countries, the population in Great Britain is ageing. It is estimated<sup>1</sup> that by the year 2020 40 per cent of the total population in this country will be aged 50 and over (38 per cent of men and 42 per cent of women). This compares with 31 per cent of the total population in 1971 who were aged 50 and over (28 per cent of men and 34 per cent of women).

This article presents findings from the spring 1994 Labour Force Survey (LFS) (see *technical note*) regarding the extent and characteristics of older people's

employment in Great Britain. Data have been analysed to compare the extent and form of economic activity among those aged 50 and over with other age groups. In addition, details of the distribution of average gross weekly (full-time) earnings by age are provided from the 1994 New Earnings Survey.

Comparisons are made with the spring 1987, spring 1992 Labour Force Surveys, and with the 1992 New Earnings Survey, to highlight recent trends. It also updates an article published in the June 1993 *Employment Gazette*.<sup>2</sup>

## Labour force participation

### Older men

The age profile of the population is increasing but the labour force participation of older men is declining. Indeed, the decline in participation among older people is largely a male phenomenon. Despite the reduction in inflows of younger people into the labour market (Ermisch, 1990), and recent initiatives aimed at encouraging older workers to remain in or re-enter the labour force (Metcalf and Thompson, 1990; Taylor and Walker, 1993), evidence shows that the number of economically active men aged 55 and over has decreased markedly over the past two decades or so.

In 1971<sup>3</sup> 93 per cent of men aged between 55 and 59 were in the labour force (that is, economically active, either in employment or unemployed and looking for work). By spring 1994 this figure had declined to 74 per cent. In 1994 around half (51 per cent) of men aged 60 to 64 were economically active compared with four-fifths (83 per cent) in 1971. Among men aged 65 and over, participation rates have declined from 19 per cent in 1971 to 7 per cent in 1994.

This decline in older men's labour force participation has been attributed to a number of factors. During the economic recessions of the 1980s and early 1990s early retirement policies were used by firms needing to shed labour quickly (Kohli et al 1991). Early exit strategies were a particular feature of the 1980s - when policies were aimed at early retirement to counter the problem of youth unemployment. This is confirmed by findings from the 1988 Office of Population Censuses and Surveys (OPCS) retirement survey which indicated that both men and women were retiring at progressively younger ages (Bone et al 1992). Around a quarter of respondents aged between 55 and 69 reported taking or expecting to take early retirement in the OPCS survey.

Evidence from a study of employers' policies and practices towards older workers in 1991 suggests that early retirement policies continue to persist (Taylor and Walker, 1993). Around two-fifths of employers surveyed had a voluntary early retirement scheme. Although most schemes were in operation for a number of years, 16 per cent of schemes had been introduced since 1989. Overall, just over half (55 per cent) of respondents from the organisations surveyed said their male employees retired at the age of 65, while just over a third (36 per cent) said they retired between the ages of 60 and 64.

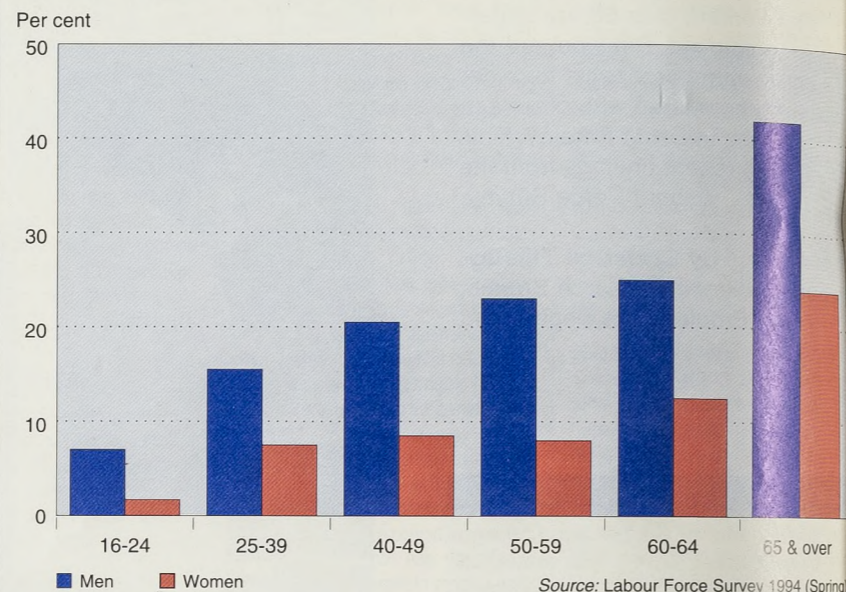
As well as discrimination against older workers in the recruitment process (Tillsley, 1990; IMS 1991; Trinder et al, 1992), declining participation rates can also be explained by the tendency for

Table 1 Economic activity rates as percentage of population: spring 1994 (Great Britain)

Age groups	All	Men	Women
16 - 24	97.9	75.4	65.1
25 - 39	83.3	94.5	71.9
40 - 49	86.0	92.8	79.2
50 - 59	72.7	81.9	63.6
60 - 64	37.9	51.1	25.5
65 and over	4.9	7.4	3.2
Bases (thousands)	44,205	21,365	22,840

Source: Labour Force Survey 1994 (Spring)

Figure 1 Proportion of those in employment who are self-employed



Source: Labour Force Survey 1994 (Spring)

older men to be over-represented in declining industries, under-represented in growth industries and to be particularly affected by reduced demand for unskilled workers (Jacobs et al, 1991). On the supply side, the take up of pension opportunities by older men, especially where state and occupational pensions are both available to an individual, have also been a contributing factor (Trinder et al, 1992).

### Older women

In contrast to the decline in economic activity among older men, activity rates among older women have generally increased over the past twenty-three years. In 1971 half (51 per cent) of women aged 55 to 59 were in the labour force. By spring 1994 this figure had risen to 55 per cent. In 1994 26 per cent of women aged between 60 and 64 were economically active compared with 29 per cent in 1971. But as with men, economic activity among women aged 65 and over declined from 6 per cent in 1971 to 3 per cent in 1994.

Increased economic activity by older women reflects the rising trend in female

participation in other age cohorts. In spring 1994 69 per cent of women aged between 20 and 24 and 71 per cent of women aged 25 to 34 were economically active compared with 60 per cent and 46 per cent, respectively, in 1971.

### Numbers of older people

Over recent years the numbers of older people in the population in Great Britain have remained relatively unchanged. In both 1992 and 1994 there were just over 17 million people aged 50 and over - 31 per cent of the population. Of these, 7.1 million in 1992 and 7.3 million in 1994 were under the statutory retirement age (65 for men, 60 for women).

Three out of ten people in Great Britain are aged 50 and over. The proportion varies across regions, ranging from a quarter in Inner London (25 per cent) to a third in Wales (33 per cent) and in the South West (34 per cent).

### Economic activity

In spring 1994 5.8 million people aged 50 and over were in work or looking for work: 3.4 million men and 2.4 million women.

Table 2 Economic activity rates as percentage of population aged 50 and over: spring 1987, 1992 and 1994 (Great Britain)

Ages	1987			1992			1994		
	All	Men	Women	All	Men	Women	All	Men	Women
50-59	71.9	84.3	59.8	73.1	83.9	62.4	72.7	81.9	63.6
60-64	36.4	55.2	19.2	37.6	52.8	23.4	37.9	51.1	25.5
65 and over	4.8	7.9	2.8	5.8	8.8	3.6	4.9	7.4	3.2

Source: Labour Force Surveys spring 1987, 1992 & 1994

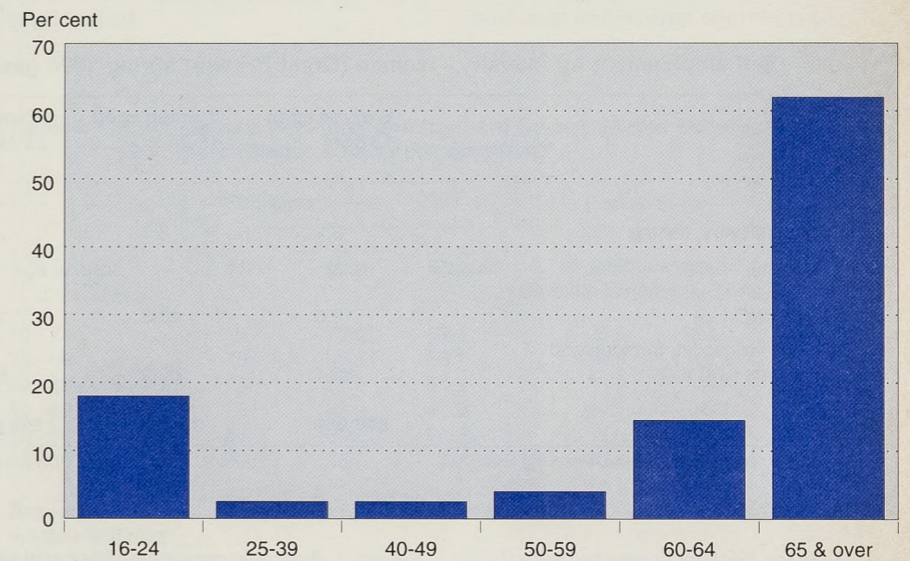
Among those aged 50 to 59, there were estimated to be 2.4 million men and 1.9 million women in the labour force. In the 60 to 64 age group there were 0.67 million men and 0.35 million women who were economically active. Among those aged 65 and over, 0.26 million men and 0.16 million women were economically active.

Although the number of people aged 50 and over in the labour force remained stable overall since spring 1992, there has been a slight shift in the economic activity rates of men and women. While the number of economically active men aged between 50 and 59 has remained virtually the same (2.4 million), the number of economically active women increased from 1.83 million in 1992 to 1.91 million in 1994. Among those aged 65 and over, the number of women who were economically active declined less (from 0.18 million in 1992 to 0.16 million in 1994) than men (from 0.31 million in 1992 to 0.26 million in 1994).

Table 3 shows the pattern of economic activity rates across all age groups with a noticeable decline in rates of activity as people move from their 40s through their 50s, and a marked decline as people move towards state pension age.

Economic activity rates are generally lower for women than for men of the same age. But the differential between male and female economic activity is more pronounced in the twenties and thirties when women stop work to bring up children, and particularly in the fifties and sixties. However, significantly more women than men participate in the

Figure 2 Proportion of men in employment working part-time



Source: Labour Force Survey 1994 (Spring)

labour force in the post-retirement phase: a quarter of women aged 60 to 64 (25.5 per cent) are economically active compared with only one-thirteenth of men aged 65 and over.

One explanation for this is simply that women currently retire at an earlier age. Also, they may continue working if they have a partner of a similar age who is in employment. As life expectancy is greater for women than for men, the anticipated duration of their retirement from work is lengthier.

### Trends

Overall, the proportion of people aged between 60 and 64 who were in the labour force has increased slightly from 37.6 per cent in 1992 to 37.9 per cent in 1994 (table 2). But this broad picture disguises the fact that the proportion of economically-active men in this age group declined slightly from 52.8 per cent to 51.1 per cent, while the proportion of economically active women increased over the period from 23.4 per cent to 25.5 per cent.

The trend in the economic activity rates of people aged 50 and over is more marked

Table 3a Self-employment by industry (Great Britain): spring 1994 (percentages)<sup>a</sup>

Broad industry groupings	All persons aged 16 plus	All aged 16-24	All aged 25-49	All aged 50 to state pension age	All aged state pension age & over
Agriculture, forestry, fishing	7.6	7.8	6.1	9.1	16.7
Manufacturing, Energy supply, Construction and Extraction of minerals and metals (SIC 1-5)	33.4	48.0	35.1	30.3	14.1
Distribution, Transport, Banking and Other Services (SIC 6-9)	58.9	43.9	58.6	60.5	69.1
Bases	3,207,707	171,625	2,054,682	791,297	190,103

<sup>a</sup> Percentages may not sum to 100 due to rounding errors.

Table 3b Self-employment by industry - men (Great Britain): spring 1994 (percentages)<sup>a</sup>

1994	Men aged 16 plus	Men aged 16-24	Men aged 25-49	Men aged 50 to state pension age	Men aged state pension age & over
Agriculture, forestry, fishing	8.3	8.3	6.8	9.1	22.2
Manufacturing, Energy supply, Construction and Extraction of minerals and metals (SIC 1-5)	40.7	56.9	43.3	34.7	16.4
Distribution, Transport, Banking and Other Services (SIC 6-9)	51.0	34.5	49.3	56.1	61.4
<b>Bases</b>	<b>2,388,738</b>	<b>138,439</b>	<b>1,504,653</b>	<b>643,056</b>	<b>108,590</b>

<sup>a</sup> Percentages may not sum to 100 due to rounding errors.

Table 3c Self-employment by industry - women (Great Britain): spring 1994 (percentages)<sup>a</sup>

1994	Women aged 16 plus	Women aged 16-24	Women aged 25-49	Women aged 50 to state pension age	Women aged state pension age & over
Agriculture, forestry, fishing	5.7	5.7	4.2	9.5	9.6
Manufacturing, Energy supply, Construction and Extraction of minerals and metals (SIC 1-5)	12.0	10.8	12.5	11.0	11.1
Distribution, Transport, Banking and Other Services (SIC 6-9)	82.1	82.9	84.1	79.2	79.3
<b>Bases</b>	<b>818,969</b>	<b>33,186</b>	<b>550,029</b>	<b>148,241</b>	<b>81,513</b>

<sup>a</sup> Percentages may not sum to 100 due to rounding errors.

if figures for 1994 are compared with those from 1987 and 1992 Labour Force Surveys. As table 2 shows, there was a slight increase in economic activity between 1987 and 1992 among all those aged 50 to 59 and 65 and over which subsequently declined in 1994. In contrast, the participation rates of all those aged 60 to 64 shows a steady increase since 1987. While the economic activity rates of men aged between 50 and 64 have steadily declined over the past seven years, for men aged 65 and over rates of activity have fluctuated. By comparison, economic activity rates among women aged between 50 and 64 have steadily increased, although those for the 65 plus group have declined slightly since 1992.

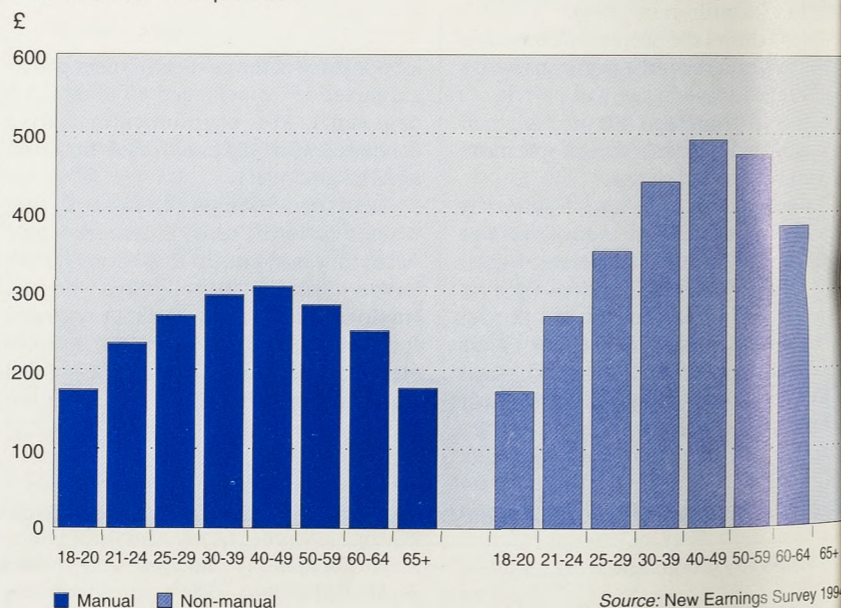
### Self-employment

Older people are more likely to be self-employed than their younger counterparts. Of all people aged 16 and over in employment in spring 1994 12.8 per cent were self-employed. Among workers aged 50 to state pension age, 17 per cent were self-employed, while 24.9 per cent of those of state pension age and over (in employment) were self-employed. By comparison, only 4.4 per cent of workers aged 16 to 24, 11.9 per cent of 25 to 39 year olds, and 14.8 per cent of those aged between 40 and 49, were self-employed.

Regardless of age, men are much more likely to be self-employed than women (figure 1). Overall, 17.4 per cent of men in

Figure 3 Average gross weekly earnings by age: Males

Full-time workers: April 1994



employment are self-employed and only 7.3 per cent of women.

The proportion of both men and women in work who were self-employed declined slightly between 1992 and 1994. However, in contrast to the period 1987 to 1992 - during which self-employment declined for both men and women over state pension age - the proportion of those over state

pension age who were self-employed increased over the past two years. In 1992 13.3 per cent of women aged 60 and over were self-employed; by 1994 the proportion had increased to 16.0 per cent. For men aged 65 and over, the increase was more pronounced: in 1992 37.2 per cent were self-employed compared with 42.4 per cent in 1994.

As figure 1 shows, there is a significant rise in self-employment among both men and women aged 65 and over. One reason for this could be that self-employment offers individuals the opportunity to remain economically active and productive regardless of their age.

### Distribution by industry

Compared with those from other age groups, older workers who are self-employed are more likely to work in Agriculture, Forestry and Fishing, and Service industries (table 3a). Twice as many self-employed people over state pension age work in Agriculture, Forestry and Fishing than those aged between 16 and 49.

Overall, 8.3 per cent of men aged 16 and over who are self-employed work in Agriculture, Forestry and Fishing (table 3b). However, 22.2 per cent of men aged 65 and over work in these industries. While half (51.0 per cent) of men aged 16 and over work in the service sector, the proportion of men over state pension age who are self-employed in this sector is three-fifths (61.4 per cent).

Women who are self-employed are more likely to work in service sector industries (table 3c). This is less marked among women aged between 50 and state pension age. Women aged 50 and over are more likely to be self-employed in Agriculture, Forestry and Fishing than women from younger age groups.

### Hours of work

#### Part-time working

Older people are generally more likely to work part-time<sup>4</sup> than those from other age groups. A quarter (25.5 per cent) of those aged 16 to 24 work part-time compared with over a third (35.5 per cent) of workers aged between 60 and 64, and over two-thirds (70.4 per cent) of workers aged 65 and over. The high incidence of part-time working among older workers may be partially explained by the abolition of statutory earnings limitations on pensions in 1989 which has enabled those over state pension age to supplement their incomes.

Overall, women are much more likely than men to work part-time. Of all women in employment aged 16 and over, 45.9 per cent were working part-time in 1994. This compares with 7.1 per cent of men. As table 4 shows, the proportion of women working part-time increases with age, as the proportion working full-time declines. Whereas a third (32.8 per cent) of women aged 16 to 24 and around two-fifths (43.5 per cent) of women aged 25 to 39 worked part-time, the proportion is significantly greater among older women. Seven out of ten (71.1 per cent) women aged 60 to 64 and over eight out of ten (85.2 per cent) of those aged 65 and over worked part-time in their main job.

While part-time working rises incrementally among women in line with age, for men there is a bimodal distribution (see figure 2). This reflects the entrance into and exit from the labour market. Among men aged between 16 and 24 19.0 per cent work part-time. There is a sharp decline in part-time working for those aged between 25 and 59 but an increase for those men approaching and above state pension age. While 2.6 per cent of men aged 25 to 39 work part-time, the proportion increases to 14.6 per cent among men aged 60 to 64 and up to 61.2 of all men aged 65 and over in employment.

### Full-time working

Just as part-time working among women rises incrementally with age, full-time working declines. While 63.1 per cent of women aged between 16 and 24 work full-time, the proportion declines to 47.2 per cent during the decade prior to state pension age. Among men, the proportion of those working full-time declines at either end of the age spectrum. Three-quarters (75.0 per cent) of men aged 16 to 24 and nearly two-fifths (38.7 per cent) of those aged 65 and over work full-time compared with men aged between 25 and 59 (96.3 per cent).

Since spring 1992 the proportion of both men and women approaching state

Table 4 Full-time and part-time employment by age (Great Britain): spring 1994 (percentage of all in employment)<sup>a</sup>

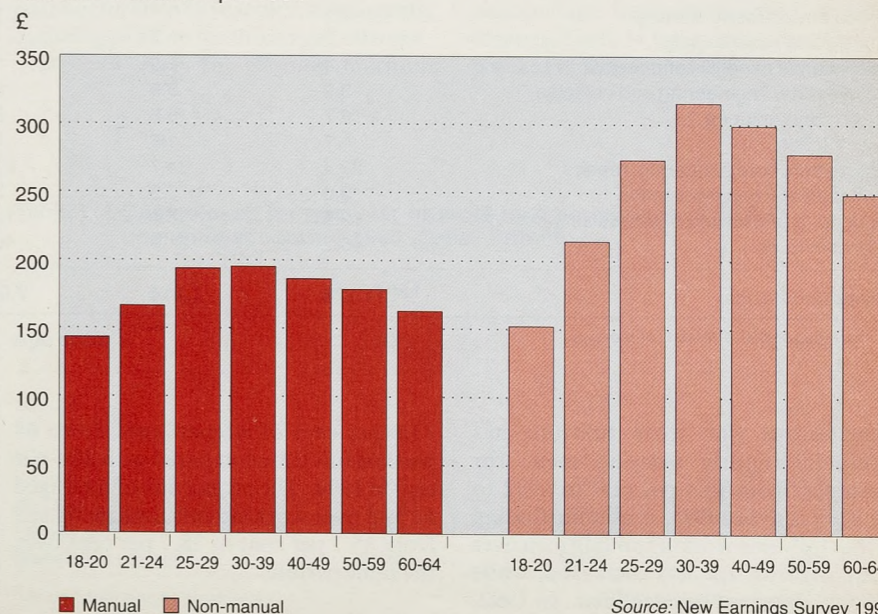
Age groups	Full-time			Part-time		
	All	Men	Women	All	Men	Women
16 - 24	69.4	75.0	63.1	25.5	19.0	32.8
25 - 39	79.0	96.8	56.1	20.5	2.6	43.5
40 - 49	75.7	97.0	51.6	23.9	2.5	48.1
50 - 59	72.6	93.9	47.2	27.1	5.7	52.7
60 - 64	64.3	85.2	28.5	35.5	14.6	71.1
65 and over	29.5	38.7	14.7	70.4	61.2	85.2
<b>Bases: Total in full-time and part-time employment (thousands)</b>	<b>18,468</b>	<b>12,515</b>	<b>5,953</b>	<b>6,006</b>	<b>942</b>	<b>5,604</b>
<b>Bases: Total employment (thousands)</b>	<b>24,942</b>	<b>13,716</b>	<b>11,226</b>	<b>24,942</b>	<b>13,716</b>	<b>11,226</b>

Source: Labour Force Survey 1994 (spring)

<sup>a</sup> As full-time and part-time categories do not include people on government training schemes figures may not sum to 100 per cent. This is most marked for 16 to 24 age range.

Figure 4 Average gross weekly earnings by age: Females

Full-time workers: April 1994



Source: New Earnings Survey 1994

Table 5a Employment by industry of all in employment (Great Britain): spring 1994 (percentages)

	All persons aged 16 plus	All aged 16-24	All aged 25-49	All aged 50 to state pension age	All aged state pension age & over
Agriculture, forestry, fishing	2.0	1.8	1.6	2.8	6.5
Energy and water supply	1.4	a	1.6	1.6	*
Extraction of minerals and metals	2.6	2.2	2.7	3.1	*
Metal goods, engineering and vehicles	8.4	7.4	8.6	9.4	3.9
Other manufacturing	8.3	8.4	8.4	8.4	6.1
Construction	7.3	7.1	7.3	8.0	2.9
Distribution, hotels/catering, repairs	20.3	33.2	17.9	17.3	22.8
Transport and communication	6.2	4.5	6.7	6.7	3.4
Banking, financial and business services	12.3	12.4	13.1	9.7	10.9
Other services	31.1	22.1	32.1	33.1	42.4
<b>Bases (thousands)</b>	<b>24,784</b>	<b>3,819</b>	<b>15,654</b>	<b>4,549</b>	<b>761</b>

\* Fewer than 10,000: estimates not shown.

Source: Labour Force Survey Spring 1994

Table 5b Employment by industry of all men in employment (Great Britain): spring 1994 (percentages)

1994	Men aged 16 plus	Men aged 16-24	Men aged 25-49	Men aged 50 to state pension age	Men aged state pension age & over
Agriculture, forestry, fishing	2.7	2.9	2.2	3.5	13.0
Energy and water supply	2.1	1.1	2.4	2.4	*
Extraction of minerals and metals	3.6	2.8	3.7	4.2	1.5
Metal goods, engineering and vehicles	12.1	10.5	12.4	13.0	5.8
Other manufacturing	9.6	9.8	9.6	9.7	6.2
Construction	11.9	12.2	11.9	12.2	5.2
Distribution, hotels/catering, repairs	17.7	31.8	15.4	14.3	22.4
Transport and communication	8.9	5.6	9.5	9.5	5.8
Banking, financial and business services	11.8	10.0	12.7	10.3	13.9
Other services	19.5	13.3	20.2	21.1	25.8
<b>Bases (thousands)</b>	<b>13,610</b>	<b>2,005</b>	<b>8,603</b>	<b>2,746</b>	<b>255</b>

\* Fewer than 10,000: estimates not shown.

Source: Labour Force Survey spring 1994

Table 5c Employment by industry of all women in employment (Great Britain): spring 1994 (percentages)

1994	Women aged 16 plus	Women aged 16-24	Women aged 25-49	Women aged 50 to state pension age	Women aged state pension age & over
Agriculture, forestry, fishing	1.1	*	1.0	1.7	3.1
Energy and water supply	*	*	*	*	*
Extraction of minerals and metals	1.4	1.5	1.4	1.5	*
Metal goods, engineering and vehicles	3.9	3.9	3.9	4.0	3.0
Other manufacturing	6.7	6.8	6.9	6.3	6.1
Construction	1.7	1.5	1.7	1.6	1.7
Distribution, hotels/catering, repairs	23.4	34.7	21.0	21.8	22.9
Transport and communication	3.0	3.3	3.2	2.5	2.3
Banking, financial and business services	12.9	15.1	13.6	8.6	9.3
Other services	45.2	31.9	46.6	51.4	50.8
<b>Bases (thousands)</b>	<b>11,173</b>	<b>1,814</b>	<b>7,050</b>	<b>1,802</b>	<b>5,058</b>

\* Fewer than 10,000: estimates not shown.

Source: Labour Force Survey spring 1994

pension age who work full-time has declined slightly (among men, for example, from 86.4 per cent in 1992 to 85.2 per cent in 1994). A notable finding is that full-time working among men over state pension age has increased, while among women it has declined. In 1992,

33.6 per cent of women aged 60 to 64 worked full-time compared with 28.5 per cent in 1994. The proportion of men aged 65 and over working full-time increased from 35.7 per cent to 38.7 per cent over the same period.

#### Employment by industry

On the whole, there are few differences with regard to employment by industrial sector between younger and older workers. However, compared with other age groups a higher proportion of older workers is employed in Agriculture, Forestry and

Fishing, and Other Services.<sup>5</sup> Although older men are more likely to be employed in these industries, and in Distribution, Hotels/Catering and Repairs, women in the years leading up to and after state pension age are more heavily concentrated in Other Services (for example, public administration and other public services).

Overall, only 2.0 per cent of all people aged 16 and over in employment work in Agriculture, Forestry and Fishing (table 5a). But 13.0 per cent of men over state pension age work in these industries, although this represents a decline from 15.0 per cent since 1992. To some extent this high proportion can be attributed to the high level of self-employment among this group. Around a fifth of men aged 50 to 64 (21.1 per cent) work in Other Services: just over one-fifth (22.4 per cent) of men aged over state pension age work in Distribution, Hotels/Catering and Repairs, while one-quarter (25.8 per cent) work in Other Services (table 5b).

Around half (51.4 per cent) of women aged between 50 and state pension age and half (50.8) of those aged over state pension age work in Other Services compared with just under a third (31.9 per cent) of women aged 16 to 24 (table 5c). Women aged 50 and over are less likely to be employed in Banking, Financial and Business Service industries than younger women.

#### Earnings

##### Average weekly earnings

The distribution of average weekly earnings among full-time manual and non-manual employees by age is presented in figure 3.1 (men) and figure 3.2 (women)<sup>6</sup>. Average weekly earnings of male manual workers increase to reach a peak of £305.40 per week at 40 to 49 and steadily decline to £177.40 per week for those aged 65 and over. The earnings of male non-manuals increase more steeply to a peak of £492.60 per week for 40 to 49 year olds, subsequently declining to £382.80 for those aged 60 to 64.

By comparison, female manual employees have a relatively flat weekly earnings profile from age 25 (£193.90) to post pension age (£162.90) (figure 3.2). Earnings among women in non-manual jobs rise more sharply from an average of £152.20 per week for 18 to 20 year olds, to a peak of £315.70 for women aged 30 to 39. Average earnings decline to £248.90 per week for women aged 60 to 64.

While average earnings for male full-time manual workers aged 30 to 39 increased by around £10.70 per week, for those aged 60 to 64 the increase was £9.70 per week between 1992 and 1994. Average weekly earnings for men over state pension age undertaking manual work remained unchanged. Interestingly, average earnings for male non-manuals increased by £38.50 per week over the period for

Table 6 ILO unemployment rates as percentage of the labour force: spring 1994 (Great Britain)

Age groups	All	Men	Women
16 - 24	16.2	19.0	12.8
25 - 39	9.2	10.7	7.3
40 - 49	6.1	7.4	4.6
50 - 59	8.5	10.8	5.6
60 - 64	8.5	11.6	2.8
65 and over	3.5	3.8	3.2
<b>Bases (thousands)</b>	<b>27,556</b>	<b>15,463</b>	<b>12,092</b>

Source: Labour Force Survey 1994 (spring)

those aged 50 to 59 and by £22.20 per week for those aged 60 to 64. This compares with £21.60 for men aged between 30 and 39.

For women in full-time manual jobs, average weekly earnings increased since 1992 by £10.90 for those aged 50 to 59 and £8.50 for those aged over state pension age. The increase for women aged between 30 and 39 was £16.80. Older women in non-manual jobs have experienced similar differentials in the increases in their average weekly earnings: women aged 50 to 59 saw their average earnings increase by £16.50 per week, while the earnings of women in their 30s and 40s have increased by £23.60 and £24.10, respectively. The average weekly earnings of women over state pension have increased by £6.90 since 1992.

##### Average hourly earnings

The distribution of average hourly pay (excluding overtime) among full-time manual and non-manual employees by age shows a similar pattern to that for average weekly earnings. The average pay of male manual workers increases to reach a peak of £6.58 per hour at 40 to 49 and decreases to £4.22 per hour for those aged 65 and over. Hourly pay rates for male non-manuals increase more steeply to a peak of £12.73 per hour for 40 to 49 year olds, subsequently declining to £9.40 for those aged 60 to 64.

Hourly pay for female manual

employees have a relatively flat profile from age 25 (£4.63 per hour) to post pension age (£4.20 per hour). Pay for women in non-manual jobs increases more sharply from an average of £4.01 per hour for 18 to 20 year olds to a peak of £8.47 for women aged 30 to 39. Average hourly pay declines to £6.69 per hour for women aged 60 to 64.

Since 1992 average hourly pay rates for male full-time employees (both manual and non-manual) have increased from £9.39 per hour to £10.03 per hour for 40 to 49 year olds, while for those aged between 60 and 64 hourly pay increased from £6.73 per hour to £7.08 per hour over the past two years. For women full-time employees (both manual and non-manual), hourly pay increased from £7.34 per hour to £7.92 per hour for 30 to 39 year olds and from £6.30 to £6.67 for those aged between 50 and 59.

#### Unemployment

##### Extent of unemployment

Overall, the number of older people who are unemployed (under the internationally accepted International Labour Organisation [ILO] definition<sup>7</sup>) has increased slightly since 1992. One in ten (10 per cent) men and one in twenty (5 per cent) women aged 50 to state pension age were unemployed in 1992 compared with 11.0 per cent of men and 5.6 per cent of women in 1994.

Table 7 Unemployed for one year or more as a percentage of all ILO unemployed: spring 1994 (Great Britain)

Age groups	1994		
	All	Men	Women
16 - 24	32.2	36.9	23.7
25 - 39	40.9	46.7	29.7
40 - 49	42.5	46.6	35.1
50 - 59	45.0	45.3	44.2
60 - 64	51.8	53.2	*
65 and over	52.2	54.9	*
<b>Bases (thousands)</b>	<b>2,614</b>	<b>1,747</b>	<b>867</b>

\* Below 5,000; estimate not shown.

Source: Labour Force Survey 1994 (spring)



Men aged 50 to 59 are *less* likely to be unemployed than men aged 16 to 24, but *as likely* to be unemployed as men aged 25 to 39. In the years immediately prior to state retirement age, men are more likely to be unemployed. In contrast, older women are much less likely than younger women to be unemployed: 5.6 per cent of women aged 50 to 59 were unemployed in spring 1994 compared with 12.8 per cent of those aged 16 to 24 (*table 6*).

#### Duration of unemployment

Although workers in their 50s and 60s are, overall, less likely to be unemployed than workers aged between 16 and 39, once they are unemployed they are more likely to experience longer periods out of work than workers in other age groups. As *table 7* shows the proportion of unemployed out of work for 12 months or more tends to increase in line with age across all categories. Whereas over a third of men aged 16 to 24 (36.9 per cent) had been unemployed for one year or more in spring 1994, the proportion increased to over half of men (53.2) approaching retirement age. Almost twice as many women aged 50 to 59 were long-term unemployed than women aged 16 to 24.

#### Conclusion

Although the population in Great Britain is ageing, the labour force participation of older men continues to decline. Despite initiatives aimed at encouraging older workers to remain in or to re-enter the labour force, the economic activity rates of the over-50s are markedly lower than those aged under 50. As economic activity rates tend to decline after the age of 50, so too do gross weekly earnings. Average weekly earnings peak for those aged between 40 and 49 and subsequently decrease thereafter.

Older workers, particularly those in their 60s, are much more likely to be self-employed and to work part-time than younger people. In part, this may be due

to financial reasons: the self-employed are less likely to have accrued occupational pension benefits than those in employment. With the abolition of statutory earnings limitations on pensions in 1989, part-time working gave those aged over state retirement age the flexibility to combine retirement and work. The high proportion of post-retirement age men and women who are self-employed and in part-time jobs may also be explained by access to full-time jobs being restricted by formal retirement policies and age-biased employment policies and practices. ■

#### Footnotes

- 1 My thanks to Aspa Palamides of the Statistical Services Division, Employment Department for providing these figures.
- 2 Jennifer Dibden and Angelika Hibbett (1993): 'Older workers - an overview of recent research', *Employment Gazette*, June 1993.
- 3 Figures on economic activity rates for 1971 were derived from 'British labour force projections: 1995 to 2006' (*table 3*), by R. Ellison, S. Butcher and D. Melville, *Employment Gazette*, April 1995.
- 4 Part-time and full-time data are derived from respondents' repolling of their employment status and is not based on the actual hours worked.
- 5 Other services comprise public administration, education, sanitary and medical services, other services provided to the general public, recreational and other cultural services, and personal.
- 6 The data have been derived from the 1994 New Earnings Survey. This survey of a sample of earnings of employees is carried out by the Department in April each year. Although there is virtual coverage of full-time adult employees, the availability of data regarding part-time employees is more limited. As there is insufficient reliable data on the earnings of both men and women full-time non-manual workers aged 65 and over, these have been excluded from the analysis.
- 7 The accepted ILO definition of unemployment is unemployed, ready to start work in a fortnight having looked for work during the last four weeks.

#### References

- Bone M, Gregory J, Gill B and Lader D (1992): 'Retirement and Retirement Plans', London: HMSO.
- Ermsch J (1990): 'Fewer Babies, Longer Lives', York: Joseph Rowntree Foundation.
- Institute of Manpower Studies (1991): 'Study of Paid Employment: Labour demand', Brighton: IMS.
- Jacobs K, Kohli M and Rein M (1991) 'Testing the industry mix hypothesis of early exit' in Kohli M, Rein M, Guillemard A and Van Gunsteren H (eds) (1991).
- Kohli M, Rein M, Guillemard A and Van Gunsteren H (eds) (1991): 'Time for Retirement: Comparative studies of early exit from the labour force', Cambridge University Press.
- Metcalfe H and Thompson M (1990): 'Older Workers: Employers' attitudes and practices' IMS Commentary Programme, Report No. 194.
- Taylor P and Walker A (1993): 'Employers and older workers' in *Employment Gazette*, August 1993.
- Tillsley C (1990): 'The Impact of Age Upon Employment', University of Warwick, Industrial Relations Series, No. 33.
- Trinder C, Hulme G and McCarthy U (1992): 'Employment: The role of work in the Third Age', The Carnegie United Kingdom Trust.

#### Technical note

The Labour Force Survey (LFS) is undertaken on behalf of the Employment Department by Office of Population Censuses and Surveys (OPCS). Interviews are conducted with 150,000 people in around 60,000 private households throughout Great Britain. Information is collected on a wide range of employment-related and demographic topics in this quarterly survey.

## Utilising older workers

It is now recognised that fair treatment of older workers by employers can create a more competitive workforce. This article presents findings of an investigation into employers' attitudes to older workers. It also gives examples of good practice.

By Philip Taylor, Policy Studies Institute, London and Alan Walker, Department of Sociological Studies, University of Sheffield



Photo: Richard Ellis/courtesy of Nationwide Building Society

#### Introduction

THE POPULATION of Western Europe is ageing at a time when fewer numbers of young people are entering the labour market. Between 1990 and 2020 the UK will see an increase

#### Key findings

- Some employers are taking practical steps to retain older workers rather than allowing them to retire. The steps provide useful examples of how to reduce age discrimination in the workplace.
- Recession in the 1970s and 1980s was the main factor in producing a dramatic decline in the proportion of older workers.
- Older workers can assist employers to deliver goods and services to an ageing population.
- A 'business case' for retaining older workers includes: maximising returns from training employees; passing on of skills; recruiting from a wide pool of potential talent; keeping up with demographic change; and promoting a diverse workforce.

in the percentage of people aged over 50 from 31.2 per cent to 38 per cent. The main factors explaining this change are declining fertility and mortality rates (*Walker, Guillemard and Alber, 1991*).

This article aims to show how employers can gain from employing older people and shows what some employers are doing to reduce the barriers older workers face at work. It develops an *Employment Gazette* article published in August 1993 (see *references*). It begins with a brief overview of the position of older people in the labour market. The following section presents an outline of the business case for employing them.

The third section consists of five case studies of employer good practice towards older people which were selected to demonstrate a range of employment policies. In each case study the reasons for and the factors which affected policy implementation are examined. Employers were chosen from among a group of 100 employers with 500 or more employees. They were interviewed in depth in 1992 about their attitudes and practices towards older people.

The research on which this article is based was commissioned and funded by the Employment Department. It consisted

of analysis of data originally collected as part of research funded by the Economic and Social Research Council under its second Ageing Initiative. The twin purposes of the research were to develop a framework for classifying and describing employers' policies towards older workers and to outline some examples of good practice.

#### Older people in the UK labour market

The UK, in common with other industrialised societies, has experienced a decline in the employment of older men since the 1950s (*Kohli, Rein, Guillemard and Van Gunsteren, 1991; Rein and Jacobs, 1993*). This accelerated in the 1970s and 1980s and as *table 1* shows, resulted in just over three quarters of men aged 55-59, just over half of men aged 60-64 and less than one-tenth of men aged 65 and over, being economically active in 1994.

*Table 1* also suggests that the proportion of economically-active older women aged 55-59 was similar in 1994 to that in 1981, and that among those aged 60 and over the proportions have fallen since the early 1970s. But the picture is more complicated than the table indicates because the number

of women in the labour force increased generally after 1951 and has continued to do so since 1971 (Walker, 1984). The participation of older women during the postwar period has been influenced by many of the same factors as those affecting older men's participation; once the general postwar increase in female economic activity is disentangled from the cross-sectional picture shown in table 1, it becomes clear that among older women in Britain there has been a similar decline, though less steep, to that of older men (Guillemard, 1993).

The main factors explaining the growth of early exit from the labour market among older people are demand-related, particularly the recessions of the mid-1970s and early 1980s (Walker, 1985; Trinder, 1990). Rather than demonstrating a trend towards people enjoying a happier old age, it has been argued that 'early retirement' or withdrawal from the labour market is better understood as a form of unemployment (Casey and Laczko, 1989).

With the rapid expansion of the UK economy in the late 1980s, coupled with the so-called demographic 'timebomb' of falling numbers of young workers by the mid-1990s, the position changed and older people were encouraged to work longer or to re-enter employment. Some employers, such as B & Q and Tesco, began to encourage older people to re-enter or remain in employment (Trinder, 1990).

Moreover the Government introduced measures aimed at encouraging older people to remain in or to re-enter the labour market. These have included the abolition of the earnings rule which penalised people who worked beyond pension age and the raising, in 1993, of the maximum age of access to Training for Work, the main government training programme for long-term unemployed people, from 59 years to 63 years.

A considerable amount of research including our own (Taylor and Walker, 1993) has shown that many employers hold negative attitudes towards older workers. For example older workers are often considered to be less trainable, not interested in technological change and marking time until retirement. In addition practices such as using age as a criterion in recruitment decisions, specifying age bars in recruitment advertisements and denying older people access to training are common (Taylor and Walker, 1994).

Partly in response to such findings, in 1993 the Government launched the 'Getting-On' campaign which aims to educate employers to recognise the value of recruiting, retaining and training older people. The campaign included the production of a booklet, sent to 165,000 employers with over 75 people in March 1994, advising them how to avoid discriminating against older people, and

Table 1 Economic activity rates of older women and men in Britain, 1951-1994

	1951	1961	1971	1975	1981	1985	1990	1994
<b>Age:</b>								
<b>Women</b>								
55-59	29.1	39.2	50.9	52.4	53.4	52.2	55.0	55.7
60-64	14.1	19.7	28.8	28.6	23.3	18.9	22.7	25.6
65+	4.1	4.6	6.3	4.9	3.7	3.0	3.4	3.2
<b>Men</b>								
55-59	95.0	97.1	95.3	93.0	89.4	82.6	81.5	76.1
60-64	87.7	91.0	86.6	82.3	69.3	55.4	54.4	51.2
65+	31.1	25.0	23.5	19.2	10.3	8.5	8.7	7.5

Sources: 1951-71 Census of Population for England and Wales and for Scotland; 1975-81 Employment Department, *Employment Gazette*; UK Labour Force Survey (spring).

which included examples of good practice from major UK companies.

### The case for older workers

The problem now confronting the UK is obvious: the average age of the economic population is rising (to over 40 by the year 2005). As a result of decreasing economic activity among older age groups, people aged over 40 are often regarded as nearing the end of their working lives. This is a situation that cannot be sustained at either a macro level or at the level of individual organisations. It is not surprising, therefore, that governments and employers are rethinking their attitudes and are constructing a 'business' case for employing this group. There are five main elements to this case.

**1 Return on investment** Human capital represents a major investment that includes the costs of recruitment, training, development and remuneration. Moreover, as the pace of technological change quickens the investment required in training to maintain skills will also increase. Recent employer surveys in the UK indicate that training is regarded as one of the main responses to potential labour shortages (Guillemard and Walker, 1994). As far as workers themselves are concerned, they face increasing uncertainty and precariousness in the labour market, which means that maintaining and upgrading skills through training is the key to job security.

To obtain a return on their investment employers must sustain a high level of performance from workers over the long-term. Also there are many hidden, uncoded benefits of maintaining long service, including the maintenance of what Guillemard calls 'collective memory' (Guillemard and Walker, 1994). According to the personnel manager of a large British employer:

*There is a tremendous value associated with long service, with people who have grown up with a business, who understand what it was and what it has become, who know the short*

*cuts to getting things done, how to cut through bureaucracy to get a result, who understand at a fundamental level the complexities of the business they're in because of their experience and knowledge gained over many years.*

(Aldridge, 1994, p5)

**2 Preventing skill shortages** The second argument is closely associated with the first: employers will need to protect their human assets both to ensure a full return on their investment and to prevent skill shortages arising in the future. Thus some major European employers have suffered a loss of skills and know-how as a result of the early exit of some of their key workers. For example Aérospatiale in France lost many skilled engineers through early retirement in the 1980s which gave rise to concern within the company about how to maintain a sufficient 'knowledge pool' (Taylor et al 1993). An important issue is the transmission of skills and knowledge from older to younger people which can help to prevent skill shortages.

It is, therefore, paradoxical that in the UK the older workers are the least likely to receive training (Taylor and Walker, 1994). Employers cite a lack of appropriate skills as the main factor in discouraging the recruitment and employment of older workers, yet give the lowest priority to training this age group.

The need for a high-quality, trainable and flexible workforce is increasing and research shows that older workers are often better endowed with these qualities than younger ones (Barth, McNaught and Rizzi, 1993). Again, in the context of an ageing workforce, a training policy that discriminates against older employees will be more and more difficult to justify.

**3 Maximising recruitment potential** Age discrimination is not only socially unjust but also is opposed to the interests of employers themselves. A considerable amount of research demonstrates that age is a very poor proxy for performance in employment and training (Belbin, 1965; Warr, 1993). Its use as a factor in making

recruitment decisions is largely unjustified. Organisations that discriminate on grounds of age (or any other extraneous factor) are depriving themselves of access to the widest possible pool of potential applicants and, in the process, may be excluding the best person for a particular job.

Employers may have been able to justify discrimination against older workers in an era when the supply of younger workers was plentiful but, at a time when the workforce is ageing, such discrimination does not make good business sense.

**4 Responding to demographic change** There are two interrelated issues here. On the one hand an ageing workforce requires that employers must adapt their whole human resource strategy to respond to this new reality. On the other hand, the ageing of the population in general means that organisations, particularly commercial companies, face a changed environment.

For example, they may confidently expect a shift (discernible already) in the targeting of goods and services from an obsessive youth orientation to a greater focus on older people (Hobman, 1990). Thus enterprises will have to consider employing people who are in tune with the ageing population of consumers or service users. The case of the Do-It-Yourself retail chain, B & Q in the UK, is one in which the commercial benefits of employing older workers have been recognised by management (Hogarth and Barth, 1991).

**5 Promoting diversity** There are likely to be commercial benefits from encouraging diversity in the age mix of the workforce. With all companies facing a similar competitive environment, advantage is likely to go to those with the most creative approach. A balance between youth and maturity, for the reasons outlined already, is likely to produce the best results (Aldridge, 1994).

These then are the main factors that may compel employers to change. If they do not, then employers, both public and private, may risk being unable to deliver quality services or products. By adjusting to the particular needs and aspirations of older workers they may avoid both the morale and the productivity of the workforce being undermined. As competition intensifies the importance of fully utilising all employees will also grow. Thus it will make increasing commercial sense, as well as sound human resource policy, to recruit, train and develop older workers.

In several northern European countries, as well as in North America, some organisations, both public and private, are beginning to plan for their ageing workforces. In the following section examples of the approach taken by a few UK employers are given.

## Good practice case studies

**T**HE FOLLOWING five case studies are based on interviews with personnel managers and directors carried out in 1992 in order to obtain detailed information about specific employers' policies towards older workers. The employers, at the time of interview, showed broadly positive attitudes towards older workers and had in operation policies which assisted in their recruitment and/or retention.

### Overcoming recruitment difficulties

**THIS COMPANY** is a provider of insurance and re-insurance services. It employs 266 men full-time, 246 women full-time and nine women part-time. Most employees are professional or administrator grade with a small number of managers. The company identified older people as a potential source of labour when they had difficulties in attracting sufficient numbers of younger people at the end of the 1980s.

This company has introduced a range of recruitment initiatives. For example, age limits are excluded from recruitment advertisements. Qualification specifications are also excluded or are accompanied by the statement: "or equivalent experience". Positive statements, such as "looking to return to work?", are included to encourage older people to apply. In addition, recruitment agencies used by the company are informed that adverts are not to carry age bars.

It also operates flexible working hours. Part-time working is available to people whose childcare responsibilities prevent them from being employed full-time. Staff are also encouraged to work on past the state pension age. Prior to these changes the average age of the workforce had been 20 years. At the time of interview the average age was 30 years.

The company recruited older men through government training programmes for long-term unemployed people. In addition the company, in conjunction with three other local insurance companies, set up a returning-to-work course with the local college. The course has been run twice and 30 trainees have participated. Course participants sign a contract to say that they will stay with the company for at least six months following the completion of the course. According to the personnel manager, line managers are impressed by the standard of people recruited via this route. She persuaded them of the benefits of recruiting older people by relating 'success stories' of older people who have been brought into the company.

The personnel manager also visits the local college to talk to participants on courses catering for women returners. These courses run regularly and tutors are keen to get an input from local employers. The personnel manager usually takes along a couple of staff recruited via this route to relate their own experiences of working for the company.

The company is aware that the training needs of an older recruit might differ from those of a younger person. It was felt that, because insurance is a very computer-related sort of industry, older people, who might never have used a computer before, would need slightly more training. However the company's policy of tailoring training to an individual's need has meant that this problem has been easily overcome. Confidence building has been an important feature of the support which was provided to some older recruits who have not been employed for extended periods.

### Flexible employment practices

**THIS EMPLOYER** is a major retail fashion department store employing over 500 people. It employs 108 men full-time, 275 women full-time, 24 men part-time and 121 women part-time.

The company looked to older workers when it was experiencing recruitment difficulties in 1988. Management also wanted to increase the flexibility of their workforce and reduce staff costs. They decided to target older people and to change the ratio of full-time to part-time staff to something approaching 60/40. The latter, it was thought, would greatly increase the flexibility of the workforce.

Retirement is one area in which this company introduced greater flexibility. It changed its retirement policy so that both men and women can retire at the age of 60 if they so wish. The company has a policy that when a staff member reaches retirement age, management will be happy to talk to them about staying with the company. Its contract of employment includes the statement "at the discretion of the Personnel Department", but staff are actively encouraged to remain with the company.

The company does not specify age bars in their recruitment advertisements although there is a general rule that the company does not tend to recruit after the state pension age. On certain occasions, however, the company has recruited people up to the age of 70 years if it is felt they have particular expertise.

Another policy change which has assisted the retention of older people has been with regard to contracts of employment. Previously staff who continued past the state retirement age were put on temporary contracts which disadvantaged them in terms of sick and holiday pay. This policy was changed so that such staff have the same conditions as every other employee. As a first step staff in this situation were given temporary contracts but with full sickness, holiday entitlement and full benefits. More recently management has taken away the temporary contract altogether in order to fully harmonise staff's terms and conditions of employment.

The company recently ran a recruitment campaign targeting women and, specifically, women returners. This included offering

women a package of flexible part-time work, which would suit either women with children or other caring responsibilities or women who might not wish to work a 37 hour week, and the option of only working during term-time.

An important feature of the company's policy has been training to enable people to re-enter the world of work after being out of employment for a long period of time. This includes confidence building, assertiveness training and familiarisation training for people who are apprehensive about new technology.

The company's employment policy also recognises the needs of employees who wish to spend a period of time before full retirement working part-time hours or with fewer duties. Work is sometimes restructured to facilitate the gradual winding down of an employee or to accommodate an employee who is having difficulties in performing in a particular job.

### Maintaining a competent workforce during restructuring

THIS EMPLOYER is a manufacturer of parts for the automotive industry. It employs 782 men full-time, 90 women part-time and 257 men part-time.

Employment policy changes made by this company followed a takeover by a multi-national motor vehicle manufacturer and the appointment of a new head of personnel in 1991. The implementation of a strategy for a radical restructuring of the company almost immediately followed resulting in a programme of redundancies. The restructuring was considered to be essential in order that the company might compete with Japanese motor manufacturers. In implementing changes in employment policy, management were concerned to retain the best of their workforce.

Unlike many employers in our survey, this company's policy eschews the use of age as one of the criteria for selecting staff for redundancy, believing it to be an

irresponsible waste of human resources, inefficient and a danger to the jobs of other employees. Instead management have introduced a policy of compulsory redundancy that retained the best employees. Thus it increased the average quality of the workforce, and maximised the chances of the remaining majority of the workforce having a future with the company.

The company was keen to ensure that those who leave are drawn from the staff who performed least well. To identify staff for redundancy employees are ranked in terms of their work performance. However, while three employees could be ranked (say) fourth, fifth and sixth, they could actually display widely different levels of performance. For example, the two employees ranked fourth and fifth could be relatively close in performance terms but the performance of the employee ranked sixth could be considerably poorer. If two employees have similar ranking and their performance levels are similar, then the company is indifferent as to which of them leaves. If one of these employees volunteers, then the volunteer is allowed to go.

This marked a change to previous company policy which was to use methods such as voluntary redundancy. According to the head of personnel, this change in policy was initially met with considerable resistance by management, staff and trade unions "because everybody knows that voluntary redundancy is better than compulsory redundancy". The problem was overcome by communicating the reasons for the change to management and staff and gaining their support.

Management put considerable effort into getting across the message that in a situation where everyone could lose their jobs, the company had to retain their best employees. The head of personnel said that it was important to have a very good communication strategy and added that he had spoken personally to all staff.

In addition the company introduced a policy called 'easy working' which is an

attempt to re-design the working environment to make work tasks easier to perform in order to reduce the possibility of injuries to staff and to maximise the working lives of employees. It involves, for example, reducing the gaps between machines where people have to lift things across, the height people have to lift things, and the amount of repetitive actions they have to make. The initiative is at the pilot stage and the company believe it will take ten years to implement fully.

The company is also promoting job changes to avoid repetitive strain, a problem, according to the head of personnel which is common in light engineering because of the number of repetitive activities required. The company negotiated flexibility agreements with the trade unions whereby job demarcation was reduced significantly. This, though, has not yet been implemented fully because of concern it has caused among the workforce. Under the agreement, an employee with a health problem caused by carrying out particular repetitive actions can move to a job where such actions are minimal.

The company is also in the process of changing from 'straight' production lines to 'U' shaped production lines in order to improve communication between team members and to reduce stress. Staff are also receiving training in the techniques of identifying simple improvements in their work.

### 'Older friendly' training and development

THIS COMPANY is involved in food and related distribution. It employs 8,029 men full-time, 2,038 women full-time, 509 women part-time, and 85 men part-time.

In 1989 the company conducted a project which looked at demographic trends and what the company's needs were going to be for the 1990s. The report concluded that the company would not face a significant shortfall in the number of new recruits — a view which, management believed, was subsequently born out by the effects of the recession.

Nevertheless, management felt that increasing diversity in the composition of its workforce would bring commercial benefits, and introduced policies which assisted the older worker. For example, age is included in the company's equal opportunities statement, while recruitment advertisements do not carry age bars. The company also granted an additional holiday entitlement to people nearing the date of their retirement in order to facilitate their winding down.

The company actively encourages employees to train to keep their skills up to date. Every employee in the company has a 'performance improvement review' to look at what work they will be doing in the coming year and what skills they will need to be able to achieve their goals. If an employee feels they are short of skills then a programme of training is devised. The review is mandatory for all employees and training is open to all, regardless of their age.

Despite a general view that demographic trends would only have minimal impact on the company, management recognised that the company's factories division was facing a shortage of skilled engineers primarily because they were no longer getting the same volume of younger applicants. In addition, in response to technological advances, management wanted to improve the quality of the existing workforce.

They decided to offer older workers in the production area the opportunity to do an accelerated two-year apprenticeship to enable them to work on skilled craft tasks. But when management proposed this they met with resistance from the trade unions who felt this would detract from the career opportunities of younger people.

While an assurance was given that the youth apprentice scheme would not be abandoned, the trade union view was that younger people should be given priority in the company. The management team found that the union was under pressure from long-service engineers who saw this fast track route as undermining their position and the value of their qualifications. The scheme has been introduced, but only after considerable opposition.

### Changing attitudes

THIS EMPLOYER is involved in pharmaceutical research and development. It employs 1,449 women full-time, 1,871 men full-time, 158 women part-time and two men part-time.

### Conclusions

These case studies show how some employers have modified policies on recruitment, retirement and training and have introduced more flexible working practices which have had a positive impact on the employment prospects of older people. They also show that changing the attitudes of managers and workers and clearly communicating the need for change are key conditions for the successful introduction of initiatives targeting the older worker.

Ageism in the labour market is now widely recognised as a major problem affecting the competitiveness of employers as well as adversely affecting the employment prospects of individuals. However, it is deep-rooted in the organisational cultures of many UK organisations and will not be removed without considerable efforts on the part of Government, enlightened employers, organisations representing employers and trade unions.

### Footnote

The views expressed in this article are those of the authors and do not necessarily reflect the views of the Employment Department.

This company first recognised the issue of an ageing workforce in 1988 and initiated a study to examine its implications. The company believed that they faced a 30 per cent downturn in the number of young people entering the market place and a reduction in the choice and/or quality of graduates. They wanted to broaden their recruitment base to include older workers. Management also want to be sure that they retain the staff they have already recruited because they feel there is likely to be an increase in competition from other companies.

The company has tried to eradicate age discrimination in a number of ways. For example, recruitment advertisements do not carry age bars. The company's equal opportunities statement also proscribes age discrimination. In addition employees with exceptional ability are occasionally kept on past retirement age. The company also makes available care leave of five days a year which means that employees with, for example, responsibility for caring for an elderly relative and might otherwise be forced to leave, can be retained. In addition, annual reviews of the company's performance pay system include checks for bias by grade, sex, and age.

The company also operates a programme called 'Women Retainers' which was introduced because of the high turnover of secretaries. Between four and eight secretarial returners are recruited a year. These are usually mothers with children at school. Initially these recruits are placed in the company's training department for a year where they receive training in new office

processes and presentation skills, and practice their shorthand. Following this they are deployed as support staff in departments where there is a need for additional clerical support. After a year they are absorbed into the organisation in full secretarial posts.

The director of human resources stated that the company is in the process of educating its line managers about the issue of age discrimination; he added that initially, management had not been good at getting the message across. One of the difficulties had been communicating to line managers, who made the final selection decision, that the company had a cogent set of business reasons for pursuing this policy.

Another problem company management has recognised is what the director of human resources described as the "natural biases" line managers often have in terms of selection and promotion. He stated that it was impossible to produce written policies to counteract this effect. Instead the only solution was to change attitudes. The company has introduced training modules about equal opportunities in all supervisory and management training and retraining and refresher courses, so that the issue of equality and age was raised and debated regularly. The director added that, while it was not possible to stop someone if they were determined to be biased, the culture of an organisation could change over a period of time.

### References

- Aldridge I (1994): 'The Need for Diversity', Unigate PLC.
- Barth M C and McNaught W and Rizzi P (1993): 'Corporations and the Ageing Workforce' in P Mirvis (ed.), *Building the competitive workforce*, New York: John Wiley, pp. 156-200.
- Belbin R M (1965): 'Training Methods for Older Workers', Paris: OECD.
- Casey B and Laczko F (1989): 'Early Retired or Long-term unemployed? The situation of non-working men aged 55-64 from 1976 to 1986', *Work, Employment and Society*, vol. 1, no. 4, pp. 509-526.
- Guillemard A-M (1993): 'Travailleurs Vieillesants et Marche de Travail en Europe', *Travail et Emploi*, No. 57, pp. 60-79.
- Guillemard A-M and Walker A (1994): 'Employers Responses to Workforce Ageing - a comparative Franco-British exploration', mimeo.
- Hobman D (1990): 'A Bad Business' in E. McKewan (ed.) *Age: The Unrecognised Discrimination*, London: ACE Books.
- Hogarth T and Barth M C (1991): 'Age Works: A case study of the UK retailer, B&Q's use of older workers', the Commonwealth Fund Over 55 at Work Program.
- Jacobs K, Kohli M and Rein M (1991): 'Testing the Industry Mix Hypothesis of Early Exit' in Kohli M, Rein M, Guillemard A-M and Van Gunsteren H (eds) (1991), *Time for Retirement: Comparative studies of early exit from the labour force*, Cambridge University Press.
- Kohli M, Rein M, Guillemard A M and Gunsteren H (1991): 'Time for Retirement - comparative studies of early exit from the labour force', Cambridge University Press.
- Rein M and Jacobs K (1993): 'Ageing and Employment Trends: A comparative analysis for OECD countries' in Johnson P and Zimmermann K F (eds) *Labour Markets in an Ageing Europe*, Cambridge University Press.
- Taylor P and Walker A (1993): 'Employers and Older Workers', *Employment Gazette*, August, pp. 371-378.
- Taylor P and Walker A (1994): 'The Ageing Workforce: Employers' attitudes towards older workers', *Work, Employment and Society*, vol. 8, no. 4, pp. 569-591.
- Taylor P, Walker A, Casey B, Metcalf H, Lakey J, Warr P and Pennington J (1993): 'Age and Employment: Policies attitudes and practices', Institute of Personnel Management, London.
- Trinder C (1990): 'Employment After 55', National Institute for Economic and Social Research, London.
- Walker A (1984): 'Older Workers and Early Retirement in the Sheffield Steel Industry', report to the ESRC (Ref. G 01250004).
- Walker A (1985): 'Early retirement: Release or refuge from the labour market?', *The Quarterly Journal of Social Affairs*, vol. 1, no. 3, pp. 211-229.
- Walker A, Guillemard A-M and Alber J (1991): 'Social and Economic Policies and Older People', Brussels: EC.
- Warr P (1993): 'Age and Employment' in Dunnette, et al, (eds) *Handbook of Industrial and Organisational Psychology*, vol. 4, Palo Alto, Consulting Psychologists Press.

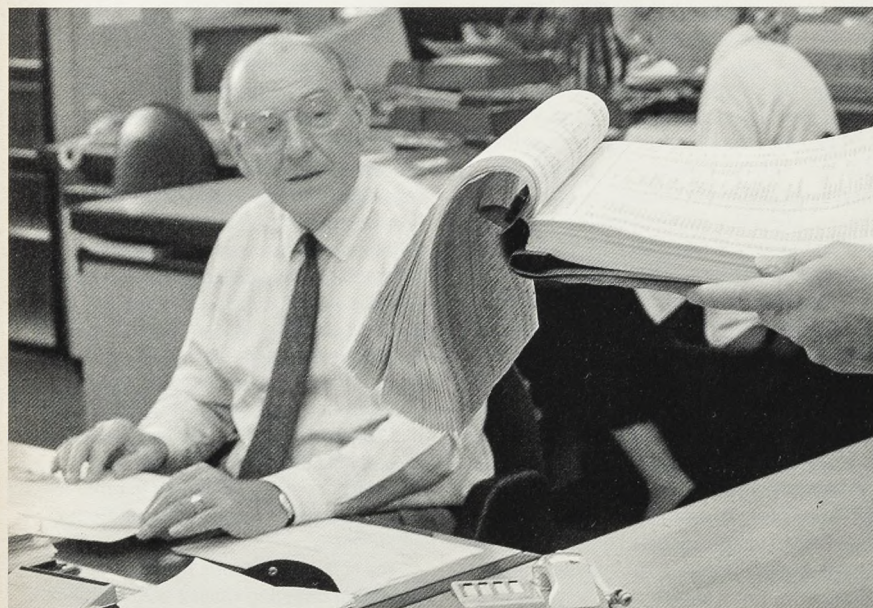


Photo: Richard Ellis/courtesy of Nationwide Building Society

# New MoneyBox.

The only accounts package that's with you every step of the way.



New MoneyBox is not one but three steps ahead of other finances software. Available for personal computers using Windows or DOS, it has a unique 'skill feature' which makes it perfect for small businesses, professionals, householders and students. For the first time, enabling all users to manage their money with real confidence.

### It doesn't treat a beginner like an expert

You don't have to be money minded to use MoneyBox. It's been cleverly written and designed to accommodate users with varying degrees of experience, which is why it has three levels of expertise: Beginner, Expert and Professional. What's more, the flexibility of the system allows you to switch back and forth between levels at the touch of a key.

**Overcome your fear of finances**  
The first thing you notice about the MoneyBox program is how easy it is to install. There's a genuine feeling that this is an extremely friendly software package. At installation, you simply select which of the

three standard sets of accounts is right for you: Business, Householder or Student. These can then be added to, deleted or modified at any given time during the processing.

**FOR ONLY £59.**  
(ex. VAT)

RRP £75 (ex. VAT)

**How do I buy MoneyBox?**

1. By Phone. Call us now on 0392 429424. 2. By Fax. Fill in this coupon and fax it to us on 0392 431025. 3. By Post. Fill in this coupon and post it with your cheque or credit card details to: MoneyBox Software Ltd. Freepost EX151, Exeter EX1 1AZ. Please complete in block capitals

Title (Mr/Mrs/Miss): \_\_\_\_\_ Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
Postcode: \_\_\_\_\_ Telephone: \_\_\_\_\_

I wish to purchase MoneyBox @ £69.32 (inc. VAT @ £10.32, Packing & Postage free).  
 I enclose a cheque for £69.32.  
 Please charge my credit card for £69.32.

VISA  M/C  AmEx  Card No. \_\_\_\_\_  
Expiry Date: \_\_\_\_\_ Date: \_\_\_\_\_ Signature: \_\_\_\_\_

We aim to despatch within 24 hours of receiving an order, however, please allow 14 days for delivery.

New MoneyBox Software including owner's manual is £69.32 (inc. VAT). MoneyBox Software Ltd, Cowley Bridge Road, Exeter EX4 5HQ.

### Double entry bookkeeping in double quick time

Moneybox is a true double entry bookkeeping system, recording all receipts and payments. Actual data entry is incredibly simple. The Easyfill for Data Entry remembers previous similar entries and automatically fills in the remaining data, reducing key strokes by up to 90%. In fact MoneyBox handles all the real hard work, like telling you if you're overspending or mismanaging expenditure.

## MoneyBox

The Finances Manager Software

### Key Features

- Easy to use and install
- Records all Receipts and Payments
- Modifiable automatic sets of accounts
- Full Graphics: Cashflow Planning, Budgets vs Actuals, Actuals vs Last Year, etc.
- Extensive "Demo Accounts" (2 full years)
- Calculates and Reports Full VAT
- Foreign Currency (multi currencies & variable rates)
- Full reporting: Trial Balance, Income & Expenditure, Balance Sheet, etc.
- Context Sensitive Help
- Free Technical Support for registered users

**“MoneyBox is a comprehensive and easy to use method of managing your money.”**

P.C. World

**“I had no problems switching from my old personal finances manager to MoneyBox, and I am delighted with MoneyBox's superior facilities.”**

Mrs C. Jones, Charity Manager

**“MoneyBox? You can't fail to be impressed by the flexibility of this financial software package... And as a banker**

**I was particularly pleased to find it available at a highly competitive price.”**

Lyn Bell, President, Hansa Bank

MoneyBox is quite simply the best value and easiest to use finances manager on the market. So if you're thinking of taking steps to improve your financial situation order new MoneyBox now. Just fill in the coupon below or call us today on 0392 429424.

## research FEATURE

# Employment policies and practices towards older workers: an international overview

The UK shares with countries worldwide, demographic trends that are producing an ageing population. Policymakers have addressed the issue of older workers and developed initiatives that seek to maintain their nation's social and economic well-being. What can the UK learn from other countries' experiences? The findings of a review covering 22 countries is presented in this article. By Gill Whitting, Joanne Moore and Barbara Tilson of ECOTEC Research and Consultancy Ltd, an independent agency

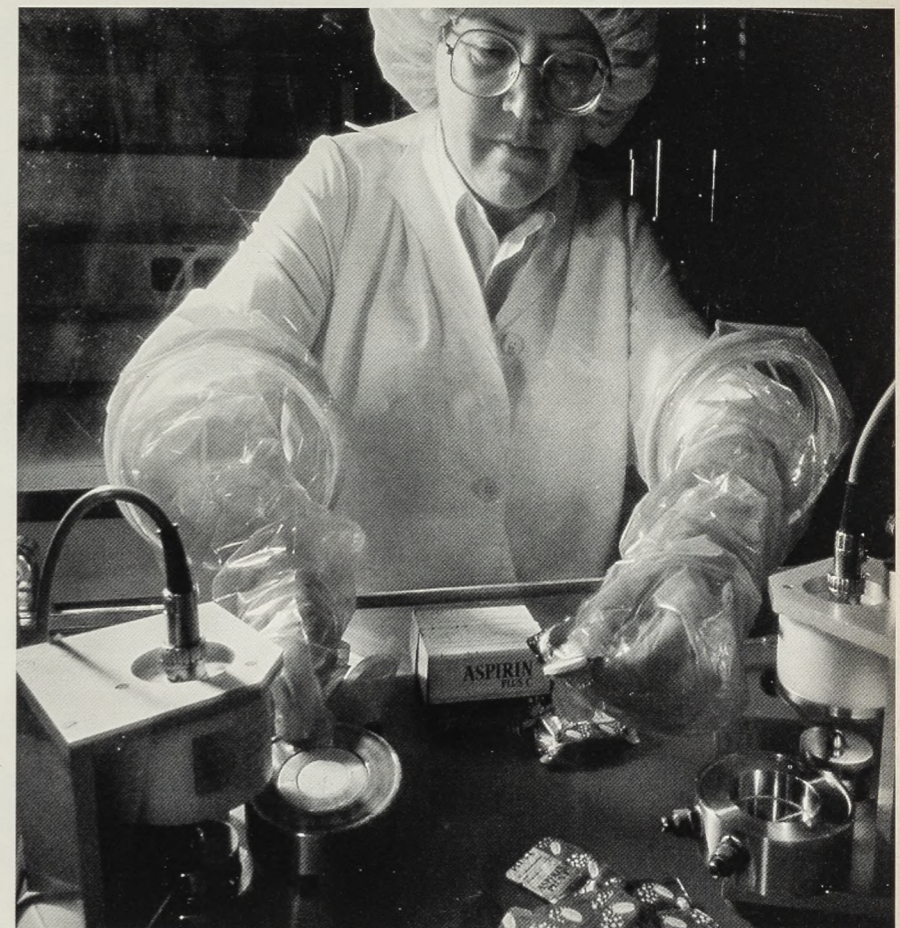


Photo: P Ginter/NETWORK

### Key findings

- Policies addressing older workers can be categorised into: retirement incentives; recruitment and retention initiatives; and support for older workers in the workplace such as health at work.
- Considerable differences exist between nations in their approach to retirement and pension schemes. But common responses to demographic change and the rising costs of supporting inactive older people are discernible.
- The rates for older men's participation in employment is higher where countries have a retirement age at or around 65 years. Rates for women are more difficult to assess.
- A small number of countries have enacted anti-discrimination legis-

lation and these take many different forms. Countries with such legislation do not appear to have higher employment rates for older people than those without.

- An abundance of early retirement pension schemes have tended to lead to lower average retirement ages. Early exit from work has been welcomed generally by employee representatives.
- Governments and employers have used early retirement practices to manage the workforce. But governments are now trying to reverse these practices to reduce the waste of human capital. Measures to retain older workers, though, cannot increase the availability of jobs.

### Introduction

RECENT RESEARCH shows that, although older workers are increasing in number, their participation rates are declining (Dibden and Hibbett, 1993). The policy implications of these trends and the opportunities to learn from other countries' experiences prompted the Employment Department (ED) to commission an international overview of policies and practices towards the employment of older workers.

The overview has been compiled as a source of information covering 22 countries including European Union (EU) and European Free Trade Association (EFTA) countries, and Japan, USA, Canada, Australia and New Zealand (Moore, Tilson and Whitting, 1994).

Concern about older workers has been engendered by increasingly ageing populations. For example, statistics for the European Union (EU) show that, by

the year 2020, approximately 25 per cent of the population will be over 60 (*Demographic Statistics*, 1990). The equivalent figures for 1960 were 15 per cent and, for 1990, 20 per cent. However, while the number of people aged 60 and over has been increasing, their labour market participation rates across the EU have decreased - albeit with considerable variation between Member States and between the sexes (Eurostat *Rapid Reports*, 5, 1993).

Across Organisation for Economic Co-operation and Development (OECD) member countries employment rates and labour force participation rates of older workers (defined as aged 55 and over) have fallen over the past two decades, although there is a wide variation across countries. In Japan the participation rate of older workers was 44 per cent in 1990, the highest among OECD countries, despite having declined by 8 percentage points since 1965. At the opposite extreme is Italy, where participation rates among those aged 55 and over are the lowest at 10 per cent (1965 and 1990). On average there was a decline of 12.5 percentage points in the participation rate of older workers between 1965 and 1990 in OECD countries (OECD, 1992).

A review of recent research on older workers in Great Britain described how the number of older people in the population has remained relatively unchanged over recent years (17 million people aged 50 and over) (*Dibden and Hibbett*, 1993). But, the proportion of economically-active older women has increased while that of men has decreased. Trends in economic activity, such as full-time and part-time employment and sectoral and occupational shifts, require close examination in order to understand how age is affecting working careers and prospects for people over 50 years of age. Employers' attitudes towards older workers, older workers' attitudes to work, as well as their reasons for leaving employment, are some of the factors which need to be considered in order to understand how age influences employment (and how age interacts with gender, race and disability).

#### Types of policies and practices

At an early stage during research a broad categorisation of policies and practices emerged. The main actions were categorised as:

- those relating to the exit strategies adopted by older workers (e.g. the incentives in place for retirement, partial retirement or deferred retirement).
- those relating to the existence of incentives for the recruitment or retention of older workers such as wage subsidies, targeted training schemes or placement services for older workers. The existence of anti-discrimination

legislation was also viewed as a recruitment incentive, although the impact of legislation can be conceived in different ways.

- other measures in support of older worker employment, such as health at work initiatives, job assessment and adjustment policies for workloads and working arrangements.

The study focused on *national* measures related to paid work rather than unpaid activities by older people.

#### Retirement arrangements

There are considerable differences between countries in the approach taken to retirement and pension systems. This is in terms of the relative scope and coverage of public and private pension systems, as well as differences in the age of retirement, and the potential for early, partial or deferred retirement. Nevertheless, it is possible to discern particular trends in the development of provisions under the impact of demographic changes, increased dependency ratios and the rising costs of supporting inactive older people. These include:

- moves to raise retirement ages (e.g. in Japan, France, Australia, New Zealand and the USA). These developments have tended to be based on a desire to reduce public expenditure on support structures for older people.
- moves to make pension entitlements more flexible (e.g. to allow work and pensions to be obtained at the same time, or to give workers a degree of choice over when they retire). In some countries there is a degree of choice about when to retire within a certain age band (for example, between 60 and 65 years in Belgium; and up to five years early in Greece, depending on conditions). Contributory pension systems which are based on the number of contribution years required have a degree of built-in flexibility since they depend on years of service rather than age *per se*. For example, in Italy, Greece, Germany and Austria, retirement depends on the years of contributions, and can apply to early or deferred retirees.

As well as providing a basis for continued work for older people (and therefore reducing pension costs), these developments tend to be based on a desire to increase individual choice within the framework of labour market policies. In Germany, deferral of retirement is rewarded as subsequent pension entitlements increase between the ages of 65 and 67. In other countries, for example Belgium and Luxembourg, it is discouraged because of the concern to open up jobs to younger employees.

- moves to adjust the relationship between public and private provision of support in old age. The increased use of

employer and private pension arrangements in a number of countries, including Japan and the UK, mean that governments have less direct control over incentives to keep older people in the workforce. Reducing the cost of state provision has encouraged the development of private pensions.

Labour force participation rates for older men are generally higher in those countries where retirement is at or around age 65 (table 1). In the UK and Ireland, for example, over 65 per cent of men aged between 55 and 64 were economically active in 1992, while in Sweden and Norway the rate was around 70 per cent. However, in those countries where retirement is set at 60, participation rates for males in this age group are markedly lower. In France, where 'normal' retirement is at 60 years, economic activity rates were much lower among 55 to 64 year old men at 44 per cent (1992). The exception is Japan, with an activity rate of 85 per cent for men in the 55-64 age group in 1992. This is because many people return to work after retirement from one job, often with the cooperation of their former employer. These practices are used in Japan as a readjustment process in that they allow employers to adjust older workers' wages downwards in line with their perceived productivity.

Economic activity rates for women are more difficult to assess. Labour force participation has been increasing over time in all age groups. Further work needs to be undertaken to identify the factors which influence the age at which women return to work and the length of time they stay in employment.

#### Age-related anti-discrimination legislation

Legislative protection against age discrimination takes many forms including: protection under national constitutions and provisions under labour law, as well as specific, age related anti-discrimination legislation. There is also a distinction between measures to ban compulsory retirement and actions to include age in anti-discrimination legislation. Anti-discrimination provisions have varied in terms of the focus of the measures (including specific concerns such as the use of age limits in advertising) and a wider range of employment concerns (such as fringe benefits, insurance and other conditions). Only a small number of countries, however, have enacted age-related legislation (USA, Canada, France, Australia, New Zealand and Spain).

In some European countries the principles of equality and a right to work enshrined in constitutions forms the basis for prohibiting compulsory retirement. In Greece, this has been reinforced by case law. Labour law has also been used to

Table 1 General framework for older workers and labour force participation rates

Country	Retirement age	Labour force participation rates <sup>a</sup>
Australia	Since 1909, eligibility for the age pension, is 65 for men and 60 for women. From 1994 phasing-in of a raised retirement age for women will begin, for completion in 2014.	1992 (55-64 years) Males 61.4% Females 24.8%
Austria	Retirement age is 60 for men and 55 for women. From 2019, a gradual reduction in age difference for men and women is planned.	1991 (55-64 years) <sup>d</sup> Males 38.5% Females 14.2%
Belgium	Flexible retirement between 60-65 for males and females in private sector and most public sector employment.	1991 (55-59 years) <sup>b</sup> Males 50.5% Females 17.5%
Canada	Retirement at 65.	1992 (55-64 years) Males 62.0% Females 36.4%
Denmark	Retirement at 67.	1991 (55-59 years) <sup>b</sup> Males 82.7% Females 65.8%
Finland	Pension at 65 years (63 in public sector). Retirement age is lower in certain professions - eg. bus drivers and firemen (55), home care workers (60)	1992 (55-64 years) Males 62.3% Females 40.0%
France	Retirement normally aged 60.	1992 (55-64 years) Males 44.0% Females 30.2%
Germany	Retirement is typically provided for by collective agreements. Usually set at 65 for men, 60 for women, severely disabled people, unemployed people, and those working underground, fulfilling contributions criteria. Men with 35 years insured employment can retire at 63. Retirement ages will be raised to 65 by 2012.	1990 (55-64 years) Males 57.9% Females 26.4%
Greece	State scheme applies to 65 for men/60 for women with 13.5 years for qualification. Those undertaking arduous work can retire 5 years earlier.	1991 (55-59 years) <sup>b</sup> Males 71.5% Females 26.6%
Ireland	Retirement at 65.	1991 (55-64 years) Males 66.9% Females 19.3%
Italy	Men retire at age 60, and women at age 55, with 15 years of contributions (although women can work to age 60).	1992 (60-64 years) Males 35.6% Females 9.7%
Japan	'Normal' retirement age set at 60 years (under 1986 agreement). Retirement age tends to vary (eg. 58 for ship workers, 62 for academics). <sup>e</sup> Ministry of Health and Welfare intends to raise pension eligibility age to 65 years, although this has met with some opposition.	1992 (55-64 years) Males 84.9% Females 48.5%
Luxembourg	Retirement at 65. The right to take early retirement has been a universal right since 1987 (previously only implemented in the coal and steel industries), further cemented by legislation of December 1990.	1991 (55-59 years) <sup>b</sup> Males 51.6% Females 19.4%
Netherlands	Retirement age is 65 years for state schemes.	1992 (55-64 years) Males 43.1% Females 25.8%
New Zealand	Retirement age raised in 1991 to 65 in steps for men and women from 60 to 65 by 2001.	1992 (55-64 years) Males 56.7% Females 32.7%
Norway	Retirement age is 67.	1992 (55-64 years) Males 71.8% Females 54.2%
Portugal	Retirement ages of 65 for men and 62 for women were recently reviewed, and a decision equalise pension age at 65 by 1999 (raising the level for women by six months each year until 1999).	1992 (55-64 years) Males 63.9% Females 34.5%
Spain	State pensions apply to people over 65, and a maximum age of 69 is allowed.	1992 (55-64 years) Males 60.6% Females 20.3%
Sweden	Normal retirement is at 65 years, although pension age is variable and people can retire at any age between 60 and 70 and obtain pension entitlements.	1992 (55-64 years) Males 73.1% Females 65.0%
Switzerland	Retirement ages are 65 for men, 62 for women.	1992 (40-64 years) <sup>c</sup> Males 93.7% Females 72.4%
UK	Retirement ages of 65 for men and 60 for women have recently come under review, and a decision made to equalise pension age at 65 by 2020.	1992 (55-64 years) Males 65.7% Females 39.0%
USA	Normal retirement age is 65, although under the 1983 Social Security Amendments, the statutory retirement age was increased to 67 over the period 2000 to 2027. In 2027 a retiree will still be able to take retirement at 62 as is currently possible, but the actuarial reduction for electing to take early retirement benefits will be increased (70 per cent of the age benefit at 67, as opposed to 80 per cent of the age benefit at 65 as is current practice).	1992 (55-64 years) Males 66.4% Females 46.3%

<sup>a</sup> Source: OECD, Labour Force Statistics 1971-1991 (which includes figures for 1992).

<sup>b</sup> Source: EUROSTAT, Labour Force Statistics, 1991.

<sup>c</sup> Source: Swiss Federal Statistical Office.

<sup>d</sup> Source: International Labour Organisation.

<sup>e</sup> People reaching retirement age tend to be redeployed into other positions (usually changing organisations). Due to the current recession, Japan has introduced a hitherto unprecedented company-specific practice of early retirement of older workers in some companies.

provide protection against mandatory exclusion from employment on the basis of age. In Austria, for example, employers are required to obtain the agreement of the workplace shop steward if they wish to dismiss an older employee.

Measures to prevent the automatic exclusion of older workers from the labour force after a certain age have been implemented in parallel with general trends to early retirement. Thus, it can be noted that, at the same time as a consensus was being developed between employers, trade unions, government and employees towards early exit of older people to assist in restructuring processes, there has been a backlash against compulsory retirement by employers.

The USA has the most longstanding provisions, introduced under the American Age Discrimination in Employment Act of 1967. The scope of the legislation is broad: not only does it cover recruitment and dismissal, but also job referrals, promotion, employer benefits, and other employment practices such as union membership. Amendments over time have widened the Act to cover private and public sector workers over 40 years of age. The Act applies to larger organisations such as employers with over 20 workers and labour organisations with over 25 members.

Legislation is also relatively comprehensive in New Zealand and parts of Australia. In Ireland, existing anti-discrimination provisions are likely to be amended in the near future to include age. Limited age-related, anti-discrimination legislation applies in Canada (in relation to employment and services in the government sector) and France (in relation to employment advertising).

Age discrimination is but one factor affecting employers' recruitment and retention decisions. Other factors cited in the extensive literature on this issue range from firms' overall economic performance, internal personnel practices to job losses resulting from industrial restructuring. On a personal level, individuals' health problems or their lack of qualifications may impact upon their ability to continue working. Labour force participation may also be affected by criteria regarding pension rules.

Although participation rates are an outcome of legislative effects, they reflect a wide range of internal and external factors, not least of which is the individuals' motivation. This is clearly demonstrated by the trend towards increased participation of older women, which is a reflection of a general trend towards increased female participation rather than any specific older worker measure. Nevertheless, comparing older workers' participation rates across countries studied, it would appear that these are not markedly higher in countries

where age-related, anti-discrimination legislation was introduced.

A number of commentators concluded that anti-discrimination legislation has done little to change overall employer practices or attitudes. Older workers in the USA, however, may have been protected from indiscriminate redundancies in the face of employer restructuring in the 1980s; research indicates that job losses were more evenly spread across age groups. There was some evidence from the USA to show that legislation can have a positive effect at the level of the individual firm by causing employers to reconsider job evaluations and descriptions and to use objective rather than arbitrary age criteria.

### Early retirement

The study of the different countries' retirement measures shows an abundance of systems for early exit from the labour force, often at generous levels of support. In some cases these were introduced as a 'reward' for those undertaking particularly arduous work.

Early retirement schemes cover a large number of workers. Research by the OECD found that the number of those taking advantage of early retirement in the 60-64 age group was as high as 2,471,000 (or 23 per cent of this age cohort) in the USA in 1990. The equivalent figures were 232,200 (20 per cent) in Canada and 250,000 (13 per cent) in Spain (OECD, *Employment Outlook*, 1992).

In countries where the statutory retirement age is later, the abundance of various kinds of early retirement pension schemes have tended to lead to lower average retirement ages. In Finland, for example, retirement is set at 65, but the average pension age is approximately 58 years (*Confederation of Finnish Industry and Employers*, 1993). Between 1962 and 1989, labour force participation rates for men aged 55-59 dropped from 86 per cent to 59 per cent and from 78 per cent to 28 per cent for men aged 60-64 (*Reija Lilja*, 1990).

Opportunities for early exit have generally been welcomed by employee representatives, including the major trade unions, and are often seen as a right. The options for early retirement vary and individuals tend to use the most advantageous option available to them. Disability pensions have also provided a route out of the labour market for a significant number of older workers: in 1990 this was as many as 83 per cent of the 55-64 age group in Finland, 43 per cent of males aged 55-64 in the Netherlands and 11 per cent of males aged 55-64 in Canada (*OECD*, 1991).

In the past, early retirement under disability provisions in the Nordic countries has been relatively easy, with the definition of disability being broad in

order to cover low employability (or social reasons) rather than severe disability or medical necessity. Income support measures under unemployment benefit systems have also provided a mechanism for early exit where benefits are provided to older workers for increased periods of time, and with a relaxation of the conditions for those actively seeking work.

Provisions for early retirement have tended to provide a significant incentive. In the Netherlands, for example, pension rights won through collective agreements offer benefits of 75-85 per cent of the individual's last earned income. This makes it very attractive to older workers because their resulting income may be higher than the last wage, since transfer payments do not have to be paid. The number of beneficiaries under this system in the Netherlands rose from 43,000 in 1983 to around 120,000 in 1990. It is estimated that 80 per cent of workers who are entitled to the scheme usually take advantage of it. Total benefits stood at 6.2 billion in 1990.

The level of benefits is shown to be an important factor in the take up of the scheme (with some 20 per cent of beneficiaries saying that they would continue working if the level was dropped by 10 per cent) (*Baars, Knipscheer and Breebaart*, 1993). Trade unions in the Netherlands have impeded moves to abolish early retirement arrangements (in some cases through strike action).

### Use of options for early retirement

The systematic use by employers of options for early retirement as part of restructuring processes means that early retirement has tended to become institutionalised and older workers are seen as part of a contingent workforce. This is based on the consensus developed in the 1980s that shedding workers from older age groups was a politically acceptable expedient. In this situation it is unclear to what extent voluntary early retirement has become obligatory.

Exclusion of workers through early retirement has not been used solely by employers as a means for managing their own workforces. Governments have also tended to set up mechanisms which exclude older workers from the labour force when they become unemployed later in life. Options are available for older unemployed people to take early retirement which ensures incomes are maintained at a certain level.

In some cases this process has led to the compulsory exclusion of unemployed older people, and at less favourable conditions e.g. in Spain workers over 60 are forced to accept early retirement rather than unemployment, resulting in a 40 per cent permanent reduction in their basic pension entitlement. This issue is likely to increase in importance as governments

attempt to manage increasing pension and welfare bills.

### Maintaining income levels

Other initiatives have related to maintaining - above a minimum level - the income levels of older people who have lost their jobs through restructuring. This has been a particular feature of measures in Canada: national and local governments have assumed responsibility for income support measures as a last resort in cases where industries in particular areas have shed older workers and where the prospects for any particular individual regaining employment in the area are slim.

### Reversal, review and penalties

In Germany, Austria and France there have been moves to reverse the trend to early retirement by preventing retirement purely on the basis of age. Two different systems apply:

- in Germany and Austria there are reporting arrangements for employers who wish to make older workers redundant, with the possibility that the local employment office may impose a financial penalty on the employer if dismissal is considered to be unlawful. This system is, however, not vigorously enforced;

- in France, there is a system to bar workers in the 50-54 year age group from state pension arrangements in cases of redundancy. This means that employers have to bear the costs. Again, due to a lack of enforcement (and the fact that many employers are prepared to pay to shed workers) the effects of this on employers' behaviour are limited.

Employers and governments are perhaps just beginning to recognise that restructuring processes which focus on the early retirement of older staff are ultimately costly, as they represent a waste of human capital. The German chemical company, Henkel, attributed a fall in profits partly to the extraordinary expenses incurred to pay for the early retirement of workers (*Financial Times*, 29.11.93).

Early pensioning arrangements and disability pensions are under review in almost all of the countries studied. For example, in the Netherlands the *Wet op de Arbeidsongeschiktheidsverzekering* (WAO), or disability pension, is under debate: in 1991 the Government declared that the annual growth in the number of WAO pensioners had to fall by 50 per cent.

Entry criteria have been made more rigorous. In Finland, discussions are under way to raise the early disability pension age from 55 to 58. In systems where pensions operate on a 'pay-as-you-go' basis, another option has been to increase the minimum number of



Photo: Paul Lowe/NETWORK

contribution years needed for retirement (e.g. in France).

Penalties for early retirement (from the point of view of the individual) exist in some cases. For example, in Belgium retirees suffer a reduction of 5 per cent for each year in advance of age 65 up to a maximum of 25 per cent. In Sweden, pensions are permanently reduced by 0.5 per cent per month if claimed in advance of retirement age. In France, the situation is more complicated and depends on the extent to which the individual has fulfilled contributory requirements for pensions.

Part-time working arrangements have also been developed as an alternative to full-time retirement. State schemes exist for partial retirement in Belgium, Denmark, Finland, France, Germany, Norway, Spain and Sweden.

### Factors influencing decisions

Retirement decisions are complex and any efforts to influence these may not be as direct as anticipated. Work and retirement patterns of older American males suggest that the incentive structures available on retirement (in social security, employer and private pension plans) affect the decision to retire or to seek alternative employment after leaving 'career jobs' (i.e. secure, core employment opportunities) that span many years. A recent report shows that workers who leave 'career jobs' for alternative options - such as self-employment, part-time work, a full-time second career, or early exit from the labour force - take into account a range of factors including health, pension and

mandatory retirement status, industry and occupation, earnings and wealth (*Quinn, Burkhauser and Myers*, 1990). The authors conclude that efforts to modify trends in work and retirement by changing social security regulations will have only limited effect, particularly since private and employer retirement plans may continue to offer incentives for early exit.

Evidence from Finland on retirement incentives for private sector workers aged 54-64 in the late 1980s suggests that, as well as age, labour market status and employment conditions have a marked influence on the propensity for early exit from the labour market, along with the receipt of job training (those with training being more likely to remain in employment), and the retirement status of the person's spouse (*Reija Lilja*, 1990).

### Measures to maintain the employment of older workers

The study identified a range of measures targeted at maintaining the employment of older workers. Different types of measures observed include:

- **efforts to encourage employers to change their employment practices to make it easier to maintain the employment of older workers.** This has been a particular feature of measures in Japan where the system of pay increases, which provides increases based on length of service, has traditionally made older employees a high cost burden for employers. When the Japanese government moved to increase normal retirement age from 55

to 60 years in the mid-1980s, this had to be accompanied by a series of measures to assist employers to adjust to the new arrangements. These included placement services for older workers, wage subsidies and assistance with facilities and equipment in relation to employing older workers.

- **measures to provide older people with the skills and expertise to compete more effectively in the labour market.** At one level this has included extra advice and guidance facilities for older people (for example in Japan, Australia and Norway). At another level this has included vocational training and work experience initiatives for older employees, for example in France and the USA.

- **the possibility of delayed retirement options, or continued work with an employer or in a voluntary capacity in the community.** In Japan and the USA, community-based activities have been seen as an important option for older people. In Japan, Silver Human Resource Centres have government support to develop supplementary or short-term jobs in the community. In the USA, this role is undertaken at a national level by the Senior Community Service Employment Program (for those over 55 years of age).

- **recruitment incentives in the form of wage subsidies for the recruitment of older people, as in Japan, Germany, Austria, France.** In other countries, initiatives for long-term unemployed people obviously address some of the needs of older workers, although it has not been possible to identify schemes for the long-term unemployed within the remit of this study.

- **health at work initiatives:** a particular feature of the approach in Finland, Norway, and Sweden.

- **employer-based provisions:** the research identified examples of good practice at a firm level which included rehabilitation activities, job review sessions and assistance with caring responsibilities (see Moore J, Tilson B and Whitting, G, 1994).

In the vast majority of countries studied, these provisions were not sufficient to make jobs available, either in terms of the overall number of jobs for older people, or in terms of the provision of jobs suited to older people's needs (e.g. part-time), enabling them to make a full contribution based on their previous experience and vocational abilities.

### Conclusions

The original research (Moore J, Tilson, B and Whitting, G, 1994) makes reference to evaluative material in support of particular policy outcomes, although the choice and use of performance indicators for older workers' measures was not

explored systematically in this study. The literature does, however, emphasise certain factors that have influenced how these measures are assessed.

Firstly, the context for placing a value on the contribution of older workers to the labour market has radically changed from a position where the exit of older workers was actively encouraged to one where arguments about their retention are positively favoured. Thus, in the 1980s, the dominant indicators were those which measured the positive impact of early exit to the economy as a whole as industry underwent a massive restructuring process. Costs of pensioning older workers were viewed against the high costs of social security unemployment payments.

In the 1990s, the economic and demographic circumstances have significantly changed to demand a more rounded assessment that takes into account the effect, not only on the economy (employment), but also on broader social policy and the requirements of government in terms of social support structures. The implications for the individual in terms of health, productivity and quality of life have also come into focus. Governments now appear to want to strike a balance between pension costs and unemployment payments. Part-time work for older people may have a positive effect on both these indicators.

Secondly, the evolution of pension provision (public and private), its interaction with income support measures, and the development of complex incentive structures, prevents any simple assessment of the outcomes of any one measure. The experience of Sweden and Norway, for example, shows that older workers tend to choose the most economically advantageous option.

Thirdly, for many different reasons, older workers make decisions about whether to stop work, or continue in work, and what form that work should take. So, while it is possible to promote policies to encourage workers to stay on in the workforce it is harder to predict whether these policies will make any difference to the courses that older workers ultimately pursue. Other questions are also raised. Is it possible to measure the contribution of older workers in terms of output? Would more jobs for older people lead to displacement and thus fewer jobs for others? ■

### References

- Baars, J, Knipscheer, K & Breebaart, E (1993): *The Impact of Social and Economic Policies on Older People in The Netherlands*. Amsterdam: Vrije University.
- Confederation of Finnish Industry and Employers (1993): 'Reform of the Flexible Retirement Plan', *ETK Magazine* (English summary).
- Dibden, J & Hibbett, A (1993): 'Older workers - an overview of recent research', *Employment Gazette*, June 1993, pp 237-250.
- Financial Times*, 29 November 1993.
- Moore J, Tilson, B & Whitting, G (1994): *An International Overview of Employment Policies and Practices Towards Older Workers*, Employment Department, Research Series No 29.
- OECD (1991): 'Policies on Social Security and Employment', Chapter 3, *Working Party on Social Policy, The Transition from Work to Retirement*, 10th Meeting, 25-27 September 1991.
- OECD (1992): *Employment Outlook*, July 1992.
- Quinn J, Burkhauser, R & Myers, D (1990): *Passing the Torch: the Influence of Economic Incentives on Work and Retirement*, W.E. Upjohn Institute for Employment Research.
- Reija Lilja (1990): *Older Workers at the Crossroads, Early Retirement in Finland*, Labour Institute for Economic Research, Helsinki.

## British labour force projections: 1995-2006

The future of the labour force is an important question for policymakers, business people and others who are making long-term economic and social plans. In this article the Employment Department updates its projections made in last April's *Employment Gazette*, and sets out how calculations are made.

By Robin Ellison, Statistical Services Division, and Shaun Butcher and Duncan Melville, Economics, Research and Evaluation Division



### Key findings

- The labour force of Great Britain was estimated at 27.7 million in spring 1994. This shows little change from the spring 1993 level, and follows three years of decline after the all-time high of 28.2 million in 1990.
- The labour force is projected to rise to 27.8 million in spring 1995, then increase steadily until spring 2006 when it will reach a level of 29.4 million - 1.6 million higher than at spring 1994.
- The total projected rise in the labour force by 2006 is 1.6 million, of which 1.3 million is accounted for by women. As a result, women are projected to make up 46 per cent of the total in 2006 compared with 44 per cent in 1994.
- The labour force in 2006 will be older on average than in 1994; the projected rise of 3.1 million people aged 35 and over contrasts with the projected fall of 1.5 million people aged under 35 in the labour force.
- The non-institutional population of working age will increase by 1.5 million between 1994 and 2006 compared with a rise of 1.2 million in the previous 10 years, according to projections based on the Government Actuary's Department's.
- Economic activity rates for 16-19 year old and 20-24 year old men and women are projected to decline owing to an increasing proportion who study full-time. For most other age groups the proportion of women in or seeking work is projected to rise over the period.
- Economic activity rates for women between the ages of 25 and 54 are projected to increase by between 5 and 8 percentage points by 2006. For men, slight falls are projected, the largest being for 55 to 59 and 60 to 64 year olds of 4 and 2 percentage points respectively. Men will still have higher rates than women.

### Introduction

THIS ARTICLE provides projections of the labour force in Great Britain to the year 2006. Information from the spring (March-May) 1994 Labour Force Survey (LFS) and mid-1992-based population projections is incorporated. The working population is grouped in terms of age bands and gender and projections are made about their involvement in the labour market. Factors affecting trends in the population and its impact on the future labour force are also assessed. The new projections are compared with those previously published and alternative ones, based on a different set of assumptions, are made.

The *technical note* briefly discusses the methodology of the projection process used by the Employment Department (ED). Readers with an interest in the topic are invited to request a detailed note of the methodology.

### Labour force estimates and projections

Table 1 gives details of the size of the labour force in each year from 1971 to 1994 and projections up to 2006 for men

and women and for individual age groups. The numbers are summarised in *figure 1* - which depicts the changes in the total over the whole of the period - and *table A* - which presents total figures for men, women and all persons for selected years from 1994 onwards.

*Figure 1* shows that the labour force in 1994 is estimated to have remained virtually at the 1993 level of 27.7 million; this follows falls in each of the three years after the all time high of 28.2 million in 1990. However, the labour force is projected to increase to 27.8 million in spring 1995, and to rise steadily to 29.4 million in 2006.

The projected increase from spring 1994 onwards (1.6 million in 12 years) is slower than that experienced between 1984 and 1990 when the labour market expanded by 1.7 million in six years. The difference between the two periods reflects a smaller, projected overall rise in economic activity rates, as the increase in the *population of working age* during the projection period is actually greater than that experienced during 1984 to 1990.

These projections make the stylised assumption that unemployment will remain at current levels. (See under section on *alternative assumptions* for a discussion of this.) By contrast, historical estimates of the size of the labour force show ups and downs that partly reflect rises and falls in unemployment.

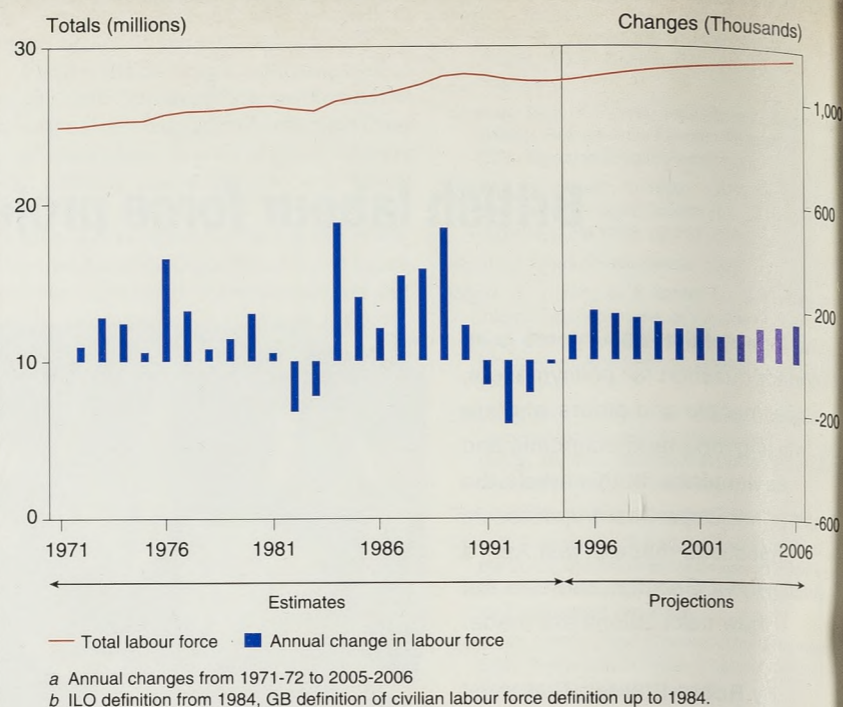
*Table A* shows that, whereas increases in the labour force are projected for both men and women, the increase for women is considerably larger: the percentage of women in the workforce is projected to rise from 44 to 46 per cent between 1994 and 2006.

Following a review of the projection method (see 'Evaluation of past projections and review of method' in *technical note*) the figures in *table 1* and *figure 1* for 1984 onwards are calculated on a different basis from last year's projections. The new method reflects the standard basis on which spring LFS figures are usually reported. While these changes affect the levels of the labour force and population (see the figures presented on both bases for 1984), the trends projected are not very different. (There was already a discontinuity in 1984, and another one in 1992. For details see the *technical note*.)

Bearing in mind these slight discontinuities, *table 1* estimates that the number of women in the labour market rose by nearly one-third from 9.3 million in 1971 to 12.1 million in 1994; the number of men was, at 15.6 million in 1994, effectively the same as the 1971 level. Women made up 37 per cent of the workforce in 1971 compared with 44 per cent in 1994.

*Figure 2* summarises the changes projected in the labour force and population between 1994 and 2006 by age and sex. Numbers for the labour force and

Figure 1 Estimates and projections of the total and annual changes<sup>a</sup> in the labour force<sup>b</sup>, Great Britain



— Total labour force ■ Annual change in labour force

a Annual changes from 1971-72 to 2005-2006

b ILO definition from 1984, GB definition of civilian labour force definition up to 1984.

non-institutional population (see *technical note*) by single years of age in 2006 were estimated from the age bands given in *tables 1* and *2*. Peaks and troughs in the population in 1994 tend to show up 12 years higher up the age scale in 2006 as the cohorts become older, although migration and death are also factors.

The changes can be summarised by

looking at age bands rather than particular ages. This shows that the labour force in 2006 will be older on average than in 1994: the projected rise of 2.2 million people age 35-54 and 0.8 million aged over 54 contrasts with the fall of 1.5 million people under 35 years. Although men and women show similar trends, the declines for young women's groups are generally

Figure 2 Labour force and non-institutional resident population by age



Population, of which: labour force ■ economically inactive ■

Table A Estimates and projections of the labour force<sup>a</sup> in Great Britain

	Millions			
	Estimates 1994	Projections 1995	2000	2006
<b>Men</b>				
All ages 16 and over	15.6	5.6	15.8	16.0
Working age <sup>b</sup>	15.3	15.3	15.6	15.7
<b>Women</b>				
All ages 16 and over	12.1	12.2	12.8	13.4
Working age <sup>b</sup>	11.6	11.7	12.2	12.7
<b>All persons<sup>c</sup></b>				
All ages 16 and over	27.7	27.8	28.6	29.4
Working age <sup>b</sup>	27.0	27.0	27.8	28.4
<b>Women as a percentage of all</b>				
All ages 16 and over	43.7	43.9	44.6	45.6
Working age <sup>b</sup>	43.1	43.3	44.0	44.8

ILO definitions: for details see *technical note*.

Men aged 16 to 64 years; women aged 16 to 59 years.

<sup>c</sup> Figures for men and women do not always add to form the figure for all persons, owing to rounding errors.

smaller than for men, whereas the rises for older women's groups are larger.

Of the three main age bands (25-34, 35-44 and 45-54) making up the labour force, the youngest contributed to it the most in 1994. Furthermore, the gap between the size of this age group and the next largest was greater for both men and women than it has ever been since 1971.

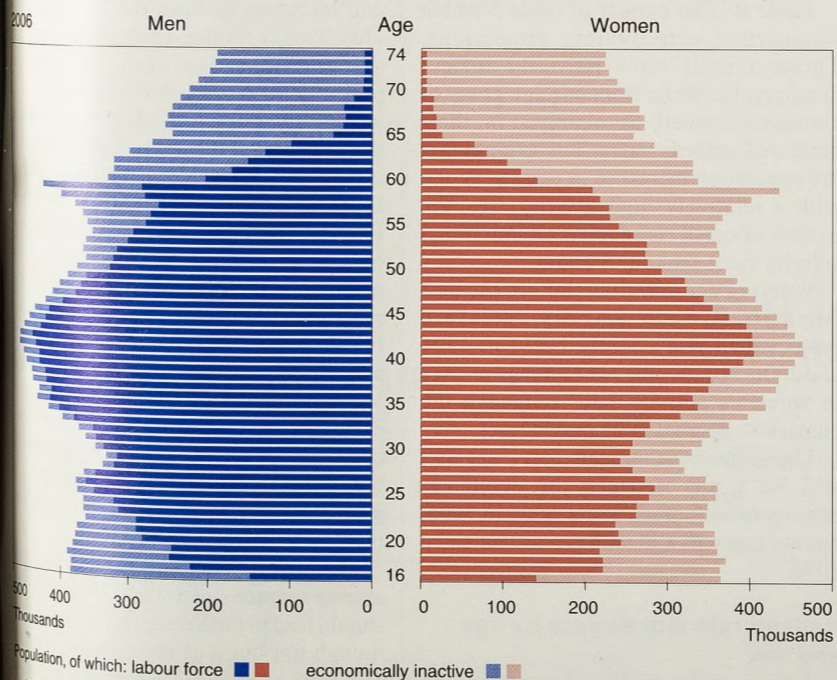
This situation is projected to change dramatically by 2006. Among men, 35-44 year olds are projected to swap places with the 25-34 year olds (who traditionally have the largest numbers in the labour force), and 45-54 year olds are projected to catch up with both groups. For women,

those aged 25-34 are projected to be the smallest contributor to the labour market from around the end of the century. Changes in the population are a significant factor. In particular, those born in the peak year of 1964 were aged 29 or 30 in mid-1994, and will be 41 or 42 years old in 2006.

#### Comparison with previous projections

This article's projections can be compared with the 1993-based projections published last year for 1994-2006.<sup>1</sup> It is helpful to look at the difference between the trends rather than the actual levels.

Figure 2 Labour force and non-institutional resident population by age<sup>a</sup>



Population, of which: labour force ■ economically inactive ■

<sup>a</sup> Estimated - see text for details.

The differences reflect the extra year's data on economic activity rates from the 1994 Labour Force Survey as well as other factors. Last year's projection made the stylised assumption that the number of claimant unemployed in June 1994 and thereafter would be 2.76 million. The figure for 1994 turned out to be lower at 2.55 million and this year's projections assume the more recent figure (December 1994) of 2.32 million will hold for 1995 and all later years. These assumptions affect projected activity rates.

Considering first how the new estimate compares with the 1993-based projections for 1994, the total labour force fell by 15,000 instead of increasing by 65,000 as projected last year. This constitutes an over-projection of 0.3 per cent. The discrepancies can be attributed to women, and relate to most age groups, except 16-19 year olds and 55-59 year-olds which were under-projected.

Given the change in projection basis, it would be unwise to give undue significance to these figures. It should also be recalled that all figures from the LFS are subject to sampling errors. For example, the 95 per cent confidence interval for the LFS estimate of the economically active population is  $\pm 143$  thousand, and intervals for age groups are proportionately greater.

Turning to the period from 1994 until 2006, the projections indicate slightly higher increases than those presented last year: up 1.6 million instead of 1.5 million by the end of the period. Projections for women account for the difference. These changes reflect somewhat higher projected activity rates. The change in basis may also have played a part.

#### Population estimates and projections

Projections of Great Britain's resident population are made by the Government Actuary's Department (GAD) in consultation with the Office of Population Censuses and Surveys (OPCS) and the General Register Office for Scotland (GRO[S]). The latest projections which are mid-1992-based, were published in January 1994.<sup>2</sup> Estimates of the institutional population have been subtracted to yield the figures for the years 1994-2006 shown in *table 2*. Estimates for 1984-1993 also have the institutional population subtracted while the figures for 1971-1983 include the institutional population.

Estimates and projections of the institutional population have been based on figures from the 1981 and 1991 Censuses. The proportion of the population in each age group was interpolated between 1981 and 1991, and extrapolated at 1991 rates for all years up till 2006.

For the labour force projections, it is the *working age* population that is most



relevant: between minimum school-leaving age (16) and state retirement age (60 for women and 65 for men). The projections show that the non-institutional population of working age in Great Britain increases by 4 per cent from 34.4 million in 1994 to 35.8 million in 2006, and rises steadily by around 100,000 to 150,000 each year of the period.

While the population of working age is a useful indication of the potential number of economically active people, it is not a maximum; there were some 800,000 people above state retirement age in the labour force in 1994.

The size and age distribution of the population changes over time because of three factors: fertility, mortality and migration. Variations in the population feed through into changes in the labour force's composition.

The most important cause of the peaks and troughs in Britain's population this century has been the variation in the number of births. The peaks of births in the immediate post World War II years and around 1964, and the intervening trough in the early 1950s, manifest themselves in the age profile of the working age population throughout the projection period. Today's rate of increase in the working age population is slower than in the late 1970s and early 1980s. This is due to those born between 1973 and 1979 when the birth rate was particularly low. Accordingly the labour force's age composition will change significantly by 2006 as a result of older workers making up a growing part of it. This is despite the halt to the 1990s decline of the numbers of newcomers to the working population created by an increase of the birth rate in the late 1970s.

#### Population and activity rate effects

The patterns of labour force change can be divided into two components: 'population effects', which are the changes that occur if activity rates stay the same and only the size and age distribution of the population changes; and 'activity rate effects', the difference between total labour force change and population effects in each age group of the labour force.

An age group's population effect is defined as the difference between its population in any one year and the previous year, multiplied by the group economic activity rate in the *previous* year. The total population effects are calculated by summing the effects relating to all age groups in the relevant year.

Similarly, an activity rate effect is defined as the difference between the group activity rate in any one year and the previous year, multiplied by the group population in the *later* year; it therefore includes any interaction between changes in the population and activity rates. Activity rate effects are again summed to

give total activity rates for each year. The population effect and the activity rate for any year are added to give the change in the labour force over the previous year.

Figure 3 shows recent and projected changes in the labour force for men and women separately, and depicts the population and activity rate effects each year. In the period 1971 until 1994, it can be seen that demographic factors exerted a fairly consistent upwards effect on numbers in the labour market.

Annual changes in the activity rate exerted a more erratic influence over the same period in part reflecting various economic cycles. The annual activity rates for men generally fell, and effectively cancelled out the population effect for men over the period; whereas the activity rates for women generally rose compounding with the population effects to cause large increases.

For most of the projection period positive population effects for men outweigh negative activity rate effects. The activity rate effects for men for 1996 to 1999 are negligible. For women, the activity rate effects are even more strongly positive than the population effects, leading to consistent growth. The projections of activity rates are described in the next section.

#### Activity rate projections

Techniques used by ED to project economic activity rates are found in part 3 of the *technical note*.

Activity rate projections from 1994, and estimates for earlier years, are given in *table 3*. These activity rates are multiplied by the population figures in *table 2* and result in the labour force estimates shown in *table 1* and summarised in *table A* and *figure 1*.

*Table B* is an extract of *table 3* which summarises activity rate projections. These overall rates partially reflect demographic shifts from one age group to another, as well as changes in their projected activity rates. For example, if the population increases in one age group with a relatively high activity rate, the overall rate will rise even if all individual activity rates remain constant.

Working age activity rates are the best summaries. Such activity rates are projected to rise slightly between 1994 and 2006, because the consistent increases in women's activity rates outweigh the consistent decreases in men's rates.

The projections indicate that there will still be a gap between the economic activity rates for men and women in 2006, but the gap will almost have halved since 1994.

#### Activity rate movements by age and sex

Figure 4 illustrates changes in the profile of activity rates by age group for

men and women, looking at the estimates for 1984 and 1994 and the projections for 2006. It shows the narrowing gap between male and female rates by age group. The increase in women's rates is clearly the strongest factor, especially among the middle-aged, though a slight decline in men's rates also contributes. Note, the pattern for 16-19 year olds bucks the general trend as a quickly increasing proportion study full-time and so are less inclined to work or look for work.

Figures going back to 1971 confirm that these trends are well-established, but straightforward comparisons cannot be made due to a discontinuity in the data series at 1984. Nevertheless, they reveal sharply higher activity rates for women, particularly for those aged between 25 and 44, and correspondingly lower rates for men, especially those aged over 60.

The trend for women reflects a number of economic and social factors: the availability of part-time work and changes in social attitudes which have encouraged women to participate in the labour market.

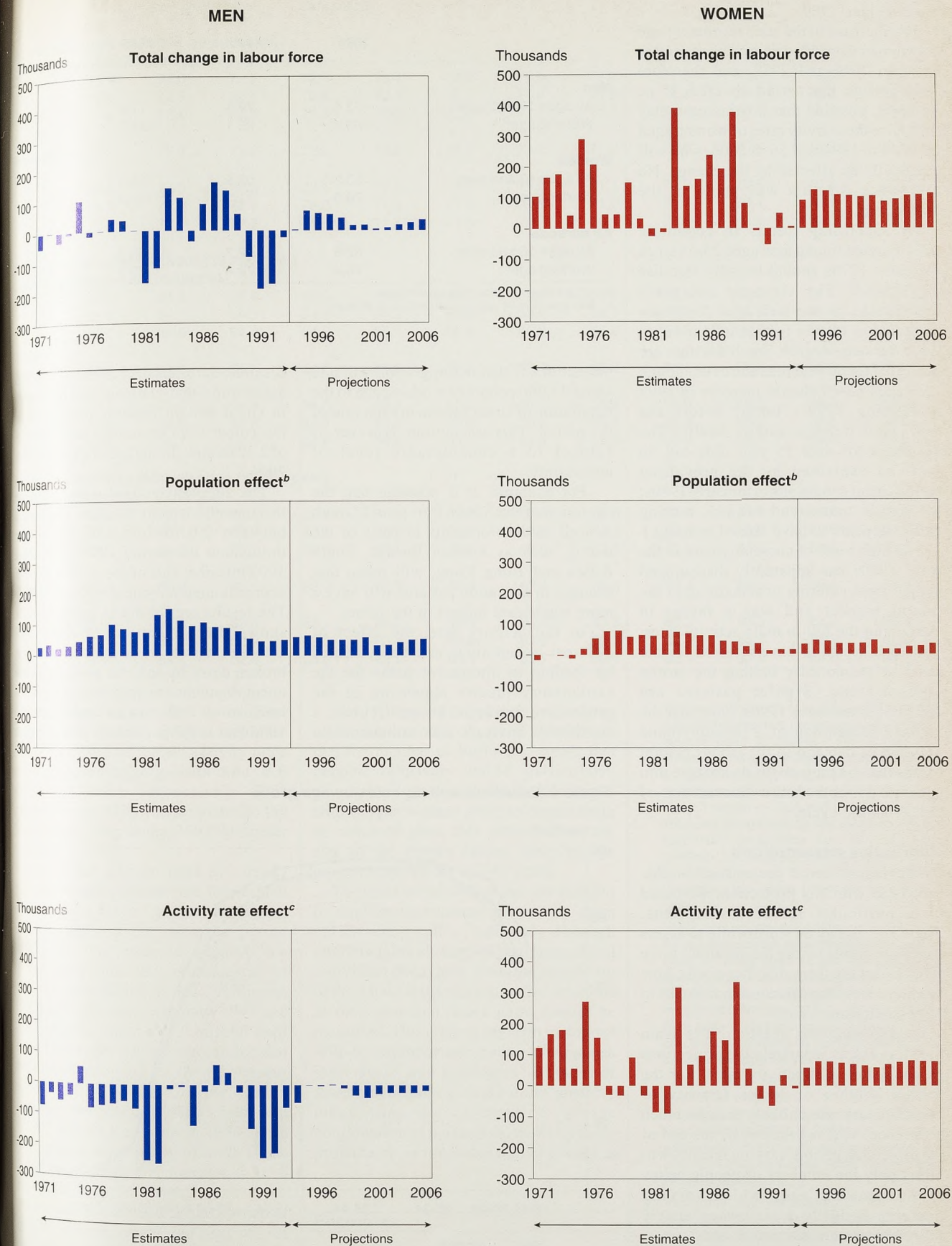
There are also some varied patterns among the groups. The activity rates of students and non-students are projected separately for 16-19 and 20-24 year olds. These show that the past series of economic activity rates for students were volatile, partly reflecting substantial fluctuations in the size of cohorts which influenced prospects in the youth labour market. However, they do show substantial increases as more took part-time work. The projections allow for further rises in future with slightly stronger trends for women than for men.

Non-students' activity rates peaked in the late 1980s; recent trends for women are projected to continue, leading to further decreases in rates for 16 to 19 year olds and increases in rates for 20 to 24 year olds. Trends for non-student men in these age groups are less clear, and they are projected to remain fairly stable.

Activity rates are lower for students than for non-students. It follows that the increasing tendency projected by the Department for Education and the Employment Department for 16 to 24 year olds to be in full-time education leads to projected declining economic activity rates over the period, as *table 3* shows. For example, even though the economic activity rates for 16-19 year old male students and non-students alike are projected to rise between 1994 and 2006 (by 3 per cent and 1 per cent respectively) the overall economic activity rate is projected to fall (by 6 per cent) owing to increasing student numbers.

The strong upward trends recorded among women aged 25 to 54 and 60-64 should lead to further significant increases, though not quite as much as in the past. The weaker increases from 1971 to 1994 in women aged 55 to 59 should lead to

Figure 3 Components of change in the labour force<sup>a</sup>, Great Britain



<sup>a</sup> ILO definition from 1984, GB definition of civilian labour force up to 1984.

<sup>b</sup> The change in the labour force that would have occurred had the activity rate in each group remained at its value in the initial year.

<sup>c</sup> The residual change, that is the total change less the population effect.

small increases. The projected activity rate for women aged 65 and over is essentially stable at the level it has hovered around since 1989.

The increase in the state retirement age for women from 60 to 65 will be phased in between 2010 and 2020, and therefore falls outside the period covered. It is, however, possible that this increase may influence the activity rates of women aged up to 44 in 1994 and 56 in 2006, who will eventually be affected by the change. No allowance for this was made in the projections.

The declining trends in economic activity rates among men aged 25-54 since the early 1970s should broadly stabilise until 2006. The stronger decreases experienced by the men aged 55-59 are projected to lead to further falls if not to quite the same degree. Small declines are projected for 60 year olds and over, though men aged 65-69 should increase in 1995 (following 1994's jump) before the downward trend re-asserts itself. (The decreases for over 55 year olds can, in part, be explained by the prevailing employment conditions in the early 1980s; the longer term trend towards retiring earlier appears to have abated recently.)

The high level of unemployment in the early 1980s has apparently discouraged people from entering or remaining in the labour market and was a factor in explaining the fall in male activity rates. This also seems to have affected female rates by temporarily halting the strong upward trend. Similar patterns are apparent in the early 1990s. Note that the stylised assumption of a broadly stable pressure of demand in the labour market means that the projections do not take into account possible future fluctuations of the economic cycle.

#### Alternative assumptions

The labour force projections in this article, as with any projection, are based on a particular set of assumptions. Therefore, it may be worthwhile to assess the implications for the future labour force size of varying them. In other words, how sensitive are the projections to changes in the assumptions used?

In answering this question, it is again useful to assess separately the projections of population and activity rates. For the former, higher or lower fertility or mortality rates are unlikely to make much difference. This is because, by the end of the projection period, varying fertility will affect only the numbers of people below school-leaving age, while varying mortality is likely to influence mainly those above state retirement age.

The other, and most variable, factor underlying the population projections is the net effect of international immigration and emigration. The central assumption used in the 1992-based population

Table B Estimates and projections of activity rates<sup>a</sup> in Great Britain

	Per cent			
	Estimates		Projections	
	1994	1995	2000	2006
<b>Men</b>				
All ages 16 and over	72.4	72.3	71.8	70.1
Working age <sup>b</sup>	85.4	85.1	84.7	83.1
<b>Women</b>				
All ages 16 and over	53.2	53.5	55.4	56.9
Working age <sup>b</sup>	70.8	71.1	73.3	75.2
<b>All persons</b>				
All ages 16 and over	62.6	62.7	63.4	63.4
Working age <sup>b</sup>	78.4	78.4	79.3	79.4

<sup>a</sup> ILO definitions: for details see technical note.

<sup>b</sup> Men aged 16 to 64 years; women aged 16 to 59 years.

projections is that net migration will add about 45,000 people of working age to the population of Great Britain in each year of the period. This assumption, however, is subject to a considerable level of uncertainty.

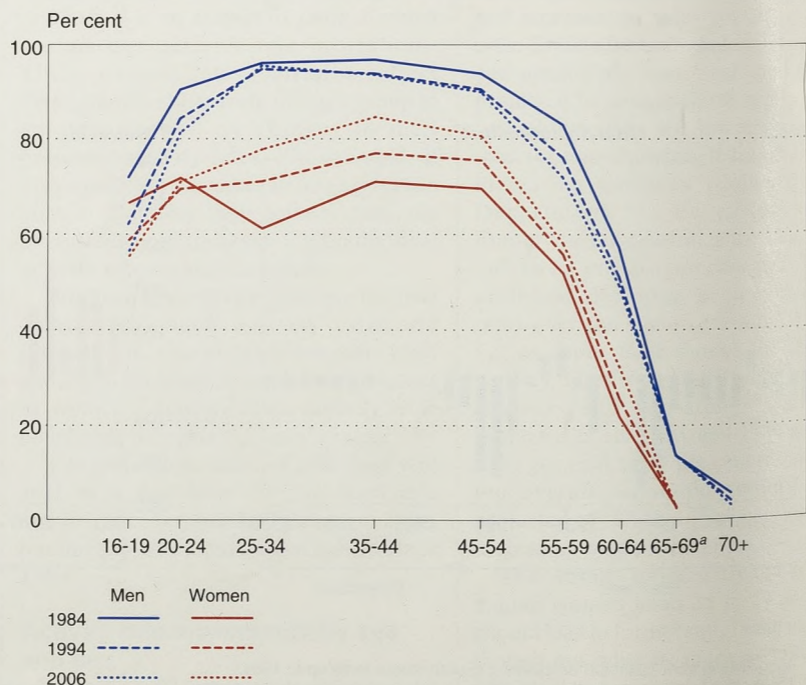
For example, it is possible that the operation of the Single European Market, as well as developments in parts of the world, such as Eastern Europe, South Africa and Hong Kong, will mean that changes in migration patterns will have a more significant impact in the future.

For the activity rate, the effect of different assumptions can be estimated by feeding in alternative paths for the explanatory factors appearing in the projection models. In particular, a sensitivity analysis was conducted to

illustrate the effect of changing the stylised assumption that claimant unemployment in Great Britain remains constant at its December 1994 seasonally adjusted level of 2.32 million throughout the period 1995-2006.

The alternatives tried were to assume that unemployment remains constant at between 2.0 million and 2.6 million throughout the period 1995-2006, about 300,000 either side of the current levels of claimant unemployment in Great Britain. The results are set out in table C, which shows the projections of the overall activity rates for those aged 16 and over, broken down by sex. An assumption that unemployment is constant at 2.0 million leads to an all-persons activity rate in 2006 that is 0.7 percentage points higher

Figure 4 Economic activity rates by age group



<sup>a</sup> Economic activity rate for 65 and over for women; 65-69 for men.

Table C Activity rate projections under differing unemployment assumptions

	Per cent											
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Male activity rates - all ages (16 and over)</b>												
<b>Level of unemployment (millions)</b>												
2.0	72.4	72.6	72.5	72.5	72.4	72.2	72.0	71.7	71.3	71.0	70.8	70.6
2.1	72.4	72.5	72.4	72.4	72.3	72.1	71.8	71.5	71.2	70.9	70.6	70.4
2.2	72.4	72.4	72.3	72.3	72.2	72.0	71.7	71.4	71.1	70.8	70.5	70.3
<b>Central projection</b>	72.3	72.3	72.2	72.2	72.0	71.8	71.5	71.2	70.9	70.6	70.3	70.1
2.4	72.3	72.3	72.2	72.1	72.0	71.7	71.5	71.1	70.8	70.5	70.2	70.0
2.5	72.3	72.2	72.1	72.0	71.8	71.6	71.3	71.0	70.7	70.4	70.1	69.9
2.6	72.3	72.1	72.0	71.9	71.7	71.5	71.2	70.9	70.6	70.2	70.0	69.7
<b>Female activity rates - all ages (16 and over)</b>												
<b>Level of unemployment (millions)</b>												
2.0	53.7	54.2	54.6	55.0	55.4	55.7	56.0	56.2	56.5	56.7	57.0	57.3
2.1	53.6	54.1	54.5	54.9	55.3	55.6	55.9	56.1	56.4	56.6	56.9	57.2
2.2	53.6	54.0	54.4	54.8	55.1	55.5	55.8	56.0	56.2	56.5	56.8	57.1
<b>Central projection</b>	53.5	53.9	54.3	54.7	55.0	55.4	55.7	55.9	56.1	56.4	56.6	56.9
2.4	53.5	53.9	54.3	54.6	54.9	55.3	55.6	55.8	56.0	56.3	56.6	56.9
2.5	53.4	53.8	54.2	54.5	54.8	55.2	55.5	55.7	55.9	56.2	56.5	56.8
2.6	53.4	53.7	54.1	54.4	54.8	55.1	55.4	55.6	55.8	56.1	56.4	56.7
<b>All persons activity rates - all ages (16 and over)</b>												
<b>Level of unemployment (millions)</b>												
2.0	62.8	63.1	63.4	63.5	63.7	63.8	63.8	63.8	63.8	63.8	63.8	63.8
2.1	62.7	63.1	63.3	63.4	63.6	63.7	63.7	63.7	63.6	63.6	63.6	63.7
2.2	62.7	63.0	63.2	63.3	63.5	63.5	63.6	63.5	63.5	63.5	63.5	63.6
<b>Central projection</b>	62.7	62.9	63.1	63.2	63.3	63.4	63.4	63.4	63.4	63.3	63.4	63.4
2.4	62.6	62.8	63.0	63.1	63.2	63.3	63.3	63.3	63.3	63.3	63.3	63.3
2.5	62.6	62.7	62.9	63.0	63.1	63.2	63.2	63.2	63.2	63.1	63.2	63.2
2.6	62.6	62.7	62.8	63.0	63.0	63.1	63.1	63.1	63.1	63.0	63.0	63.1

than the projected rate with 2.6 million unemployed. The equivalent separate effects on male and female activity rates are 0.9 percentage points and 0.6 percentage points respectively. This difference in activity rates equates to the labour force being about 350,000 higher in 2006.

Table C can also be used as a ready reckoner to approximate<sup>3</sup> the future path of activity rates given changing unemployment levels over the period 1995-2006. For example, suppose one wished to consider the consequences of unemployment falling from 2.3 million in 1995 by 100,000 per year until 1998 and then remain constant at 2.0 million until 2006. Then using table C one can see that the approximate path of the all-persons activity rate would be 62.7 per cent in 1995, 63.0 per cent in 1996, 63.3 per cent in 1997, and 63.5 per cent in 1998. Then moving along the top row of table C one would project a further increase to 63.8 per cent in 2006.

Once one has decided on the particular path for unemployment and read off the appropriate activity rates from table C, one can derive projections for the overall labour force by multiplying these activity rate numbers by the all-ages (16 and over) population numbers given in table 2.

The 1992-based population projections were based on the observed assumption that the number of births per family has become relatively stable, particularly among younger women. If the number of children per woman were to depart from its assumed path, this would affect the size of the female labour force in age groups between 20 and 45 years.

The third set of factors that are thought to explain movements in activity rates enters the models indirectly through unpredictable changes in institutional and individual behaviour. Thus the sensitivity of the labour force projections to variations in their assumed future paths cannot be measured. This is not to say such variations will be unimportant: future changes in individuals' and employers' attitudes or government policy could quite possibly mean that the assumption of the continuation of past trends, made by these projections, is not borne out by events. ■

#### Footnotes

- <sup>1</sup> 'British labour force projections 1994-2006', *Employment Gazette*, April 1994, pp 111-121.
- <sup>2</sup> The projections for Great Britain were published in the Office of Population Censuses and Surveys *Monitor PP2 94/1*.

<sup>3</sup> The reason that table C is only a ready reckoner is due to the presence, in many of the econometric models used to produce the activity rate projections, of lagged dependent variables and, or lagged unemployment. Thus the activity rate projection produced by having unemployment at say 2.3 million in 1995 and then 2.2 million in 1996 will not be exactly the same as the two respective projections for 1995 and 1996 produced by assuming unemployment constant at 2.3 million and 2.2 million respectively throughout the period 1995-2006 as shown in table C.

However in practice the differences will be small. If one compares the actual projection for activity rates for those aged 16 and over, assuming unemployment falls from 2.3 million in 1995 by 100,000 per annum until 1998 and then remains constant at 2.0 million until 2006, with that obtained from table C then the largest difference is 0.1 percentage points for all persons, and for men and women separately.

<sup>4</sup> *Labour Force Survey Quarterly Bulletin* is available from SSD C2, Department of Employment, Level 1, Caxton House, Tothill St, London SW1H 9NF (071 273 6110). The annual subscription of £30 is payable in advance, and also buys the new *Labour Force Survey Rapid Release* publication.

<sup>5</sup> 'Accuracy and uncertainty of the national population projections for the United Kingdom' by Chris Shaw, Government Actuary's Department, *Population Trends* No 77, Autumn 1994.

<sup>6</sup> 'Labour force outlook to 1995', *Employment Gazette*, March 1988, pp 117-129.

**1 Definitions**

For 1984 and later years the *labour force* includes people aged 16 or over who are either *in employment* (whether as an employee, self-employed, on work-related government employment and training programmes or, from spring 1992, unpaid family workers), or ILO *unemployed*. Since spring 1992 this definition is used in the main results of the Labour Force Survey (LFS) - *LFS Quarterly Bulletin*.<sup>4</sup> For 1971 to 1984, members of Armed Forces were excluded to give the *civilian labour force*.

The current definition reflects the ILO guidelines and is also used by the Organisation for Economic Cooperation and Development (OECD) to calculate standardised unemployment rates. The ILO definition of unemployment refers to people without a job who were available to start work within two weeks and had either looked for work in the previous four weeks or were waiting to start a job they had already obtained. Estimates on this basis are not available before 1984, as the Labour Force Survey did not then collect information on job search over a four-week period.

The former *Great Britain Labour Force* definition of unemployment, used in labour force estimates and projections articles published before 1989 and in this article for the 1971-84 estimates, counts people not in employment who were seeking work in a reference week (or prevented from seeking work by temporary sickness or holiday, or waiting for the results of a job application, or waiting to start a job they had already obtained), whether or not they were available to start (except students not able to start because they had to complete their education). The difference between the two measures is small.

The *activity rate* in a given age/sex category is the labour force expressed as a percentage of the population in that category. Fuller details of these definitions are given in the *technical note* to the article on page 172 of *Employment Gazette*, April 1992 presenting the Labour Force Survey results for 1991, and in the *technical note* to any edition of the *LFS Quarterly Bulletin*.

*Unpaid family workers* are people doing unpaid work for a business they or a relative owns. In Labour Force Surveys before 1992, such people would have been included as doing paid work in the reference week if respondents: a) had queried whether such work should be included and b) if the work was done for themselves or for another related member of the same household. (Respondents may also have simply stated that they were doing paid work). The numbers are estimated at 144,000 in spring 1994. As a result of this group, plus some other people not previously included as in employment, there is a relatively small inconsistency between current and previous Labour Force Survey data, estimated at around 180,000.

The *non-institutional population* includes everyone living in private households, student

halls of residence and NHS accommodation.

**Measurement**

*Estimates of the labour force* at end-June each year from 1984 until 1994 are produced by combining the activity rate estimates with mid-year estimates of the non-institutional resident population of Great Britain produced by the Employment Department. The mid-year population estimates for these years have been revised to reflect information from the 1991 Census affecting the labour force estimates but not the activity rates.

For the years to 1984, estimates of the *civilian labour force* are based on data from the 1971 Census of Population and the 1975, 1977, 1979, 1981, 1983 and 1984 Labour Force Surveys, supplemented by data from the 1971 and 1981 Censuses of Population on the economic activity of those not in private households, from the Ministry of Defence and from the Department for Education and the Scottish Office Education Department on the numbers of students in full-time education at end-June, to give mid-year labour force estimates.

*Estimates of the civilian labour force* at end-June in 1982, 1983 and 1984 were produced by combining the activity rate estimates with recently revised mid-year estimates of the resident population of Great Britain produced by the Office of Population Censuses and Surveys and the General Register Office for Scotland following the 1991 Census.

All the estimates presented in this article are subject to *sampling and other errors*, and although the labour force figures are shown in the article to the nearest thousand, they should not necessarily be treated as totally accurate. Further guidance can be found in the *technical notes* in *LFS Quarterly Bulletins*.

**2 Evaluation of past projections and review of method**

**Evaluation**  
An evaluation of past projection rounds was conducted to assess the appropriateness of the projection method, and to suggest ways in which it might be improved. As a by-product, the results can be used as a rough guide to the likely precision of the projections presented in this article, notwithstanding the efforts made to improve techniques.

The evaluation concentrated on the difference between projections and final estimates five years after the base year for the projection. Subsequent revisions to estimates, and changes in bases on which figures are calculated, complicate the analysis.

The following table shows the difference between projected and actual total civilian labour force in percentage terms. A positive figure indicates an over-estimate and a negative one an under-estimate.

From...	1975	1979	1981	1984	1987	Average error	Mean absolute error
To...	1980	1984	1986	1989	1992		
	1.4	-0.6	-0.9	-3.5	-0.4	-0.8	1.4

The mean absolute error suggests that the projections were generally 1.4 percentage points out, and the average error suggests that under-estimates outweighed over-estimates (only the 1975-based round was over-estimated).

The projections were generally made with an assumption that unemployment would be flat in future. They would generally be improved if allowance were made for the difference actually experienced.

Any errors in demographic projections feed into errors in ED's projections of the labour force. The next table concentrates on errors in overall activity rates.

From...	1975	1979	1981	1984	1987	Average error	Mean absolute error
To...	1980	1984	1986	1989	1992		
	2.2	0.6	-0.1	-2.3	-0.2	-0.1	1.1

Thus errors in the projections have roughly balanced out, and the small overall under-estimate can be attributed to the demographic projections. However, this is very misleading! When errors are examined by age/sex groups, it is clear that the demographic projections gave consistent under-estimates of between 0.5 and 1 percentage point for the relevant age groups (chiefly owing to migration turning out to be different from assumptions),<sup>5</sup> while the labour force activity rates have larger errors that happen to cancel. In particular, the young (16-19 year olds) and the old (60 years old and over) proved difficult to project.

The projections tended to over-project activity rates for men, which have been falling by about two percentage points overall, and to under-project the increases by women by about 2-3 percentage points overall. This suggests a conservative tendency in the projected activity rates.

In summary, the evaluation was thought to reveal a reasonably good level of accuracy — especially in the later years — and suggested that the young and the old might merit additional attention in the review.

**Review**

The review endorsed the continued overall approach adopted, including the use of econometric techniques in preference to the alternatives. The method is superior to simpler, trend-based approaches in that:

- the effects of business cycles can be isolated from underlying trends;
- the models explain what is happening, and
- projections can use projections of related factors if available — such as fertility — or sensitivity analyses can be done if not.

On the other hand, very substantial resources would be required to develop a fully comprehensive model that simultaneously makes labour force and demand projections. These resources could not be justified, especially considering government policy on not forecasting unemployment levels.

The main change made was to align the projections and (as far as possible) estimates

with main LFS outputs. In the past, various adjustments were made to LFS figures to put them on a similar basis to earlier figures in the time series, based on Censuses. This made sense when there were only a few years' data from the LFS. However, the review decided that it would now be better to take unadjusted spring LFS data for the 11 years from 1984 to 1994 when international definitions have been used. The discontinuity between 1983 and 1984 has been allowed for by splicing in the econometric modelling.

The advantages are:

- a more stable basis for projection (there were various difficulties in making these adjustments, resulting from the data sources available);
- it will be quicker to publish (this can now be started as soon as LFS data are released: future projections should be published earlier in the year than the April edition of *Employment Gazette* as has been customary);
- it will be easier and quicker to monitor actual LFS data against projections. The main resulting differences between the figures for 1984 onwards presented last time and those now used are:
  - no adjustment is now made for students leaving the education system between spring and mid-year;
  - no adjustments are made concerning home and overseas armed forces to yield a civilian labour force, and
  - they exclude the institutional population.
 It will be noted that these adjustments primarily affect the young and the old, which the evaluation revealed to be problematic.

**Conclusion**

ED intends to develop internal papers on the evaluation and review of projection methods for publication, with the intention of stimulating comments. Readers with an interest are invited to contact the authors.

**3 Projecting activity rates**

Projections of activity rates, or the percentages of the population of different age/sex groups in the labour force (that is, either in employment or actively seeking work), are produced by ED. They reflect some of the economic, demographic and social factors that influence activity rates.

There are three stages to this calculation. First, models that attempt to explain past movements in activity rates in terms of some of these factors are constructed. In the second stage, assumptions are made about the future paths of these explanatory factors. Third, by applying these assumed future values to the models, projections for the activity rates themselves are produced; plausibility checks and any necessary adjustments are then made.

**Activity rate models**

The models currently used to project activity rates are based on the models originally developed for the 1987-based projections, which were described in the

March 1988 *Employment Gazette* article<sup>6</sup>. They use four types of explanatory factors:

- The level of, or change in, claimant unemployment, which represents the pressure of demand in the labour market. This appears in every model.
- The number of under-five year olds, per woman in the relevant age group, which appear in three models (females aged 20-24, 25-34 and 35-44). The model for activity rates of females aged 25-34 also includes the number of dependent children aged 5-9 and 10-14, per woman in that age group, as explanatory variables.
- Time trends, which represent a combination of other structural factors, appear in many of the models and are specified in a variety of ways.
- Lagged dependent variables (that is, the previous year's activity rates).

The models are estimated using annual activity rate data from 1961 to 1994 (1975 to 1994 for the student groups). Up to 1983, the series were constructed internally by ED. In 1989 these were examined by the Institute for Employment Research (IER) at Warwick University, and some minor changes were made. Data from 1984 onwards is taken directly from the Labour Force Survey relating to the spring quarter with some minor adjustments which are detailed elsewhere in the text. The discontinuity at 1984 is overcome by splicing the series together.

The models use as their dependent variable a logistic transformation of the activity rate, as follows:

$$LAR_{jt} = \text{Logistic}(AR_{jt}) = \text{Ln} \left( \frac{AR_{jt}}{1-AR_{jt}} \right)$$

This is conventional practice for modelling dependent variables that are constrained to lie between 0 and 1. On a practical level, this ensures that the models never forecast more than 100 per cent participation.

The modelling involved initially estimating an equation containing the above four types of variables (three in the case of males, as there were no dependent children variables), including a number of lags of unemployment. A specific equation was derived by eliminating variables with little or no explanatory power. Dummy variables were sometimes included for one or a few years to ensure that the initial model specification had residuals which were normally distributed, serially uncorrelated and homoscedastic.

The best specific equation was chosen on the following criteria:

- The equation should fit the data well — that is, explain past movements in the series.
- The coefficients on the independent variables should be significant and of the expected sign — for example, other things being equal, a rise in unemployment should lead to a fall in activity rates, as should a rise in the number of dependent children.
- The equation should generate a sensible

forecast profile.

None of these criteria was overriding: for example, if the coefficient on a particular variable was statistically insignificant at the 5 per cent level, but the presence of that variable made economic sense and/or improved the other statistical properties of the equation, then the variable could be retained in the final specification.

The activity rates for the oldest age groups were altered for modelling and projection purposes. The total number of economically active men aged 70 and over were divided into the male population aged 70-74 to form a hybrid activity rate. Similarly, women aged 65 and over were divided into the female population aged 65-69. The reason is that few men aged 75 and over, or women aged 70 and over are in the labour force, and there is a danger that the burgeoning numbers above these ages, reflecting the post First World War baby boom, will distort the historical and projected trends if they are included. However, the simple activity rates are presented in the tables.

**Explanatory factors: assumptions**

The assumptions made about the future paths of the explanatory factors are:

- The number of claimant unemployment in Great Britain is assumed to remain constant at its seasonally adjusted December 1994 level of 2.32 million. This is a stylised assumption: ED does not forecast either employment or unemployment. Alternative levels of unemployment are also tried as part of the sensitivity analysis.
- The numbers of dependent children aged 0-4, 5-9 and 10-14 per woman are projected into the future using fertility assumptions produced by OPCS (these underlie the 1992-based population projections discussed in the text).
- Other relevant economic and social factors, as captured by the trends or lagged dependent variables, are assumed to change the same way as in the past. For example, a factor may have shown a rising trend but at a declining rate over time.

Projections of activity rates were generated by substituting these assumed values for the independent variables into the equations for all projection years. Plausibility checks were then made, and in some cases this meant trying an alternative equation specification.

**Further information:** A more detailed note on the ED methodology of projecting activity rates, including the models used, is available. Requests should be made, in writing, to:

EMRU General Office  
Employment Department  
Level 1  
Caxton House  
Tothill Street  
London SW1H 9NF

Table 1 Estimates and projections of the labour force in Great Britain

	GB Labour Force definitions <sup>a</sup>																		ILO definitions <sup>a</sup>										LO definitions <sup>a</sup>										Change 1994-2006
	Estimates																		Estimates										Projections										
	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006		
<b>Men</b>																																							
16-19																																							
Students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	188	195	200	220	262	241	261	269	260	233	279	329	355	363	371	372	378	395	407	419	435	442	445	166	Students
Non-students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1,122	1,110	1,087	1,042	1,015	986	911	799	678	598	544	478	455	462	481	492	473	445	434	423	416	411	414	-130	Non-students
All	1,054	1,024	1,025	998	1,009	1,166	1,193	1,247	1,309	1,356	1,363	1,353	1,331	1,361	1,310	1,305	1,287	1,262	1,277	1,226	1,171	1,068	938	831	823	807	810	825	852	864	852	839	840	842	851	853	859	36	All
20-24																																							
Students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	33	34	34	33	32	42	46	51	63	75	93	103	105	102	100	105	114	122	127	131	132	135	137	43	Students
Non-students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1,981	2,050	2,048	2,067	2,043	2,024	1,963	1,882	1,767	1,715	1,596	1,500	1,412	1,348	1,302	1,288	1,283	1,290	1,311	1,336	1,342	1,345	1,353	-243	Non-students
All	1,840	1,733	1,684	1,667	1,648	1,646	1,656	1,691	1,735	1,766	1,793	1,818	1,859	1,941	2,015	2,084	2,082	2,100	2,075	2,065	2,009	1,933	1,830	1,790	1,689	1,602	1,517	1,450	1,403	1,393	1,396	1,411	1,439	1,468	1,474	1,479	1,489	-200	All
25-34	3,250	3,391	3,487	3,555	3,614	3,688	3,734	3,747	3,753	3,748	3,753	3,621	3,555	3,581	3,621	3,683	3,747	3,851	3,935	4,033	4,166	4,239	4,276	4,294	4,334	4,343	4,348	4,319	4,251	4,147	4,030	3,912	3,787	3,680	3,600	3,545	3,485	-850	25-34
35-44	3,067	3,057	3,058	3,055	3,049	3,021	3,022	3,058	3,117	3,157	3,189	3,313	3,394	3,464	3,478	3,546	3,591	3,628	3,660	3,675	3,674	3,690	3,601	3,569	3,553	3,578	3,664	3,763	3,859	3,961	4,068	4,153	4,217	4,257	4,287	4,292	4,280	726	35-44
45-54	3,134	3,157	3,207	3,244	3,171	3,105	3,051	3,001	2,956	2,921	2,889	2,850	2,824	2,806	2,810	2,788	2,748	2,725	2,773	2,841	2,850	2,910	3,048	3,122	3,180	3,246	3,319	3,358	3,380	3,389	3,397	3,411	3,349	3,333	3,349	3,389	3,455	275	45-54
55-59	1,469	1,423	1,346	1,276	1,324	1,365	1,410	1,462	1,504	1,438	1,390	1,320	1,262	1,218	1,219	1,206	1,180	1,148	1,152	1,134	1,145	1,130	1,098	1,074	1,092	1,102	1,091	1,093	1,110	1,139	1,165	1,206	1,303	1,351	1,367	1,377	1,374	282	55-59
60-64	1,219	1,216	1,212	1,207	1,199	1,151	1,089	992	908	923	932	901	868	859	858	801	761	764	752	741	735	728	707	693	675	666	662	662	669	677	679	673	675	688	708	728	757	82	60-64
65-69	360	352	343	333	322	299	275	243	211	207	202	177	150	146	149	161	154	162	155	193	184	189	181	158	168	179	176	175	173	171	170	169	170	172	175	176	175	7	65-69
70 and over	174	168	161	154	146	143	139	128	117	126	132	122	112	118	119	111	102	99	116	117	115	107	126	100	96	90	90	89	88	88	87	86	87	85	85	84	84	-12	70 and over
All ages	15,568	15,520	15,522	15,489	15,482	15,584	15,569	15,570	15,610	15,643	15,644	15,475	15,354	15,493	15,579	15,686	15,651	15,739	15,896	16,026	16,080	15,994	15,806	15,632	15,611	15,614	15,678	15,734	15,787	15,828	15,845	15,864	15,869	15,878	15,897	15,923	15,958	347	All ages
<b>Working age<sup>b</sup></b>	<b>15,034</b>	<b>15,001</b>	<b>15,018</b>	<b>15,002</b>	<b>15,013</b>	<b>15,143</b>	<b>15,156</b>	<b>15,199</b>	<b>15,282</b>	<b>15,310</b>	<b>15,310</b>	<b>15,176</b>	<b>15,093</b>	<b>15,229</b>	<b>15,311</b>	<b>15,413</b>	<b>15,395</b>	<b>15,477</b>	<b>15,624</b>	<b>15,716</b>	<b>15,781</b>	<b>15,699</b>	<b>15,498</b>	<b>15,374</b>	<b>15,346</b>	<b>15,345</b>	<b>15,412</b>	<b>15,470</b>	<b>15,525</b>	<b>15,568</b>	<b>15,587</b>	<b>15,606</b>	<b>15,611</b>	<b>15,619</b>	<b>15,636</b>	<b>15,662</b>	<b>15,699</b>	<b>353</b>	<b>Working age<sup>b</sup></b>
<b>Women</b>																																							
16-19																																							
Students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	220	238	258	265	278	282	296	312	305	298	308	361	400	420	429	429	432	451	464	479	494	503	507	200	Students
Non-students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	942	937	902	917	864	838	731	664	529	458	430	369	345	348	361	368	357	330	319	307	305	299	300	-130	Non-students
All	947	930	932	907	922	1,082	1,125	1,185	1,242	1,331	1,265	1,239	1,206	1,219	1,163	1,175	1,160	1,182	1,142	1,120	1,027	977	834	755	738	730	744	768	790	797	789	781	783	787	799	802	807	70	All
20-24																																							
Students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	21	24	27	23	29	37	47	43	52	61	77	84	83	82	82	87	94	102	107	111	114	117	120	43	Students
Non-students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1,538	1,566	1,596	1,608	1,589	1,630	1,573	1,516	1,426	1,365	1,255	1,181	1,127	1,079	1,047	1,041	1,047	1,061	1,084	1,107	1,113	1,118	1,125	-130	Non-students
All	1,241	1,202	1,165	1,186	1,181	1,200	1,240	1,274	1,309	1,352	1,412	1,441	1,471	1,534	1,559	1,590	1,623	1,631	1,619	1,668	1,621	1,559	1,478	1,426	1,332	1,265	1,210	1,161	1,129	1,127	1,141	1,162	1,191	1,218	1,227	1,235	1,245	-87	All
25-34	1,523	1,630	1,762	1,869	1,927	2,049	2,159	2,169	2,169	2,171	2,188	2,145	2,134	2,260	2,278	2,353	2,449	2,572	2,702	2,865	2,968	3,019	3,048	3,133	3,151	3,190	3,206	3,192	3,148	3,082	3,009	2,935	2,857	2,794	2,756	2,740	2,717	-433	25-34
35-44	1,884	1,924	1,969	2,036	2,046	2,065	2,105	2,132	2,173	2,202	2,227	2,320	2,386	2,534	2,539	2,629	2,693	2,762	2,858	2,866	2,935	2,958	2,914	2,902	2,907	2,944	3,024	3,117	3,212	3,313	3,421	3,514	3,591	3,650	3,700	3,729	3,747	840	35-44
45-54	2,105	2,153	2,233	2,289	2,237	2,191	2,155	2,127	2,099	2,093	2,088	2,076	2,072	2,100	2,097	2,091	2,101	2,113	2,135	2,228	2,288	2,325	2,495	2,587	2,664	2,741	2,821	2,877	2,917	2,944	2,969	2,998	2,961	2,960	2,987	3,029	3,094	431	45-54
55-59	870	849	810	775	809	868	930	946	954	911	876	830	794	791	797	796	785	795	781	794	791	780	783	790	816	827	819	826	846	873	902	942	1,026	1,075	1,099	1,117	1,127	311	55-59
60-64	482	480	478	477	474	438	397	349	305	329	354	345	336	359	365	303	297	290	296	337	331	349	336	352	357	366	368	374	384	397	407	412	422	439	460	483	513	156	60-64
65 and over	282	270	258	245	231	222	213	190	166	178	187	176	163	153	148	146	134	135	140	171	168	157	181	175	162	156	152	149	147	145	143	142	142	144	146	147	146	-16	65 and over
All ages	9,335	9,440	9,606	9,783	9,826	10,116	10,325	10,371	10,417	10,566	10,598	10,573	10,561	10,951	10,946	11,083	11,243	11,480	11,673	12,049	12,130	12,123	12,070	12,120	12,126	12,217	12,343	12,464	12,573	12,679	12,781	12,886	12,973	13,067	13,174	13,283	13,397	1,271	All ages
<b>Working age<sup>c</sup></b>	<b>8,571</b>	<b>8,690</b>	<b>8,870</b>	<b>9,061</b>	<b>9,121</b>	<b>9,456</b>	<b>9,714</b>	<b>9,832</b>	<b>9,946</b>	<b>10,058</b>	<b>10,056</b>	<b>10,053</b>	<b>10,062</b>	<b>10,439</b>	<b>10,433</b>	<b>10,634</b>	<b>10,812</b>	<b>11,055</b>	<b>11,237</b>	<b>11,541</b>	<b>11,631</b>	<b>11,617</b>	<b>11,553</b>	<b>11,593</b>	<b>11,607</b>	<b>11,695</b>	<b>11,823</b>	<b>11,941</b>	<b>12,041</b>	<b>12,137</b>	<b>12,231</b>	<b>12,332</b>	<b>12,409</b>	<b>12,485</b>	<b>12,568</b>	<b>12,652</b>	<b>12,738</b>	<b>1,131</b>	<b>Working age<sup>c</sup></b>
<b>All persons</b>																																							
16-19																																							
Students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	409	433	458	485	541	522	557	581	564	531	586	690	755	783	800	801	810	845	871	898	929	945	952	365	Students
Non-students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2,064	2,047	1,989	1,959	1,879	1,824	1,642	1,464	1,207	1,055	974	847	799	810	842	860	830	775	752	730	721	710	714	-260	Non-students
All	2																																						



Table 3 Estimates and projections of activity rates in Great Britain

	GB Labour Force definitions <sup>a</sup>														ILO definitions <sup>a</sup>										Change 1994-2006	Per cent														
	Estimates														Estimates												Projections													
	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993			1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	
<b>Men</b>																																							<b>Men</b>	
16-19																																							16-19	
Students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	28.2	30.4	32.2	33.7	40.1	38.7	40.9	40.4	36.9	32.5	37.1	39.6	40.0	39.3	39.6	39.8	40.0	40.2	40.2	40.3	40.3	40.3	40.2	3.1	Students	
Non-students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	82.7	81.5	92.4	97.0	97.8	97.2	97.3	96.4	95.0	94.2	94.8	95.3	95.8	95.9	96.0	96.0	96.1	96.1	96.1	96.1	96.1	96.1	1.3	Non-students		
All	69.4	66.8	66.1	63.5	62.5	70.5	70.2	71.6	73.0	73.5	72.4	71.0	69.6	72.9	71.9	72.9	73.4	73.0	75.5	75.0	74.4	71.4	66.1	61.4	62.1	60.6	59.4	58.7	59.2	59.7	59.2	58.0	57.5	56.9	56.2	55.9	55.9	-6.2	All	
20-24																																							20-24	
Students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	17.7	19.9	17.1	17.1	17.2	22.1	23.8	21.9	20.6	24.4	26.8	27.9	28.4	28.8	29.2	29.5	29.9	30.3	30.6	30.9	31.2	31.5	31.8	5.0	Students	
Non-students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	97.0	96.8	96.8	97.1	96.8	97.5	95.8	96.4	96.4	96.6	96.2	96.1	96.2	96.2	96.3	96.3	96.3	96.3	96.3	96.3	96.3	96.3	96.3	.1	Non-students	
All	87.7	86.7	86.5	86.5	86.4	85.9	85.2	86.0	86.7	86.0	85.1	84.6	84.1	84.7	90.3	91.0	90.0	90.5	90.3	91.2	90.4	88.5	85.5	85.9	84.2	83.1	82.5	82.7	82.7	82.3	81.6	81.1	80.9	81.0	81.2	81.1	81.2	-3.0	All	
25-34	94.6	94.7	94.8	94.9	94.9	95.1	95.3	95.2	95.2	95.1	95.4	94.6	93.6	93.6	95.9	96.2	96.0	96.3	96.1	95.9	96.3	95.9	95.1	94.5	94.6	94.6	94.9	95.1	95.2	95.2	95.3	95.3	95.3	95.3	95.3	95.3	95.3	.7	25-34	
35-44	96.2	96.2	96.2	96.4	96.4	96.4	96.5	96.4	96.3	96.1	96.0	95.8	95.4	95.3	96.6	96.7	95.9	95.8	96.1	96.2	95.8	95.7	95.1	94.6	93.7	93.2	93.5	93.7	93.8	93.8	93.7	93.7	93.6	93.6	93.6	93.5	93.4	-3	35-44	
45-54	95.7	95.8	96.0	96.1	96.2	96.1	96.0	95.7	95.4	95.1	94.8	94.0	93.1	92.6	93.7	93.0	92.4	91.6	91.9	92.3	92.1	91.6	91.6	90.9	90.4	90.5	90.6	90.5	90.3	90.2	90.2	90.1	90.0	89.9	89.8	89.8	-7	45-54		
55-59	93.0	93.0	93.0	93.0	93.0	92.4	91.8	91.3	90.8	90.1	89.4	86.8	84.1	82.1	83.0	82.6	81.5	79.8	80.8	80.2	81.5	80.8	78.4	75.8	76.1	76.4	76.4	76.1	75.8	75.5	75.0	74.6	74.1	73.6	73.1	72.6	72.0	-4.1	55-59	
60-64	82.9	82.7	82.6	82.4	82.3	80.4	78.5	75.8	73.0	71.2	69.3	64.3	59.4	56.7	57.3	55.4	53.8	55.2	54.9	54.6	54.4	54.1	52.8	52.2	51.2	50.7	50.6	50.5	50.3	50.2	50.1	49.9	49.8	49.7	49.6	49.5	49.4	-1.8	60-64	
65-69	30.4	29.3	28.2	27.0	25.9	23.9	22.0	19.4	16.8	16.6	16.3	14.8	13.3	13.6	14.1	14.5	13.3	13.4	12.3	14.7	14.5	15.2	14.8	13.0	14.0	14.9	14.7	14.6	14.5	14.4	14.4	14.3	14.3	14.3	14.3	14.3	14.2	.3	65-69	
70 and over	10.9	10.3	9.6	9.0	8.3	8.0	7.6	6.8	6.1	6.3	6.5	5.9	5.3	5.5	5.7	5.3	4.8	4.7	5.6	5.6	5.4	4.8	5.6	4.4	4.2	3.8	3.8	3.7	3.7	3.6	3.5	3.4	3.4	3.3	3.3	3.2	-1.0	70 and over		
All ages	80.5	80.0	79.6	79.2	78.7	78.8	78.3	77.8	77.4	77.0	76.5	75.3	74.2	74.3	75.9	75.8	75.2	75.1	75.5	75.7	75.6	75.0	73.9	72.9	72.6	72.3	72.3	72.2	72.2	72.0	71.8	71.5	71.2	70.9	70.6	70.3	70.1	-2.5	All ages	
<b>Working age<sup>b</sup></b>	<b>90.7</b>	<b>90.5</b>	<b>90.4</b>	<b>90.2</b>	<b>90.1</b>	<b>90.5</b>	<b>90.2</b>	<b>90.1</b>	<b>90.0</b>	<b>89.6</b>	<b>89.1</b>	<b>87.7</b>	<b>86.4</b>	<b>86.3</b>	<b>88.0</b>	<b>88.2</b>	<b>87.7</b>	<b>87.8</b>	<b>88.2</b>	<b>88.4</b>	<b>88.4</b>	<b>87.8</b>	<b>86.5</b>	<b>85.7</b>	<b>85.4</b>	<b>85.1</b>	<b>85.1</b>	<b>85.1</b>	<b>85.1</b>	<b>85.1</b>	<b>85.0</b>	<b>84.7</b>	<b>84.5</b>	<b>84.2</b>	<b>83.9</b>	<b>83.6</b>	<b>83.3</b>	<b>83.1</b>	<b>-2.3</b>	<b>Working age<sup>b</sup></b>
<b>Women</b>																																							<b>Women</b>	
16-19																																							16-19	
Students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	32.6	36.8	40.3	41.6	44.9	45.1	45.2	47.7	42.2	39.9	41.2	43.7	45.2	45.5	45.8	46.0	46.1	46.3	46.4	46.5	46.5	46.6	46.6	5.5	Students	
Non-students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	87.9	87.5	86.8	90.0	86.8	89.7	87.0	86.8	84.5	84.8	84.6	84.7	84.5	84.0	83.6	83.2	82.7	82.3	81.9	81.5	81.0	80.6	80.2	-4.4	Non-students	
All	65.0	63.5	62.9	60.3	59.7	68.2	68.8	70.4	72.0	75.3	70.4	68.5	66.8	68.8	66.5	68.4	69.0	71.4	70.7	71.8	69.7	68.8	61.8	58.8	58.7	57.9	57.6	57.4	57.7	57.9	57.7	56.8	56.3	55.8	55.6	55.3	55.2	-3.5	All	
20-24																																							20-24	
Students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15.9	19.8	23.0	18.6	21.7	24.0	27.8	24.4	22.5	24.8	28.3	29.0	28.9	29.7	30.4	31.1	31.7	32.4	33.0	33.6	34.1	34.7	35.2	6.9	Students	
Non-students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	75.3	74.4	75.0	75.7	76.1	80.1	79.8	78.3	77.9	77.8	76.2	75.9	76.9	77.3	77.6	77.8	78.2	78.4	78.6	78.8	79.0	79.2	79.4	3.3	Non-students	
All	60.2	61.4	61.3	63.3	63.9	64.8	66.2	67.0	67.7	67.9	68.8	68.6	68.2	69.2	71.7	71.4	72.2	72.6	72.8	76.1	75.6	73.8	71.7	71.3	69.4	68.6	69.0	69.4	69.7	69.8	69.7	69.8	69.9	70.1	70.4	70.6	70.9	1.5	All	
25-34	45.5	46.7	48.9	51.0	51.8	54.0	56.2	56.2	56.1	56.1	56.4	56.8	57.0	60.2	61.1	62.4	63.6	65.3	67.1	69.4	70.2	69.9	69.6	70.9	71.0	71.9	72.5	72.9	73.3	73.6	74.1	74.5	75.0	75.6	76.3	77.0	77.7	6.7	25-34	
35-44	59.7	61.4	63.0	65.4	66.1	67.4	68.6	68.5	68.5	68.3	68.0	67.9	67.7	70.4	70.9	72.0	72.2	73.1	75.1	75.1	76.6	76.8	77.0	77.1	76.9	77.1	77.9	78.5	79.2	79.8	80.5	81.1	81.8	82.5	83.2	83.9	84.5	7.6	35-44	
45-54	62.0	63.2	64.8	66.0	66.3	66.5	66.7	66.9	67.0	67.6	68.0	68.1	68.1	69.2	69.5	69.6	70.5	70.8	70.6	72.2	72.9	72.8	74.6	74.9	75.4	76.0	76.6	77.1	77.6	78.0	78.4	78.8	79.2	79.5	79.9	80.2	80.5	5.1	45-54	
55-59	50.9	51.1	51.4	51.9	52.4	54.3	56.1	55.0	53.8	53.4	52.0	50.6	51.1	51.8	52.2	51.9	53.1	52.8	54.4	55.0	54.6	54.8	54.7	55.7	56.1	56.0	56.3	56.5	56.8	57.0	57.1	57.3	57.5	57.7	57.9	58.0	2.3	55-59		
60-64	28.8	28.8	28.7	28.7	28.6	26.9	25.2	23.3	21.5	22.4	23.3	21.9	20.5	21.3	21.8	18.9	19.1	19.1	19.8	22.9	22.7	24.1	23.4	24.8	25.6	26.5	26.9	27.2	27.7	28.2	28.7	29.2	29.8	30.4	31.0	31.6	32.2	6.6	60-64	
65 and over	6.3	6.0	5.6	5.3	4.9	4.7	4.4	3.9	3.4	3.6	3.7	3.5	3.2	3.0	3.1	3.0	2.7	2.7	2.8	3.4	3.4	3.1	3.6	3.5	3.2	3.1	3.0	3.0	2.9	2.9	2.9	2.8	2.9	2.9	2.9	2.9	2.9	-3	65 and over	
All ages	43.9	44.3	44.9	45.6	45.7	46.8	47.5	47.5	47.4	47.7	47.6	47.3	46.9	48.4	49.3	49.6	50.1	50.9	51.6	53.1	53.4	53.2	53.0	53.2	53.2	53.5	53.9	54.3	54.7	55.0	55.4	55.7	55.9	56.1	56.4	56.6	56.9	3.7	All ages	
<b>Working age<sup>c</sup></b>	<b>56.7</b>	<b>57.5</b>	<b>58.6</b>	<b>59.9</b>	<b>60.3</b>	<b>62.2</b>	<b>63.5</b>	<b>63.6</b>	<b>63.7</b>	<b>64.3</b>	<b>64.0</b>	<b>63.8</b>	<b>63.5</b>	<b>65.5</b>	<b>66.1</b>	<b>66.9</b>	<b>67.6</b>	<b>68.6</b>	<b>68.5</b>	<b>71.1</b>	<b>71.5</b>	<b>71.2</b>	<b>70.7</b>	<b>70.8</b>	<b>70.8</b>	<b>71.1</b>	<b>71.7</b>	<b>72.1</b>	<b>72.5</b>	<b>72.9</b>	<b>73.3</b>	<b>73.6</b>	<b>73.8</b>	<b>74.1</b>	<b>74.4</b>	<b>74.8</b>	<b>75.2</b>	<b>4.4</b>	<b>Working age<sup>c</sup></b>	
<b>All persons</b>																																							<b>All persons</b>	
16-19																																							16-19	
Students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	30.4	33.6	36.3	37.6	42.4	41.9	43.1	44.0	39.6	36.3	39.1	41.7	42.6	42.4	42.7	42.9	43.1	43.2	43.3	43.4	43.4	43.4	43.4	4.3	Students	
Non-students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	92.7	92.3	91.6	93.6	92.4	93.6	92.4	91.8	90.1	89.9	90.0	90.4	90.6	90.4	90.3	90.1	89.8	89.7	89.5	89.3	89.1	88.9	88.7	-1.3	Non-students	
All	67.3	65.2	64.6	61.9	61.1	69.3	69.5	71.0	72.5	74.4	71.4	69.8	68.3	70.9	69.3	70.7	71.2	72.2	73.1	73.4	71.6	70.1	64.0	60.1	60.5	59.3	58.5	58.1	58.5	58.8	58.5	57.4	56.9	56.4	55.9	55.6	5			

# When it comes to information - talk to the people in the know.

Bostock Marketing can make this claim because we're a research company which specialises in the provision of information to Careers Services, TECs, Local Authorities, major employers, consultants and research institutions, amongst many others.

Every year we conduct over 100 major research projects and talk to more than 100,000 people about their employment and training needs, circumstances and aspirations.

In addition to our extensive resources for collecting and interpreting data, we can offer clients access to a growing network of individuals who have gained expertise in specific areas of interest.

We're keen to foster the sharing of research experiences in areas of mutual interest.

For more information about our company, our work and our clients, together with a copy of our newsletter *People Matters*, either complete the coupon below or call Dawn Hands or June Bourn on 021 333 6006.

**bmg**  
research

....because people matter, we listen

**Yes, please send me more information about Bostock Marketing**

Name: \_\_\_\_\_ Position: \_\_\_\_\_  
 Organisation: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Postcode: \_\_\_\_\_ Telephone: \_\_\_\_\_

Post to: Bostock Marketing, 7 Holt Court North, Heneage Street West, Aston Science Park, Birmingham, B7 4AX



EDUCATION  
 TRAINING  
 SKILLS &  
 QUALIFICATIONS  
 JOBS & CAREERS  
 UNEMPLOYMENT  
 LABOUR MARKETS  
 ENTERPRISE  
 ECONOMIC  
 DEVELOPMENT

## research FEATURE

### Young people at work



What proportion of 13-18 year olds work, and how does their work compare with adult employment? Based on a survey commissioned by the Employment Department, this article examines the nature and extent of young people's employment, and factors which influence their likelihood of working, such as gender, age, and educational status.

By Angelika Hibbett and Mark Beatson, Economics, Research and Evaluation Division

#### Introduction

THE YOUNG People at Work survey was carried out in July 1992 and was based on interviews with a representative sample of 1,663 young people aged 13-18, covering the whole of the United Kingdom. Respondents were interviewed in their own

homes, although not in the presence of other family members. Topics covered included number of jobs, occupation and industry, hours worked, conditions of work, as well as information on family work, and reasons for working. Information was obtained for up to three jobs

carried out over the previous year, starting with the current or most recent one. A fuller description of the survey methodology is provided in the *technical note*.

The present survey is the first comprehensive, nationwide survey of this age group for over 20 years. Although comparisons with previous work are not possible, some of the results can be compared with the summer 1992 Labour Force Survey (LFS) for the 16-18 age group. A key feature of the present survey, however, is its coverage of people aged under 16 years, who are usually excluded from social surveys. For example, while the LFS provides reliable information on the economic activity of young people aged 16 and over, it does not collect detailed information on those under 16 years.

A small number of other surveys have covered young people. These include the Low Pay Unit's studies of young people's employment in London and Birmingham<sup>1</sup> and, more recently, a survey of 16 and 17 year old students in Greater Manchester and Cheshire who were employed in catering and retailing.<sup>2</sup> These studies are of limited value, however, in drawing general conclusions about young people's employment, since they cover just a single, local labour market.

In order to collect a wide range of data

#### Key findings

- 66 per cent of young people aged 13-18 worked at some time in the year to July 1992, and 46 per cent worked in the week preceding the survey.
- 52 per cent of all 13-15 year olds worked at some time during the year, compared with 79 per cent of 16-18 year olds. The likelihood of working increases consistently with age.
- Most young people aged 13-15 worked relatively few hours each week, often involving weekend work, and mainly in retail and service jobs.
- Those aged 16-18, who were combining work with full-time education, tended to work slightly longer hours and in a wider range of jobs than the younger age group.
- Young people who had left school or college worked in the widest variety of industries and occupations, and 68 per cent worked 36 or more hours a week.
- Young women appeared to place a stronger emphasis on education than young men did: fewer of them worked and more stayed on in full-time education; and a higher proportion of young women who did work were in part-time or occasional employment.
- Most young people gave financial considerations as their main reason for working, but other reasons included enjoyment of the job and gaining work experience.
- Young people seem to be able to find the jobs and hours of work that suit them, allowing them to combine education with valuable work experience.

on the variety of jobs undertaken by young people, the survey used a broad definition of work, including jobs which some would not regard as employment, such as babysitting. If babysitting had been excluded, the amount of work carried out by the young people in our survey would have been considerably smaller, especially for young women. While the survey provides a full picture of young people at work, it does not include an objective assessment of conditions and hours of work. The results cannot, therefore, be used to examine compliance with current legislation affecting young people's employment.

The survey is based on young people's own perceptions of the work they do. This means that the responses given may not match exactly with their employer's perception of that work, or with any relevant legal definitions. In this respect, though, the survey is no different from the LFS.

This article first sets out findings on the overall extent of young people's employment. It then focuses on their present or most recent job for a fuller description of the characteristics of their employment. A limited amount of information was also collected for family workers (ie. those working for their own or a relative's business), and this is presented in a separate section. Finally, the article looks at young people's reasons for working.

#### Demographic characteristics

The most recent estimates of the number of young people aged 13-18 living in the United Kingdom, based on mid-1992 projections, are presented in table 1. It shows that at each age there are slightly more young men than young women, and overall, 51 per cent of this age group are young men and 49 per cent are young women.

Table 1 Estimated number of young people by age: mid 1992

Age	United Kingdom		
	All	Male	Female
13	714,600	367,800	346,800
14	660,000	339,300	320,700
15	650,300	335,200	315,100
16	680,200	350,300	330,000
17	707,300	363,800	343,500
18	732,300	376,400	355,900
<b>All</b>	<b>4,144,800</b>	<b>2,132,700</b>	<b>2,012,000</b>

Note: Figures may not add up due to rounding.

Source: Population Estimates Unit, OPCS. Crown Copyright.

An estimated total of just over 3 million (73 per cent) were still in full-time education at the time of the survey or were hoping to return to full-time education depending on exam results. Of those aged 16-18, 1.1 million (50 per cent) were still in full-time education.

Young women were more likely to be in full-time education (75 per cent) than young men (70 per cent), and the educational participation rate was higher for young women aged 16-18 (54 per cent) than for young men (46 per cent).

The survey found that young people from social classes<sup>3</sup> AB and C1 were more likely to remain in full-time education after reaching minimum school leaving age (MSLA) than those from social classes C2 and DE: 69 per cent of young people aged 16-18 from social class AB were still in full-time education, compared with 59 per cent from class C1, 43 per cent from social class DE. Similar results were obtained from the Youth Cohort Study of England and Wales (YCS).<sup>4</sup>

Nearly half of the sample (48 per cent) had obtained no educational qualifications

at the time of the survey; however, many of these, of course, had not yet left school and were still studying for qualifications. A look at the highest educational qualification of those who had left full-time education reveals that 25 per cent had obtained no qualifications, over half (53 per cent) had gained qualifications corresponding to GCSE or below, 20 per cent had a GCE A-level or equivalent, while 2 per cent had a higher education qualification above A-level. A more detailed description of this educational classification, which is based on the one used in the LFS, is given in an earlier issue of the *Employment Gazette*.<sup>5</sup>

The vast majority of young people were still living at home, 96 per cent being the son or daughter of the head of household. Only 1 per cent said they were a head of household themselves. In line with estimates for the population as a whole, 67 per cent lived in owner-occupied accommodation, 31 per cent in rented accommodation, and 2 per cent were in other types of tenure.

Continued

Table 2 Number of jobs over the preceding year

Column per cent	United Kingdom, July 1992									
	All young people		Young men			Young women				
Number of jobs over the preceding year	13-18	13-15 <sup>a</sup>	16-18 <sup>b</sup> in full-time education <sup>c</sup>	16-18 <sup>b</sup> not in full-time education <sup>c</sup>	13-15 <sup>a</sup>	16-18 <sup>b</sup> in full-time education <sup>c</sup>	16-18 <sup>b</sup> not in full-time education <sup>c</sup>	13-15 <sup>a</sup>	16-18 <sup>b</sup> in full-time education <sup>c</sup>	16-18 <sup>b</sup> not in full-time education <sup>c</sup>
Did not work	29	42	24	13	36	22	13	49	25	12
One job	45	38	48	54	45	48	54	31	48	55
Two jobs	16	12	18	20	11	18	19	12	19	20
Three or more jobs	6	2	6	12	*	7	12	3	5	12
Family work only	4	6	4	*	7	6	*	5	*	*
Number of respondents	1,663	772	447	444	397	212	246	375	235	198

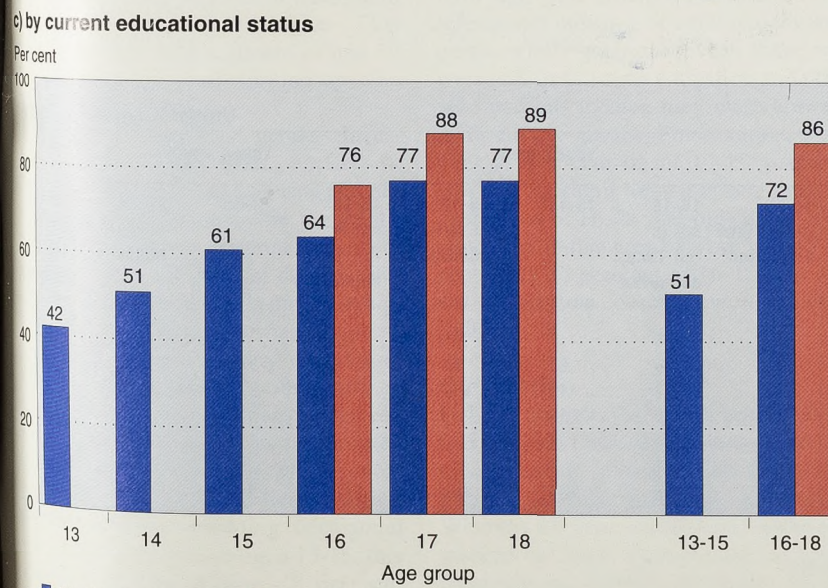
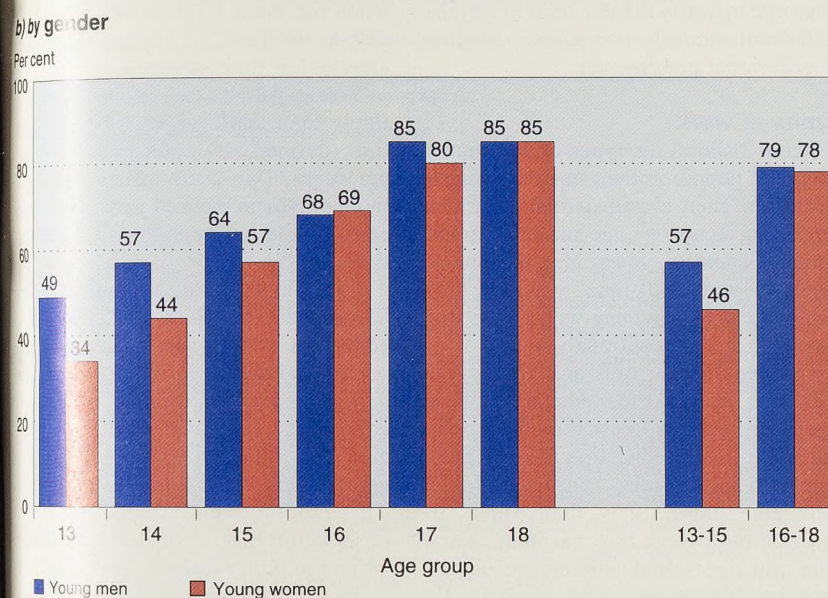
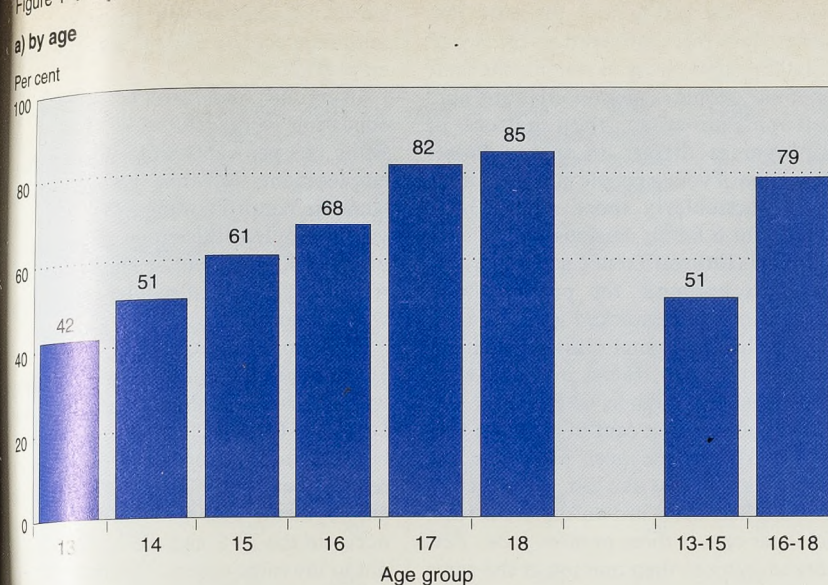
Base: All young people.

Source: Young People at Work survey.

Note: Column percentages may not add up to exactly 100 due to rounding.

- a Includes some young people above minimum school leaving age.
- b All above minimum school leaving age.
- c Refers to their educational status at the time of the survey.
- \* Numbers too small for a reliable estimate.

Figure 1 Proportion of young people who had worked over the preceding year



Base: All young people. UK, July 1992.

Source: Young People at Work survey.

#### Extent of working and number of jobs

In summer 1992 nearly half (46 per cent) of all respondents aged 13-18 said they had worked at some time in the seven days preceding the survey. A comparison with the LFS reveals that 53 per cent of 16-18 year olds had worked in the previous week compared with 57 per cent of 16-18 year olds in the present survey. Given the timing of the two surveys<sup>6</sup> and likely sampling error, the results from the two surveys appear very close.

The definition of work adopted here covers all paid work, excluding that carried out for a family-run business. It therefore includes activities such as babysitting and other occasional tasks, although assistance with domestic tasks within the home (even if paid) is excluded.

About 2.7 million young people (66 per cent) said they had worked at some time in the preceding year in a total of over 4 million different jobs. If work for a family-run business is included, 2.9 million (71 per cent) had worked.

Table 2 shows the proportion of young people in each age group who worked over the preceding year, and the number of jobs they held. Both the proportion of those who worked and the number of jobs held increases with age. This positive relationship is consistent for each age: the proportion who worked rises steadily from 42 per cent of 13 year olds to 85 per cent of 18 year olds (figure 1a).

Overall, 51 per cent of all 13-15 year olds worked, compared with 79 per cent of those aged 16-18 (72 per cent of those in full-time education, and 86 per cent of those not in full-time education).

Employment rates for young women are generally lower than those for young men of the same age, although the difference declines from 15 percentage points at age 13 to less than one percentage point at age 18 (figure 1b). Overall, 69 per cent of young men worked during the preceding year, compared with 63 per cent of young women, and this difference is almost entirely due to 13-15 year olds.

Figure 1c shows that the proportion of all who had worked rises consistently with age for both 16-18 year olds staying on in education, and for those who had left full-time education. While the trend is the same, levels of employment and average number of jobs are generally higher after leaving full-time education.

The moderating effect of full-time education on the likelihood of working appears stronger for young women than for young men: young men aged 16-18 in full-time education appear closer to their peers who are no longer in full-time education, whereas young women aged 16-18 in full-time education appear closer to 13-15 year old girls.

Young women as a group appear to place a stronger emphasis on education as



opposed to work, with fewer of them working and more staying on in full-time education. In contrast, more young men left full-time education at the first opportunity, and were more likely to work both before and after reaching minimum school leaving age. Our findings therefore confirm previous research, which has frequently highlighted these gender differences in the transition into the adult labour market.

There are also regional differences in the proportion of young people who had worked. The proportion is relatively high in Yorkshire and Humberside, East Anglia and the East Midlands, and low in the North West and Northern Ireland. While this may be due to differences in regional labour markets and the availability of suitable jobs, there is also a general relationship across regions between the likelihood of working and the proportion of young people staying on in full-time education: the higher the staying-on rate, the lower the proportion who had worked.

Regions of residence were also combined into a more general index of metropolitan and non-metropolitan areas. Details of the classification used are provided in the *technical note*, but it should be borne in mind that this only provides a rough estimate.

Using this categorisation, young people in metropolitan areas were slightly less likely to have worked (63 per cent compared with 68 per cent for non-metropolitan areas). This difference is due almost entirely to young people aged 13-15: in non-metropolitan areas, 55 per cent worked compared with 46 per cent in metropolitan areas. For those aged 16-18, the difference is much smaller, only 1 percentage point (79 per cent in non-metropolitan areas and 78 per cent in metropolitan ones).

When family work is taken into account, however, the differences virtually disappear. So, while the overall level of work, including family work, is roughly the same for young people in metropolitan and non-metropolitan areas, their pattern of employment differs in that a larger proportion of young people in metropolitan areas, particularly those aged 13-15, worked for a family business.

There is little difference with regards to social background: the proportion of young people who worked was, at 68 per cent, highest in social class C2; but the lowest proportion, found in social class DE, was still as high as 64 per cent.

Just under 68 per cent of all those who had worked in the year preceding the survey were in just one job. A further 23 per cent had been in two different jobs, and 9 per cent in three or more jobs. Few worked in more than one job at the same time (11 per cent of all who had worked). The large majority (85 per cent) of all jobs held simultaneously were either part-time or occasional employment.

### Types of work

Table 3 shows the types of work done by young people in their current or most recent job. There are substantial variations depending on gender, age and educational status. Generally, young men were more likely to work full-time, whereas proportionately more young women worked part-time or did occasional work.

Thirteen-15 year olds and 16-18 year olds still in full-time education were significantly more likely than those who had left full-time education to work part-time or in holiday jobs. Those aged 13-15 were also more likely than others to describe their work as occasional. Part-time and occasional workers accounted for at least 95 per cent of all young people

in this age group who had worked. The survey found no young person under minimum school leaving age in full-time employment.

In contrast, most 16-18 year olds not in education worked full-time. Over four-fifths (83 per cent) worked in full-time employment, full-time holiday jobs or were on Youth Training (YT). Very few young people in this group did occasional work in their current or most recent job, which suggests that regular employment was the norm.

The proportion of young people aged 16-18 not in full-time education who had worked and said they were on YT was very low (4 per cent). This is probably because many people registered on YT regard themselves as being in full-time employment. This problem also seems to occur in the LFS and the YCS, although not to the same extent. Another reason is that the survey took place at a time of year when the main YT schemes had not yet begun, whereas YT leavers would have already left their schemes.<sup>7</sup>

Young people as a group were more likely than adult workers to work part-time (defined here as fewer than 30 hours per week). Two-thirds of all young people in employment worked part-time (67 per cent), while only one-third worked full-time.

Educational status is important here: 85 per cent of 16-18 year olds still in education worked part-time, whereas 85 per cent of people in this age group who had left education worked full-time. In comparison, the summer 1992 LFS estimated that of all working-age persons in employment 78 per cent worked full-time. This further confirms the earlier observation that, in terms of the type of work and hours worked, 16-18 year olds no longer in full-time education have more

Table 3 Type of current or most recent job

Type of job	United Kingdom, July 1992									
	All young people				Young men			Young women		
	13-18	13-15 <sup>a</sup>	16-18 <sup>b</sup> in full-time education <sup>c</sup>	16-18 <sup>b</sup> not in full-time education <sup>c</sup>	13-15 <sup>a</sup>	16-18 <sup>b</sup> in full-time education <sup>c</sup>	16-18 <sup>b</sup> not in full-time education <sup>c</sup>	13-15 <sup>a</sup>	16-18 <sup>b</sup> in full-time education <sup>c</sup>	16-18 <sup>b</sup> not in full-time education <sup>c</sup>
Full-time employment	25	*	7	76	*	10	82	-	*	69
Part-time employment	47	59	63	13	61	61	9	57	64	17
Holiday jobs	11	10	16	7	14	17	4	4	15	10
Occasional work	13	26	11	*	21	8	*	32	13	*
Work experience	3	4	4	-	*	*	-	6	*	*
Youth Training (YT)	1	-	-	4	-	-	*	-	-	*
Number of respondents	1,072	390	367	315	224	184	172	166	184	143

Base: All young people who had done any work (excluding family work) in the year preceding the survey.

Source: Young People at Work survey.

Note: Column percentages may not add up to exactly 100 due to rounding.

- a Includes some young people above minimum school leaving age.
- b All above minimum school leaving age.
- c Refers to their educational status at the time they were in work.
- \* Numbers too small for a reliable estimate.

Table 4 Industry of current or most recent job

Industry (SIC division)	United Kingdom, July 1992									
	All young people					Young men			Young women	
	16-59/64 (LFS) <sup>a</sup>	13-18	13-15 <sup>b</sup>	16-18 <sup>c</sup> in full-time education <sup>d</sup>	16-18 <sup>c</sup> not in full-time education <sup>d</sup>	13-15 <sup>b</sup>	16-18 <sup>c</sup> in full-time education <sup>d</sup>	16-18 <sup>c</sup> not in full-time education <sup>d</sup>	13-15 <sup>b</sup>	16-18 <sup>c</sup> in full-time education <sup>d</sup>
0 Agriculture, forestry and fishing	2	1	*	*	*	*	*	*	*	*
1-4 Energy and water supply, manufacturing	23	6	*	3	17	*	*	18	-	*
5 Construction	7	5	*	*	14	*	*	22	-	*
6 Distribution, hotels and catering, repairs	20	62	71	74	39	81	73	44	56	74
7 Transport and communication	6	2	*	*	3	*	*	*	*	*
8 Banking and finance etc.	11	4	*	3	7	*	*	*	*	11
9 Other services	30	20	22	17	20	10	13	8	39	21
Number of respondents	64,718	1,083	398	369	316	227	183	172	171	186

Base: All young people who had done any work (excluding family work) in the year preceding the survey.

Source: Young People at Work survey.

Note: Column percentages may not add up to exactly 100 due to rounding.

- a LFS (Great Britain) summer 1992. The number of respondents refers to the ungrossed LFS sample total.
- b Includes some young people above minimum school leaving age.
- c All above minimum school leaving age.
- d Refers to their educational status at the time they were in work.
- \* Numbers too small for a reliable estimate.

in common with the adult labour force than the other groups of young people.

### Industry

Table 4 shows that young people who worked were to a large extent concentrated in just two industrial sectors: Distribution, Hotels and Catering; and Other Services, which includes personal and domestic services such as babysitting. Together these industrial sectors account for 82 per cent of young people's employment. For those aged 13-15 and aged 16-18 in full-time education, the proportion working in these industries was even higher. This compares with a LFS estimate of just 50 per cent for all people of working age who were in employment.

There were significant gender differences: more young men worked in Distribution, Hotels and Catering (68 per cent) than young women (56 per cent). Within this industry, young men were more likely to work in retail distribution, and young women in hotels and catering.

On the other hand, significantly more young women were employed in Other Services (31 per cent of young women and 10 per cent of young men). Fourteen per cent of all working young women worked in domestic services, which covers babysitting, and therefore ties in with a greater likelihood of doing occasional work. For young women aged 13-15, this proportion is even higher: 28 per cent worked in domestic services in their current or most recent job.

In contrast, 16-18 year olds who had left full-time education worked in a wider range of industries, and this was true for both young men and young women. They were more likely than other young people to work in Manufacturing, Construction, and Banking and Finance. Over one-fifth (22 per cent) of young men aged 16-18 who were not in full-time education worked in the construction industry.

Like the extent of young people's employment generally, the range of industries in which they worked increases with age and educational status. Differences in industry of employment were on the whole greater between those who were still in full-time education and those who had left it, than they were between different age groups. For example, while over 61 per cent of all 13-15 year olds worked in retail distribution, and the proportion of 16-18 year olds in full-time education in this area of work was 48 per cent, only 17 per cent of 16-18 year olds not in full-time education worked in this industry.

### Occupation

Table 5 shows that 16-18 year olds who had left full-time education worked in a greater variety of occupations than young people still in full-time education. Whereas 88 per cent of 13-15 year olds worked in Sales Occupations or Other Occupations (which comprise mainly unskilled manual and domestic service occupations), the figure falls to 71 per

cent of 16-18 year olds in full-time education, and only 34 per cent of 16-18 year olds not in full-time education.

Irrespective of age, 80 per cent of all young people who were still in full-time education worked in one of these two occupational groups. The comparable LFS figure for all people of working age is 17 per cent.

The likelihood of working in certain occupations is clearly related to age: employment in Clerical and Secretarial, Craft and Related, and Personal and Protective Service occupations increases with age; employment in Sales Occupations increases until age 16, and decreases more slowly thereafter; whereas employment in Other Occupations decreases steadily with age, from 90 per cent for 13 year olds to only 24 per cent for 18 year olds (among all persons of working age, just 9 per cent work in this type of occupation).

There are proportionately more young women than young men in Sales and Clerical and Secretarial Occupations, and more young men than young women in Craft and Related Occupations and Other Occupations.

When these findings are compared with those for industrial sectors, a similar pattern is found, ie. a concentration of 13-15 year olds in a small number of industries and occupations, with their variety increasing with age and having left full-time education.

However, the occupational differences

Table 5 Occupational class of current or most recent job

Occupational class (SOC division)	United Kingdom, July 1992										
	All young people		Young men				Young women				
	16-59/64 (LFS) <sup>a</sup>	13-18	13-15 <sup>b</sup>	16-18 <sup>c</sup> in full-time education <sup>d</sup>	16-18 <sup>c</sup> not in full-time education <sup>d</sup>	13-15 <sup>b</sup>	16-18 <sup>c</sup> in full-time education <sup>d</sup>	16-18 <sup>c</sup> not in full-time education <sup>d</sup>	13-15 <sup>b</sup>	16-18 <sup>c</sup> in full-time education <sup>d</sup>	16-18 <sup>c</sup> not in full-time education <sup>d</sup>
1-3 Managers, administrators and professionals	34	2	*	*	*	*	*	*	*	*	*
4 Clerical and secretarial	15	7	*	5	18	*	6	8	*	*	29
5 Craft and related	14	8	3	3	21	6	6	35	*	-	*
6 Personal and protective services	10	13	6	17	18	*	13	7	12	22	32
7 Sales occupations	8	22	15	37	12	14	30	11	17	44	14
8 Plant and machine operators	9	3	*	*	7	*	*	9	*	*	*
9 Other occupations	9	45	73	35	21	77	41	27	68	28	14
Number of respondents	64,611	1,082	396	370	316	225	184	173	171	186	143

Base: All young people who had done any work (excluding family work) in the year preceding the survey.

Source: Young People at Work survey.

Note: Column percentages may not add up to exactly 100 due to rounding.

- a LFS (Great Britain) summer 1992. The number of respondents refers to the ungrossed LFS sample total.
- b Includes some young people above minimum school leaving age.
- c All above minimum school leaving age.
- d Refers to their educational status at the time they were in work.
- \* Numbers too small for a reliable estimate.

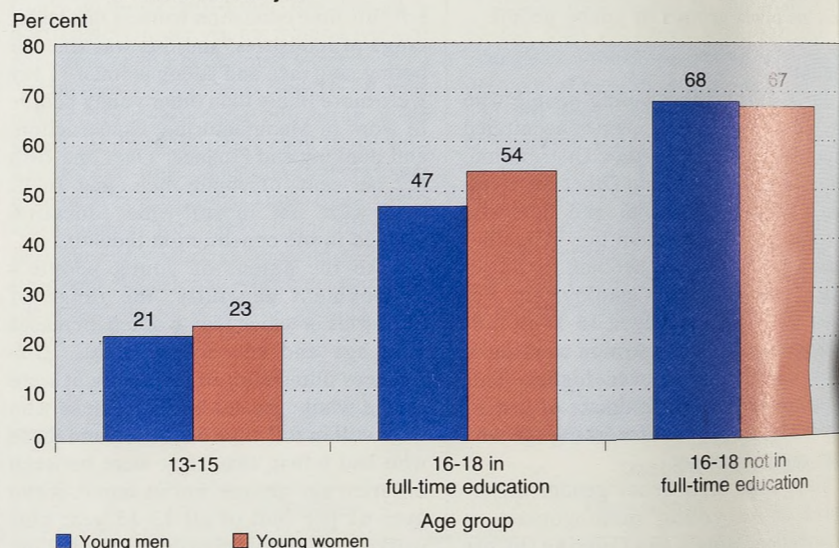
between these different groups of young people are proportionately larger than those with regards to industry. This would support the assumption of some continuity, whereby young people enter an industry in one of a limited range of jobs available to them, and as they get older and look for more 'adult' employment, make use of previous work experience gained in the industry.

### Training

Young people were asked whether they had been trained for each of the jobs they held in the year preceding the survey. The survey simply measured whether or not young people received training; it did not attempt to explore its type, duration or who paid for training. Other surveys, such as the LFS or the YCS, already cover some of these issues. Nevertheless, the findings from our survey are of interest since they cover under 16 year olds as well as those aged 16 and over.

Figure 2 presents findings for the current or most recent job held by respondents. Overall, 46 per cent of those who had worked said they had been trained for the job. The proportion, however, varies considerably by age and educational status. Whereas less than a quarter (22 per cent) of 13-15 year olds said they had been trained, the figure for 16-18 year olds who had left education was two-thirds (67 per cent). This pattern of responses is consistent with the occupational structure of young people's employment and reflects the greater skill

Figure 2 Proportion of young people who had been trained in their current or most recent job



Base: All young people who had done any work (excluding family work) in the year preceding the survey, UK, July 1992.

Source: Young People at Work survey.

content of many of the jobs held by young people who had left full-time education.

### Hours worked

Data were collected on the hours young people worked in an average week. Table 6 presents data for the current or most recent job held by young people at the time of the survey.

Hours worked by young people varied considerably across age groups. Most under-16 year olds worked relatively few

hours each week, with 84 per cent of them typically working for 12 hours or fewer. A majority (61 per cent) of 16-18 year olds who remained in education also worked 12 hours or fewer a week, although almost one-fifth worked for 21 hours or more. In contrast, over two-thirds (68 per cent) of those who had left full-time education worked 36 hours or more each week.

In the 13-15 year old age group, young women worked slightly longer hours on

Table 6 Hours worked by young people in their current or most recent job

Usual hours worked in an average week	United Kingdom, July 1992										
	All young people		Young men				Young women				
	13-18	13-15 <sup>a</sup>	16-18 <sup>b</sup> in full-time education <sup>c</sup>	16-18 <sup>b</sup> not in full-time education <sup>c</sup>	13-15 <sup>a</sup>	16-18 <sup>b</sup> in full-time education <sup>c</sup>	16-18 <sup>b</sup> not in full-time education <sup>c</sup>	13-15 <sup>a</sup>	16-18 <sup>b</sup> in full-time education <sup>c</sup>	16-18 <sup>b</sup> not in full-time education <sup>c</sup>	
<b>Distribution of usual hours worked</b>											
Up to 5	25	51	18	12	54	18	8	46	17	17	
6-12	29	33	43	12	31	36	8	37	51	17	
13-15	6	6	10	10	6	11	*	*	10	*	
16-20	6	6	10	10	6	13	*	*	7	*	
21-35	11	10	9	20	9	11	14	11	8	27	
36-40	20	10	8	56	10	64	*	*	*	47	
41 or more	4	4	*	12	*	14	*	*	*	9	
<b>Mean hours worked</b>											
Full-time employment	39.0	*	36.6	39.3	*	37.0	40.0	-	*	38.4	
Part-time employment	9.1	6.7	10.5	15.6	6.2	11.2	16.6	7.4	9.9	15.0	
Holiday jobs	18.3	8.9	21.2	29.5	8.0	22.5	*	*	19.9	*	
Occasional work	6.2	5.5	7.1	*	5.3	6.9	*	5.7	7.2	*	
Work experience	28.6	32.4	23.8	-	*	*	-	29.8	*	-	
Youth Training (YT)	36.9	-	-	36.9	-	-	*	-	-	*	
<b>All types of job</b>	<b>18.3</b>	<b>8.2</b>	<b>14.4</b>	<b>35.5</b>	<b>7.9</b>	<b>15.7</b>	<b>37.2</b>	<b>8.5</b>	<b>13.1</b>	<b>33.5</b>	
Number of respondents	1,014	365	355	294	207	177	161	157	178	134	

Base: All young people who had done any work (excluding family work) in the year preceding the survey.

Source: Young People at Work survey.

Note: Column percentages may not add up to exactly 100 due to rounding.

- a Includes some young people above minimum school leaving age.
- b All above minimum school leaving age.
- c Refers to their educational status at the time they were in work.
- \* Numbers too small for a reliable estimate.

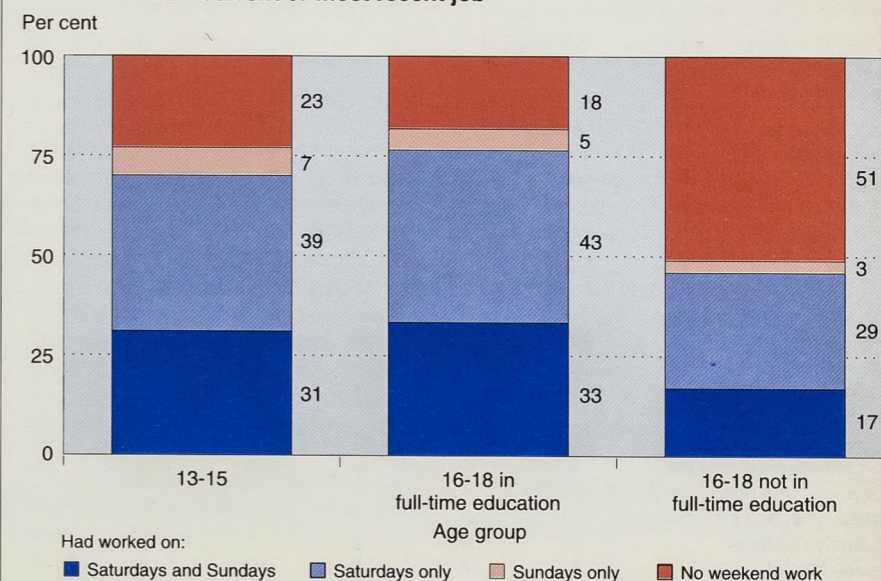
average than young men; the position was reversed for 16-18 year olds. This was particularly so among those who had left full-time education: 78 per cent of young men worked for 36 or more hours a week, compared with just 56 per cent of young women. Among this group there were also differences by industry and occupation: working hours were, on average, longest in the Manufacturing, Construction and Transport sectors, and among craft workers and those operating plant and machinery.

In addition to the length of the working week, some information was also collected on more specific aspects of working time. Figure 3 shows that weekend work was quite common. (Note that this measures all cases where respondents ever worked at weekends.) In total, 70 per cent of all 13-18 year olds had worked on a Saturday or Sunday. Those combining work with full-time education were most likely to say they worked at weekends. It is perhaps to be expected that young people in full-time education fit work into those days of the week when they are not at school or college. Thus, those working the fewest hours were most likely to have worked at the weekend.

### Family work

Young people were also asked if they

Figure 3 Proportion of young people in work who had worked at weekends in their current or most recent job



Base: All young people who had done any work (excluding family work) in the year preceding the survey, UK, July 1992.

Source: Young People at Work survey.

had done any family work over the past year. The survey used the LFS definition of family work, "work for any business that your family, relatives or you yourself own or run".

Of all 13-18 year olds, 13 per cent had

done some family work: 9 per cent had also done other work over the year, while 4 per cent had only worked for the family or their own business. Overall, young men were more likely to be family workers (15 per cent) than young women (10 per

cent). While employment rates for young people generally increased with age, the proportions who did family work rose from age 13 to 14, and fell consistently thereafter (figure 4).

Around half of all family workers were engaged in such work at least once a week, and the majority of the others "not very often, for short periods".

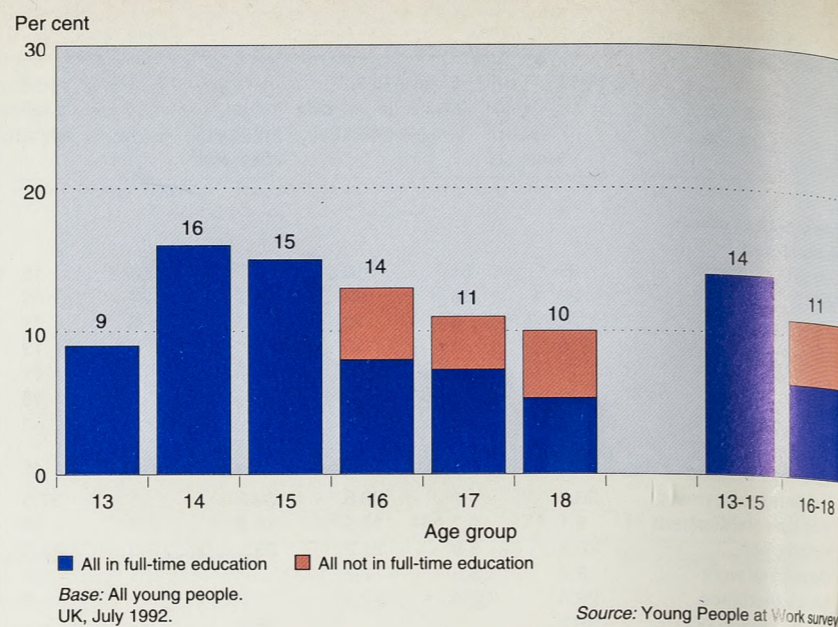
Average hours worked when doing family work were just over 10 hours a week. Among those working below average hours were 13-15 year olds (6.2 hours), those in full-time education (9.2 hours) and young women (7.6 hours). Over three-quarters of all family workers worked for 12 hours or fewer.

### Reasons for working

Young people who had worked were asked to identify their reasons for working, giving their main reason as well as other reasons which were also important for them. Main reasons for working tended to be financial, with 32 per cent saying that it was essential for making ends meet for themselves, while a further 41 per cent thought it useful to have the money but not essential. Other reasons included enjoyment of the job (22 per cent) and gaining work experience (17 per cent). A more detailed breakdown of main reasons for working is given in table 7.

The survey found a consistent relationship between age and whether earnings were "essential" or merely "useful but not essential". Only 15 per

Figure 4 Young people who had done family work over the preceding year by age



cent of 13 year olds said that the money was essential; this proportion rises to 41 per cent of 18 year olds. The perceived importance of earning money increases steadily with age, which again reflects a gradual transition into adult employment.

There were, on the whole, few differences between young men and young women. However, young women tended to emphasise enjoyment of their job more

than young men did: 12 per cent gave it as their main reason for working compared with only 5 per cent of young men.

### Conclusions

The Young People at Work survey studied a representative sample of 13-18 year olds in order to establish the extent and characteristics of their employment. The results revealed that many young

people had worked over the preceding year, though much of this work was part-time and occasional in nature.

Young people are a very heterogeneous group in terms of employment. The likelihood of working, the number of jobs held and the variety of occupations and industries worked in, all increase with age.

Another key factor which determines the nature and extent of work is whether or not young people have left full-time education. Whereas the work done by 13-15 year olds is in a very limited range of jobs, the work carried out by 16-18 year olds no longer in full-time education is much closer in nature to that done by their adult counterparts.

The survey findings reflect a gradual transition into the world of work, at first very limited in extent and variety, but with a subsequent 'opening out' into adult employment. Young men seem to make this transition sooner than young women, who are more likely to stay on in education.

This survey has provided a wide range of information on the employment of young people and it is hoped that it will serve as a baseline for further research. ■

### Footnotes

- 1 See *Working Children*, Low Pay Unit, 1985; and Pond C and Searle A (1990): 'The Hidden Army: Children at Work in the 1990s', *Low Pay Unit Pamphlet No 55*.
- 2 Lucas RE and Bailey G (1993): 'Youth pay in catering and retailing', *Personnel Review*, Vol 22, No 7, pp 15-29.
- 3 Our survey used the approach adopted in the LFS for defining social class. Social class is based on the occupation of the head of household and comprises the following categories: Professional and managerial occupations (AB); Skilled non-manual occupations (C1); Skilled manual occupations (C2); and Semi-skilled and unskilled occupations (DE).
- 4 See for example Ashford S, Gray J and Tanner M (1994): 'England and Wales Youth Cohort Study: The introduction of GCSE exams and changes in post-16 participation', *Employment Department Research Series: Youth Cohort Report*, No 23.
- 5 'Economic activity and qualifications: results from the Labour Force Survey', *Employment Gazette*, March 1992, pp 101-133.
- 6 Summer 1992 LFS data were collected over three months from June to August, whereas all the *Young People at Work* data were collected during a short period in mid-July.
- 7 YT statistics for July 1992 show that around 279,000 young people aged 16 and over in Great Britain were in fact on YT or Training Credit

schemes (now Youth Credits) (source: *Employment Gazette*, February 1995, table 8.1, p S65). Evidence from the LFS for summer 1992 indicates that only around 160,000 young people in Great Britain aged 16 and over said that they were on YT at that time. Neither of these estimates are directly comparable with our survey, as they include a number of 19 year olds on YT.

Table 7 Main reasons for working

Main reason for working age	United Kingdom, July 1992									
	All young people		Young men				Young women			
	13-18	13-15 <sup>a</sup>	16-18 <sup>b</sup> in full-time education <sup>c</sup>	16-18 <sup>b</sup> not in full-time education <sup>c</sup>	13-15 <sup>a</sup>	16-18 <sup>b</sup> in full-time education <sup>c</sup>	16-18 <sup>b</sup> not in full-time education <sup>c</sup>	13-15 <sup>a</sup>	16-18 <sup>b</sup> in full-time education <sup>c</sup>	16-18 <sup>b</sup> not in full-time education <sup>c</sup>
Essential for making ends meet for myself	32	20	35	42	23	33	41	18	38	43
Essential for making ends meet for my family	1	*	*	*	*	*	*	-	*	*
Useful to have the money but not essential	41	59	46	16	60	47	20	57	44	10
To gain work experience	7	7	6	9	6	8	8	9	*	10
For social reasons	*	*	*	*	*	*	*	*	*	-
Asked to work by family/relatives	3	3	4	*	*	*	*	*	*	*
I enjoy this job	8	7	4	13	4	*	9	11	6	19
I have left school and this is my job	6	-	-	17	-	-	20	-	-	13
To keep occupied	*	-	*	*	-	*	-	-	*	*
Other reason	1	*	*	*	*	*	-	*	*	*
Number of respondents	1,066	405	316	345	233	158	193	172	157	152

Base: All young people who had done any work (including family work) in the year preceding the survey.

Source: Young People at Work survey.

Note: Column percentages may not add up to exactly 100 due to rounding.

- a Includes some young people above minimum school leaving age.
- b All above minimum school leaving age.
- c Refers to their educational status at the time of the survey.
- \* Numbers too small for a reliable estimate.

### Technical note

#### The Young People at Work survey

The survey's questionnaire was designed by Dr Hibbett, and the fieldwork was carried out by the Harris Research Centre.

A total of 1,663 young people aged 13-18 years in the United Kingdom were interviewed between 11-19 July 1992, at 108 sampling points across the United Kingdom. Sampling points, each of which represented a political ward, were selected using stratified random probability methods to ensure the selection of a nationally representative framework. Within each sampling point, quotas were set for individual age, sex and the social class of the head of household. Target quotas were derived using the most recent population data available from the Office of Population Censuses and Surveys (OPCS) in July 1992 (mid 1990) to calculate the required age/sex/social class

combination for each sampling point. Survey findings can thus be interpreted as representative of the target population of 13-18 year olds in the United Kingdom, and findings can be grossed up to national estimates (by multiplying with a factor of 2492.3).

All interviews were conducted face-to-face in the respondent's own home. Once parental consent had been obtained, interviewing was conducted with nobody else present to reduce the risk of parents inhibiting their children's responses. Coding and cross-checking of the data was carried out by the Harris Research Centre. Data were weighted to correct any minor imbalances at the interviewing stage. All analyses reported in this article were subsequently carried out by the authors.

The index of metropolitan and non-metropolitan areas based on standard

LFS regions was derived as follows:

#### Metropolitan areas

Tyne and Wear, South Yorkshire, West Yorkshire, Greater London, West Midlands Metropolitan County, Greater Manchester, Merseyside, Strathclyde.

#### Non-metropolitan areas

Rest of North, Rest of Yorkshire and Humberside, East Midlands, East Anglia, Rest of Southeast, South West, Rest of West Midlands, Rest of North West, Wales, Scotland (excluding Strathclyde), Northern Ireland.

In line with statistical guidance, population estimates are rounded to the nearest 10,000. Estimates and percentages based on fewer than ten cases are not presented as they are not sufficiently reliable.



# LFS QUARTERLY BULLETIN AND LFS RAPID RELEASE

The best way to keep up-to-date with trends in the labour market

## LFS RAPID RELEASE

The LFS Rapid Release (LFSRR) provides early access to key results from each quarter's survey. Just six weeks after each survey period, it presents the following series.

- Employment & self employment
- Full-time and part-time employment
- Second jobs
- Alternative measures of unemployment
- Employment by age & sex
- ILO unemployment by age & sex
- Economic activity by age & sex
- Occupations & Industry sectors
- Regional economic activity

### \*\*\*INTRODUCTORY OFFER\*\*\*

Subscribe to the LFSRR now and you will also be sent the next four copies of the LFSQB at no extra charge

The annual subscription to the LFSRR is £30

## LFS QUARTERLY BULLETIN

The full colour, 40 page LFS Quarterly Bulletin (LFSQB), uses easy to follow text, charts and tables, to present full results of all each quarter's LFS. In addition to all the results shown in the LFSRR, it covers the following additional subjects:-

- Part-time self employment by occupation & industry
- Job related training
- Average and total actual weekly hours of work
- Temporary employees
- ILO unemployment by occupation & industry
- Duration of ILO unemployment
- Redundancies
- Economic inactivity by age & sex
- Economic inactivity by reason inc. discouraged workers
- Average gross earnings by occupation, industry sector & region
- Ethnic group economic activity
- Household population by age & sex
- Economic activity for countries and larger LADs

The annual subscription to the LFSQB is £20

TO SUBSCRIBE TO THE LFSQB OR LFSRR  
TELEPHONE CHRIS RANDALL 0171 273 6110/6109

### LFS DATA via QUANTIME

You can access the LFS data whenever you need!

Quantime now offers you:

- Bureau services
- LFS data to use on your PC
- Full training & technical support
- Direct dial-up facilities
- Export data in a range of formats (SPSS, SIR, SAS)
- LFS data for TECs/LECs and counties/LADs

For more Information and a free information pack, Contact: **QUANTIME Tel 0171 625 7111**

### LFS DATA via NOMIS

Your direct route to LFS data

NOMIS now offers you:

- LFS data for TECs/LECs
- LFS data for counties and local authority districts
- Efficient computer mapping
- User support services

For more Information and a free brochure contact:  
**NOMIS Tel 0191 374 2468/2490**



0171 273 5585

# HELP-LINE



Prepared by  
the Government  
Statistical Service

## CONTENTS FOR APRIL 1995

- |   |                                     |
|---|-------------------------------------|
| 1 Self-employment                                   | 7 Part-time and temporary workers   |
| 2 Women in employment                               | 8 Redundancies: region of residence |
| 3 Second jobs                                       | 9 List of articles                  |
| 4 Job-related training                              | 10 Index of topics                  |
| 5 Sickness absence                                  |                                     |
| 6 Labour market position of people aged 16 and over |                                     |

In this first LFS Help-Line feature following the release of the full results from the autumn 1994 LFS on 15 March we update the topics last covered in January's issue. This information updated in the January, April, July and October issues of the Employment Gazette, is among that most frequently requested by telephone via the Employment Department's (ED) LFS Help-Line (0171 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 autumn (September to November) 1994 LFS, the full results of which were released on 15 March 1995. Key results from the winter (December 1994 to February 1995) LFS will be released in the LFS Rapid Release on 12 April 1995.

## 1 SELF EMPLOYMENT

The Labour Force Survey is the main source of information about people who are self-employed and callers to the Help-Line often ask about the proportion these people form of the working population.

In autumn 1994, the LFS showed the number of self-employed people in Great Britain to be 3,284,000 (not seasonally adjusted), 13 per cent of all in employment. **Table 1** shows that

women are less likely than men to be self-employed. Of the ethnic groups, black people are the least likely to be in business for themselves.

**Figure 1** shows the regional

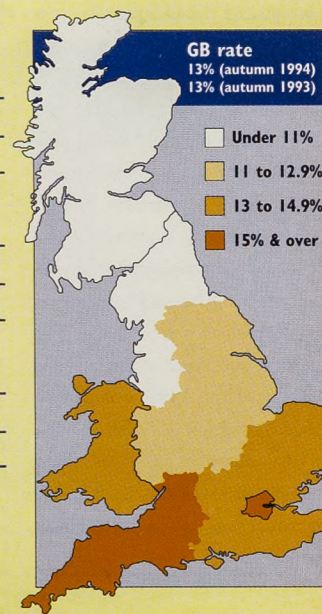
variations of self-employment with almost 17 per cent of those in employment in the South-West being self-employed compared with 10 per cent in Scotland.

**Table 1** Self-employment by ethnic origin (Great Britain, autumn 1994, not seasonally adjusted)

	All people <sup>a</sup> (thousands)	Ethnic groups (thousands)**				
		White	All ethnic minority groups <sup>b</sup>	Black <sup>c</sup>	Indian	Pakistani/ Bangladeshi
<b>All persons</b>						
Total in employment	25,216	24,130	1,080	290	410	140
Self-employed	3,284 (13%)	3,130 (13%)	150 (14%)	20 (7%)	60 (15%)	30 (23%)
<b>Men</b>						
Total in employment	13,924	13,330	600	140	230	100
Self-employed	2,463 (18%)	2,350 (18%)	110 (19%)	10 (10%)	50 (21%)	30 (28%)
<b>Women</b>						
Total in employment	11,292	10,800	490	150	180	40
Self-employed	820 (7%)	780 (7%)	40 (8%)	* (*)	10 (8%)	* (*)

a Includes those who did not state their ethnic origin.  
b Includes those of other origins not shown, including mixed origin.  
c Includes Caribbean, African and other black people of non-mixed origin.  
\* Fewer than 10,000 in cell, estimate not shown.  
\*\* Figures have been rounded to the nearest 10,000.  
( ) Figures in brackets are percentages of total in employment.

**Figure 1** Self-employed as a percentage of the total in employment in each region (Great Britain, autumn 1994, not seasonally adjusted)



## 2 WOMEN IN EMPLOYMENT

Among the most frequent topics of enquiry on the LFS Help-Line are questions about the labour market characteristics of women. In autumn 1994 there were 10.3 million women employees (not seasonally adjusted), 48 per cent of all employees, but the types of job they hold are often very different

from those held by men. For example, in autumn 1994, 45 per cent of women employees worked part-time compared with only 7 per cent of men.

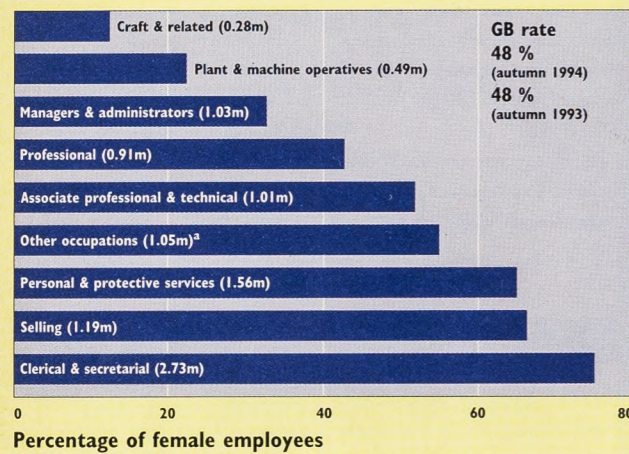
Enquirers are interested in the types of jobs held by women relative to those held by men. **Figure 2** shows the percentage of

employees that are women, both full-time and part-time, in each occupation. The figure shows that 10 per cent of women employees are in managerial and administrative occupations (compared with 19 per cent of men).

Another table which is requested frequently is the employment of

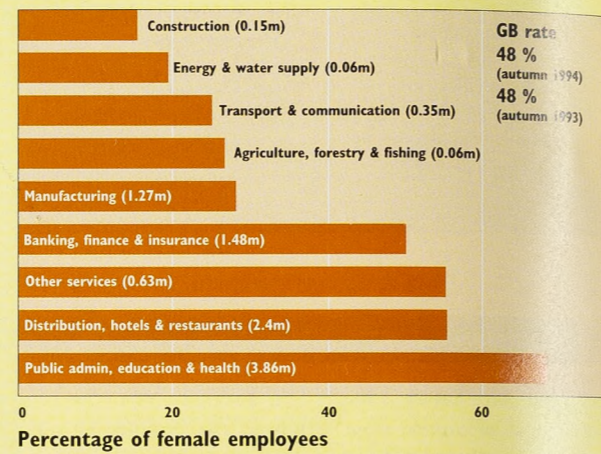
women by industry. **Figure 3** shows the clear distinction between industries such as agriculture, construction, transport and communication and some manufacturing industries where less than a third of all employees are women compared with most of the service industries where more than half are women.

**Figure 2** Percentage of employees that are women by occupation (Great Britain, autumn 1994, not seasonally adjusted)



Occupations are coded according to the Standard Occupational Classification  
a Mainly cleaners & domestics and kitchen porters & catering assistants  
( ) The figures shown in brackets are the number of women employees in each occupation

**Figure 3** Percentage of employees that are women by industry (Great Britain, autumn 1994, not seasonally adjusted)



Industries are coded according to the 1992 Standard Industrial Classification  
( ) The figures shown in brackets are the number of women employees in each industry

## 3 SECOND JOBS

Each quarter the LFS provides new information of interest to many regular users about the number of people who have more than one job. Such people are counted only once in the LFS employment totals. ED's alternative source of employment statistics - the Workforce in Employment series - counts all jobs and so counts people with two jobs twice. The numbers and types of second jobs held in autumn 1994 as shown by the LFS are given in **Table 2**.

The number of second jobs held in autumn 1994 was 1,197,000, an increase of 71,000 since autumn 1993.

**Table 2** Employment status of people with more than one job (Great Britain, autumn 1994, not seasonally adjusted)

Employment status in main job (Thousands)	Employment status in second job			People with no second job <sup>a</sup>	All in employment <sup>a</sup>
	Employee	Self-employed	All		
Employee	743	245	995 <sup>c</sup>	20,501	21,496
Self-employed	88	102	190	3,093	3,284
On government employment and training programmes	11	-	12	279	290
Unpaid family workers	+	+	+	+	147
<b>Total (autumn 1994)</b>	<b>841<sup>b</sup></b>	<b>347<sup>b</sup></b>	<b>1,197<sup>b</sup></b>	<b>24,019<sup>b</sup></b>	<b>25,216</b>
<b>Total (autumn 1993)</b>	<b>768<sup>b</sup></b>	<b>358<sup>b</sup></b>	<b>1,127<sup>b</sup></b>	<b>23,687<sup>b</sup></b>	<b>24,956</b>
<b>Changes: autumn 1993 - autumn 1994</b>	<b>73</b>	<b>-10</b>	<b>71</b>	<b>333</b>	<b>261</b>

a includes those who did not state whether they had a second job  
b excludes unpaid family workers  
c includes those who did not state the status of their second job  
d includes those who did not state whether they had a second job and those that had changed jobs  
- sample size too small for a reliable estimate  
+ unpaid family workers were not asked whether they had a second job in the reference week

## 4 JOB-RELATED TRAINING

Learning throughout working life is becoming increasingly necessary because of the pace of change, and training is seen by a large number of employees as an essential investment for the future. Many requests for LFS data about training are received by the Workforce training enquiry point (0114 259 3489), and often concern comparisons of the amount of training received by

industry and occupation.

In autumn 1994, 2.7 million employees of working age received job-related training in the four weeks prior to interview, 13.1 per cent of all such employees.

The percentage of employees receiving job-related training in each occupation and industry is shown in **figures 4 and 5**.

LFS data on training in the past

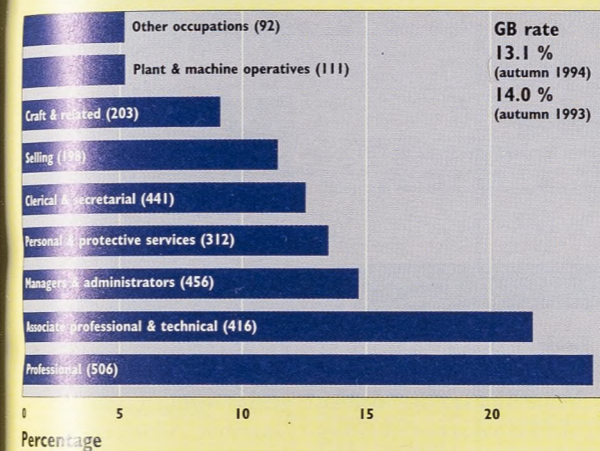
four weeks shows that a slightly higher proportion of women employees of working age received job-related training - 13.8 per cent of female employees compared with 12.4 per cent of male employees in autumn 1994 (not seasonally adjusted).

A period of training can, of course, last for anything from one day or less to a period of years, and

another valuable feature of the LFS is that it provides information about the duration of training courses.

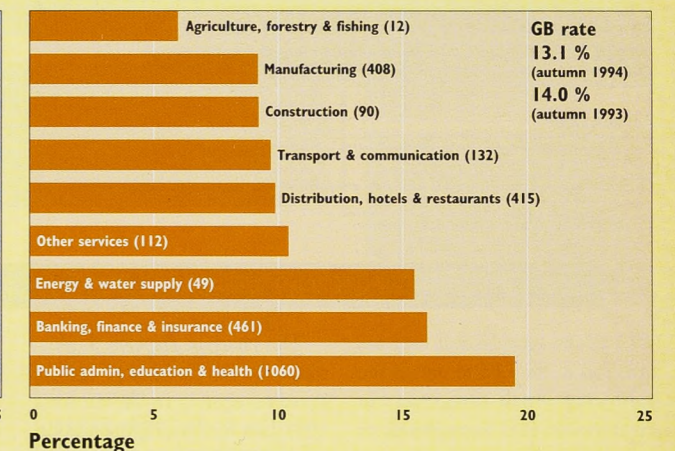
**Figure 6** draws on these data and shows the distributions by duration, of periods of training received by men and women employees in autumn 1994, were very similar.

**Figure 4** Percentage of employees of working age receiving job-related training in four weeks prior to interview by occupation (Great Britain, autumn 1994, not seasonally adjusted)



Occupations are coded according to the Standard Occupational Classification

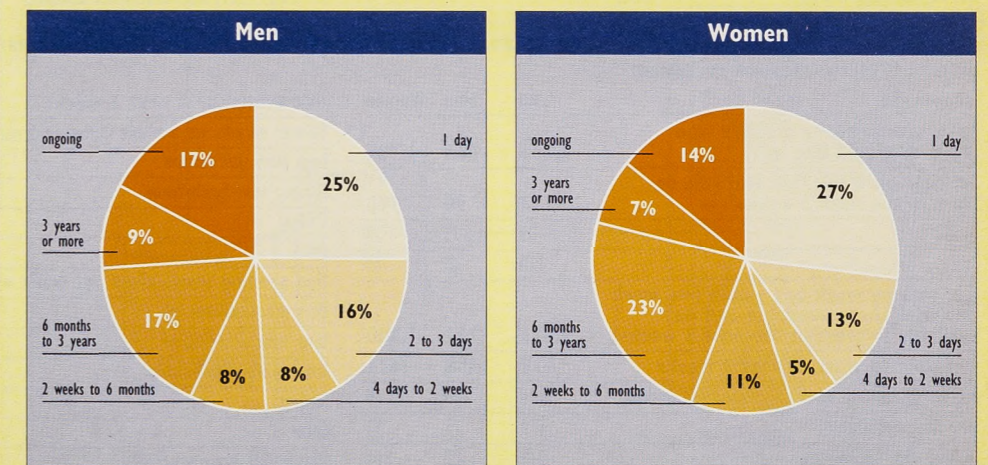
**Figure 5** Percentage of employees of working age receiving job-related training in four weeks prior to interview by industry (Great Britain, autumn 1994, not seasonally adjusted)



Industries are coded according to the 1992 Standard Industrial Classification

Following a change to the LFS questionnaire in the summer quarter, when for the first time respondents were asked whether they had undertaken any job-related training in the previous 13 weeks, a discontinuity has arisen in the numbers receiving such training in the four weeks prior to interview. This is being investigated further.

**Figure 6** Length of training courses received by employees of working age in the four weeks prior to interview (Great Britain, autumn 1994, not seasonally adjusted)

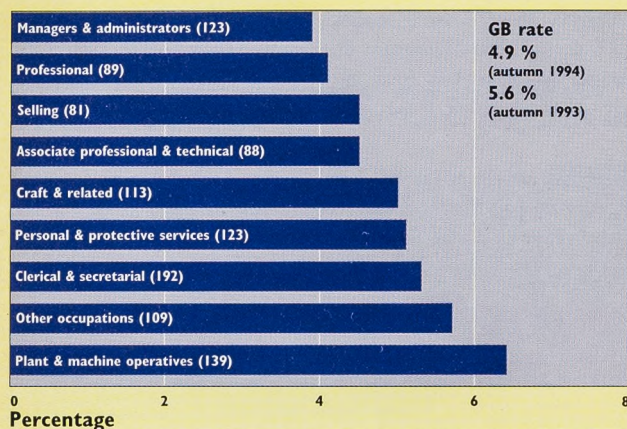


Note: The total length of the course was recorded, not just the part that was completed. For persons engaged on day or block release the total length of training is given. For persons who have dropped out of a course the time spent on the course, not the total length, is recorded.

5 SICKNESS ABSENCE

The LFS is a regular source of information about people's absences from work caused by sickness or injury. Many companies telephone the LFS Help-Line to enquire whether these LFS data can help them to assess the levels of sickness absence in their company against the national background.

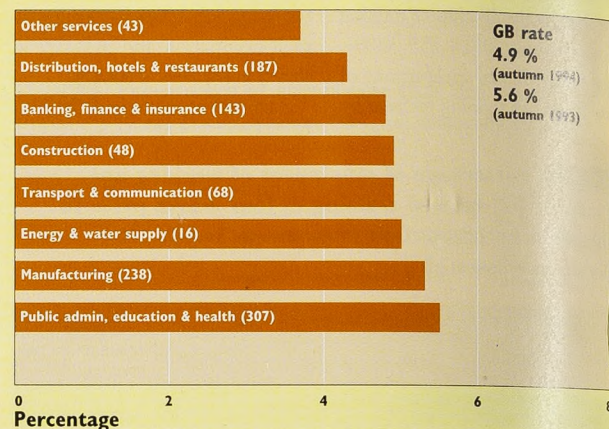
**Figure 7** Percentage of employees absent from work for at least one day in the reference week due to sickness or injury by occupation (Great Britain, autumn 1994, not seasonally adjusted)



Occupations are coded according to the Standard Occupational Classification  
( ) The figures shown in brackets are the number (in thousands) of employees absent from work for at least one day in the reference week

Information which is often helpful to them is that presented in figures 7 and 8 below, which show the percentages of employees in different occupational and industry groups absent for at least one day in the reference week.

**Figure 8** Percentage of employees absent from work for at least one day in the reference week due to sickness or injury by industry (Great Britain, autumn 1994, not seasonally adjusted)



Industries are coded according to the 1992 Standard Industrial Classification  
( ) The figures shown in brackets are the number (in thousands) of employees absent from work for at least one day in the reference week

6 LABOUR MARKET POSITION OF PEOPLE AGED 16 AND OVER

All persons aged 16 and over are classified in the LFS to one of the following broad categories: in employment; ILO unemployed; or economically inactive. Classification is carried out using the internationally standard guidelines promulgated by the International Labour Organisation (ILO), which are used in surveys similar to the LFS throughout the world.

The chart in figure 9 illustrates the composition of each of these categories in the autumn 1994 LFS by drawing upon information collected in the LFS, for example, about whether people working part-time want a full-time job or why people not actively seeking work, but who say they want a job, are not looking for one.

Table 3 gives a breakdown of the reasons for not seeking work of people who say they want a job but are not actively looking for one. Such people, including 'discouraged workers' (whose reason for not seeking is that they believe no jobs are available) are classified as economically inactive according to the ILO guidelines. Together, the statistics shown in the chart and table provide information about a number of groups within a labour market 'spectrum' which ranges from people in employment in full-time permanent jobs to economically inactive people who do not want a job. At an intermediate point in the 'spectrum' come those people who are ILO unemployed.

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

**Table 3** Economically inactive people by availability and whether seeking work (in past 4 weeks) (Great Britain, autumn 1994, not seasonally adjusted)

(Thousands)	All	Men	Women
<b>Total economically inactive who say they would like work</b>	<b>2,268</b>	<b>863</b>	<b>1,405</b>
<b>Seeking work but not available to start in the next 2 weeks</b>	<b>193</b>	<b>90</b>	<b>103</b>
Student	83	45	38
Other	110	45	65
<b>Not seeking work but would like work (includes those available and not available to start in the next 2 weeks)</b>	<b>2,071</b>	<b>771</b>	<b>1,300</b>
<b>Available to start in next 2 weeks</b>	<b>979</b>	<b>358</b>	<b>621</b>
Believes no jobs are available (discouraged workers)	146	86	60
Long term sick/disabled	129	77	51
Looking after family/home	339	22	316
Student	111	60	51
Other	255	113	142
<b>Not seeking work, does not want work</b>	<b>14,310</b>	<b>4,995</b>	<b>9,316</b>
Does not need/want job	206	46	160
Long term sick/disabled	1,546	871	675
Looking after family/home	2,053	70	1,983
Student	1,114	576	538
Other	9,391	3,432	5,960
<b>Base: All economically inactive persons<sup>a</sup> (autumn 1994)</b>	<b>16,578</b>	<b>5,858</b>	<b>10,720</b>
<b>All economically inactive persons<sup>a</sup> (autumn 1993)</b>	<b>16,462</b>	<b>5,806</b>	<b>10,656</b>
<b>Changes: autumn 1993 - autumn 1994</b>	<b>116</b>	<b>51</b>	<b>64</b>

<sup>a</sup> Does not include people under 16 years of age

6 LABOUR MARKET POSITION OF PEOPLE AGED 16 AND OVER

In Employment

ILO guidelines state that the following groups are included: employees; the self-employed; people in government employment and training schemes; and unpaid family workers. People are defined as full-time or part-time in the LFS according to their own classification to one of these categories of their main job.

Full-Time/Part Time Work

People responding to the LFS are asked to classify their main job as full-time or part-time. Part-time workers are asked why they took a part-time rather than a full-time job (see section 7).

Permanent/Temporary Work

People responding to the LFS are asked if their job was permanent. If not, they are classified as being in temporary employment and asked in what way their job was not permanent.

ILO Definition of Unemployed

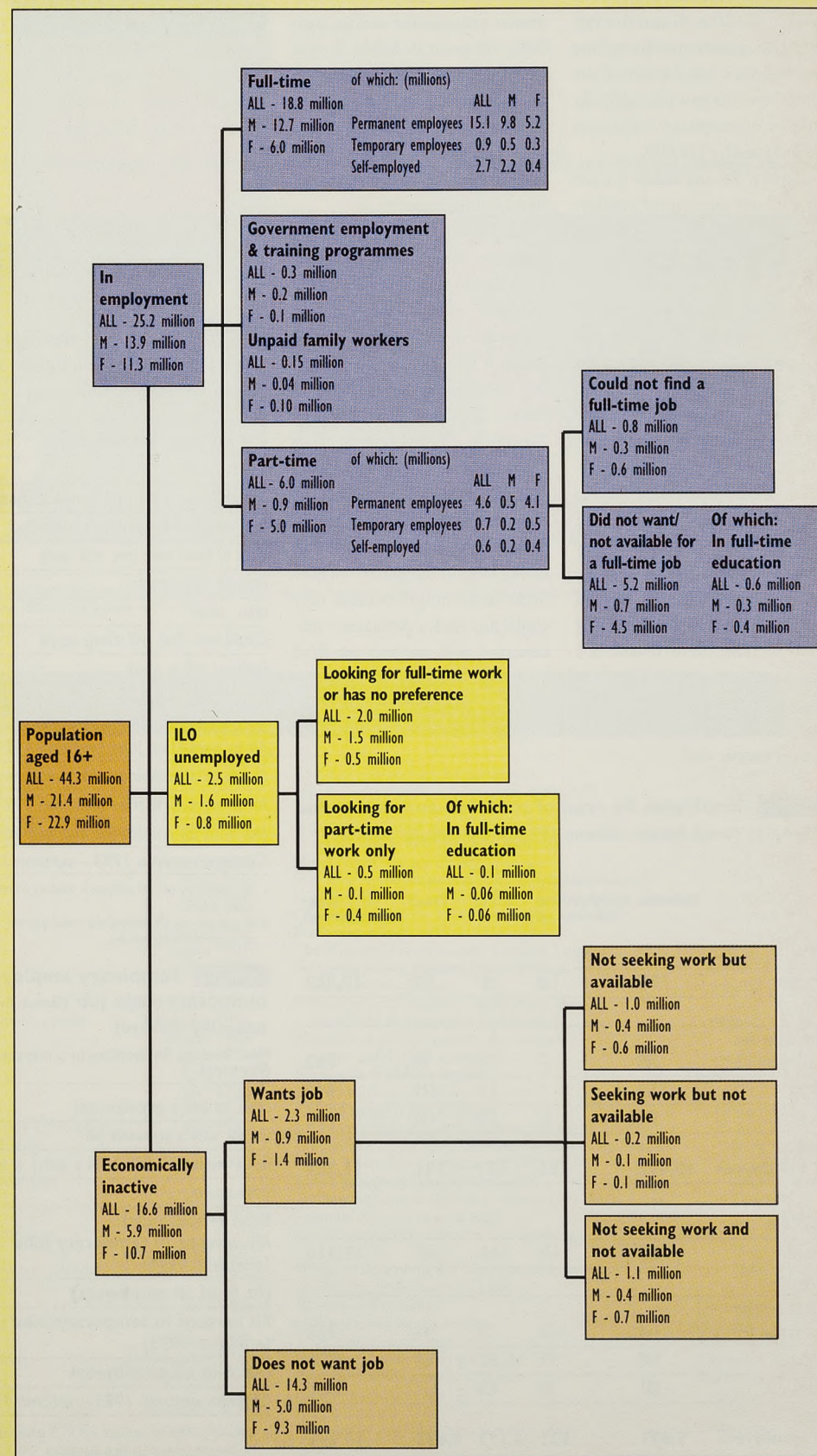
The ILO measure of unemployment covers people without a job who are available to start work within the next two weeks and had either looked for work in the four weeks prior to interview; or were waiting to start a job they had already obtained.

This definition of unemployment is in accordance with that adopted by the 13th International Conference of Labour Statisticians, further clarified at the 14th ICLS, and promulgated by the ILO in its publications.

Economically Inactive

The economically inactive consist of those people who are neither in employment, nor unemployed on the ILO definition. Such people responding to the LFS are classified according to whether or not they would like a regular paid job and, if so, whether or not they were seeking work and/or available to start (see table 3 opposite).

**Figure 9** Labour market position of people aged 16+ (Great Britain, autumn 1994, not seasonally adjusted)



7 PART-TIME AND TEMPORARY WORKERS

Part-time and temporary employment play an increasingly important role in the labour market. **Tables 5** and **6** show that the number in part-time employment has increased by 85,000 over the past year while the number of temporary employees has increased by 142,000.

**Figure 10** and **table 4** show the different patterns of employment for men and women in their main job. **Figure 10** shows that in Great Britain in autumn 1994, while 89 per cent of male employees were working full-time in permanent positions, for women the figure was only 52 per cent. However, the proportions of both men and women employees who were in temporary jobs were small. **Table 4** shows that most men in temporary full-time jobs accepted temporary work because they could not find a permanent job, but most women in this situation accepted temporary work for other reasons. The main reason for both men and women accepting temporary part-time employment was not because they could not find permanent work.

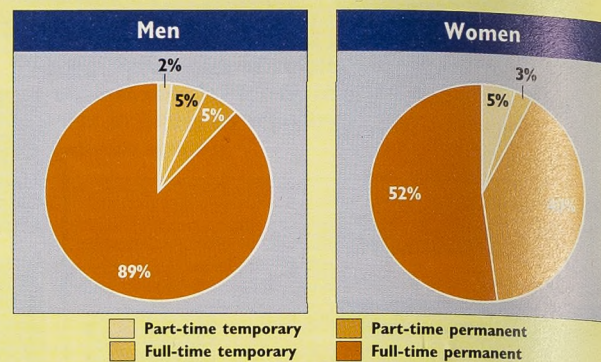
**Table 4** Employees by type of main job and reason for taking it (Great Britain, autumn 1994, not seasonally adjusted)

	Part-time				Base: All employees
	Full-time	Could not find Full-time job	Other	Total	
<b>MEN</b>					
Permanent	9,837	138	387	525	10,362
Temporary					
Could not find permanent job	308	57	17	74	382
Other	220	*	113	119	340
Total	528	63	130	194	722
<b>Base:</b>					
<b>All employees</b>	<b>10,492</b>	<b>205</b>	<b>527</b>	<b>731</b>	<b>11,224</b>
<b>WOMEN</b>					
Permanent	5,248	422	3,646	4,067	9,316
Temporary					
Could not find permanent job	164	79	79	158	322
Other	169	17	341	358	527
Total	333	97	420	517	850
<b>Base:</b>					
<b>All employees</b>	<b>5,637</b>	<b>521</b>	<b>4,112</b>	<b>4,633</b>	<b>10,272</b>

The percentages of men and women working part-time, classified according to the main reasons they gave for working part-time, are given in **table 5**. It is clear from this table that, although the number of people in part-time employment is increasing, only a small minority (14 per cent) take a part-time job because they cannot find a full-time one.

Employers take on temporary staff for a variety of reasons, such as for short term cover, gaining specialist skills or to cope with the peaks in demand for labour. **Table 6** shows the reasons people give for taking a temporary job rather than a permanent one. Almost one third of women are in temporary employment because they did not want a permanent job compared with only 17 per cent of men. On the other hand, over half of the men in temporary employment took the job because they could not find a permanent job, compared with just over one third of women.

**Figure 10** Main employment of men and women employees by type (Great Britain, autumn 1994, not seasonally adjusted)



**Table 5** Part-time\* workers by reason for taking a part-time job (Great Britain, autumn 1994, not seasonally adjusted)

Reasons for taking part-time work (Per cent)	All	Men	Women
<b>Did not want full-time work</b>	74	38	81
because:			
Financially secure but want to work part-time	12	14	12
Earn enough money working part-time	7	5	7
Want to spend more time with family	22	1	26
Domestic commitments	21	2	25
Other reason	9	13	8
<b>Could not find full-time work</b>	14	29	11
Student / still at school	11	30	7
Ill or disabled	1	3	1

Base (Thousands):	All	Men	Women
All in part-time jobs (autumn 1994)	5,995	945	5,050
(As % of all employees and self-employed)	24.2	6.9	45.5
All in part-time jobs (autumn 1993)	5,910	893	5,016
(As % of all employees and self-employed)	24.1	6.6	45.5
<b>Change: autumn 1993 - autumn 1994</b>	<b>85</b>	<b>52</b>	<b>34</b>

a The definition of full- and part-time is based on the respondent's own assessment, not on the number of hours usually worked.  
b All employees and self-employed who worked part-time. Includes a small number of part-time workers who gave no reason for working part-time.

**Table 6** Temporary employees by reason for taking temporary main job (Great Britain, autumn 1994, not seasonally adjusted)

Main Reasons for working in a temporary job (Per cent)	All	Men	Women
Could not find a permanent job	45	53	38
Did not want a permanent job	25	17	32
Had a contract which included a period of training	6	7	5
Other reasons	24	23	25
<b>Base (Thousands):</b>			
All persons in temporary jobs* (autumn 1994)	1,571	722	850
(As % of all employees)	7.3	5.3	13.2
All persons in temporary jobs* (autumn 1993)	1,430	637	793
(As % of all employees)	6.7	5.7	7.8
<b>Change: autumn 1993 - autumn 1994</b>	<b>142</b>	<b>85</b>	<b>57</b>

a Temporary workers are employees who assess themselves to have either a seasonal, temporary or casual job or a job done under contract or for a fixed period.

8 REDUNDANCIES: REGION OF RESIDENCE

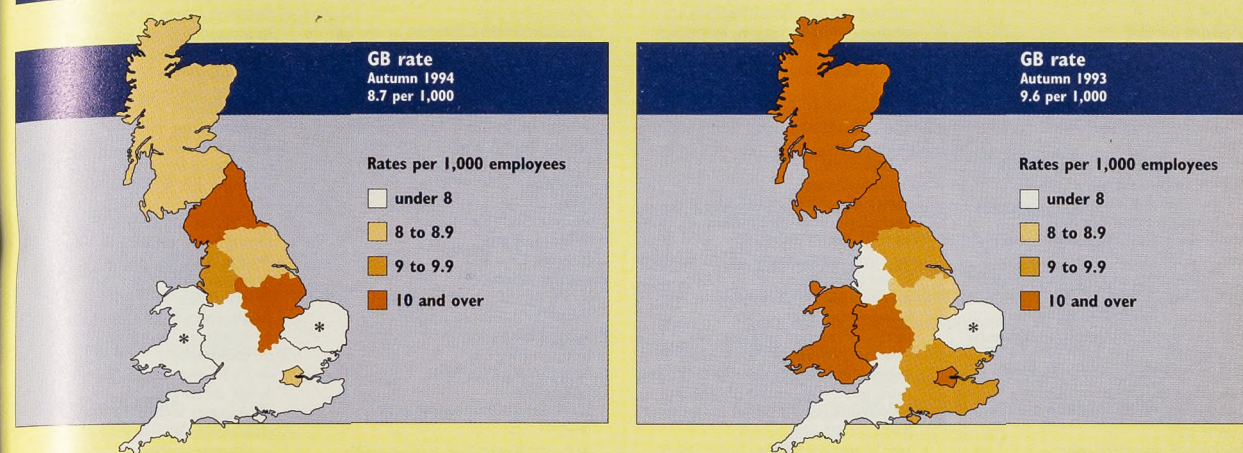
A wide range of private companies access the LFS to track the impact of economic circumstances upon rates of redundancies. Interest is often expressed in how these rates vary between different parts of the country.

Information on redundancies has been collected in the LFS since 1989. The figures relate to people who had left a job as an employee in the three months before interview because their employer was closing down or cutting back and, as a result, they had been made

redundant. **Figure 11** shows redundancies reported by people interviewed in summer 1994, by the region where they lived, expressed as rates per 1,000 employees. Further information, not shown here, is available from the LFS distinguishing between

cases of redundancies where the person had found another job by the time of interview and others. An article entitled 'Redundancies in Great Britain' was published in the January 1995 Employment Gazette.

**Figure 11** Redundancy rates per 1,000 employees by region of residence (Great Britain, autumn 1993 and 1994, not seasonally adjusted)



Note: The rate is based on the number of redundancies per 1,000 employees in summer 1994. Using estimates of employees from the previous quarter's survey gives a more accurate estimate of the potential redundancy pool.  
\* Rates are not available for East Anglia and Wales in autumn 1994 and East Anglia for autumn 1993.

9 THE FOLLOWING ARTICLES PUBLISHED IN THE EMPLOYMENT GAZETTE DURING 1991, 1992, 1993, 1994 AND 1995 CONTAIN DATA FROM THE LFS:

Ethnic origins and the labour market	February 1991;	Ethnic origins and the labour market	February 1993;
The 1980s - a decade of growth in enterprise: self-employment data from the LFS	March 1991;	Labour Force trends in the regions 1984-1992	March 1993;
1990 Labour Force Survey preliminary results	April 1991;	Labour Force projections 1993-2006	April 1993;
Revised employment estimates for September 1987 to September 1990	April 1991;	A guide to 'seasonal adjustment' and its application to labour market statistics	April 1993;
Labour Force Trends: the next decade	May 1991;	Membership of trade unions	May 1993;
Characteristics of the unemployed	May 1991;	Part-time employment and attitudes to part-time work	May 1993;
Labour mobility: evidence from the Labour Force Survey	August 1991;	Older workers - an overview of recent research	June 1993;
Redundancies in Great Britain	August 1991;	Characteristics of the ILO unemployed	June 1993;
Training statistics 1991	October 1991;	Economic activity of 16 to 17 year olds	July 1993;
Measures of unemployment: the claimant count and the LFS	October 1991;	The National Education and Training Targets	August 1993;
Education and labour market status of young people	November 1991;	Using the LFS to estimate Britain's ethnic minority populations	September 1993;
Economic activity and qualifications	December 1991;	Estimating employment: a comparison of household and employer based surveys	October 1993;
Results of the 1991 Labour Force Survey	March 1992;	Measures of unemployment: the claimant count and the LFS compared	October 1993;
Labour Force projections to 2001 (GB)	April 1992;	Women in the labour market	November 1993;
Membership of trade unions in 1990	April 1992;	Sunday working in Britain	November 1993;
Self-employment: into the 1990s	June 1992;	Redundancies in Great Britain	January 1994;
Projected trends in the regional labour force 1992-2001	June 1992;	Irish nationals in the British labour market	January 1994;
The National Education and Training Targets - methods for monitoring the targets	July 1992;	Comparison of the 1991 LFS and Census of Population	March 1994;
Measures of unemployment: the claimant count and the Labour Force Survey	July 1992;	British labour force projections 1994 to 2006	April 1994;
Training - a key to the future	August 1992;	Ethnic groups and the labour market	May 1994;
Redundancies in Great Britain: results from the 1991 Labour Force Survey	August 1992;	Trade union membership and density 1992-93	June 1994;
How unemployment is measured in different countries	September 1992;	Economic activity in local areas	June 1994;
Women and the labour market: results from the 1991 Labour Force Survey	September 1992;	Flexible workforce and patterns of working hours in the UK	July 1994;
The Quarterly LFS: a new dimension to Labour market statistics	October 1992;	Characteristics of the ILO unemployed	July 1994;
Hours of work in Great Britain and Europe	November 1992;	Working parents: trends in 1980s	October 1994;
Lone parents and the labour market	November 1992;	Women and training	November 1994;
Workplace injury: A view from HSE's trailer to the 1990 LFS	December 1992;	Mothers in the labour market	December 1994;
Union density across the workforce	January 1993;	Trade union recognition	December 1994;
		Income and earnings data from the LFS	December 1994;
		Part-time working in Great Britain	December 1994;
		Foreign workers in the UK	January 1995;
		Redundancies in Great Britain	January 1995;
		Apprentices and other long-term trainees	February 1995;



**10 INDEX OF TOPICS COVERED IN LFS HELP-LINE FEATURES: NOVEMBER 1992 TO APRIL 1995**

<b>Disability</b> see Health problems	Mar '95	April '95	<b>Sickness absence</b>
<b>Economic activity</b>	by region (Feb '93, Feb '94, Mar '95)	<b>Lone mothers</b>	by industry (Nov '92, Jan, April, July & Oct '93, Jan, April, July & Oct '94, Jan & April '95)
by nationality (Mar '93)	managerial responsibility (Dec '92)	economic activity (Feb '94)	by occupation (Nov '92, Jan, April, July & Oct '93, Jan, April, July & Oct '94, Jan & April '95)
how the LFS classifies people (Dec '92)	<b>Holidays</b>	<b>Managerial responsibilities</b>	by sex and managerial responsibility (Feb '93)
of people with health problems (Aug '93)	by industry & occupation for full-time employees (May '94)	equal opportunities (Dec '92)	by occupation (Nov '92, Jan, April, July & Oct '93, Jan, April, July & Oct '94, Jan & April '95)
of head of household by the number of children (Sept '93)	<b>Home workers</b>	sickness absence (Feb '93)	by industry & occupation (% of working days lost) (Dec '92)
of 16 to 24 year olds in full-time education (Sept '93)	by industry (Dec '92, Nov '93, June '94)	qualifications of men and women managers (Feb '94)	by sex and managerial responsibility (Feb '93)
of lone mothers (Feb '94)	by occupation (Dec '92, Nov '93, June '94)	ethnic minority groups by qualification and managerial status (Mar '94)	by occupation (Nov '94)
changes: 1984-1994 (Nov '94)	by region (June '94)	by region (Sept '94)	<b>Size of workplace</b>
the effect of maternity leave -Denmark, Sweden, GB (Feb '95)	<b>Hours worked</b>	<b>Nationality</b>	by industry (June '93)
<b>Economic inactivity</b>	total usual weekly hours worked (all persons) (Nov '92)	economic activity (Mar '93)	by occupation (June '93)
reasons for (Nov '92, Jan, April, July & Oct '93, Jan, April, July & Oct '94, Jan & April '95)	employees working over 48 hrs by industry and occupation (Dec '92)	<b>Older workers</b>	ethnic origin in large and small workplaces (Dec '93)
<b>Education (see also Qualifications &amp; Young people)</b>	employees working flexitime by region (Nov '94)	economic activity rate by individual ages and sex (Sept '93)	by region (Dec '93)
Participation in full-time education and the labour force by age (June '94)	total usual weekly hours worked by occupation (Dec '94)	percentage working part-time by ages and sex (Sept '93)	<b>Temporary workers</b>
<b>Employment</b>	total usual weekly hours worked by employees (Mar '95)	<b>Part-time workers</b>	main reasons for temporary work (Nov '92, Jan, April, July & Oct '93, Jan, April, July & Oct '94, Jan & April '95)
age of men & women by industry (May '94)	<b>Housing tenure</b>	main reasons for working part-time (Nov '92, Jan, April, July & Oct '93, Jan, April, July & Oct '94, Jan & April '95)	by region (Dec '94)
construction industry by region (Sept '93)	by region (Feb '93)	length of time with employer (Mar '93)	<b>Sunday working</b>
hotels and catering sector (Feb '93)	<b>ILO unemployment</b>	managers in 1984, 1990 and 1992 (May '93)	sunday working (Nov '93)
how current job was obtained (June '94)	comparison of ILO and claimant count unemployment for men and women, 1984-93 (May '94)	by age and sex (Nov '93)	<b>Temporary workers</b>
information technology (Mar '93)	long term proportions by age, sex and family type (May '93)	by age (Sept '94)	main reasons for temporary work (Nov '92, Jan, April, July & Oct '93, Jan, April, July & Oct '94, Jan & April '95)
of people with nursing qualifications by region (Dec '93)	long term proportions by previous industry (Aug '94)	by region (Sept '94)	reasons for job not being permanent (Oct '93, Jan, April, July & Oct '94)
full and part-time by age groups and sex (Nov '93)	method of seeking a job (June '94)	<b>Population structure</b>	by industry (Mar '94)
occupation by sex (Dec '93)	rates by qualifications (Nov '92, June '93)	by sex, age and economic activity (Mar '93)	by region (Aug '94)
in the banking and business services sector (Mar '94)	rates by previous occupation (Nov '92, Jan, April, July & Oct '93, Jan & April '94)	<b>Public and Private sectors</b>	by industry and occupation (Mar '95)
in the agriculture industry (May '94)	rates by previous occupation and age (Sept '94)	by region (Aug '94)	<b>Time with employer</b>
of people on Government Training Programmes and unpaid family workers (Mar '95)	rates by previous industry (April, July & Oct '93, Jan & April '94)	<b>Qualifications</b>	by FT/PT and sex (Mar '93)
<b>Employment protection rights</b>	rates by region and ethnic origin (Nov '93)	ILO unemployment rates (Nov '92, June '93, Mar '95)	by age and sex (Aug '94)
eligibility for (Aug '93)	routes to (previous activity & reason for leaving last job) (Aug '93)	by economic activity of 16/17 year olds (June '93)	of temporary workers (Nov '94)
<b>Ethnic minority groups</b>	ILO and claimant count unemployment for men and women by age (Feb '94, Feb '95)	nursing qualifications by region (Dec '93)	<b>Unemployment</b> see ILO unemployment
in the labour force by sex (Nov '92, Jan '93, April '93, July '93)	graduate unemployment by age (Mar '94)	of men and women managers (Feb '94)	effect of classification (May '93)
in large and small workplaces (Dec '93)	duration by age and sex (Dec '94)	National Targets for Education & Training: Achievement by industry (May '94)	<b>Union density</b>
as a percentage of all persons in employment by region (Nov '92, April '93, July '93)	duration of active job search by length of time since last job (Feb '95)	by region (June '93, June '94)	by region (June '93, June '94)
managerial responsibility (Dec '92)	duration by whether or not claiming (Feb '95)	<b>Weekend working</b>	<b>Weekend working</b>
by industry (Mar '93)	<b>Job-related training</b>	frequency of (Nov '92)	of 16-24 year olds in full-time education (Nov '93)
by occupation (Mar '93)	by industry (Jan, April, July & Oct '93, Jan, April, July & Oct '94, Jan & April '95)	of 16-24 year olds in full-time education (Nov '93)	<b>Women</b>
self-employment (Aug '93, Oct '93, Jan, April, July & Oct '94, Jan & April '95)	by occupation (Jan, April, July & Oct '93, Jan, April, July & Oct '94, Jan & April '95)	of 16-24 year olds in full-time education (Nov '93)	by industry (Feb '93, July '93, Oct '93, Jan, April, July & Oct '94, Jan & April '95)
by qualification and managerial status (Mar '94)	by region (Feb '93)	of 16-24 year olds in full-time education (Nov '93)	by industry sector & full/part-time (Aug '93)
<b>Equal opportunities</b>	by age and sex (Mar '93)	of 16-24 year olds in full-time education (Nov '93)	by occupation (Feb '93, July '93, Oct '93, Jan, April, July & Oct '94, Jan & April '95)
managerial responsibilities by sex, limited health, ethnic origin (Dec '92)	duration of course by sex (May, July & Oct '93, Jan, April, July & Oct '94, Jan & April '95)	of 16-24 year olds in full-time education (Nov '93)	economic activity according to that of husband (June '93)
<b>Family</b>	on and off the job (Feb '94)	of 16-24 year olds in full-time education (Nov '93)	economic activity rate by individual ages and sex (Sept '93)
carers who would like work (Oct '94)	by size of workplace (Nov '94)	of 16-24 year olds in full-time education (Nov '93)	percentage working part-time by age and sex (Sept '93)
<b>Gazette articles</b>	<b>Labour market position</b>	of 16-24 year olds in full-time education (Nov '93)	<b>Young people</b>
list of LFS articles (Dec '92, Jan '93, Aug '93, Nov '93, Jan, April, July & Oct '94, Jan & April '95)	of people aged 16+ (July & Oct '94, Jan & April '95)	of 16-24 year olds in full-time education (Nov '93)	economic activity and qualification of 16/17 year olds (June '93)
<b>Graduates</b>		of 16-24 year olds in full-time education (Nov '93)	weekend working of 16-24 year olds in full-time education (Nov '93)
unemployment by age (Mar '94)		of 16-24 year olds in full-time education (Nov '93)	economic activity rate by individual ages and sex (Sept '93)
<b>Health problems</b>		of 16-24 year olds in full-time education (Nov '93)	percentage working part-time by age and sex (Sept '93)
by economic activity (Aug '93, Feb '94, Mar '95)		of 16-24 year olds in full-time education (Nov '93)	

**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 were available in the LFSQB in December.

A full-page advertisement elsewhere in this issue describes the LFSQB and LFSRR. For subscription details telephone 0171 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 0171 625 7111.

\*NOMIS now offers a range of LFS data at national and local area level.

For more information contact: 0191 374 2468/2490.  
For research users, the ESRC Data Archive holds all LFS datasets. For more information telephone 01206 872570.

**LFS Helpline**  
For further information about the LFS, telephone the LFS HELPLINE on 0171 273 5585.

<b>LABOUR MARKET UPDATE</b>	<b>S2</b>	<b>RETAIL PRICES</b>	
0.1 Background economic indicators	S5	6.1 Recent index movements	S44
<b>EMPLOYMENT</b>		6.2 Detailed indices	S44
1.1 Workforce	S6	6.3 Average for selected items	S45
1.2 Employees in employment: industry time series	S7	6.4 General index: time series	S46
1.3 Employees in employment: administrative technical and clerical in manufacturing	S9	6.5 Changes on a year earlier: time series	S47
1.4 Employees in employment: all industries	S10	6.8 International comparisons	S48
1.5 Employees in employment: by region	S12	6.9 International comparisons: all items exc housing costs	S50
1.8 Output, employment and productivity	S14	<b>LABOUR FORCE SURVEY</b>	
1.11 Overtime and short-time: manufacturing	S15	7.1 Economic activity: seasonally adjusted	S52
1.12 Hours of work: manufacturing	S15	7.2 Economic activity: not seasonally adjusted	S53
<b>UNEMPLOYMENT</b>		7.3 Economic activity by age: not seasonally adjusted	S54
2.1 UK summary	S16	7.4 Full-time and part-time workers	S55
2.2 GB summary	S16	7.5 Alternative measures of unemployment	S56
2.3 Regions	S18	<b>TRAINING AND ENTERPRISE PROGRAMMES</b>	
2.4 Assisted and local areas	S21	8.1 Number of people participating in the programmes	S57
2.9 Counties and local authority areas	S23	8.2 Number of starts on the programmes	S57
2.10 Parliamentary constituencies	S26	8.3 Destinations and qualifications of TFW/ET leavers	S58
2.18 International comparisons	S30	8.4 Destinations and qualifications of YT leavers	S59
2.19 UK flows	S32	8.5 Destinations and qualifications of TFW/ET leavers who completed their agreed training	S60
2.20 GB flows by age	S33	8.6 Destinations and qualifications of YT leavers who completed their agreed training	S60
2.32 Redundancies in Great Britain	S34	8.7 Characteristics of TFW/ET leavers for England and Wales	S61
2.33 Redundancies by region	S34	8.8 Characteristics of young people leaving YT for England and Wales	S61
2.34 Redundancies by age	S34	8.9 Destinations and qualifications of TFW/ET leavers by their characteristics for England and Wales	S74
2.35 Redundancies by industry	S34	8.10 Destinations and qualifications of YT leavers by their characteristics for England and Wales	S74
2.36 Redundancies by occupation	S34	<b>OTHER FACTS AND FIGURES</b>	
<b>VACANCIES</b>		A1 Disabled jobseekers: GB	S64
3.1 UK summary: seasonally adjusted: flows	S35	A2 Selective assistance by region	S64
3.2 Summary: seasonally adjusted: regions	S35	A3 Selective assistance by region and company	S64
3.3 Summary: regions	S36	<b>DEFINITIONS</b>	<b>S66</b>
<b>INDUSTRIAL DISPUTES</b>		<b>REGULARLY PUBLISHED STATISTICS</b>	<b>S67</b>
4.1 Totals; industries; causes	S37	<b>STATISTICAL ENQUIRY POINTS</b>	<b>S68</b>
4.2 Stoppages of work: summary	S37		
<b>EARNINGS</b>			
5.1 Average earnings index: industrial sectors	S39		
5.3 Average earnings index: industries	S40		
5.8 Unit wage costs	S42		
5.9 International comparisons	S43		

**Publication dates of main economic indicators April — June 1995**

**Labour market statistics**  
Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes.

April .....	12 Wednesday
May .....	17 Wednesday
June .....	14 Wednesday

**Retail prices index**

April .....	13 Thursday
May .....	11 Thursday
June .....	15 Thursday

# LABOUR MARKET *update*

## Economic background

Table 0.1

- Gross Domestic Product (GDP) in the fourth quarter of 1994 was 0.8 per cent higher than the previous quarter and 3.9 per cent higher than a year earlier.
- Excluding oil and gas GDP in the fourth quarter of 1994 was 0.7 per cent higher than the previous quarter and 3.6 per cent higher than a year earlier.
- Retail sales volumes in the three months to February were 0.1 per cent higher than in the previous three months and 2.1 per cent higher than a year earlier.
- Manufacturing output in the three months to January was 0.1 per cent lower than in the previous three months but 4.3 per cent higher than a year earlier.
- Construction output in the fourth quarter of 1994 was 0.4 per cent higher than the previous quarter and 1.2 per cent higher than a year earlier.
- Investment in the fourth quarter of 1994 was 1.4 per cent higher than the previous quarter and 1.4 per cent higher than a year earlier.
- Government consumption in the fourth quarter of 1994 was 0.4 per cent higher than the previous quarter and 1.4 per cent higher than a year earlier.
- The balance of visible trade in the fourth quarter of 1994 was in deficit by £3.1 billion. This compares to a deficit of £1.9 billion in the previous quarter and £3.3 billion a year earlier.
- Excluding oil and erratics export volumes in the fourth quarter were 2.2 per cent higher than the previous quarter and 13.6 per cent higher than a year earlier.
- Excluding oil and erratics import volumes in the fourth quarter were 5.4 per cent higher than the previous quarter and 7.9 per cent higher than a year earlier.

## Employment

Figure 1. Tables 1.1-1.5, 1.11, 1.12

- In the quarter to December 1994 the workforce in employment in the United Kingdom rose by 115,000 to 25,626,000. This gave an annual growth in 1994 of 173,000. (Table 1.1)
- The change during 1994 now brings the series more in line with other economic indicators, particularly the Labour Force Survey measure of total employment which for a similar period shows growth of 262,000 in Great Britain.
- December's quarterly rise was made up of increases in employees (60,000), the self-employed (48,000) and participants on work-related government training schemes (16,000) with only HM Forces showing a fall (9,000). The rise was split fairly evenly between men and women and full and part-time jobs. (Table 1.1)
- Service sector employment in Great Britain rose by 61,000 over the quarter to December 1994. Over the year to December 1994 there was a rise of 117,000. (Table 1.2)
- Manufacturing employment in Great Britain rose by 8,000 in January following rises of 15,000 in December and 17,000 in November. The sector saw an increase of 25,000 employees over the year to January and falls in manufacturing have now reduced to a net loss of 1,000 employees since the trough in March 1993. (Table 1.2)
- Overtime worked by manufacturing operatives continued to fluctuate, falling to 9.58 million hours per week in January. (Table 1.11)
- Hours lost through short-time working in manufacturing fell sharply to 0.17 million hours per week in January and continued at a historically low level. (Table 1.11)

- There have been revisions this month to the training scheme numbers back to September 1992 and employee estimates back to September 1991. The employee revisions were largely due to revisions in the construction industry. In addition, seasonal factors have been updated to June 1993 for production industries and to December 1991 for all other industries.

## Claimant unemployment

Figure 2. Tables 2.1-2.20, except 2.18

- UK seasonally adjusted level of claimant unemployment fell by 27,400 in February 1995 to stand at 2,364,700. This is the thirteenth consecutive monthly fall. (Table 2.1)

Figure 1: Employees in employment, change in quarter to December 1994: UK

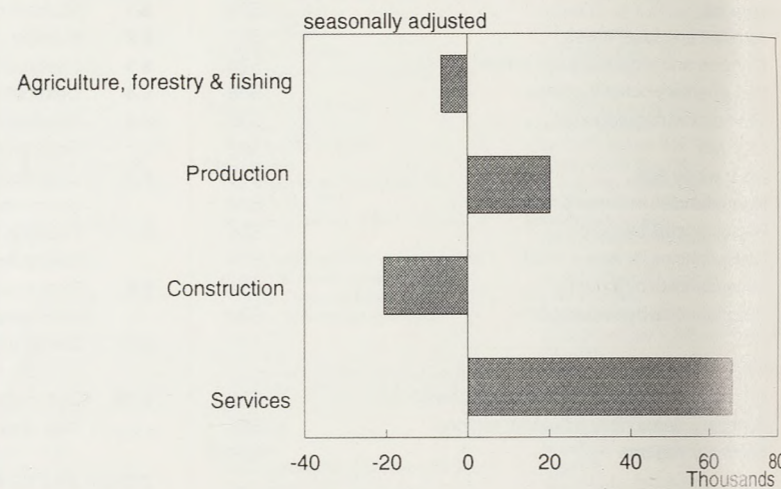


Figure 2: Monthly changes in claimant unemployment consistent with current coverage: UK

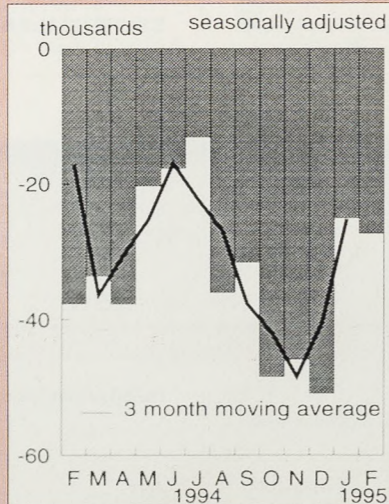
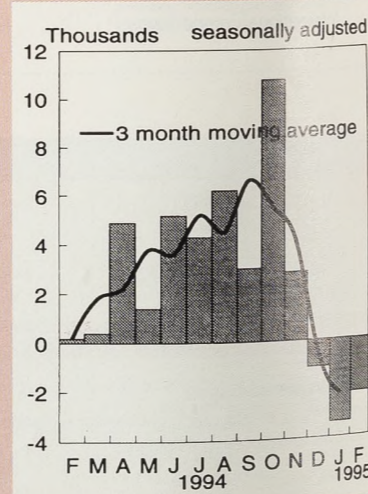


Figure 3: Monthly changes in unfilled vacancies



- The unemployment level was 72,300 (48 per cent) higher than in April 1990 when claimant unemployment reached its last trough, but 607,000 (20 per cent) lower than in December 1992 when unemployment last reached a peak.
- The seasonally adjusted rate of claimant unemployment, at 8.4 per cent of the workforce, was down 0.1 percentage points on the previous month. (Table 2.1)
- The seasonally adjusted claimant unemployment rate is the lowest since July 1991.
- United Kingdom unemployment rate is 1.4 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 January and February the total level of seasonally adjusted claimant unemployment fell in all regions. The largest percentage falls occurred in the West Midlands, the North and East Anglia. The level of unemployment also fell in all regions amongst both men and women. (Table 2.3)
- The total rate of seasonally adjusted unemployment fell in every region except the North West where it remained the same. (Table 2.3)
- The UK unadjusted total of claimants fell by 44,513 from the previous month to 2,458,840 or 8.7 per cent of the workforce, a fall of 0.2 percentage points on the previous month. (Table 2.1)
- On the 1991 basis seasonally adjusted unemployment in Great Britain (Autumn 1994) stood at 2.49 million, which is 72,000 higher than the GB claimant count for the same period. (See Labour Force Survey section)

## Jobcentre vacancies

Figure 3. Tables 3.1-3.3

- The number of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) fell by 2,200, to stand at 173,300. (Table 3.1)
- The seasonally adjusted number of new vacancies notified to Jobcentres increased by 4,700, to 220,700. (Table 3.1)
- The seasonally adjusted number of people placed into jobs by the Employment Service rose by 3,900 to 169,000. (Table 3.1)

## Labour disputes

Figure 4. Tables 4.1, 4.2

- It is provisionally estimated that 22,000 working days were lost due to stoppages of work in January 1995. This compares with 23,000 in December 1994 and 2,000 in January 1994.
- The number of working days lost in the twelve months to January 1995 is provisionally estimated to be 298,000, equivalent to 14 days lost per 1,000 employees. The latest estimate is less than half the total of both the corresponding period a year ago (603,000) and the annual total for 1993 (649,000).
- Of the 298,000 days lost in the latest twelve month period, one third (100,000) were lost in the transport services and communication group, and one quarter (75,000) were lost in the education research and development group.
- A provisional total of 14 stoppages were recorded as being in progress in January 1995. The twelve months to January total (206) is slightly higher than the number for the corresponding period last year, which was 201. Data on stoppages in progress were first recorded in 1920.

## Average earnings

Figure 5. Tables 5.1, 5.3

- The underlying rate of increase in average earnings for the whole economy in the year to January 1995 was provisionally estimated to be 3 1/2 per cent. This is 1/4 per cent below the December figure. (Table 5.1)
- Actual increase in whole economy average earnings was 3.7 per cent. (Table 5.1)
- In the manufacturing industries the underlying increase was 5 per cent. This is the same as the December figure. (Table 5.1)
- The production industries increase was 4 3/4 per cent. This is the same as the December figure. (Table 5.1)
- In the service industries the increase was 2 3/4 per cent. This is the same as the December figure which has been revised down 1/4 per cent. (Table 5.1)

Figure 4: Working days lost and stoppages due to labour disputes: UK

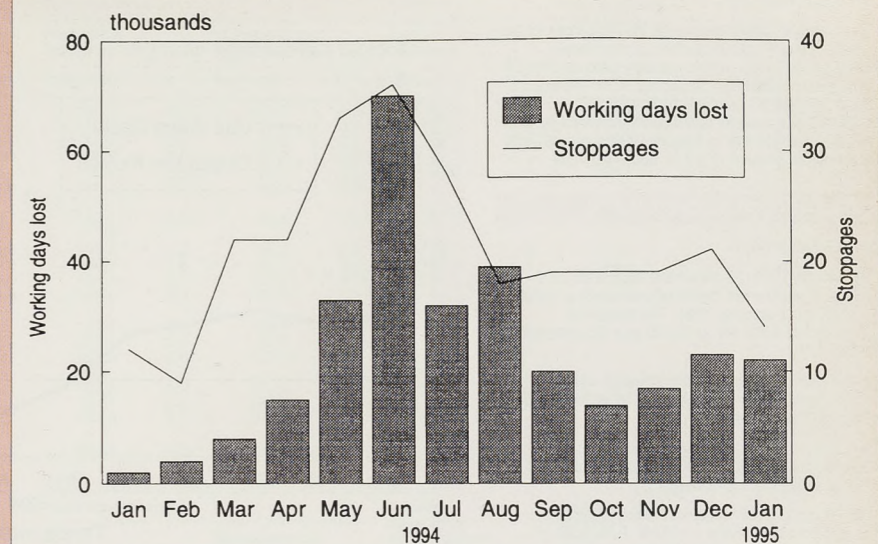
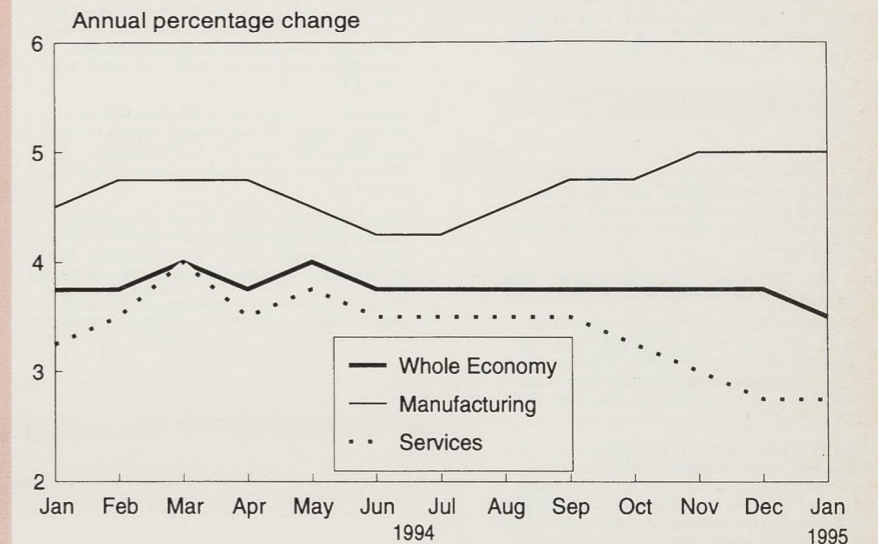


Figure 5: Underlying average earnings index: GB



## Productivity and unit wage

Figure 6. Tables 1.8, 5.8

- Manufacturing output rose by 4.3 per cent in the three months ending January 1995, compared with a year earlier. (Table 1.8)
- Manufacturing productivity in terms of output per head rose 4.6 per cent in the three months ending January 1995, compared with a year earlier. (Table 1.8)
- Manufacturing unit wage costs rose 0.6 per cent in the three months ending January 1995, compared with a year earlier. (Table 5.8)
- Whole economy output per head was 3.9 per cent higher in the third quarter of 1994, compared with a year earlier. (Table 1.8)
- Whole economy unit wage costs were 0.1 per cent lower in the third quarter of 1994, compared with a year earlier. (Table 5.8)

## Prices

Tables 6.1-6.5

- The increase over the 12 months to January in the "all-items" RPI was 3.3 per cent, up from 2.9 per cent for December. (Table 6.1)
- Between December and January the "all-items" index was unchanged, compared to a fall of 0.4 per cent in January 1994. (Table 6.1)
- Higher excise duties caused prices of tobacco, alcohol and petrol to rise in January, though alcohol prices would have risen in any case as prices recovered from pre-Christmas sales, and there was also a sharp increase in food prices. There were large price reductions in the January sales for clothing and household goods, though the price falls failed to match last January's record discounts. (Table 6.2)

- Excluding mortgage interest payments, the latest 12-month rate of price increases was 2.8 per cent for January, up from 2.5 per cent in December. (Table 6.2)
- The Tax and Price Index for January showed an increase over the latest 12 months of 3.9 per cent, up from 3.4 per cent in December.
- The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 3.4 per cent for January 1995 up from 2.8 per cent (provisional) for December 1994. The index of prices of materials and fuels purchased by manufacturing industry provisionally increased by 11.5 per cent over the year to January 1995, compared with a provisional increase of 9.2 for December 1994.

**Labour Force Survey (LFS)**

Figure 7. Tables 7.1-7.5

- The autumn 1994 LFS shows that there were 25.2 million in employment (seasonally adjusted), a rise of 111,000 since summer 1994. The number of economically active fell by 33,000 over the same period. (Table 7.1)
- 2.49 million people (seasonally adjusted) were unemployed on the ILO definition, a fall of 144,000 since summer 1994. (Table 7.1)
- In autumn 1994 1.1 million people had been ILO unemployed for over a year. This represents 44 per cent of all the ILO unemployed.
- 188,000 people were made redundant in the three months prior to interview in autumn 1994, a fall of 17,000 since autumn 1993. Almost a third (32 per cent) had found other employment by the time they were interviewed. (Figure 2.32)

Figure 7 shows the change in the seasonally adjusted total number of hours worked per week in each quarter back to summer 1992. The change between summer 1994 and autumn 1994 is the biggest increase since quarterly figures started to be collected.

- The increase in the total hours worked mainly reflects more employees and self-employed and partly reflects an increase in the average hours worked.

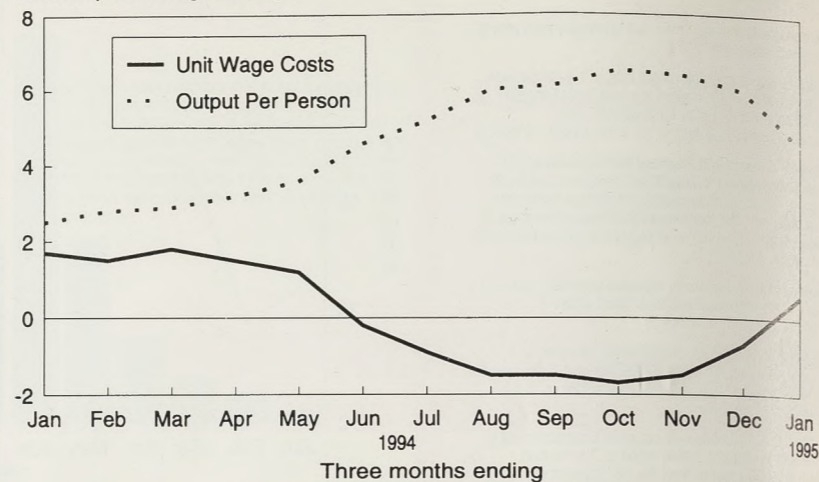
**Training**

Tables 8.1-8.10

- Seasonally adjusted, 12.7 per cent of employees (2.7 million) had received job-related training in the four weeks prior to LFS interview during autumn 1994. This is lower than the levels observed in the previous quarter and one year ago.
- Unadjusted, the number of employees receiving training was 2.7 million (13.1 per cent).
- The number participating in Training for Work (TFW) between November and December 1994 is up, which is consistent with a seasonal increase at the same time last year. The number of participants is down 11 per cent from the number participating in December 1993. (Table 8.1)
- The proportion of leavers from TFW who were in a job 6 months after leaving was slightly higher than the equivalent figure for leavers a year earlier, continuing the upward trend. The proportion gaining a qualification was greater than the equivalent for a year earlier. There are signs that the upward trend in this proportion may have resumed. (Table 8.3)
- The number of Youth Training (YT) participants decreased between November and December 1994, compared with a small rise seen at the same time last year. The number of participants was 2 per cent lower than in December 1993. (Table 8.1)
- The proportion of YT leavers in a job 6 months after leaving was higher than at the same time a year earlier. This proportion continues to show an upward trend. (Table 8.4)
- The proportion of YT leavers gaining a qualification while on the programme has in the last 3 months been the same as the equivalent figure from a year earlier. The current trend in this proportion is more or less flat. (Table 8.4)
- The number of people on the Business Start-Up Scheme fell between November and December 1994, which is consistent with a fall at the same time last year. (Table 8.1)

Figure 6:  
Manufacturing unit wage costs and output per person: UK

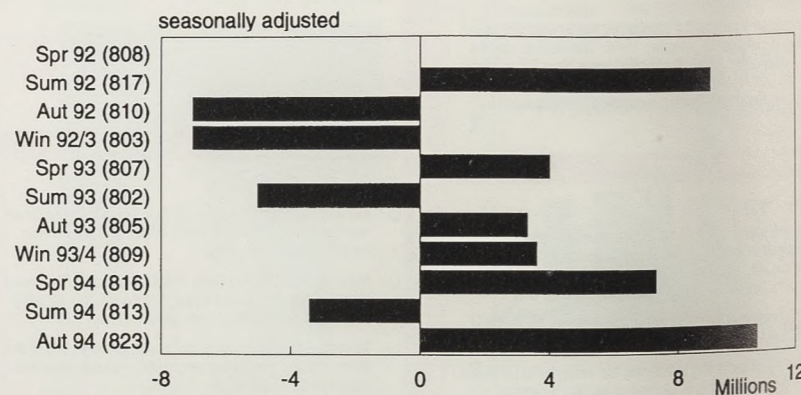
Annual percentage change



**International comparisons**

- The internationally comparable ILO unemployment rate for the UK (using OECD figures) is lower than in Finland, Canada and Australia and, among our EU partners, is lower than in Spain, Ireland, France, Italy and Belgium. (Table 2.18)
- Among our EU partners the UK ILO unemployment rate is still higher than in Portugal, Sweden, Finland and the Netherlands (OECD figures for Unified Germany, Denmark, Greece and Luxembourg are not available). (Table 2.18)
- The UK rate is below the EU average using the latest available SOEC data (8.9 per cent for the UK in January 1994 compared with 10.8 per cent in December 1994 for the EU average - excluding Finland, Sweden and Austria).
- The unemployment rate is also below the EU average using the latest available figures from the OECD (8.6 per cent for the UK in January 1995 compared with 11.1 per cent in December 1994 for the EU average - excluding Denmark, Greece, Luxembourg, Finland, Sweden and Austria). (Table 2.18)
- The UK's manufacturing average earnings increase was higher than in 11 OECD countries. (Table 5.8)
- Manufacturing average earnings increase higher than in 11 OECD countries. (Table 5.9)
- In EU countries there was an average rise in consumer prices of 3.1 per cent (provisional) over the 12 months to December 1994, compared with 2.9 per cent in the UK. Over the same period consumer prices rose in France by 1.6 per cent and in West Germany by 2.7 per cent.
- Outside the EU, consumer prices rose by 2.7 per cent in the United States, by 0.5 per cent in Japan and by 0.2 per cent in Canada.

Figure 7:  
Changes in the total actual hours worked per week: GB



( ) The numbers in brackets represent the total actual hours of work (millions)  
All hours exclude mealbreaks. Total hours includes both paid and unpaid overtime.  
Actual hours are those worked in the reference week.

Seasonally adjusted

	Output						Income						
	GDP		GDP 1990 prices		Index of output UK		Index of production OECD countries 1		Real personal disposable income		Gross trading profits of companies 4		
	1990=100	£ billion	%	1990=100	%	1990=100	%	1990=100	%	£ billion	%		
1989	99.4	476.2	2.3	100.3	2.1	100.2	4.5	98.5	3.1	98.2	4.9	67.1	7.9
1990	100.0	478.9	0.6	100.0	-0.3	100.0	-0.2	100.0	1.5	100.0	1.8	67.3	0.3
1991	97.9	468.9	-2.1	96.1	-3.9	94.6	-5.4	99.6	-0.4	100.1	0.1	67.3	—
1992	97.4	466.6	-0.5	95.9	-0.2	94.0	-0.6	99.2	-0.4	102.8	2.7	67.2	-0.1
1993	99.4	476.2	2.1	98.1 r	2.3	95.2	1.3	98.8 r	-0.4	104.3 r	1.5	75.9 r	12.9
1994	103.3	494.5	3.8	103.2	5.2	99.1	4.1	..	..	..	..	..	..
1993 Q4	100.7	120.5	2.7	99.8 r	3.0	95.6	1.5	99.5	0.9	104.8	1.1	20.3	18.5
1994 Q1	101.6	121.7	3.3	100.8	4.2	97.2	2.3	100.7 r	1.8	104.7	0.5	21.0	19.1
Q2	103.0	123.3	4.2	102.9	5.8	98.7	3.9	102.6	4.1	104.0	-0.2	20.9	12.4
Q3	103.8	124.3	4.0	104.4	6.0	100.0 r	4.9	104.4	5.1	105.5	1.5	22.0	13.6
Q4	104.6 P	125.2 P	3.9	104.9	5.1	100.6	5.2	..	..	..	..	..	..
1994 Jul	..	..	..	103.8 r	5.7	99.7	4.2	103.8 r	4.5	..	..	..	..
Aug	..	..	..	104.1	5.8	99.8	4.8	105.1	5.2	..	..	..	..
Sep	..	..	..	105.2	6.0	100.3 r	4.9	104.3 r	5.1	..	..	..	..
Oct	..	..	..	105.8	6.2	101.0	5.4	104.5	5.3	..	..	..	..
Nov	..	..	..	104.1	5.5	100.1	5.2	105.3	5.4	..	..	..	..
Dec	..	..	..	104.8	5.1	100.6	5.2	..	..	..	..	..	..
1995 Jan	..	..	..	104.3	4.3	100.0	4.3	..	..	..	..	..	..

	Expenditure				General government consumption at 1990 prices				Base lending rates + 8		Effective exchange rate + 1,9			
	Consumer expenditure 1990 prices		Retail sales volumes 1		Fixed investments 5		Manufacturing industries 1990 prices 3,6		Stock changes 1990 prices 7		1990=100			
	£ billion	%	1990=100	%	£ billion	%	£ billion	%	£ billion	%	1990=100	%		
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	2.6	103.0	3.5	73.6	-1.1	11.0	-5.2	116.9	0.9	0.19	5.50	88.9	..
1994	357.5	2.5	106.8 r	3.7	..	..	11.1	1.0	118.6	1.4	2.27	6.25	89.2	0.3
1993 Q4	88.4	3.1	104.3	3.8	18.6	—	2.7	-5.1	29.4	1.9	-0.08	5.50	90.2	..
1994 Q1	88.7	3.0	105.7	3.8	18.9	0.2	2.7	-4.5	29.5	1.8	0.42	5.25	90.7	..
Q2	89.1	2.8	106.3	3.8	18.7	4.3	2.8	1.5	29.6	1.2	0.96	5.25	89.1	..
Q3	89.5	2.2	107.1	3.5	18.8	3.3	2.8	1.9	29.7	1.2	0.12	5.75	87.9	..
Q4	90.1 P	2.0	107.3	2.9	..	..	2.9	5.3	29.8 P	1.4	0.76 P	6.25	89.1	-1.2
1994 Aug	..	..	106.8	3.3	..	..	..	..	..	..	..	5.25	..	..
Sep	..	..	107.3	3.4	..	..	..	..	..	..	..	5.75	88.1	..
Oct	..	..	107.2	3.2	..	..	..	..	..	..	..	5.75	89.1	..
Nov	..	..	107.1	2.9	..	..	..	..	..	..	..	5.75	89.1	..
Dec	..	..	107.7	2.9	..	..	..	..	..	..	..	6.25	89.1	..
1995 Jan	..	..	106.4 r	2.0	..	..	..	..	..	..	..	6.25	88.6	..
Feb	..	..	107.7	2.1	..	..	..	..	..	..	..	6.75	87.4 P	..

	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	
1989	94.2	5.8	99.9	8.1	-24.7	-22.5	110.6	7.1	..	..	..	..	..	..
1990	100.0	6.2	100.0	0.1	-18.8	-19.0	119.7	8.2	100.0	..	100.0	..	100.0	..
1991	101.2	1.2	94.7	-5.3	-10.3	-8.2	126.2	5.4	97.8	-2.2	105.4	5.4	..	..
1992	103.7	2.5	100.9	6.5	-13.1	-9.8	129.8	2.8	97.4	-0.4	108.7	3.1	..	..
1993	106.9 r	3.1	104.6	3.7	-13.4 r	-11.4 r	131.4	1.3	101.8	4.5	113.0	4.0	..	..
1994	118.2	10.6	110.6	5.7	-10.7	..	135.2	2.9	104.4	2.6	115.8 P	2.5	..	..
1993 Q4	109.3 r	3.2	107.5 r	3.9	-3.3 r	-2.1 r	132.6	1.6	100.1	-0.6	113.9	3.9	..	..
1994 Q1	112.1	4.6	110.0	5.2	-3.3	-1.8	132.8	2.5	101.0	-3.0	114.9	3.3	..	..
Q2	116.6	10.7	108.0	5.6	-2.4	-1.1	135.6	3.1	103.3	0.6	115.6	2.2	..	..
Q3	120.7	12.6	108.9	4.6	-1.9	0.5	135.7	2.7	104.7	4.5	116.0	2.1	..	..
Q4	123.5	13.0	115.5	7.4	-3.1	..	136.7	3.1	108.6 r	8.4	116.8 P	2.5	..	..
1994 Jul	118.7	10.3	108.4 r	4.5	-0.6 r	..	135.1	3.0	104.4	2.1	115.7	2.1	..	..
Aug	121.4	10.9	109.2	5.0	-0.6	..	135.8	3.0	104.4	3.2	116.0	2.1	..	..
Sep	122.1	12.6	109.1	4.6	-0.6	..	136.1	2.7	105.2	4.6	116.2	2.2	..	..
Oct	122.8	12.2	112.0	5.0	-0.7	..	136.4	2.7	105.8	5.8	116.3	2.3	..	..
Nov	125.8	15.6	115.4	5.5	-0.8	..	136.5	2.8	108.9 r	7.4	116.6	2.4	..	..
Dec	121.9	14.7	119.0	7.8	-1.6	..	137.2	3.1	111.0	8.5	117.5	2.5	..	..
1995 Jan	..	..	..	..	..	..	137.2	3.5	112.7 P	10.1	118.7 P	3.0	..	..

P = Provisional  
R = Revised  
r = Series revised from indicated entry onwards.  
Data values from which percentage changes are calculated may have been rounded.  
For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.  
Not seasonally adjusted.

1 The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.  
2 Production industries: SIC divisions 1 to 4.  
3 Manufacturing industries: SIC divisions 2 to 4.  
4 Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.  
5 Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.  
6 Including leased assets.  
7 Value of physical increase in stocks and work in progress.  
8 Base lending rate of the London clearing banks on the last Friday of the period shown.  
9 Average of daily rates.  
10 Annual and quarterly figures are average of monthly indices.

# 1.1 EMPLOYMENT Workforce \*

	Employees in employment				Self-employed persons (with or without employees) **	HM Forces #	Work-related government training programmes ++	Workforce in employment ##	Workforce * THOUSAND
	Male		Female						
	All	Part-time +	All	Part-time +					
<b>UNITED KINGDOM</b>									
<b>Unadjusted for seasonal variation</b>									
1991 Mar	11,642		10,727		3,431	298	406	26,504	28,646
Jun	11,530		10,731		3,393	297	353	26,305	28,546
Sep	11,447	1,015	10,664	4,739	3,347	297	338	26,094	28,544
Dec R	11,361		10,710		3,301	295	355	26,021	28,573
1992 Mar R	11,258		10,677		21,935	293	363	25,846	28,554
Jun R	11,239		10,698		21,937	290	325	25,759	28,438
Sep R	11,076		10,512		21,588	284	317	25,400	28,247
Dec R	11,013	1,144	10,586	4,844	21,599	280	356	25,402	28,385
1993 Mar R	10,939	1,112	10,541	4,811	21,480	275	354	25,231	28,228
Jun R	10,978	1,126	10,648	4,880	21,626	271	311	25,386	28,251
Sep R	11,023	1,142	10,648	4,869	21,671	267	306	25,427	28,339
Dec R	10,967	1,162	10,716	4,979	21,683	258	329	25,502	28,284
1994 Mar R	10,874	1,147	10,614	4,915	21,488	254	324	25,296	28,074
Jun R	10,911	1,167	10,651	4,957	21,562	250	298	25,392	27,977
Sep R	11,010	1,169	10,661	4,940	21,671	246	287	25,495	28,075
Dec	10,997	1,216	10,783	5,075	21,781	237	304	25,679	28,096
<b>UNITED KINGDOM</b>									
<b>Adjusted for seasonal variation</b>									
1991 Mar	11,682		10,767		22,449	298	406	26,574	28,666
Jun	11,514		10,706		22,220	297	353	26,254	28,554
Sep	11,419	1,049	10,693	4,799	22,112	297	338	26,084	28,536
Dec R	11,350		10,664		22,014	295	355	25,953	28,501
1992 Mar R	11,296		10,712		22,007	293	363	25,907	28,559
Jun R	11,229		10,674		21,903	290	325	25,714	28,446
Sep R	11,049		10,541		21,589	284	317	25,418	28,259
Dec R	11,004	1,121	10,543	4,801	21,547	280	356	25,351	28,322
1993 Mar R	10,976	1,113	10,573	4,823	21,549	275	354	25,293	28,227
Jun R	10,976	1,120	10,627	4,863	21,603	271	311	25,352	28,267
Sep R	10,999	1,167	10,677	4,920	21,676	267	306	25,449	28,351
Dec R	10,959	1,138	10,674	4,935	21,633	258	329	25,452	28,223
1994 Mar R	10,915	1,150	10,640	4,925	21,556	254	324	25,359	28,079
Jun R	10,912	1,173	10,633	4,943	21,545	250	298	25,359	28,003
Sep R	10,982	1,190	10,689	4,988	21,671	246	287	25,511	28,074
Dec	10,991	1,193	10,740	5,029	21,731	237	304	25,626	28,043
<b>GREAT BRITAIN</b>									
<b>Unadjusted for seasonal variation</b>									
1991 Mar	11,363	1,043	10,462	4,657	21,825	298	390	25,868	27,912
Jun	11,253	1,049	10,467	4,703	21,719	297	333	25,666	27,908
Sep	11,170	981	10,399	4,632	21,569	297	318	25,454	27,901
Dec R	11,085	1,044	10,440	4,734	21,524	295	336	25,379	27,829
1992 Mar R	10,983	1,035	10,409	4,705	21,393	293	345	25,209	27,812
Jun R	10,965	1,072	10,430	4,734	21,395	290	307	25,122	27,696
Sep R	10,801	1,038	10,244	4,614	21,044	284	297	24,760	27,497
Dec R	10,740	1,108	10,315	4,730	21,055	280	337	24,762	27,640
1993 Mar R	10,666	1,076	10,270	4,699	20,936	275	336	24,593	27,484
Jun R	10,704	1,089	10,378	4,767	21,082	271	295	24,751	27,514
Sep R	10,747	1,105	10,377	4,754	21,124	267	288	24,786	27,591
Dec R	10,691	1,123	10,440	4,861	21,130	258	311	24,857	27,539
1994 Mar R	10,598	1,109	10,340	4,799	20,938	254	306	24,655	27,334
Jun R	10,634	1,128	10,377	4,840	21,011	250	282	24,751	27,240
Sep R	10,732	1,130	10,385	4,822	21,117	246	269	24,847	27,329
Dec	10,716	1,175	10,501	4,951	21,217	237	285	25,023	27,350
<b>GREAT BRITAIN</b>									
<b>Adjusted for seasonal variation</b>									
1991 Mar	11,403	1,042	10,501	4,671	21,904	298	390	25,937	27,932
Jun	11,236	1,032	10,441	4,674	21,677	297	333	25,613	27,815
Sep	11,142	1,016	10,427	4,693	21,569	297	318	25,445	27,796
Dec R	11,074	1,023	10,397	4,690	21,470	295	336	25,314	27,761
1992 Mar R	11,020	1,036	10,443	4,717	21,463	293	345	25,268	27,817
Jun R	10,954	1,061	10,405	4,710	21,359	290	307	25,076	27,702
Sep R	10,774	1,067	10,271	4,671	21,046	284	297	24,779	27,513
Dec R	10,731	1,085	10,275	4,688	21,006	280	337	24,714	27,580
1993 Mar R	10,702	1,078	10,302	4,710	21,004	275	336	24,654	27,483
Jun R	10,702	1,083	10,356	4,750	21,058	271	295	24,715	27,527
Sep R	10,724	1,129	10,405	4,805	21,128	267	288	24,808	27,606
Dec R	10,683	1,100	10,400	4,817	21,084	258	311	24,811	27,481
1994 Mar R	10,639	1,111	10,366	4,809	21,005	254	306	24,717	27,337
Jun R	10,635	1,134	10,358	4,826	20,993	250	282	24,717	27,262
Sep R	10,705	1,151	10,412	4,870	21,117	246	269	24,863	27,330
Dec	10,710	1,152	10,460	4,906	21,170	237	285	24,973	27,298

Note: Definitions of terms used will be found at the end of the section.  
 \* Workforce in employment plus claimant unemployed. For the claimant unemployment series see tables 2.1 and 2.2 and their footnotes.  
 # HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.  
 \*\* Estimates of the self-employed are based on the results of the Labour Force Survey. The Northern Ireland estimates are not seasonally adjusted.  
 ++ Includes all participants on government training and employment programmes who are receiving some work experience on their placement but who do not have a contract of employment (those with a contract are included in the employees in employment series). The numbers are not subject to seasonal adjustment.  
 ## Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See Employment Gazette, p S6, August 1988.  
 + Estimates of part-time employees in the United Kingdom are only available on a quarterly basis since December 1992. The Northern Ireland component is not seasonally adjusted.

# EMPLOYMENT 1.2 Employees in employment in Great Britain \* THOUSAND

GREAT BRITAIN SIC 1980 Divisions of classes	All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)*	
	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470
1983 June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087
1984 June	20,741	20,731	5,302	5,316	5,909	5,923	6,919	6,936
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639
1987 June	21,080	21,081	5,049	5,068	5,548	5,567	6,531	6,550
1988 June	21,740	21,748	5,089	5,109	5,566	5,587	6,587	6,606
1989 June	22,134	22,143	5,080	5,101	5,537	5,558	6,584	6,613
1990 June	22,380	22,353	4,994	5,014	5,434	5,456	6,494	6,516
1991 June	21,719	21,677	4,599	4,614	5,029	5,046	5,994	6,011
1992 June R	21,395	21,359	4,412	4,419	4,806	4,815	5,723	5,737
1992 Aug			4,373	4,345	4,766	4,737		
Sep R	21,044	21,046	4,364	4,326	4,755	4,716	5,663	5,618
Oct			4,332	4,304	4,721	4,691		
Nov			4,308	4,282	4,692	4,666		
Dec R	21,055	21,006	4,274	4,267	4,653	4,645	5,552	5,538
1993 Jan			4,245	4,269	4,622	4,644		
Feb			4,238	4,265	4,611	4,636		
Mar R	20,936	21,004	4,243	4,270	4,611	4,637	5,480	5,512
Apr			4,235	4,265	4,596	4,627		
May			4,234	4,263	4,587	4,618		
June R	21,082	21,058	4,269	4,277	4,615	4,624	5,476	5,492
July			4,294	4,279	4,639	4,625		
Aug			4,302	4,274 R	4,644	4,615		
Sep R	21,124	21,128	4,293	4,266	4,630	4,602	5,502	5,468
Oct			4,300	4,278	4,636	4,613		
Nov			4,300	4,276	4,633	4,608		
Dec R	21,130	21,084	4,256	4,252	4,583	4,578	5,453	5,443
1994 Jan R			4,229	4,250	4,555	4,574		
Feb			4,231	4,249	4,554	4,571		
Mar R	20,938	21,005	4,216	4,242	4,533	4,559	5,392	5,424
Apr			4,215	4,241	4,530	4,555		
May			4,217	4,238 R	4,527	4,549		
June R	21,011	20,993	4,227	4,233	4,534	4,542	5,398	5,413
July			4,246	4,232 R	4,551	4,538		
Aug			4,267	4,239	4,572	4,543		
Sep R	21,117	21,117	4,263	4,238	4,562	4,536	5,455	5,421
Oct			4,255	4,235	4,552	4,530		
Nov			4,273	4,252	4,567	4,545		
Dec	21,217	21,170	4,271	4,267	4,561	4,556	5,432	5,421
Jan P			4,255	4,275	4,543	4,561		
<b>SEASONALLY ADJUSTED</b>								
GREAT BRITAIN	Service Industries (6-9)*	Agriculture forestry and fishing (						

# 1.2 EMPLOYMENT

## Employees in employment in Great Britain

SEASONALLY ADJUSTED										THOUSAND
Great Britain	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber plastics etc	Paper products printing and publishing	Construction	Wholesale distribution and repairs	
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46,48-49)	(47)	(50)*	(61-63,67)	
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	319	344	599	548	469	481	1,017	1,125	
1984 June	278	290	332	582	547	472	477	1,013	1,157	
1985 June	271	277	328	576	550	476	480	995	1,160	
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	1,109	
1989 June	262	228	334	527	515	533	488	1,055	1,207	
1990 June	246	243	315	527	478	541	483	1,060	1,196	
1991 June	222	221	283	530	415	484	463	965	1,132	
1992 June	226	195	270	502	414	465	453	923 R	1,095	
1992 Aug	225	190	264	501	403	455	452	902 R	1,084 R	
1992 Sep	223	188	259	501	411	456	450			
1992 Oct	216	187	261	500	404	457	451			
1992 Nov	212	185	259	499	404	457	446			
1992 Dec	209	184	258	497	406	455	446	893 R	1,060	
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	875 R	1,089 R	
1993 Apr	206	181	259	490	416	461	450			
1993 May	203	180	260	484	419	464	449	868	1,092	
1993 June R	202	180	261	490	426	465	448			
1993 July	199	179	260	491	428 R	476 R	447 R			
1993 Aug	196 R	178	260	486 R	430	475	448 R			
1993 Sep R	197	176	261	485	433	465	453	866	1,080	
1993 Oct R	199	180	262	492	435	463	453			
1993 Nov	199	180	262	491 R	437	463	455			
1993 Dec R	200	175	262	488	435	467	451	864	1,081	
1994 Jan R	199	173	262	487	433	467	455			
1994 Feb R	201	172	260	485	432	468	455			
1994 Mar R	200	172	263	473	436	471	451	866	1,079	
1994 Apr	199	169	265	481	430	471	460			
1994 May R	198	168	266	480	429	470	460			
1994 June R	196	169	265	480	427	472	459	872	1,083	
1994 July	195	168 R	267	482	431 R	471	460 R			
1994 Aug	195 R	167	268 R	484	430	474	461 R			
1994 Sep R	196	165	267	480	431	479	459	885	1,092	
1994 Oct	196	164	270	478	431	481	454			
1994 Nov	197	163	272	479	431	485	456			
1994 Dec	199	162	274	478	431	486	462	865	1,097	
1994 Jan P	199	163	277	479	434	488	461			

SEASONALLY ADJUSTED										
GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking finance, insurance and business services	Public administration etc +	Education	Medical and other health services, veterinary services	Other services **	
SIC 1980 Divisions or classes	(64/65)	(66)*	(71-77)	(79)	(81-85)*	(91-92)*	(93)*	(95)	(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	1,262	1,295	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	1,528	
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 June R	2,309	1,180	884	409	2,607	1,796	1,832	1,552	1,696	
1992 Aug R	2,256	1,167	869	383	2,590	1,806	1,809	1,552	1,676	
1992 Oct										
1992 Nov										
1992 Dec R	2,248	1,176	871	380	2,600	1,813	1,804	1,555	1,696	
1993 Jan										
1993 Feb										
1993 Mar R	2,249	1,178	868	377	2,635	1,790	1,822	1,555	1,697	
1993 Apr										
1993 May										
1993 June R	2,255	1,167	866	372	2,662	1,796	1,830	1,563	1,715	
1993 July										
1993 Aug										
1993 Sep R	2,273	1,189	866	367	2,690	1,802	1,831	1,570	1,731	
1993 Oct										
1993 Nov										
1993 Dec R	2,284	1,183	857	364	2,694	1,786	1,827	1,577	1,737	
1994 Jan										
1994 Feb										
1994 Mar R	2,282	1,168	849	358	2,672	1,768	1,828	1,583	1,751	
1994 Apr										
1994 May										
1994 June R	2,292	1,180	849	356	2,668	1,757	1,837	1,571	1,737	
1994 July										
1994 Aug										
1994 Sep R	2,300	1,200	848	354	2,722	1,764	1,833	1,570	1,765	
1994 Oct										
1994 Nov										
1994 Dec	2,308	1,206	848	346	2,754	1,768	1,830	1,574	1,778	
1994 Jan										

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

GREAT BRITAIN		Division, class or group or AH	Jan 1994	Nov 1994	Dec 1994	Jan 1995 P					
SIC 1980			Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4		3,212.4	1,342.4	4,554.8	3,223.5	1,343.6	4,567.1	3,219.7	1,341.7	4,561.5
Manufacturing industries	2-4		2,959.8	1,269.7	4,229.4	2,995.1	1,277.8	4,272.9	2,994.3	1,276.7	4,271.0
Energy and water supply	1		252.7	72.7	325.4	228.4	65.8	294.2	225.4	65.1	290.5
Coal extraction and solid fuels	111		24.0	1.9	26.0	13.6	1.3	14.9	13.5	1.3	14.8
Extraction of mineral oil and natural gas/mineral oil processing	13/14		48.4	10.1	58.5	48.4	9.5	57.9	47.7	9.5	57.3
Electricity	161		84.2	26.2	110.4	77.1	24.8	101.9	76.8	24.8	101.5
Gas	162		48.6	20.5	69.1	43.4	16.6	60.0	41.4	15.1	56.5
Water supply industry	17		35.4	11.2	46.6	34.5	11.1	45.6	34.7	11.7	46.4
Metal manufacturing and chemicals	2		430.7	148.6	579.3	419.7	141.7	561.4	421.1	140.8	561.9
Extraction of metal ores and minerals	21/23		21.1	3.9	25.0	20.9	4.4	25.3	20.9	4.1	25.0
Metal manufacture	22		100.5	14.7	115.2	97.5	15.2	112.6	97.5	15.0	112.5
Non-metallic mineral products	24		108.0	35.8	143.7	108.7	34.1	142.8	111.8	34.4	146.2
Chemical industry/man-made fibres	25/26		201.2	94.2	295.4	192.7	88.0	280.7	191.0	87.2	278.2
Metal goods, engineering and vehicles	3		1,438.1	381.2	1,819.3	1,457.5	385.0	1,842.5	1,461.7	384.9	1,846.6
Metal goods/sea	31		207.5	54.2	261.8	216.8	55.6	272.3	218.7	55.9	274.6
Mechanical engineering	32		495.0	94.6	589.6	502.4	95.6	598.0	504.2	95.9	600.1
Office machinery and data processing equipment	33		44.5	17.5	62.0	44.6	19.2	63.8	44.6	19.2	63.8
Electrical and electronic engineering	34		307.5	144.9	452.4	318.5	145.0	463.5	319.3	143.8	463.2
Wires, cables and basic electrical equipment	341/342		82.4	33.0	115.3	92.0	33.7	125.7	90.7	33.2	123.9
Electrical equip. for industrial use and batteries and accumulators	343		37.0	17.9	54.9	35.0	16.5	51.5	36.3	16.6	52.9
Telecommunications equipment	344		88.2	36.4	124.6	88.5	36.3	124.8	89.2	36.3	125.5
Other electronic equipment	345		58.9	37.8	96.7	59.5	37.7	97.2	59.2	37.3	96.6
Lighting/Appliances/Installation	346-348		41.1	19.7	60.9	43.5	20.9	64.4	43.9	20.4	64.3
Motor vehicles and parts	35		176.8	22.2	199.1	174.9	21.7	196.6	176.7	21.5	198.2
Other transport equipment	36		151.5	21.2	172.7	144.8	19.0	163.8	142.7	18.9	161.6
Instrument engineering	37		55.3	26.5	81.8	55.7	29.0	84.6	55.4	29.6	85.0
Other manufacturing industries	4		1,090.9	739.8	1,830.8	1,117.9	751.0	1,868.9	1,111.6	751.0	1,862.5
Food, drink and tobacco	41/42		293.1	192.0	485.1	295.7	194.6	490.2	289.8	191.9	481.7
Food	411-423		241.1	171.2	412.3	244.9	172.6	417.5	241.2	172.9	414.1
Alcoholic, soft drink and tobacco manufacture	424-429		52.0	20.8	72.8	50.8	22.0	72.8	48.6	19.0	67.6
Textiles	43		93.8	75.2	169.0	94.8	75.3	170.0	94.4	75.0	169.3
Leather and leather goods	44		9.7	6.3	16.0	9.7	6.9	16.7	9.6	6.7	16.3
Footwear and clothing	45		71.9	173.9	245.7	70.9	175.2	246.0	71.9	176.7	248.7
Footwear	451		16.6	16.9	33.5	16.0	16.4	32.5	16.2	16.2	32.4
Clothing/hats, gloves and furgoods	453/456		40.1	137.9	178.0	38.3	139.1	177.5	39.5	141.2	180.6
Household textiles	455		15.1	19.1	34.3	16.5	19.6	36.1	16.3	19.3	35.

# 1.4 EMPLOYMENT

## Employees in employment: December 1994

GREAT BRITAIN	Division Class or Group	THOUSAND												
		Dec 1993 R			Sep 1994			Dec 1994			THOUSAND			
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All	
SIC 1980		All	Part-time	All	Part-time	All	Part-time	All	Part-time	All	Part-time	All	Part-time	
All industries and services #	0-9	10,690.6	1,122.9	10,439.9	4,861.1	21,130.4	10,731.7R	10,385.4R	21,117.1R	10,716.3	1,174.8	10,500.7	4,950.9	21,217.2
Agriculture, forestry and fishing	0	179.5	29.1	59.4	24.4	238.8	199.2	67.3	266.6	171.6	29.4	57.6	24.1	229.2
Production and construction industries	1-5	3,954.4	70.5	1,499.0	337.3	5,453.4	3,974.1R	1,480.6	5,454.7R	3,952.6	72.1	1,479.1	333.5	5,451.7
Production industries of which, manufacturing industries	1-4 2-4	3,221.3 2,967.4	56.3 54.8	1,361.6 1,288.7	280.2 265.8	4,582.9 4,256.1	3,218.9 2,986.7	1,343.2 1,276.0	4,562.1 4,262.7	3,219.7 2,994.3	57.9 56.7	1,341.7 1,276.7	276.4 263.8	4,581.5 4,271.2
Service industries #	6-9	6,556.7	1,023.4	8,881.5	4,499.5	15,438.2	6,558.4R	8,837.5R	15,395.8R	6,592.1	1,073.3	8,964.0	4,593.3	15,556.1
Agriculture and horticulture	01	167.7	28.6	56.8	23.4	224.5	187.5	64.7	252.3	159.9	28.9	55.0	23.1	214.8
Energy and water supply	1	253.8	1.5	72.9	14.3	326.7	232.2	67.2	299.4	225.4	1.2	65.1	12.6	280.2
Coal extraction and solid fuels	111	25.1	0.2	2.0	0.4	27.1	14.9	1.5	16.3	13.5	0.2	1.3	0.3	14.8
Extraction of mineral oil and natural gas/mineral oil processing	13/14	48.8	0.2	9.9	0.9	58.7	48.8	9.4	58.2	47.7	0.1	9.5	1.0	57.3
Electricity	161	84.5	0.6	26.2	5.7	110.7	77.4	24.6	102.0	76.8	0.5	24.8	5.4	101.5
Gas	162	48.0	0.4	20.4	5.2	68.4	43.6	17.6	61.3	41.4	0.3	15.1	3.9	58.5
Water supply industry	17	35.3	0.2	11.5	1.8	46.8	36.0	11.5	47.5	34.7	0.1	11.7	1.8	46.4
Other mineral and ore extraction, etc	2	434.9	2.8	150.1	21.3	585.0	420.8	141.6	562.5	421.1	2.8	140.8	19.8	561.4
Extraction of metal ores and minerals	21/23	21.3	0.3	4.0	1.5	25.3	21.3	4.8	26.0	20.9	0.2	4.1	1.4	25.0
Metal manufacture	22	102.0	0.7	14.8	1.9	116.8	99.5	14.4	114.0	97.5	0.7	15.0	2.2	112.3
Non-metallic mineral products	24	107.2	0.7	35.6	5.5	142.8	109.2	34.7	143.9	111.8	1.1	34.4	5.4	146.2
Chemical industry/man-made fibres	25/26	204.4	1.2	95.7	12.4	300.1	190.8	87.8	278.5	191.0	0.8	87.2	10.8	278.2
Metal goods, engineering, vehicles	3	1,440.5	17.8	385.7	68.0	1,826.1	1,453.0	383.6	1,836.6	1,461.7	19.3	384.9	67.5	1,846.6
Metal goods nes	31	207.4	3.5	54.7	13.9	262.1	211.4	56.1	267.5	218.7	3.9	55.9	13.7	274.8
Mechanical engineering	32	496.5	5.9	96.1	21.8	592.6	503.1	95.6	598.8	504.2	6.4	95.9	20.6	600.1
Office machinery and data processing equipment	33	43.9	0.4	17.7	1.7	61.5	45.8	18.0	63.8	44.6	0.8	19.2	2.3	63.8
Electrical and electronic engineering	34	307.2	4.5	146.0	20.3	453.2	317.5	142.8	460.3	319.3	4.9	143.8	20.5	463.2
Wires, cables, batteries and other electrical equipment	341/342	82.8	0.7	33.1	4.2	115.9	89.4	32.5	121.8	90.7	0.9	33.2	4.8	123.3
Industrial electrical equipment	343	36.3	0.5	16.9	2.3	53.3	36.4	16.8	53.3	36.3	0.5	16.6	2.6	52.9
Telecommunications equipment	344	87.3	0.8	37.2	4.1	124.5	88.6	35.9	124.5	89.2	0.8	36.3	3.9	125.5
Other electronic equipment	345	60.0	1.9	38.6	6.0	98.6	59.2	37.6	96.8	59.2	2.2	37.3	6.1	96.6
Lighting/Appliances/Installation	346-348	40.8	0.5	20.2	3.7	61.0	43.9	19.9	63.9	43.9	0.6	20.4	3.1	64.3
Motor vehicles and parts	35	176.8	1.1	22.5	2.6	199.3	174.5	21.9	196.4	176.7	1.1	21.5	2.3	198.2
Other transport equipment	36	152.1	0.6	21.6	2.0	173.7	144.7	19.4	164.1	142.7	1.0	18.9	1.8	161.6
Instrument engineering	37	56.6	1.8	27.1	5.7	83.7	55.9	29.8	85.7	55.4	1.2	29.6	6.4	85.0
Other manufacturing industries	4	1,092.1	34.1	752.9	176.5	1,845.0	1,112.9	750.8	1,863.7	1,111.6	34.5	751.0	176.4	1,862.5
Food, drink and tobacco	41/42	294.4	11.0	196.9	66.8	491.3	291.9	193.8	485.7	289.8	11.3	191.9	65.5	481.1
Food	411-423	243.9	10.3	175.2	64.2	419.1	240.8	171.8	412.5	241.2	10.5	172.9	63.2	414.1
Alcoholic, soft drink and tobacco manufacture	424-429	50.5	0.7	21.7	2.6	72.1	51.2	22.0	73.2	48.6	0.9	19.0	2.3	67.6
Textiles	43	93.7	2.5	77.6	15.3	171.3	94.3	74.6	168.9	94.4	2.6	75.0	12.3	169.3
Leather and leather goods	44	10.0	0.3	6.8	1.7	16.8	9.6	6.8	16.5	9.6	0.3	6.7	1.7	16.3
Footwear and clothing	45	73.8	3.6	176.2	20.9	250.0	72.5	174.4	246.8	71.9	3.4	176.7	23.9	248.7
Footwear	451	16.5	0.4	17.1	1.2	33.6	16.6	16.8	33.4	16.2	0.4	16.2	1.3	32.4
Clothing, hats, gloves and fur goods	453/456	40.8	2.6	140.1	17.2	180.9	40.1	138.3	178.4	39.5	2.4	141.2	20.4	180.6
Household textiles	455	16.5	0.6	19.0	2.5	35.5	15.8	19.3	35.0	16.3	0.6	19.3	2.3	35.6
Timber and wooden furniture	46	164.9	3.0	43.4	11.8	208.3	163.3	41.4	204.6	166.1	3.1	41.9	9.9	208.0
Timber industries	461-466	67.1	1.1	15.2	4.0	82.3	67.3	14.7	81.9	65.1	1.3	14.6	4.0	79.7
Wooden furniture	467	97.7	1.9	28.3	7.8	126.0	96.0	26.7	122.7	101.0	1.8	27.4	5.9	128.4
Paper, printing and publishing	47	277.3	9.8	172.6	38.4	449.9	284.9	178.4	463.2	284.0	9.8	177.0	39.6	461.0
Pulp, paper, board and derived products	471-472	79.8	1.4	33.7	6.1	113.5	86.0	36.6	122.6	88.5	1.1	37.3	6.5	125.8
Printing and publishing	475	197.5	8.4	138.8	32.3	336.3	198.8	141.8	340.6	195.5	8.7	139.7	33.0	335.2
Rubber and plastics	48	144.6	2.6	49.2	12.7	193.8	161.5	50.7	212.2	161.3	2.5	51.3	13.9	212.7
Other manufacturing industries	49	33.4	1.3	30.3	8.9	63.7	34.9	30.7	65.6	34.4	1.5	30.3	9.5	64.7
Construction	5	733.2	14.2	137.4	57.1	870.5	755.2R	137.4	892.6R	732.8	14.2	137.4	57.1	870.2
Distribution, hotels, catering, repairs	6	2,072.8	461.6	2,514.5	1,580.9	4,587.3	2,092.1	2,511.8	4,603.9	2,103.3	485.5	2,544.9	1,622.8	4,648.2
Wholesale distribution	61	575.3	30.5	270.0	79.3	845.3	578.1	273.5	851.6	582.1	37.0	271.2	81.3	853.3
Agriculture and textile raw materials, fuels, ores, metals, etc	611/612	75.7	2.5	29.2	7.1	104.9	73.3	28.6	102.0	76.1	3.1	28.5	8.6	104.6
Timber and building materials	613	89.6	2.4	23.7	7.3	113.4	86.4	23.7	110.0	85.8	2.6	23.4	6.8	109.2
Motor vehicles, parts and accessories	6148	29.4	0.7	13.2	3.7	42.6	31.2	13.0	44.2	31.5	0.9	13.0	3.7	44.5
Other machinery, industrial and transport equipment	6149	98.6	3.1	41.4	8.8	140.0	99.8	43.5	143.3	100.0	3.0	42.6	9.3	142.6
Household goods/clothing	615/616	58.0	2.8	36.3	10.4	94.2	58.5	37.2	95.8	58.7	3.2	38.2	11.3	96.9
Food, drink and tobacco	617	148.2	11.7	70.5	26.6	218.7	154.0	69.4	223.4	152.5	13.9	69.6	27.0	222.1
Pharmaceutical and other goods	618/619	75.8	7.3	55.6	15.5	131.4	74.8	58.0	132.9	77.5	10.4	55.9	15.6	133.3

# EMPLOYMENT 1.4

## Employees in employment: December 1994

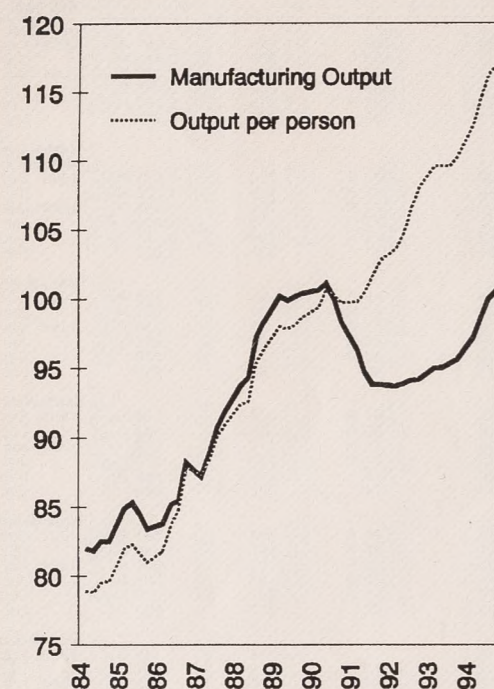
GREAT BRITAIN	Division Class or Group	THOUSAND												
		Dec 1993 R			Sep 1994			Dec 1994			THOUSAND			
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All	
SIC 1980		All	Part-time	All	Part-time	All	Part-time	All	Part-time	All	Part-time	All	Part-time	
Scrap and waste materials	62	13.6	0.8	2.4	1.0	16.0	14.6	2.5	17.1	14.4	0.9	2.4	1.0	16.8
Commission agents	63	22.7	0.9	15.7	4.1	38.4	24.3	17.1	41.3	24.8	1.2	17.3	4.2	42.1
Retail distribution	64/65	885.5	232.1	1,454.6	951.7	2,340.1	872.7	1,407.0	2,279.7	896.2	247.2	1,467.7	982.5	2,363.9
Food	641	236.2	90.8	459.3	346.9	695.4	241.9	460.9	702.9	243.4	103.7	469.4	367.1	712.9
Confectionery, tobacco, etc	642	30.4	16.9	85.0	64.4	115.4	33.0	86.5	119.5	34.3	18.9	90.0	68.9	124.4
Dispensing and other chemists	643	21.9	9.0	112.6	72.2	134.5	19.3	106.5	125.8	21.6	8.2	115.4	74.7	136.9
Clothing, footwear and leather goods	645/646	49.0	16.7	186.5	125.4	235.5	45.9	175.3	221.1	45.4	14.5	183.2	123.0	228.6
Retail household textiles/goods	647/648	138.2	22.6	132.8	75.5	271.1	127.9	119.3	247.2	130.6	23.1	119.5	67.0	250.1
Motor vehicles and parts, filling stations	651/652	195.4	20.7	77.8	30.1	273.2	200.4	79.3	279.7	199.4	20.1	76.9	30.1	276.3
Other retail distribution	653-656	214.3	55.5	400.6	237.2	614.9	204.3	379.1	583.5	221.5	58.6	413.3	251.6	634.7
Hotels and catering	66	431.5	189.5	734.7	528.4	1,166.2	456.1	774.5	1,230.6	439.4	191.4	749.2	538.1	1,188.6
Restaurants, snack bars, cafes, etc	661	120.8	44.4	175.7	121.3	296.5	126.4	187.6	314.1	125.0	47.7	182.4	126.5	307.4
Public houses														



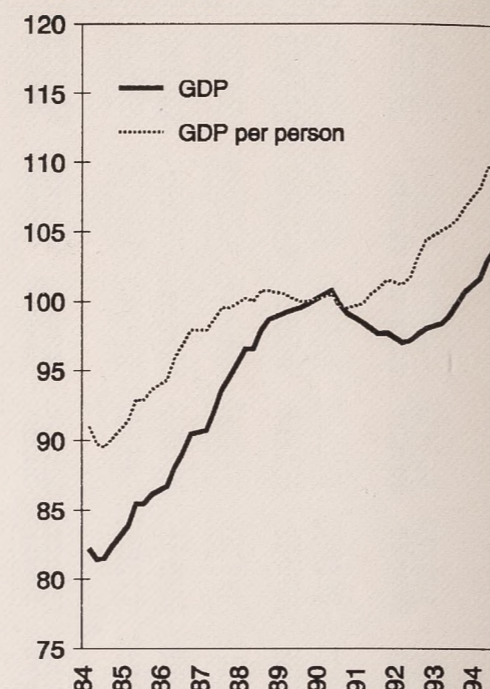
# 1.8 EMPLOYMENT

## Indices of output, employment and productivity

Index 1990=100



Index 1990=100



SIC 1992	Seasonally adjusted (1990=100)								
	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
1987	92.7	93.8	98.8	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	100.2	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	94.9	102.6	95.9	88.8	108.0	94.0	88.9	105.8
1993	99.4	94.0	105.8	98.1	86.0	114.0	95.2	86.8	109.8
1994	..	94.3	..	103.2	84.7	121.9	99.1	86.1	115.2
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	98.5	92.9	101.1	92.0	88.8	100.4	88.4
1987 Q3	93.6	94.1	99.4	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	100.2	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	100.0	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	96.5	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	100.9	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	95.9	101.2	95.4	90.5	105.4	93.7	90.4	103.6
1992 Q2	97.1	95.4	101.7	95.1	89.6	106.2	93.9	89.6	104.7
1992 Q3	97.6	94.5	103.2	96.1	88.2	108.9	94.1	88.3	106.6
1992 Q4	98.0	93.9	104.4	96.9	87.0	111.4	94.2	87.1	108.1
1993 Q1	98.4	93.6	105.1	96.7	86.4	111.9	95.0	86.7	109.6
1993 Q2	98.9	93.8	105.4	97.3	86.1	113.0	95.0	86.7	109.6
1993 Q3	99.8	94.2	105.9	98.5	86.0	114.6	95.3	86.9	109.6
1993 Q4	100.7	94.3	106.8	99.8	85.7	116.4	95.6	86.7	110.3
1994 Q1	101.7	94.0	108.2	100.8	85.1	118.4	97.2	86.3	112.7
1994 Q2	103.1	94.0	109.7	102.9	84.8	121.4	98.7	86.1	114.7
1994 Q3	103.9	94.4	110.0	104.4	84.5	123.5	100.0	85.9	116.3
1994 Q4	..	..	..	104.9	84.5	124.2	100.6	86.1	116.9

\* 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 1.11

## Overtime and short-time: operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives working overtime (000)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (000)	Hours lost (000)	Operatives (000)	Hours lost (000)	Average per operative working part of week	Operatives (000)	Percentage of all operatives	Hours lost (000)	Seasonally adjusted	Average per operative on short-time
1990	1,322	37.7	9.4	12.44		7	263	15	132	9.0	22	0.6	395	586	14.3
1991	1,055	34.6	9.1	9.63		8	323	52	478	9.3	60	2.0	800	434	11.9
1992	998	34.6	9.5	9.46		6	215	41	382	9.4	46	1.5	597	232	10.7
1993	938	32.7	9.7	9.09		4	138	27	242	8.6	31	1.1	381	264	10.6
1994	977	34.2	9.6	9.39		3	100	14	128	9.5	16	0.6	229	459	14.4
Week ended															
1993 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 R	918	32.0	9.6	8.84	8.98	3	127	25	278	11.2	28	1.0	405	459	14.4
Jul 9 R	1,036	35.8	10.0	10.33	10.06	1	20	24	152	6.5	24	0.8	172	299	7.1
Aug 13 R	886	30.5	10.1	8.98	9.32	1	30	15	130	8.6	16	0.6	160	203	10.1
Sep 10 R	948	32.6	9.8	9.27	8.99	3	111	12	74	6.4	15	0.5	184	260	12.7
Oct 14 R	1,012	34.7	9.6	9.73	9.08	4	157	13	125	9.5	17	0.6	283	295	16.3
Nov 11 R	977	33.5	9.5	9.32	8.70	5	171	22	202	9.3	26	0.9	373	409	14.3
Dec 12 R	1,001	34.7	9.6	9.65	9.08	2	73	18	169	9.2	20	0.7	242	196	11.9
1994 Jan 14 R	920	32.1	9.2	8.46	9.17	4	151	19	152	8.2	23	0.8	303	262	13.5
Feb 11 R	939	32.7	9.2	8.65	9.03	5	175	24	251	10.7	28	1.0	426	259	15.1
Mar 11 R	993	34.7	9.5	9.40	9.91	3	94	22	199	9.2	24	0.9	292	245	12.1
Apr 15 R	942	33.0	9.5	8.93	9.16	3	115	15	152	10.0	18	0.6	267	226	14.7
May 13 R	932	32.6	9.6	8.91	8.92	2	77	13	115	9.1	15	0.5	192	257	13.1
Jun 10 R	971	33.9	9.6	9.29	9.38	3	113	11	97	8.9	14	0.5	210	233	15.1
Jul 12 R	943	33.2	9.8	9.22	9.06	2	70	5	52	9.9	7	0.3	121	224	17.2
Aug 12 R	887	31.0	9.7	8.58	9.04	2	76	9	120	12.9	11	0.4	196	238	17.4
Sep 9 R	1,026	35.9	9.8	10.04	9.68	2	57	6	46	8.1	7	0.3	103	159	14.4
Oct 14 R	1,043	36.6	9.8	10.19	9.59	2	77	13	134	10.7	15	0.5	211	203	14.5
Nov 11 R	1,084	37.9	9.9	10.69	10.00	2	69	13	91	6.9	15	0.5	159	184	10.6
Dec 9 R	1,051	36.8	9.8	10.29	9.72	4	132	14	133	9.7	17	0.6	265	198	15.4
1995 Jan 13 P	915	32.1	9.8	8.93	9.58	2	76	12	106	8.7	14	0.5	183	166	12.8

# EMPLOYMENT 1.12

## Hours of work-operatives in: manufacturing industries

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37	Motor vehicles and other transport equipment 35, 36	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37	Motor vehicles and other transport equipment 35, 36	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
1990	90.3	88.6	90.0	79.4	91.3	100.6	100.4	105.0	98.3	100.8
1991	78.4	75.2	76.9	68.5	88.3	99.3	98.2	102.0	97.4	99.9
1992	73.9	69.8	69.5	67.3	84.2	99.5	98.3	100.2	98.0	99.9
1993 R	72.8	67.9	63.1	71.3	83.3	98.3	97.9	99.5	98.4	99.4
1994 R	72.5	69.9	60.3	73.5	83.7	98.9	99.5	100.3	99.0	100.0
Week ended										
1993 Jan 15	72.1					98.7				
Feb 12	72.1					98.8				
Mar 12	72.1	67.6	64.7	68.4	82.9	98.3	97.6	99.3	97.9	98.6
Apr 16	71.9					97.6				
May 14	72.6					98.5				
Jun 11 R	72.8	67.9	63.5	70.6	83.0	98.2	97.8	99.8	98.1	99.2
Jul 9 R	73.7					98.8				
Aug 13 R	73.3					98.3				
Sep 10 R	73.3	68.0	62.2	72.6	83.4	98.2	98.0	99.0	98.9	100.1
Oct 15 R	73.3					98.3				
Nov 12 R	73.0					97.9				
Dec 10 R	72.9	68.0	62.0	73.6	83.9	98.5	98.3	99.8	98.9	99.8
1994 Jan 14 R	72.8					98.5				
Feb 11 R	72.6					98.5				
Mar 11 R	72.8	68.7	61.6	73.9	82.8	99.1	99.0	100.3	99.4	100.4
Apr 15 R	72.6					98.9				
May 13 R	72.2					98.3				
Jun 10 R	72.6	68.8	59.9	72.7	83.8	98.9	98.8	99.6	98.9	100.0
Jul 15 R	72.0					98.3				
Aug 12 R	72.1					98.5				
Sep 09 R	72.7	70.4	60.2	73.4	84.1	99.3	100.0	100.6	98.7	99.6
Oct 14 R	72.4					99.2				
Nov 11 R	72.9					99.5				
Dec 09 R	72.8	71.6	59.6	74.1	84.2	99.3	100.1	100.5	99.1	99.9
1995 Jan 13 P	72.8					99.2				



## 2.1 CLAIMANT UNEMPLOYMENT UK Summary

		THOUSAND								
		MALE AND FEMALE								
		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
1991	)	2,291.9	8.0	2,286.1	8.0					
1992	) Annual	2,778.6	9.8	2,765.0	9.7					
1993	) averages	2,919.2	10.4	2,900.6	10.3					
1994	)	2,636.5	9.4	2,619.5	9.3					
1993	Feb 11	3,042.6	10.8	2,959.0	10.5	-3.6	16.9	296	2,700	47
	Mar 11	2,996.7	10.6	2,933.7	10.4	-25.3	-12.7	269	2,681	46
	Apr 8	3,000.5	10.6	2,941.9	10.4	8.2	-6.9	301	2,653	46
	May 13	2,916.6	10.4	2,919.7	10.4	-22.2	-13.1	257	2,613	46
	June 10	2,865.0	10.2	2,915.1	10.3	-4.6	-6.2	248	2,572	45
	July 8	2,929.3	10.4	2,917.2	10.4	2.1	-8.2	360	2,526	44
	Aug 12	2,960.0	10.5	2,921.5	10.4	4.3	0.6	309	2,609	42
	Sept 9	2,912.1	10.3	2,902.0	10.3	-19.5	-4.4	290	2,581	41
	Oct 14	2,793.6	9.9	2,850.9	10.1	-51.1	-22.1	305	2,450	39
	Nov 11	2,769.4	9.8	2,812.9	10.0	-38.0	-36.2	284	2,447	38
	Dec 9	2,782.7	9.9	2,770.8	9.8	-42.1	-43.7	272	2,473	38
1994	Jan 13	2,887.1	10.2	2,790.6	9.9	19.8	-20.1	283	2,565	39
	Feb 10	2,841.4	10.1	2,752.9	9.8	-37.7	-20.0	272	2,532	37
	Mar 10	2,777.5	9.9	2,719.3	9.7	-33.6	-17.2	246	2,496	35
	Apr 14	2,734.4	9.7	2,681.5	9.5	-37.8	-36.4	266	2,435	33
	May 12	2,652.6	9.4	2,661.1	9.4	-20.4	-30.6	233	2,387	33
	June 9	2,585.6	9.2	2,643.3	9.4	-17.8	-25.3	224	2,331	31
	July 14	2,643.1	9.4	2,630.1	9.3	-13.2	-17.1	349	2,265	29
	Aug 11	2,638.3	9.4	2,594.0	9.2	-36.1	-22.4	276	2,335	27
	Sept 8	2,580.4	9.2	2,562.4	9.1	-31.6	-27.0	261	2,294	25
	Oct 13	2,455.0	8.7	2,514.0	8.9	-48.4	-38.7	264	2,167	24
	Nov 10	2,423.0	8.6	2,468.1	8.8	-45.9	-42.0	258	2,142	23
	Dec 8	2,417.0	8.6	2,417.2	8.6	-50.9	-48.4	243	2,150	23
1995	Jan 12 R	2,503.4	8.9	2,392.1	8.5	-25.1	-40.6	261	2,219	23
	Feb 9 P	2,458.8	8.7	2,364.7	8.4	-27.4	-34.5	243	2,193	23

## 2.2 CLAIMANT UNEMPLOYMENT GB Summary

1991	)	2,191.5	7.9	2,187.0	7.9					
1992	) Annual	2,672.4	9.7	2,660.3	9.6					
1993	) averages	2,814.1	10.3	2,796.9	10.2					
1994	)	2,539.2	9.3	2,522.5	9.2					
1993	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	-1.1	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	-35.0	-22.0	270	2,241	26
	Sept 8	2,481.4	9.0	2,466.8	9.0	-30.3	-26.1	253	2,203	25
266	Oct 13	2,361.6	8.6	2,419.6	8.8	-47.2	-37.5	257	2,081	24
	Nov 10	2,331.6	8.5	2,374.4	8.7	-45.2	-40.9	252	2,057	23
	Dec 8	2,327.0	8.5	2,325.0	8.5	-49.4	-47.3	238	2,066	23
1995	Jan 12 R	2,411.5	8.8	2,300.9	8.4	-24.1	-39.6	254	2,134	24
	Feb 9 P	2,368.3	8.6	2,274.1	8.3	-26.8	-33.4	237	2,109	23

P R \* The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision, mainly in the following month. Revised.  
National and regional unemployment rates are calculated by expressing the number of unemployed claimants as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-1993 for 1993 and 1994 figures and at the corresponding mid-year estimates for earlier years. Workforce-based denominators have been revised back to 1971 at national and regional level to incorporate revisions to the employees in employment and self-employed components of the workforce in employment series. Fuller details are given in the article "Revised estimates of the workforce in employment in Great Britain" in the May 1994 issue of the *Employment Gazette*.

## CLAIMANT UNEMPLOYMENT UK Summary 2.1

		THOUSAND								
		MALE AND FEMALE								
		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
1991	)	1,737.1	10.7	1,734.0	10.6					
1992	) Annual	2,126.0	13.2	2,118.6	13.1					
1993	) averages	2,236.1	14.0	2,225.7	14.0					
1994	)	2,014.4	12.6	2,005.2	12.6					
1993	Feb 11	2,235.9	14.6	2,271.3	14.2	-35.4	13.7	305	2,450	39
	Mar 11	2,303.2	14.4	2,252.9	14.1	-70.3	-43.7	272	2,473	38
	Apr 8	2,304.2	14.4	2,257.7	14.2	46.5	-6.9	301	2,653	46
	May 13	2,348.4	14.1	2,243.3	14.1	-105.1	-13.1	257	2,613	46
	June 10	2,209.2	13.8	2,239.9	14.0	30.7	-6.2	248	2,572	45
	July 8	2,231.1	14.0	2,238.2	14.0	7.1	-8.2	360	2,526	44
	Aug 12	2,234.4	14.0	2,235.3	14.0	0.9	0.6	309	2,609	42
	Sept 9	2,207.2	13.8	2,221.5	13.9	14.3	-4.4	290	2,581	41
	Oct 14	2,135.5	13.4	2,186.6	13.7	51.1	-22.1	305	2,450	39
	Nov 11	2,124.1	13.3	2,157.3	13.5	33.2	-36.2	284	2,447	38
	Dec 9	2,146.0	13.4	2,129.5	13.3	-16.5	-43.7	272	2,473	38
1994	Jan 13	2,223.0	13.9	2,146.4	13.5	76.6	-20.1	283	2,565	39
	Feb 10	2,184.3	13.7	2,114.8	13.3	-69.5	-20.0	272	2,532	37
	Mar 10	2,136.5	13.4	2,088.6	13.1	-47.9	-17.2	246	2,496	35
	Apr 14	2,101.3	13.2	2,057.9	12.9	-43.4	-36.4	266	2,435	33
	May 12	2,042.1	12.8	2,039.8	12.8	-2.3	-30.6	233	2,387	33
	June 9	1,988.8	12.5	2,023.5	12.7	34.7	-25.3	224	2,331	31
	July 14	1,988.0	12.5	2,005.7	12.6	17.7	-13.2	349	2,265	29
	Aug 11	1,979.1	12.4	1,978.4	12.4	-0.7	-22.4	276	2,335	27
	Sept 8	1,947.3	12.2	1,956.9	12.3	9.6	-27.0	261	2,294	25
	Oct 13	1,890.2	11.7	1,920.4	12.0	30.2	-38.7	264	2,167	24
	Nov 10	1,864.9	11.6	1,883.3	11.8	18.4	-42.0	258	2,142	23
	Dec 8	1,854.3	11.6	1,846.8	11.6	-7.5	-48.4	243	2,150	23
1995	Jan 12 R	1,916.2	12.0	1,827.7	11.5	-88.5	-40.6	261	2,219	23
	Feb 9 P	1,882.3	11.8	1,807.3	11.3	-75.0	-34.5	243	2,193	23

## CLAIMANT UNEMPLOYMENT GB Summary 2.2

1991	)	1,601.4	10.5	1,658.0	10.5					
1992	) Annual	2,044.6	13.0	2,037.9	13.0					
1993	) averages	2,155.4	13.9	2,145.7	13.8					
1994	)	1,939.1	12.5	1,930.0	12.4					
1993	Feb 11	2,253.3	14.5	2,190.0	14.1	-63.3	16.8	289	2,600	46
	Mar 11	2,221.2	14.3	2,172.0	14.0	-49.1	-12.4	263	2,583	45
	Apr 8	2,223.0	14.3	2,177.4	14.0	-45.6	-6.5	295	2,555	45
	May 13	2,187.7	14.0	2,163.5	13.9	-24.2	-12.3	251	2,517	45
	June 10	2,138.8	13.7	2,159.9	13.9	21.1	-5.7	241	2,477	44
	July 8	2,149.6	13.9	2,157.9	13.9	8.3	-8.1	349	2,430	42
	Aug 12	2,152.5	13.9	2,154.8	13.9	2.3	-1.1	302	2,508	41
	Sept 9	2,125.6	13.7	2,141.3	13.8	15.7	-4.5	282	2,482	40
	Oct 14	2,056.5	13.3	2,107.2	13.6	50.7	-21.6	297	2,356	38
	Nov 11	2,046.1	13.2	2,078.6	13.4	32.5	-35.1	277	2,354	37
	Dec									

# 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
<b>SOUTHEAST</b>												
1991 )	638.8	477.9	160.9	6.9	9.0	4.0	637.7	6.9			477.3	160.4
1992 ) Annual	854.1	645.4	208.7	9.3	12.4	5.2	851.0	9.2			643.8	207.3
1993 ) averages	929.9	700.3	229.6	10.2	13.6	5.9	925.6	10.2			698.0	227.6
1994 )	828.3	622.2	206.1	9.1	12.1	5.3	824.2	9.1			620.1	204.1
1994 Feb 10	893.9	676.1	217.8	9.9	13.1	5.6	872.7	9.6	-14.4	-8.9	659.2	213.5
Mar 10	875.1	661.9	213.2	9.6	12.8	5.4	860.2	9.5	-12.5	-7.3	649.6	210.6
Apr 14	862.3	651.2	211.1	9.5	12.6	5.4	845.8	9.3	-14.4	-13.8	638.1	207.7
May 12	838.7	634.1	204.6	9.2	12.3	5.2	838.5	9.2	-7.3	-11.4	631.7	206.8
June 9	818.0	618.1	199.9	9.0	12.0	5.1	831.5	9.2	-7.0	-9.6	625.5	206.0
July 14	824.1	615.0	209.1	9.1	11.9	5.3	824.8	9.1	-6.7	-7.0	618.1	206.7
Aug 11	823.7	609.8	213.8	9.1	11.8	5.5	811.9	8.9	-12.9	-8.9	608.7	203.2
Sept 8	809.6	600.6	209.1	8.9	11.7	5.3	803.2	8.9	-8.7	-9.4	602.8	200.4
Oct 13	774.3	577.9	196.4	8.5	11.2	5.0	788.2	8.7	-15.0	-12.2	591.7	196.5
Nov 10	759.5	568.2	191.3	8.4	11.0	4.9	771.9	8.5	-16.3	-13.3	578.7	193.2
Dec 8	755.1	568.1	187.0	8.3	11.0	4.8	755.0	8.3	-16.9	-16.1	566.7	188.3
1995 Jan 12 R	768.5	578.2	190.2	8.5	11.2	4.8	744.7	8.2	-10.3	-14.5	558.4	186.3
Feb 9 P	759.4	571.4	188.0	8.4	11.1	4.8	735.7	8.1	-9.0	-12.1	552.0	183.7
<b>GREATER LONDON (included in South East)</b>												
1991 )	332.1	244.3	87.8	8.1	10.3	5.0	331.7	8.0			244.1	87.6
1992 ) Annual	430.3	320.1	110.2	10.5	13.6	6.4	429.2	10.5			319.6	109.6
1993 ) averages	469.6	348.6	121.0	11.6	14.9	7.1	467.9	11.6			347.8	120.2
1994 )	434.6	322.7	111.9	10.8	13.8	6.6	432.8	10.7			321.8	111.0
1994 Feb 10	454.9	339.2	115.6	11.3	14.5	6.8	451.3	11.2	-4.3	-3.0	336.2	115.1
Mar 10	450.0	335.9	114.1	11.1	14.4	6.7	447.0	11.1	-4.3	-2.2	333.2	113.8
Apr 14	446.5	333.2	113.3	11.1	14.2	6.7	440.9	10.9	-6.1	-4.9	328.6	112.3
May 12	438.2	327.3	111.0	10.9	14.0	6.5	437.6	10.8	-3.3	-4.6	325.7	111.9
June 9	431.5	322.1	109.4	10.7	13.8	6.4	434.7	10.8	-2.9	-4.1	323.1	111.6
July 14	435.1	321.6	113.5	10.8	13.7	6.7	432.1	10.7	-2.6	-2.9	320.3	111.8
Aug 11	436.0	320.0	116.1	10.8	13.7	6.8	427.2	10.6	-4.9	-3.5	316.8	110.4
Sept 8	431.8	317.4	114.4	10.7	13.6	6.7	424.8	10.5	-2.4	-3.3	315.3	109.5
Oct 13	417.2	308.4	108.8	10.3	13.2	6.4	420.3	10.4	-4.5	-3.9	312.2	108.1
Nov 10	409.0	303.0	106.0	10.1	13.0	6.2	414.2	10.3	-6.1	-4.3	307.5	106.7
Dec 8	406.8	302.7	104.1	10.1	12.9	6.1	407.4	10.1	-6.8	-5.8	303.0	104.4
1995 Jan 12 R	407.5	303.4	104.1	10.1	13.0	6.1	403.8	10.0	-3.6	-5.5	300.1	103.7
Feb 9 P	404.1	301.0	103.1	10.0	12.9	6.1	399.5	9.9	-4.3	-4.9	297.0	102.5
<b>EAST ANGLIA</b>												
1991 )	59.1	44.2	15.0	5.9	7.6	3.5	58.9	5.8			44.0	14.9
1992 ) Annual	77.7	58.3	19.4	7.6	9.9	4.5	77.3	7.6			58.1	19.2
1993 ) averages	84.0	63.1	20.9	8.2	10.7	4.7	83.4	8.1			62.8	20.7
1994 )	74.2	55.3	18.9	7.2	9.4	4.3	73.8	7.2			55.1	18.7
1994 Feb 10	82.7	62.2	20.5	8.0	10.6	4.6	78.2	7.6	-1.9	-0.7	58.7	19.5
Mar 10	80.8	60.8	20.0	7.8	10.3	4.5	76.8	7.5	-1.4	-0.5	57.6	19.2
Apr 14	78.8	59.1	19.6	7.6	10.0	4.4	75.5	7.3	-1.3	-1.5	56.6	18.9
May 12	75.4	56.6	18.8	7.3	9.6	4.3	74.7	7.3	-0.8	-1.2	55.9	18.8
June 9	72.3	54.1	18.2	7.0	9.2	4.1	74.4	7.2	-0.3	-0.8	55.4	19.0
July 14	72.7	53.8	18.9	7.1	9.1	4.3	73.9	7.2	-0.5	-0.5	55.0	18.9
Aug 11	72.5	53.1	19.4	7.0	9.0	4.4	73.0	7.1	-0.9	-0.6	54.3	18.7
Sept 8	70.7	52.1	18.6	6.9	8.9	4.2	72.2	7.0	-0.8	-0.7	53.8	18.4
Oct 13	66.9	49.4	17.5	6.5	8.4	4.0	70.3	6.8	-1.9	-1.2	52.3	18.0
Nov 10	66.8	49.5	17.3	6.5	8.4	3.9	68.8	6.7	-1.5	-1.4	51.1	17.7
Dec 8	67.3	50.2	17.1	6.5	8.5	3.9	67.5	6.6	-1.3	-1.6	50.2	17.3
1995 Jan 12 R	71.9	53.5	18.3	7.0	9.1	4.2	67.2	6.5	-0.3	-1.0	49.9	17.3
Feb 9 P	71.1	52.8	18.3	6.9	9.0	4.1	66.3	6.4	-0.9	-0.8	49.1	17.2
<b>SOUTH WEST</b>												
1991 )	161.2	121.1	40.1	6.9	9.1	4.1	160.7	6.9			120.9	39.9
1992 ) Annual	208.9	158.7	50.2	9.2	12.4	5.2	207.8	9.2			158.1	49.7
1993 ) averages	217.8	164.6	53.2	9.5	12.7	5.5	216.4	9.5			163.8	52.6
1994 )	191.7	143.9	47.8	8.4	11.1	4.8	190.4	8.3			143.2	47.2
1994 Feb 10	212.8	160.2	52.6	9.3	12.4	5.3	201.5	8.8	-3.7	-1.8	152.2	49.3
Mar 10	205.9	155.3	50.6	9.0	12.0	5.1	198.7	8.7	-2.8	-1.3	150.2	48.5
Apr 14	199.6	151.1	48.5	8.7	11.7	4.9	194.8	8.5	-3.9	-3.5	147.1	47.7
May 12	192.1	145.6	46.5	8.4	11.3	4.7	194.3	8.5	-0.5	-2.4	146.4	47.9
June 9	184.9	140.3	44.6	8.1	10.9	4.5	193.1	8.5	-1.2	-1.9	145.3	47.8
July 14	187.2	140.1	47.2	8.2	10.8	4.8	190.9	8.4	-2.2	-1.3	143.2	47.7
Aug 11	187.3	138.7	48.6	8.2	10.7	4.9	188.0	8.2	-2.9	-2.1	140.7	47.3
Sept 8	184.2	136.5	47.7	8.1	10.6	4.8	185.4	8.1	-2.6	-2.6	138.7	46.7
Oct 13	176.1	131.3	44.8	7.7	10.2	4.5	181.6	8.0	-3.8	-3.1	136.0	45.6
Nov 10	176.5	131.7	44.9	7.7	10.2	4.5	178.3	7.8	-3.3	-3.2	133.6	44.7
Dec 8	176.9	132.5	44.4	7.7	10.3	4.5	173.2	7.6	-5.1	-4.1	129.7	43.5
1995 Jan 12 R	184.2	137.6	46.6	8.1	10.7	4.7	171.0	7.5	-2.2	-3.5	127.9	43.1
Feb 9 P	180.8	135.0	45.8	7.9	10.5	4.6	169.4	7.4	-1.6	-3.0	126.9	42.5

See footnotes to tables 2.1 and 2.2.

# CLAIMANT UNEMPLOYMENT Regions 2.3

	THOUSAND											
	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #					
	All	Male	Female	All	Male	Female	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Male	Female
<b>WEST MIDLANDS</b>												
1991 )	218.7	165.1	53.6	8.4	10.9	4.9	218.3	8.4			164.9	53.5
1992 ) Annual	270.5	206.3	64.1	10.4	13.6	5.9	269.6	10.3			205.9	63.7
1993 ) averages	281.9	215.6	66.3	10.9	14.6	6.1	280.6	10.9			214.9	65.8
1994 )	246.2	186.8	59.4	9.6	12.6	5.4	244.8	9.5			186.0	58.8
1994 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	188.5	59.3	9.6	12.8	5.4	248.5	9.6	-3.4	-4.0	188.6	59.9
June 9	242.0	184.5	57.4	9.4	12.5	5.2	246.4	9.6	-2.1	-3.2	187.0	59.4
July 14	247.7	186.0	61.7	9.6	12.6	5.6	245.5	9.5	-0.9	-2.1	185.8	59.7
Aug 11	248.0	184.7	63.3	9.6	12.5	5.8	242.4	9.4	-3.1	-2.0	183.5	58.9
Sept 8	242.5	181.2	61.3	9.4	12.2	5.6	238.8	9.3	-3.6	-2.5	180.9	57.9
Oct 13	228.2	172.1	56.1	8.9	11.6	5.1	233.7	9.1	-5.1	-3.9	177.1	56.6
Nov 10	222.4	168.4	54.0	8.6	11.4	4.9	228.0	8.9	-5.7	-4.8	172.6	55.4
Dec 8	220.5	167.8	52.6	8.6	11.3	4.8	222.3	8.6	-5.7	-5.5	168.4	53.9
1995 Jan 12 R	227.1	172.8	54.3	8.8	11.7	5.0	218.9	8.5	-3.4	-4.9	165.7	53.2
Feb 9 P	222.5	169.1	53.4	8.6	11.4	4.9	215.1	8.4	-3.8	-4.3	163.0	52.1
<b>EAST MIDLANDS</b>												
1991 )	142.1	106.7	35.4	7.2	9.6	4.2	141.7	7.2			106.5	35.2

# 2.3 CLAIMANT UNEMPLOYMENT Regions

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #					
	All	Male	Female	All	Male	Female	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	THOUSAND	
											Male	Female
<b>NORTH</b>												
1991 )												
1992 ) Annual	143.7	111	32.6	10.3	13.9	5.4	143.3	10.2			110.9	32.5
1993 ) averages	157.8	123.9	34.0	11	15.3	5.6	157.0	11			123.4	33.6
1994 )	169.3	134.9	34.6	12.0	16.7	5.7	168.3	11.9			134.3	34.0
1994 )	160.4	128.3	32.4	11.4	15.8	5.4	159.4	11.3			127.4	31.9
1994 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
1994 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
1994 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
1994 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
1994 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
1994 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
1994 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
1994 Sept 8	157.7	124.5	33.2	11.2	15.4	5.5	157.0	11.1	-1.3	-0.8	125.5	31.5
1994 Oct 13	152.2	121.3	30.9	10.8	15.0	5.1	155.6	11.0	-1.4	-1.3	124.4	31.2
1994 Nov 10	153.4	122.7	30.7	10.9	15.2	5.1	154.7	11.0	-0.9	-1.2	123.6	31.1
1994 Dec 8	153.3	123.4	29.9	10.9	15.3	4.9	152.7	10.8	-2.0	-1.4	122.2	30.5
1995 Jan 12 R	159.7	128.1	31.6	11.3	15.8	5.2	152.0	10.8	-0.7	-1.2	121.8	30.2
1995 Feb 9 P	155.2	124.1	31.1	11.0	15.3	5.1	149.6	10.6	-2.4	-1.7	119.8	29.8
<b>WALES</b>												
1991 )												
1992 ) Annual	113.2	88.6	24.6	9.0	12.2	4.6	112.9	9.0			88.5	24.4
1993 ) averages	127.2	100.2	27.0	10.0	13.7	5.0	126.6	9.9			99.9	26.7
1994 )	131.1	103.2	28.0	10.4	14.4	5.1	130.4	10.3			102.7	27.6
1994 )	120.7	94.1	26.6	9.6	13.1	4.9	119.9	9.5			93.6	26.3
1994 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
1994 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
1994 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
1994 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
1994 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
1994 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
1994 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
1994 Sept 8	118.4	90.7	27.8	9.4	12.6	5.1	117.4	9.3	-2.1	-1.4	91.0	26.4
1994 Oct 13	111	85.9	25.2	8.8	12.0	4.6	114.0	9.0	-3.4	-2.4	88.2	25.8
1994 Nov 10	110.3	85.5	24.8	8.7	11.9	4.5	111.5	8.8	-2.5	-2.7	86.3	25.2
1994 Dec 8	110.9	86.4	24.4	8.8	12.1	4.5	109.4	8.7	-2.1	-2.7	84.8	24.6
1995 Jan 12 R	115.8	90.1	25.8	9.2	12.6	4.7	108.2	8.6	-1.2	-1.9	84.1	24.1
1995 Feb 9 P	112.9	87.8	25.1	8.9	12.3	4.6	107.6	8.5	-0.6	-1.3	83.6	24.0
<b>SCOTLAND</b>												
1991 )												
1992 ) Annual	220.2	165.5	54.7	8.8	11.7	5.0	219.3	8.8			165.0	54.3
1993 ) averages	241.0	183.8	57.3	9.6	13.0	5.2	238.8	9.5			182.5	56.3
1994 )	246.4	189.5	56.9	9.9	13.7	5.1	243.3	9.7			187.7	57.9
1994 )	231.5	178.6	52.8	9.3	12.9	4.7	228.6	9.2			177.0	51.6
1994 Feb 10	246.5	190.5	56.0	9.9	13.8	5.0	236.8	9.5	-1.6	0.0	183.3	53.5
1994 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
1994 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
1994 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
1994 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
1994 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
1994 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
1994 Sept 8	223.7	172.6	51.2	9.0	12.5	4.6	225.2	9.0	-4.2	-1.9	174.4	50.8
1994 Oct 13	215.3	167.2	48.1	8.6	12.1	4.3	220.7	8.8	-4.5	-3.8	170.8	49.9
1994 Nov 10	213.3	165.4	47.9	8.5	12.0	4.3	216.6	8.7	-4.1	-4.3	167.3	49.3
1994 Dec 8	212.6	165.3	47.4	8.5	12.0	4.2	212.2	8.5	-4.4	-4.3	164.0	48.2
1995 Jan 12 R	223.7	173.3	50.4	9.0	12.6	4.5	210.1	8.4	-2.1	-3.5	162.4	47.7
1995 Feb 9 P	218.2	168.3	49.9	8.7	12.2	4.5	207.9	8.3	-2.2	-2.9	160.8	47.1
<b>NORTHERN IRELAND</b>												
1991 )												
1992 ) Annual	100.4	76.7	23.8	13.4	17.4	7.7	99.1	13.2			76.1	23.0
1993 ) averages	106.1	81.4	24.8	14.1	18.5	7.9	104.7	13.9			80.7	24.0
1994 )	105.1	80.7	24.4	14.1	18.6	7.8	103.7	13.9			80.1	23.6
1994 )	97.3	75.3	21.9	13.0	17.3	7.0	97.0	13.0			75.2	21.8
1994 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
1994 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
1994 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
1994 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
1994 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
1994 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
1994 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
1994 Sept 8	98.9	75.3	23.7	13.3	17.3	7.6	95.6	12.8	-1.3	-0.9	74.1	21.5
1994 Oct 13	93.5	72.4	21.1	12.5	16.7	6.8	94.4	12.7	-1.2	-1.2	73.3	21.1
1994 Nov 10	91.5	71.4	20.1	12.3	16.4	6.4	93.7	12.6	-0.7	-1.1	72.7	21.0
1994 Dec 8	90.1	70.9	19.2	12.1	16.3	6.2	92.2	12.4	-1.5	-1.1	71.7	20.5
1995 Jan 12 R	91.9	72.3	19.6	12.6	16.3	6.3	91.2	12.2	-1.0	-1.1	71.1	20.1
1995 Feb 9 P	90.6	71.5	19.1	12.1	16.5	6.1	90.6	12.1	-0.6	-1.0	70.7	19.9

See footnotes to tables 2.1 and 2.2.

# CLAIMANT UNEMPLOYMENT Area statistics 2.4

Unemployment by Travel-to-Work Areas\* as at February 9 1995

TRAVEL-TO-WORK AREAS *	Male			Female			All			Rate #		Male			Female			All			Rates #	
	Male	Female	All	Male	Female	All	per cent employees and unemployed	per cent workforce	Male	Female	All	per cent employees and unemployed	per cent workforce	Male	Female	All	per cent employees and unemployed	per cent workforce				
																			per cent employees and unemployed	per cent workforce		
England																						
Accrington and Rossendale	2,474	638	3,112	6.6	5.5																	
Alfreton and Ashfield	4,779	1,154	5,933	9.8	8.8																	
Alton and Arlesey	1,239	384	1,623	13.4	10.6																	
Andover	1,076	436	1,512	4.7	4.1																	
Ashted	2,354	650	3,004	8.8	7.3																	
Aylesbury and Wycombe	7,793	2,462	10,255	6.0	5.1																	
Barbury	1,827	693	2,520	8.8	7.4																	
Barrow-in-Furness	7,662	1,810	9,472	13.7	11.9																	
Barnstaple and Ilfracombe	2,441	849	3,290	11.2	8.9																	
Barrow-in-Furness	3,574	822	4,396	11.4	9.7																	
Basingstoke and Alton	3,280	1,173	4,453	5.3	4.8																	
Bath	4,197	1,616	5,813	8.4																		

# 2.4 CLAIMANT UNEMPLOYMENT

## Area statistics

### Unemployment by Travel-to-Work Areas\* as at February 9 1995

	Male	Female	All	Rate #	per cent employees and unemployed	per cent workforce
South Tyneside	7,902	1,813	9,715	18.8	16.6	
Southampton	12,533	3,420	15,953	8.8	7.7	
Southern	22,909	7,274	30,183	12.3	10.3	
Spalding & Holbeach	1,141	444	1,585	6.9	5.3	
St Austell	2,207	759	2,966	12.7	9.9	
Stafford	3,333	1,138	4,471	7.2	6.1	
Stamford	716	389	1,105	6.5	5.3	
Stockton-on-Tees	8,333	2,031	10,364	13.1	11.9	
Stoke	11,311	3,412	14,723	7.9	6.9	
Stroud	2,215	808	3,023	7.9	6.3	
Sudbury	1,151	445	1,596	9.6	7.4	
Sunderland	17,816	4,133	21,949	13.9	12.4	
Swindon	5,182	1,776	6,938	6.3	5.5	
Taunton	2,594	791	3,385	7.2	6.0	
Telford & Bridgnorth	4,764	1,565	6,329	8.1	7.1	
Thanet	5,588	1,496	7,084	18.1	14.5	
Thetford	1,452	573	2,025	9.0	7.5	
Thirsk	256	114	370	5.6	4.5	
Tiverton	630	226	856	7.5	5.9	
Torbay	5,536	1,754	7,290	15.7	12.0	
Torrington	479	174	653	12.9	8.7	
Totnes	601	234	835	10.2	7.4	
Trowbridge & Frome	2,906	1,054	3,960	8.0	6.8	
Truro	1,623	581	2,204	8.4	6.8	
Tunbridge Wells	4,485	1,334	5,819	6.2	5.0	
Uttoxeter & Ashbourne	515	223	738	5.5	4.6	
Wakefield & Dewsbury	9,439	2,627	12,066	11.0	9.8	
Walsall	12,712	3,772	16,484	11.6	10.2	
Wareham & Swanage	709	274	983	9.0	7.2	
Warminster	437	191	628	9.8	7.7	
Warrington	4,370	1,393	5,763	6.9	6.3	
Warwick	3,558	1,216	4,774	5.8	4.9	
Watford & Luton	18,786	5,689	24,455	7.6	6.6	
Wellingborough & Rushden	2,862	978	3,840	8.1	7.0	
Wells	1,666	638	2,304	9.3	7.3	
Weston-super-Mare	3,505	1,254	4,759	11.7	9.4	
Whitby	917	330	1,247	17.2	12.4	
Whitchurch & Market Drayton	835	320	1,155	7.8	5.7	
Whitehaven	3,056	748	3,804	12.1	10.7	
Widnes & Runcom	5,272	1,501	6,773	11.4	10.5	
Wigan & St Helens	14,555	4,391	18,946	11.7	10.2	
Winchester & Eastleigh	2,625	775	3,400	4.2	3.7	
Windsor	343	156	499	6.1	4.5	
Wirral & Chester	18,999	5,498	24,497	12.2	10.8	
Wisbech	1,518	503	2,021	11.9	9.3	
Wolverhampton	12,040	3,743	15,783	12.1	10.8	
Woodbridge & Leiston	1,289	453	1,742	7.0	5.8	
Worcester	3,312	1,116	4,428	7.0	6.0	
Workington	2,975	880	3,855	14.2	11.7	
Worksop	2,485	639	3,124	13.2	11.9	
Worthing	4,831	1,346	6,177	8.2	6.8	
Yeovil	2,228	763	2,991	7.0	5.7	
York	5,235	1,751	6,986	7.1	6.2	
<b>Wales</b>						
Aberdare	2,051	475	2,526	15.6	13.3	
Aberystwyth	630	243	873	7.8	6.3	
Bangor & Caernarfon	2,795	830	3,625	12.3	10.5	
Blaenau Gwent & Abergavenny	3,052	840	3,892	11.6	9.9	
Brecon	460	165	625	8.0	5.9	
Bridgend	4,212	1,207	5,419	9.9	8.7	
Cardiff	16,308	4,244	20,552	9.8	8.9	
Cardigan	694	254	948	12.8	8.3	
Cardarvan	949	295	1,244	6.6	5.2	
Conwy & Colwyn	2,906	981	3,887	11.7	9.5	
Denbigh	678	227	905	9.3	6.7	
Dolgellau & Barmouth	452	182	634	13.2	10.1	
Fishguard	349	104	453	11.8	8.0	
Haverfordwest	1,944	595	2,539	13.7	11.1	
Holyhead	2,093	607	2,700	15.9	13.0	
Lampeter & Aberaeron	555	194	749	12.1	8.4	
Llandilo	207	93	300	8.2	5.3	
Llandrinod Wells	525	268	793	8.5	6.0	
Llanelli	2,572	852	3,424	11.3	9.7	
Machynlleth	354	155	509	12.3	8.9	
Merthyr & Rhymney	5,071	1,248	6,319	13.5	11.9	
Monmouth	342	111	453	10.7	7.7	
Neath & Port Talbot	3,148	761	3,909	9.8	8.8	
Newport	6,590	2,001	8,591	10.1	9.1	
Newtown	339	106	445	4.5	3.4	
Pontypool & Cwmbran	2,820	764	3,584	9.1	8.1	
Pontypridd & Rhondda	5,376	1,308	6,684	10.6	9.4	
Porthmadoc & Ffestiniog	643	270	913	13.5	10.8	
Pwllheli	666	279	945	15.7	11.6	
Shotton, Flint & Rhyl	5,268	1,613	6,881	8.5	7.3	
South Pembrokeshire	1,804	637	2,441	17.8	13.8	
Swansea	8,116	1,934	10,050	10.0	8.8	
Welshpool	361	167	528	6.6	4.8	
Wrexham	3,497	1,079	4,576	9.1	7.9	
<b>Scotland</b>						
Aberdeen	6,738	2,215	8,953	4.5	4.2	
Alloa	1,908	563	2,471	15.0	13.2	
Annan	574	262	836	9.2	7.8	
Arbroath	1,011	397	1,408	14.8	12.4	
Ayr	3,260	1,105	4,365	9.0	7.9	
Badenoch	365	174	539	13.6	10.6	
Banff	526	172	698	7.4	5.8	
Bathgate	4,061	1,134	5,195	10.2	9.4	
Berwickshire	457	144	601	10.6	8.1	
Blairstown and Pitlochry	724	299	1,023	9.1	7.2	
Brechin and Montrose	1,019	393	1,412	9.6	7.9	
Buckie	349	107	456	11.2	9.5	
Campbeltown	402	131	533	14.7	10.6	
Crieff	306	103	409	9.9	8.0	
Cumnock and Sanquhar	2,075	498	2,573	20.4	17.1	
Dumbarton	2,824	867	3,691	11.6	10.4	
Dumfries	1,871	519	2,390	8.6	7.5	
Dunfermline	7,041	2,097	9,138	10.6	9.6	
Dunoon and Bute	4,602	1,303	5,905	11.7	10.5	
Dunoon	1,045	402	1,447	16.8	12.6	
Edinburgh	17,982	5,172	23,154	7.6	6.9	
Elgin	1,000	516	1,516	8.9	7.8	
Falkirk	4,775	1,416	6,191	10.2	9.2	
Forfar	526	273	799	8.9	7.4	
Forres	458	152	610	19.7	16.0	
Fraserburgh	397	127	524	7.8	6.3	
Galashiels	601	216	817	5.1	4.4	
Girvan	484	182	666	18.4	14.6	
Glasgow	48,839	12,974	61,813	10.5	9.6	
Greenock	3,179	720	3,899	10.1	9.1	
Haddington	799	256	1,055	8.6	7.3	
Hawick	391	130	521	6.4	5.6	
Huntly	228	86	314	9.3	7.2	
Invergordon and Dingwall	1,453	458	1,911	12.2	10.9	
Inverness	3,042	917	3,959	9.3	8.2	
Irvine	5,291	1,643	6,934	13.3	11.9	
Islay/Mid Argyll	379	142	521	11.0	9.0	
Keith	377	189	566	10.1	8.5	
Kelso and Jedburgh	261	114	375	6.8	5.6	
Kilmarnock	2,915	936	3,851	12.2	10.8	
Kirkcaldy	6,102	1,743	7,845	13.3	11.8	
Lanarkshire	14,149	3,331	17,480	12.4	11.0	
Lochaber	631	415	1,046	12.8	10.7	
Lockerbie	298	131	429	12.0	9.0	
Newton Stewart	416	157	573	21.5	14.4	
North East Fife	1,138	425	1,563	8.8	7.4	
Oban	510	351	861	10.3	8.0	
Orkney Islands	398	160	558	7.7	5.7	
Peebles	282	108	390	8.6	7.1	
Perth	1,753	608	2,361	7.5	6.7	
Peterhead	891	296	1,187	9.0	7.7	
Shetland Islands	304	97	401	3.7	3.2	
Skye and Wester Ross	678	371	1,049	15.4	12.3	
Stewartry	603	293	896	13.0	9.6	
Stirling	2,247	757	3,004	8.5	7.5	
Stranraer	818	261	1,079	14.5	11.9	
Sutherland	459	272	731	17.2	13.3	
Thurso	550	185	735	10.8	9.2	
Western Isles	1,230	310	1,540	13.6	11.3	
Wick	538	125	663	15.2	12.0	
<b>Northern Ireland</b>						
Ballymena	1,812	657	2,469	9.9	8.2	
Belfast	34,919	10,180	45,099	12.4	11.0	
Coleraine	4,369	1,135	5,504	16.5	14.0	
Cookstown	1,418	396	1,814	19.8	16.3	
Craigavon	5,537	1,557	7,094	11.5	9.9	
Dungannon	2,226	541	2,767	16.6	13.8	
Enniskillen	2,737	648	3,385	18.0	14.4	
Londonderry	7,760	1,510	9,270	18.9	16.5	
Magherafelt	1,599	415	2,014	15.0	12.7	
Newry	4,744	1,092	5,836	20.5	17.2	
Omagh	2,185	567	2,752	16.0	13.1	
Strabane	2,169	401	2,570	22.2	18.5	

\* 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

## Area statistics

### 2.9

### Unemployment in counties and local authority districts as at February 9 1995

	Male	Female	All	Rate +	Percent employees and unemployed	Percent workforce
<b>SOUTH EAST</b>						
Bedfordshire	14,617	4,647	19,264	8.8	7.6	
Luton	6,332	1,792	8,124	19.85		

# 2.9 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts as at February 9 1995

	Male	Female	All	Rate +	Percent employees and unem- ployed	Percent workforce
South Hams	1,790	753	2,543			
Teignbridge	2,808	930	3,738			
Torbay	5,382	1,704	7,086			
Torridge	1,778	595	2,373			
West Devon	1,106	384	1,490			
<b>Dorset</b>	<b>18,248</b>	<b>5,662</b>	<b>23,910</b>	<b>9.8</b>		<b>7.9</b>
Bournemouth	6,799	1,975	8,774			
Christchurch	1,018	319	1,337			
East Dorset	1,226	436	1,662			
North Dorset	624	234	858			
Poole	3,728	1,067	4,795			
Purbeck	944	350	1,294			
West Dorset	1,673	574	2,247			
Weymouth and Portland	2,236	707	2,943			
<b>Gloucestershire</b>	<b>13,060</b>	<b>4,326</b>	<b>17,386</b>	<b>8.0</b>		<b>6.7</b>
Cheltenham	2,899	888	3,787			
Cotswold	1,127	443	1,570			
Forest of Dean	1,815	608	2,423			
Gloucester	3,716	948	4,664			
Stroud	2,245	830	3,075			
Tewkesbury	1,598	609	2,207			
<b>Somerset</b>	<b>11,514</b>	<b>3,960</b>	<b>15,474</b>	<b>8.8</b>		<b>7.1</b>
Mendip	2,458	928	3,386			
Sedgemoor	2,764	889	3,653			
South Somerset	2,828	993	3,821			
Taunton Deane	2,502	755	3,257			
West Somerset	962	395	1,357			
<b>Wiltshire</b>	<b>12,043</b>	<b>4,373</b>	<b>16,416</b>	<b>6.7</b>		<b>5.7</b>
Kennet	1,274	513	1,787			
North Wiltshire	2,275	855	3,130			
Salisbury	1,999	726	2,725			
Thamesdown	4,052	1,353	5,405			
West Wiltshire	2,443	926	3,369			
<b>WEST MIDLANDS</b>						
<b>Hereford and Worcester</b>	<b>16,276</b>	<b>5,773</b>	<b>22,049</b>	<b>8.3</b>		<b>6.9</b>
Bromsgrove	2,069	735	2,804			
Hereford	1,628	577	2,205			
Leominster	287	296	583			
Makern Hills	1,728	612	2,340			
Redditch	2,094	782	2,876			
South Herefordshire	1,039	417	1,456			
Worcester	2,323	737	3,060			
Wychavon	1,891	716	2,607			
Wyre Forest	2,617	901	3,518			
<b>Shropshire</b>	<b>9,550</b>	<b>3,246</b>	<b>12,796</b>	<b>7.9</b>		<b>6.5</b>
Bridgnorth	947	381	1,328			
North Shropshire	979	367	1,346			
Oswestry	815	321	1,136			
Shrewsbury and Atcham	2,102	666	2,768			
South Shropshire	784	293	1,077			
The Wrekin	3,923	1,218	5,141			
<b>Staffordshire</b>	<b>25,826</b>	<b>8,493</b>	<b>34,319</b>	<b>8.6</b>		<b>7.4</b>
Cannock Chase	2,693	824	3,517			
East Staffordshire	2,763	831	3,594			
Lichfield	1,844	684	2,528			
Newcastle-under-Lyme	2,656	837	3,493			
South Staffordshire	2,400	958	3,358			
Stafford	2,505	885	3,390			
Staffordshire Moorlands	1,501	625	2,126			
Stoke-on-Trent	7,233	1,965	9,198			
Tamworth	2,231	894	3,125			
<b>Warwickshire</b>	<b>10,900</b>	<b>3,908</b>	<b>14,808</b>	<b>7.4</b>		<b>6.3</b>
North Warwickshire	1,316	478	1,794			
Nuneaton and Bedworth	3,298	1,096	4,394			
Rugby	1,958	790	2,748			
Stratford-on-Avon	1,839	692	2,531			
Warwick	2,489	852	3,341			
<b>West Midlands</b>	<b>106,541</b>	<b>31,950</b>	<b>138,491</b>	<b>11.3</b>		<b>10.2</b>
Birmingham	48,154	14,048	62,202			
Coventry	11,102	3,278	14,380			
Dudley	9,243	3,073	12,316			
Sandwell	12,635	3,829	16,464			
Solihull	5,213	1,796	7,009			
Walsall	9,690	2,803	12,493			
Wolverhampton	10,504	3,123	13,627			
<b>EAST MIDLANDS</b>						
<b>Derbyshire</b>	<b>29,898</b>	<b>8,504</b>	<b>38,402</b>	<b>10.0</b>		<b>8.8</b>
Amber Valley	2,815	915	3,730			
Bolsover	3,067	676	3,743			
Chesterfield	4,036	1,079	5,115			
Derby	9,301	2,547	11,848			
Derbyshire Dales	1,055	393	1,448			
Erewash	3,125	872	3,997			
High Peak	1,860	644	2,504			
North East Derbyshire	3,067	893	3,960			
South Derbyshire	1,572	485	2,057			
<b>Leicestershire</b>	<b>22,912</b>	<b>7,561</b>	<b>30,473</b>	<b>7.7</b>		<b>6.8</b>
Blaby	1,418	512	1,930			
Charnwood	2,981	1,155	4,136			
Harborough	912	342	1,254			
Hinckley and Bosworth	1,588	689	2,277			
Leicester	12,058	3,548	15,606			
Melton	741	266	1,007			
North West Leicestershire	1,980	588	2,568			
Oadby and Wigston	838	296	1,134			
Rutland	396	165	561			
<b>Lincolnshire</b>	<b>16,504</b>	<b>5,651</b>	<b>22,155</b>	<b>10.2</b>		<b>8.4</b>
Boston	1,706	503	2,209			
East Lindsey	4,006	1,418	5,424			
Lincoln	3,819	1,135	4,954			
North Kesteven	1,660	704	2,364			
South Holland	1,185	457	1,642			
South Kesteven	2,011	888	2,899			
West Lindsey	2,117	746	2,863			
<b>Northamptonshire</b>	<b>13,850</b>	<b>4,892</b>	<b>18,742</b>	<b>7.5</b>		<b>6.5</b>
Corby	1,838	598	2,436			
Daventry	1,038	446	1,484			
East Northamptonshire	1,248	436	1,684			
Kettering	1,801	615	2,416			
Northampton	5,139	1,740	6,879			
South Northamptonshire	1,015	430	1,445			
Wellingborough	1,771	627	2,398			
<b>Nottinghamshire</b>	<b>38,972</b>	<b>10,751</b>	<b>49,723</b>	<b>11.5</b>		<b>10.2</b>
Ashfield	4,169	1,005	5,174			
Bassetlaw	3,975	1,135	5,110			
Broxtowe	2,679	953	3,632			
Gedling	2,946	958	3,904			
Mansfield	4,195	1,042	5,237			
Newark	3,530	976	4,506			
Nottingham	15,083	3,854	18,947			
Rushcliffe	2,385	828	3,213			
<b>YORKSHIRE AND HUMBERSIDE</b>						
<b>Humberside</b>	<b>33,764</b>	<b>9,476</b>	<b>43,240</b>	<b>11.7</b>		<b>10.3</b>
Beverley	2,240	820	3,060			
Boothferry	1,945	642	2,587			
Cleethorpes	2,606	712	3,318			
East Yorkshire	2,583	903	3,486			
Glanford	1,824	582	2,406			
Great Grimsby	4,559	1,037	5,596			
Holderness	1,393	467	1,860			
Kingston-upon-Hull	14,091	3,672	17,763			
Southorpe	2,523	641	3,164			
<b>North Yorkshire</b>	<b>15,627</b>	<b>5,870</b>	<b>21,497</b>	<b>7.5</b>		<b>6.2</b>
Craven	763	296	1,059			
Hambleton	1,382	577	1,959			
Harrogate	2,344	994	3,338			
Richmondshire	646	422	1,068			
Ryedale	1,417	560	1,977			
Scarborough	3,562	1,300	4,862			
Selby	1,996	697	2,693			
York	3,517	1,024	4,541			
<b>South Yorkshire</b>	<b>54,274</b>	<b>14,176</b>	<b>68,450</b>	<b>13.4</b>		<b>11.8</b>
Barnsley	8,606	1,991	10,597			
Doncaster	13,012	3,189	16,201			
Rotherham	10,668	2,714	13,382			
Sheffield	21,988	6,282	28,270			
<b>West Yorkshire</b>	<b>66,394</b>	<b>19,036</b>	<b>85,430</b>	<b>9.4</b>		<b>8.4</b>
Bradford	16,563	4,537	21,100			
Calderdale	5,364	1,738	7,102			
Kirklees	10,710	3,373	14,083			
Leeds	23,237	6,524	29,761			
Wakefield	10,520	2,864	13,384			
<b>NORTH WEST</b>						
<b>Cheshire</b>	<b>24,039</b>	<b>7,700</b>	<b>31,739</b>	<b>7.0</b>		<b>6.8</b>
Chester	3,063	903	3,966			
Congleton	1,379	633	2,012			
Crewe and Nantwich	2,753	997	3,750			
Ellesmere Port and Neston	2,454	712	3,166			
Halton	4,932	1,390	6,322			
Macclesfield	2,477	804	3,281			
Vale Royal	2,611	868	3,479			
Warrington	4,370	1,393	5,763			
<b>Greater Manchester</b>	<b>85,316</b>	<b>23,863</b>	<b>109,179</b>	<b>9.9</b>		<b>8.7</b>
Bolton	7,416	1,829	9,245			
Bury	3,804	1,253	5,057			
Manchester	24,180	6,553	30,733			
Oldham	7,115	2,039	9,154			
Rochdale	6,672	1,826	8,498			
Salford	8,601	2,153	10,754			
Stockport	6,397	1,934	8,331			
Tameside	6,480	1,844	8,324			
Trafford	6,040	1,847	7,887			
Wigan	8,611	2,585	11,196			
<b>Lancashire</b>	<b>35,799</b>	<b>10,119</b>	<b>45,918</b>	<b>8.2</b>		<b>7.0</b>
Blackburn	4,242	901	5,143			
Blackpool	6,009	1,644	7,653			
Burnley	2,113	485	2,598			
Chorley	2,035	637	2,672			
Fylde	931	335	1,266			
Hyndburn	1,557	392	1,949			
Lancaster	3,933	1,229	5,162			
Pendle	1,843	568	2,411			
Preston	4,424	1,187	5,611			
Ribble Valley	545	174	719			
Rossendale	1,122	304	1,426			
South Ribblesdale						

# 2.10 CLAIMANT UNEMPLOYMENT

## Area statistics

Unemployment in Parliamentary constituencies as at February 9 1995

	Male	Female	All		Male	Female	All
<b>SOUTH EAST</b>				Kensington	3,208	1,493	4,701
<b>Bedfordshire</b>				Kingston-upon-Thames	1,891	600	2,491
Luton South	4,116	1,088	5,204	Lewisham East	3,774	1,188	4,962
Mid Bedfordshire	2,236	847	3,083	Lewisham West	4,568	1,414	5,982
North Bedfordshire	3,129	1,011	4,140	Lewisham Deptford	5,817	1,931	7,748
North Luton	2,809	906	3,715	Leyton	5,034	1,573	6,607
South West Bedfordshire	2,327	795	3,122	Mitcham and Morden	3,574	1,102	4,676
<b>Berkshire</b>				Newham North East	5,095	1,358	6,453
East Berkshire	2,359	731	3,090	Newham North West	4,736	1,445	6,181
Newbury	1,777	546	2,323	Newham South	4,490	1,288	5,778
Reading East	2,781	759	3,540	Norwood	5,841	2,023	7,864
Reading West	2,546	652	3,198	Old Bexley and Sidcup	1,410	520	1,930
Slough	3,732	1,093	4,825	Orpington	1,541	468	2,009
Windsor and Maidenhead	1,843	625	2,468	Peckham	5,978	1,970	7,948
Wokingham	1,595	543	2,138	Putney	2,718	1,037	3,755
<b>Buckinghamshire</b>				Ravensbourne	1,643	528	2,171
Aylesbury	2,279	756	3,035	Richmond-upon-Thames and Barnes	1,651	714	2,365
Beaconsfield	1,392	429	1,822	Romford	1,921	569	2,490
Buckingham	1,209	400	1,609	Ruislip-Northwood	1,281	450	1,731
Chesham and Amersham	1,338	411	1,749	Southwark and Bermondsey	5,581	1,826	7,407
Milton Keynes N.E. CC	2,249	746	2,995	Streatham	5,169	1,903	7,072
Milton Keynes S.W. BC	2,868	886	3,754	Surbiton	1,419	489	1,908
Wycombe	2,444	708	3,152	Sutton and Cheam	1,846	574	2,420
<b>East Sussex</b>				Tooting	4,404	1,634	6,038
Bexhill and Battle	1,850	587	2,437	Tottenham	8,739	2,770	11,509
Brighton Kemptown	4,314	1,274	5,588	Twickenham	1,908	647	2,555
Brighton Pavilion	4,116	1,495	5,611	Upminster	2,061	613	2,674
Eastbourne	2,628	798	3,426	Uxbridge	1,931	641	2,572
Hastings and Rye	4,337	1,162	5,499	Vauxhall	6,585	2,218	8,803
Hove	3,769	1,376	5,145	Walthamstow	3,646	1,185	4,831
Lewes	2,328	686	3,014	Wanstead and Woodford	1,950	717	2,667
Wealden	1,615	501	2,116	Westminster North	4,569	1,862	6,431
<b>Essex</b>				Wimbledon	2,105	853	2,958
Basildon	3,911	1,263	5,174	Woolwich	4,487	1,465	5,952
Billerica	2,292	862	3,154	<b>Hampshire</b>			
Braintree	2,723	1,018	3,741	Aldershot	2,075	641	2,716
Brentwood and Ongar	1,653	559	2,212	Basingstoke	2,397	809	3,206
Castle Point	2,529	736	3,265	East Hampshire	1,947	607	2,554
Chelmsford	2,411	800	3,211	Eastleigh	2,643	731	3,374
Epping Forest	2,406	907	3,313	Fareham	2,015	692	2,707
Harlow	2,930	1,022	3,952	Gosport	2,190	742	2,932
Harwich	3,731	1,001	4,732	Havant	3,143	886	4,029
North Colchester	2,820	936	3,756	New Forest	1,758	554	2,312
Rochford	2,244	769	3,013	North West Hampshire	1,408	523	1,931
Saffron Walden	1,902	715	2,617	Portsmouth North	3,035	905	3,940
South Colchester and Maldon	3,094	1,029	4,123	Portsmouth South	4,697	1,361	6,058
Southend East	3,852	1,161	5,013	Romsey and Waterside	1,960	596	2,556
Southend West	2,878	901	3,779	Southampton Itchen	4,101	1,057	5,158
Thurrock	3,414	1,001	4,415	Southampton Test	3,746	972	4,718
<b>Greater London</b>				Winchester	1,671	560	2,231
Barking	2,908	847	3,755	<b>Hertfordshire</b>			
Battersea	4,461	1,634	6,095	Broxbourne	2,762	1,054	3,816
Beckenham	2,627	960	3,587	Hertford and Stortford	1,857	721	2,578
Bethnal Green and Stepney	6,146	1,551	7,697	Hertsmere	2,049	656	2,705
Bexleyheath	1,843	651	2,494	North Hertfordshire	2,619	860	3,479
Bow and Poplar	6,041	1,574	7,615	South West Hertfordshire	1,775	506	2,281
Brent East	5,807	2,033	7,840	St Albans	1,560	571	2,131
Brent North	3,121	1,251	4,372	Stevenage	2,880	923	3,803
Brent South	5,729	1,905	7,634	Watford	2,482	765	3,247
Brentford and Isleworth	3,083	1,168	4,251	Welwyn Hatfield	1,866	600	2,466
Carshalton and Wallington	2,505	790	3,295	West Hertfordshire	2,383	691	3,074
Chelsea	2,283	1,112	3,395	<b>Isle of Wight</b>			
Chingford	2,358	792	3,150	Isle of Wight	4,885	1,793	6,678
Chipping Barnet	1,832	729	2,561	<b>Kent</b>			
Chislehurst	1,696	559	2,255	Ashford	2,447	668	3,115
City of London				Canterbury	2,907	819	3,726
and Westminster South	2,872	1,186	4,058	Dartford	2,716	835	3,551
Croydon Central	2,858	774	3,632	Dover	3,541	969	4,510
Croydon North East	3,612	1,219	4,831	Faversham	4,079	1,271	5,350
Croydon North West	3,632	1,130	4,762	Folkestone and Hythe	3,823	938	4,761
Croydon South	1,745	616	2,361	Gillingham	3,314	1,120	4,434
Dagenham	2,962	788	3,750	Gravesham	3,481	1,074	4,555
Dulwich	3,676	1,330	5,006	Maidstone	2,440	765	3,205
Ealing North	3,310	1,064	4,374	Medway	3,194	987	4,181
Ealing Acton	3,347	1,296	4,643	Mid Kent	3,029	931	3,960
Ealing Southall	3,966	1,265	5,231	North Thanet	4,073	1,033	5,106
Edmonton	4,116	1,289	5,405	Sevenoaks	1,830	529	2,359
Eltham	2,762	839	3,601	South Thanet	3,001	821	3,822
Enfield North	3,337	1,065	4,402	Tonbridge and Malling	2,068	706	2,774
Enfield Southgate	2,684	956	3,640	Tunbridge Wells	2,115	607	2,722
Erith and Crayford	3,101	959	4,060	<b>Oxfordshire</b>			
Feltham and Heston	3,778	1,227	5,005	Banbury	2,289	867	3,156
Finchley	2,222	931	3,153	Bridgwater	1,287	442	1,729
Fulham	3,437	1,466	4,903	Somerton and Frome	1,962	711	2,673
Greenwich	3,106	1,144	4,250	Taunton	2,567	796	3,363
Hackney North and Stoke Newington	7,374	2,611	9,985	Wells	2,220	851	3,071
Hackney South and Shoreditch	7,478	2,292	9,770	Yeovil	1,934	670	2,604
Hammersmith	4,527	1,638	6,165	<b>Wiltshire</b>			
Hampstead and Highgate	3,700	1,849	5,549	Devizes	2,008	807	2,815
Harrow East	2,904	1,090	3,994	North Wiltshire	2,275	855	3,130
Harrow West	2,164	812	2,976	Salisbury	1,933	699	2,632
Hayes and Harlington	2,477	802	3,279	Swindon	3,318	1,059	4,377
Hendon North	2,458	925	3,383	Westbury	2,509	953	3,462
Hendon South	2,895	893	3,788	<b>WEST MIDLANDS</b>			
Holborn and St Pancras	5,616	2,058	7,674	Hereford and Worcester			
Hornchurch	2,020	820	2,840	Bromsgrove	2,069	735	2,804
Hornsey and Wood Green	5,824	2,375	8,199	Hereford	2,422	901	3,323
Ilford North	2,226	732	2,958	<b>West Sussex</b>			
Ilford South	3,404	1,007	4,411	Arundel	2,745	768	3,513
Islington North	6,088	2,292	8,380	Chichester	1,940	579	2,519
Islington South and Finsbury	4,924	1,932	6,856	Crawley	2,283	765	3,048

# CLAIMANT UNEMPLOYMENT 2.10

## Area statistics

Unemployment in Parliamentary constituencies as at February 9 1995

	Male	Female	All		Male	Female	All
<b>West Sussex</b>				Leominster	1,865	672	2,537
Arundel	2,745	768	3,513	Mid Worcestershire	2,832	1,056	3,888
Chichester	1,940	579	2,519	South Worcestershire	1,955	699	2,654
Crawley	2,283	765	3,048	Worcester	2,516	809	3,325
Horsham	1,760	593	2,353	Wyre Forest	2,617	901	3,518
Mid Sussex	1,597	526	2,123	<b>Shropshire</b>			
Shoreham	1,794	533	2,327	Ludlow	1,731	674	2,405
Worthing	2,360	705	3,065	North Shropshire	2,088	791	2,879
<b>EAST ANGLIA</b>				Shrewsbury and Atcham	2,102	666	2,768
<b>Cambridgeshire</b>				The Wrekin	3,629	1,115	4,744
Cambridge	2,360	844	3,204	<b>Staffordshire</b>			
Huntingdon	2,015	840	2,855	Burton	2,763	831	3,594
North East Cambridgeshire	2,667	978	3,645	Cannock and Burntwood	2,595	850	3,445
Peterborough	4,626	1,352	5,978	Mid Staffordshire	2,038	689	2,727
South East Cambridgeshire	1,411	559	1,970	Newcastle-under-Lyme	2,042	625	2,667
South West Cambridgeshire	1,880	739	2,619	South East Staffordshire	2,649	1,092	3,741
<b>Norfolk</b>				South Staffordshire	2,400	958	3,358
Great Yarmouth	4,349	1,504	5,853	Stafford	2,128	720	2,848
Mid Norfolk	2,144	758	2,902	Staffordshire Moorlands	1,501	625	2,126
North Norfolk	2,228	740	2,968	Stoke-on-Trent Central	2,879	744	3,623
North West Norfolk	2,765	887	3,652	Stoke-on-Trent North	2,557	715	3,272
North Norfolk	2,550	800	3,350	Stoke-on-Trent South	2,274	644	2,918
North Norfolk South	3,705	1,057	4,762	<b>Warwickshire</b>			
North Norfolk	2,059	818	2,877	North Warwickshire	2,269	813	3,082
South Norfolk	2,368	903	3,271	Nuneaton	2,504	816	3,320
<b>Suffolk</b>				Rugby and Kenilworth	2,097	868	2,965
Bury St Edmunds	2,050	832	2,882	Stratford-on-Avon	1,839	692	2,531
Central Suffolk	1,936	682	2,618	Warwick and Leamington	2,191	719	2,910
Ipwich	2,911	818	3,729	<b>West Midlands</b>			
South Suffolk	2,368	876	3,244	Aldridge-Brownhills	2,066	748	2,814
Suffolk Coastal	2,340	837	3,177	Birmingham Edgbaston	3,272	1,078	4,350
Waveney	4,083	1,464	5,547	Birmingham Erdington	3,968	1,109	5,077
<b>SOUTH WEST</b>				Birmingham Hall Green	3,280	1,002	4,282
<b>Avon</b>				Birmingham Hodge Hill	4,173	1,093	5,266
Bath	2,990	1,135	4,125	Birmingham Ladywood	5,538	1,587	7,125
Bristol East	3,632	1,106	4,738	Birmingham Northfield	4,462	1,287	5,749
Bristol North West	3,325	981	4,306	Birmingham Perry Barr	4,447	1,275	5,722

# 2.10 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies as at February 9 1995

	Male	Female	All		Male	Female	All
<b>Nottinghamshire</b>				Littleborough and Saddleworth	1,902	680	2,582
Ashfield	3,510	848	4,358	Makerfield	2,340	783	3,123
Bassetlaw	3,581	924	4,505	Manchester Central	5,811	1,355	7,166
Broxtowe	2,228	796	3,024	Manchester Blackley	3,622	895	4,517
Gedling	2,471	820	3,291	Manchester Gorton	4,136	1,143	5,279
Mansfield	3,602	922	4,524	Manchester Withington	4,158	1,383	5,541
Newark	2,787	889	3,676	Manchester Wythenshawe	3,755	929	4,684
Nottingham East	6,282	1,735	8,017	Oldham Central and Royton	3,394	895	4,289
Nottingham North	4,621	1,010	5,631	Oldham West	2,468	667	3,135
Nottingham South	4,190	1,109	5,299	Rochdale	3,162	814	3,976
Rushcliffe	2,385	828	3,213	Salford East	4,033	1,006	5,039
Sherwood	3,315	870	4,185	Stalybridge and Hyde	2,727	739	3,466
				Stockport	2,069	610	2,679
				Stretford	4,705	1,402	6,107
				Wigan	3,096	908	4,004
				Worsley	2,609	730	3,339
<b>YORKSHIRE AND HUMBERSIDE</b>							
<b>Humberside</b>				<b>Lancashire</b>			
Beverly	2,065	736	2,801	Blackburn	3,443	674	4,117
Booth Ferry	2,544	929	3,473	Blackpool North	3,037	801	3,838
Bridlington	3,552	1,167	4,719	Blackpool South	2,972	843	3,815
Brigg and Cleethorpes	3,742	1,053	4,795	Burnley	2,113	485	2,598
Glanford and Scunthorpe	3,211	882	4,093	Chorley	2,147	694	2,841
Great Grimsby	4,559	1,037	5,596	Fylde	1,143	392	1,535
Kingston-upon-Hull East	4,325	1,054	5,379	Hyndburn	1,557	392	1,949
Kingston-upon-Hull North	5,099	1,319	6,418	Lancaster	1,822	599	2,421
Kingston-upon-Hull West	4,667	1,299	5,966	Morcambe and Lunesdale	2,264	702	2,966
				Pendle	1,843	568	2,411
<b>North Yorkshire</b>				Preston	3,794	979	4,773
Harrogate	1,729	714	2,443	Ribble Valley	963	325	1,288
Richmond	1,879	914	2,793	Rossendale and Darwen	1,921	531	2,452
Ryedale	1,767	769	2,536	South Ribble	1,851	606	2,457
Scarborough	3,282	1,152	4,434	West Lancashire	2,975	972	3,947
Selby	2,075	721	2,796	Wyre	1,954	556	2,510
Skipton and Ripon	1,378	576	1,954				
York	3,517	1,024	4,541	<b>Merseyside</b>			
				Birkenhead	5,161	1,256	6,417
<b>South Yorkshire</b>				Bootle	5,371	1,260	6,631
Barnsley Central	2,949	693	3,642	Crosby	2,620	906	3,526
Barnsley East	2,900	612	3,512	Knowsley North	3,780	966	4,746
Barnsley West and Penistone	2,757	686	3,443	Knowsley South	4,227	1,106	5,333
Don Valley	3,745	967	4,712	Liverpool Broadgreen	4,563	1,227	5,790
Doncaster Central	4,570	1,151	5,721	Liverpool Garston	3,418	968	4,386
Doncaster North	4,697	1,071	5,768	Liverpool Mossley Hill	3,791	1,148	4,939
Rother Valley	3,358	965	4,323	Liverpool Riverside	5,091	1,384	6,475
Rotherham	3,797	898	4,695	Liverpool Walton	5,464	1,395	6,859
Sheffield Central	5,391	1,445	6,836	Liverpool West Derby	4,311	1,080	5,391
Sheffield Attercliffe	3,231	831	4,062	Southport	2,575	856	3,431
Sheffield Brightside	4,362	979	5,341	St Helens North	2,936	934	3,870
Sheffield Hallam	2,178	907	3,085	St Helens South	3,307	951	4,258
Sheffield Heeley	3,879	1,084	4,963	Wallasey	4,186	1,216	5,402
Sheffield Hillsborough	2,947	1,036	3,983	Wirral South	2,022	667	2,689
Wentworth	3,513	851	4,364	Wirral West	2,174	773	2,947
				<b>NORTH</b>			
<b>West Yorkshire</b>				<b>Cleveland</b>			
Batley and Spen	2,772	850	3,622	Hartlepool	4,740	1,006	5,746
Bradford North	4,281	1,053	5,334	Langbaugh	4,482	1,088	5,570
Bradford South	3,365	921	4,286	Middlesbrough	5,697	1,178	6,875
Bradford West	4,954	1,253	6,207	Redcar	4,672	1,031	5,703
Calder Valley	2,059	728	2,787	Stockton North	4,786	1,129	5,915
Colne Valley	2,094	736	2,830	Stockton South	4,413	1,119	5,532
Dewsbury	2,792	842	3,634				
Elmet	1,992	586	2,578	<b>Cumbria</b>			
Halifax	3,305	1,010	4,315	Barrow and Furness	3,511	789	4,300
Hemsworth	2,977	698	3,675	Carlisle	2,280	724	3,004
Huddersfield	3,052	945	3,997	Copeland	3,193	786	3,979
Keighley	2,076	736	2,812	Penrith and the Border	1,608	726	2,334
Leeds Central	4,669	1,168	5,837	Westmorland	1,341	537	1,878
Leeds East	4,125	991	5,116	Workington	2,757	815	3,572
Leeds North East	2,660	846	3,506				
Leeds North West	2,067	695	2,762	<b>Durham</b>			
Leeds West	3,226	890	4,116	Bishop Auckland	2,658	625	3,283
Morley and Leeds South	2,434	652	3,086	City of Durham	2,285	609	2,894
Normanton	2,051	715	2,766	Darlington	3,371	847	4,218
Pontefract and Castleford	2,980	720	3,700	Easington	2,814	591	3,405
Pudsey	1,652	573	2,225	North Durham	3,216	726	3,942
Shipley	1,887	574	2,461	North West Durham	2,677	637	3,314
Wakefield	2,924	854	3,778	Sedgefield	2,031	529	2,560
				<b>Northumberland</b>			
<b>NORTH WEST</b>				Berwick-upon-Tweed	2,380	738	3,118
<b>Cheshire</b>				Blyth Valley	3,036	829	3,865
City of Chester	2,565	719	3,284	Hexham	1,375	558	1,933
Congleton	1,459	690	2,149	Wansbeck	3,393	852	4,245
Crewe and Nantwich	2,673	940	3,613				
Eddisbury	2,025	698	2,723	<b>Tyne and Wear</b>			
Ellesmere Port and Neston	2,689	796	3,485	Blaydon	2,778	740	3,518
Halton	3,909	1,129	5,038	Gateshead East	3,420	793	4,213
Macclesfield	1,541	491	2,032	Houghton and Washington	3,929	993	4,922
Tatton	1,785	583	2,368	Jarrow	3,796	775	4,571
Warrington North	2,803	818	3,621	Newcastle upon Tyne Central	3,419	1,019	4,438
Warrington South	2,590	836	3,426	Newcastle upon Tyne East	4,213	1,101	5,314
				Newcastle upon Tyne North	3,340	831	4,171
<b>Greater Manchester</b>				South Shields	4,106	1,038	5,144
Altrincham and Sale	1,666	628	2,294	Sunderland North	4,960	1,050	6,010
Ashton-under-Lyne	2,533	722	3,255	Sunderland South	4,294	1,026	5,320
Bolton North East	2,418	585	3,003	Tyne Bridge	5,112	1,042	6,154
Bolton South East	2,899	696	3,595	Tynemouth	3,598	977	4,575
Bolton West	2,099	548	2,647	Wallsend	4,420	1,219	5,639
Bury North	1,827	542	2,369				
Bury South	1,977	711	2,688				
Cheadle	1,297	473	1,770				
Davyhulme	2,367	665	3,032				
Denton and Reddish	2,694	730	3,424				
Eccles	2,602	618	3,220				
Hazel Grove	1,557	504	2,061				
Heywood and Middleton	2,861	809	3,670				
Leigh	2,532	693	3,225				

# CLAIMANT UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies as at February 9 1995

	Male	Female	All		Male	Female	All
<b>WALES</b>				<b>Highlands Region</b>			
<b>Cardiff</b>				Caitness and Sutherland	1,547	582	2,129
Alyn and Deeside	1,886	608	2,494	Inverness, Nairn and Lochaber	3,595	1,343	4,938
Clwyd North West	2,816	815	3,631	Ross, Cromarty and Skye	2,574	992	3,566
Clwyd South West	1,855	615	2,470				
Delyn	1,932	589	2,521	<b>Lothian Region</b>			
Wrexham	2,139	660	2,799	East Lothian	2,363	655	3,018
				Edinburgh Central	2,678	953	3,631
<b>Dyfed</b>				Edinburgh East	2,168	568	2,736
Cardiganshire	2,006	641	2,647	Edinburgh Leith	3,503	939	4,442
Ceredigion and Pembroke North	1,940	702	2,642	Edinburgh Pentlands	1,965	555	2,520
Llanelli	2,087	706	2,793	Edinburgh South	2,161	647	2,808
Pembroke	3,792	1,246	5,038	Edinburgh West	1,458	385	1,843
				Linlithgow	2,256	622	2,878
<b>Gwent</b>				Livingston	2,372	711	3,083
Blaenau Gwent	2,357	586	2,943	Mid Lothian	2,121	600	2,721
Islwyn	1,636	491	2,127				
Monmouth	1,634	606	2,240	<b>Strathclyde Region</b>			
Newport East	2,649	799	3,448	Argyll and Bute	2,165	921	3,086
Newport West	2,954	856	3,810	Ayr	2,500	855	3,355
Torfaen	2,544	661	3,205	Carrick Cumnock and Doon Valley	2,993	840	3,833
				Clydebank and Milngavie	2,450	579	3,029
<b>Gwynedd</b>				Clydesdale	2,395	671	3,066
Caernarfon	2,244	765	3,009	Cumbernauld and Kilsyth	1,775	544	2,319
Conwy	2,485	791	3,276	Cunningham North	2,578	850	3,428
Meirionnydd Nant Conwy	1,360	578	1,938	Cunningham South	2,746	865	3,611
Ynys Mon	2,532	757	3,289	Dumarton	2,824	867	3,691
				East Kilbride	2,275	755	3,030
<b>Mid Glamorgan</b>				Eastwood	1,665	595	2,260
Bridgend	1,990	585	2,575	Glasgow Cathcart	1,791	467	2,258
Cardiff Central	3,016	741	3,757	Glasgow Central	3,469	870	4,339
Caerffili	2,334	539	2,873	Glasgow Garscadden	2,727	613	3,340
Cynon Valley	2,788	635	3,423	Glasgow Govan	2,578	672	3,250
Merthyr Tydfil and Rhymney	2,102	490	2,592	Glasgow Hillhead	2,906	1,033	3,939
Ogmore	2,272	614	2,886	Glasgow Maryhill	3,494	991	4,485
Pontrhydydd	2,607	586	3,193	Glasgow Pollock	2,986	721	3,707
Rhondda				Glasgow Provan	3,154	631	3,785
				Glasgow Rutherglen	2,755	640	3,395
<b>Powys</b>				Glasgow Shettleston	2,898	622	3,520
Brecon and Radnor	1,3						





# 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	
1994	Feb 10	340.7	-29.5	238.4	-19.8	102.2	-9.6	31.5
	Mar 10	312.0	-26.0	221.3	-17.7	90.7	-8.3	29.8
	Apr 14	321.3	-43.6	225.0	-31.8	96.2	-11.8	33.6
	May 12	293.1	-20.0	209.0	-13.7	84.0	-6.4	26.7
	June 9	282.5	-30.5	198.9	-22.7	83.6	-7.8	26.1
	July 14	401.8	-36.2	262.4	-26.8	139.5	-9.4	32.8
	Aug 11	348.8	-46.8	229.5	-32.4	119.4	-14.4	35.6
	Sept 8	328.0	-33.4	222.0	-22.4	106.0	-11.0	28.8
	Oct 13	339.8	-45.0	235.7	-33.2	104.1	-11.7	27.7
	Nov 10	326.7	-31.5	228.8	-24.5	98.0	-7.0	29.9
Dec 8	300.3	-31.2	219.9	-23.7	80.5	-7.5	23.3	
1995	Jan 12	322.2	-26.2	225.0	-18.7	97.3	-7.4	30.2
	Feb 9	308.4	-32.3	216.7	-21.7	91.7	-10.6	26.5

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	
1994	Feb 10	392.5	+1.3	281.6	+3.9	110.9	-2.7	36.4
	Mar 10	381.2	-6.6	273.2	-1.3	108.1	-5.2	36.1
	Apr 14	358.6	-2.1	255.5	-0.2	103.1	-2.0	34.7
	May 12	381.7	-4.1	273.2	+2.2	108.5	-6.3	36.4
	June 9	355.1	-13.7	256.7	-7.4	98.4	-6.3	32.9
	July 14	352.0	-16.4	254.4	-11.0	97.6	-5.4	29.8
	Aug 11	354.1	-15.0	249.9	-9.2	104.2	-5.8	29.4
	Sept 8	390.7	-22.5	256.4	-17.3	134.2	-5.2	42.9
	Oct 13	448.5	-39.1	304.3	-26.8	144.2	-12.3	37.6
	Nov 10	361.4	-23.0	249.6	-15.9	111.8	-7.0	33.8
Dec 8	306.8	-10.4	213.9	-5.9	92.9	-4.5	26.6	
1995	Jan 12	247.4	-8.6	169.6	-6.4	77.8	-2.2	25.2
	Feb 9	356.6	-35.9	255.6	-26.0	101.0	-9.9	30.6

\* 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
1994	MALE Sept 8	4.1	24.9	50.4	35.0	25.6	35.1	27.6	9.8	3.7	216.2
	Oct 13	4.0	25.0	52.8	38.1	27.6	37.2	30.0	10.7	4.3	229.7
	Nov 10	3.7	19.6	48.7	37.3	28.5	38.4	31.2	11.5	4.5	223.6
	Dec 8	3.7	19.1	46.1	36.3	28.3	37.9	29.3	10.4	4.0	215.2
	1995 Jan 12	3.5	18.3	47.8	36.8	28.7	38.1	31.3	11.0	4.3	219.9
	Feb 9	5.2	20.0	46.3	35.3	27.2	36.4	27.9	9.5	3.8	211.6
1994	FEMALE Sept 8	3.0	17.9	27.5	14.9	9.0	13.7	12.5	3.5	0.0	102.2
	Oct 13	3.1	17.8	26.7	15.1	9.0	13.1	12.4	3.5	0.0	100.6
	Nov 10	2.7	12.7	24.1	14.8	9.1	14.0	14.1	3.9	0.0	95.4
	Dec 8	2.5	11.0	19.4	12.3	7.8	11.5	11.1	3.1	0.0	78.7
	1995 Jan 12	2.6	12.2	24.1	14.5	9.1	14.2	13.9	3.8	0.0	94.5
	Feb 9	3.8	12.9	21.9	13.7	8.7	13.0	12.0	3.2	0.0	89.3
Changes on a year earlier											
1994	MALE Sept 8	0.6	-3.0	-5.5	-3.6	-2.1	-2.7	-3.4	-1.3	-1.1	-21.9
	Oct 13	0.5	-3.3	-7.6	-5.4	-3.3	-5.3	-5.0	-1.9	-1.1	-32.4
	Nov 10	0.6	-2.0	-5.1	-4.6	-2.6	-4.1	-3.9	-1.2	-1.0	-24.0
	Dec 8	0.6	-1.8	-4.2	-4.5	-2.6	-4.1	-4.0	-1.7	-1.0	-23.3
	1995 Jan 12	0.7	-1.6	-2.8	-3.0	-1.6	-3.9	-3.4	-1.8	-1.0	-18.3
	Feb 9	0.9	-2.0	-3.3	-4.0	-2.5	-4.0	-4.0	-1.8	-0.9	-21.5
1994	FEMALE Sept 8	0.4	-3.1	-3.0	-1.8	-0.9	-1.3	-0.7	-0.2	0.0	-10.6
	Oct 13	0.5	-3.1	-3.5	-1.9	-0.9	-1.3	-0.9	-0.3	0.0	-11.3
	Nov 10	0.3	-1.4	-2.5	-1.6	-0.4	-0.8	-0.3	-0.2	0.0	-6.8
	Dec 8	0.4	-1.2	-2.2	-1.5	-0.5	-1.0	-0.9	-0.3	0.0	-7.1
	1995 Jan 12	0.6	-1.6	-2.4	-1.4	-0.6	-1.1	-0.6	-0.1	0.0	-7.3
	Feb 9	0.5	-2.3	-3.0	-2.3	-0.8	-1.2	-0.9	-0.3	0.0	-10.3
Changes on a year earlier											
1994	MALE Sept 8	2.9	19.2	59.9	41.5	30.9	41.5	31.9	12.6	5.9	246.5
	Oct 13	3.2	29.5	75.7	48.3	35.4	46.9	35.4	13.3	6.2	293.8
	Nov 10	2.7	18.6	56.0	40.5	30.8	40.8	32.5	12.9	6.1	240.8
	Dec 8	2.0	15.2	46.6	34.6	26.3	36.0	29.4	11.5	5.4	206.9
	1995 Jan 12	2.2	11.0	34.9	27.6	21.5	29.3	23.7	9.3	4.5	164.1
	Feb 9	3.1	16.4	52.3	42.6	33.7	45.0	34.8	13.2	6.3	247.4
1994	FEMALE Sept 8	2.5	13.5	37.8	18.8	11.5	19.3	17.8	5.2	0.3	126.6
	Oct 13	2.6	21.5	42.4	19.9	12.1	17.8	16.0	4.8	0.2	137.5
	Nov 10	2.2	13.3	29.9	16.3	10.2	14.9	14.9	4.6	0.2	106.7
	Dec 8	1.7	11.2	25.2	13.9	8.4	12.2	12.0	3.8	0.2	88.6
	1995 Jan 12	1.8	8.0	18.8	12.1	7.8	11.3	11.1	3.4	0.2	74.4
	Feb 9	2.5	11.2	25.1	15.8	9.9	14.4	13.6	4.3	0.2	97.1
Changes on a year earlier											
1994	MALE Sept 8	0.3	0.1	-2.0	-1.6	-0.2	-0.2	-0.4	0.5	-1.0	-4.4
	Oct 13	0.3	-1.4	-4.8	-2.5	-0.2	-0.8	0.6	0.3	-1.2	-9.7
	Nov 10	0.3	-0.3	-0.8	-1.5	0.6	-0.6	0.0	0.0	-1.3	-3.6
	Dec 8	0.2	0.2	0.3	0.2	1.1	0.8	1.3	0.5	-1.4	3.2
	1995 Jan 12	0.3	0.7	0.9	0.1	0.7	0.5	0.3	0.3	-1.0	2.7
	Feb 9	0.4	-0.3	-3.6	-3.1	-0.9	-2.7	-1.8	-0.5	-2.1	-14.5
1994	FEMALE Sept 8	0.2	-0.6	-0.5	-0.9	-0.3	-0.4	1.5	0.5	0.1	-0.4
	Oct 13	0.2	-2.4	-2.3	-1.3	-0.4	-0.8	0.4	0.3	0.0	-6.1
	Nov 10	0.3	-1.0	-1.0	-1.0	-0.2	-0.8	0.6	0.3	0.0	-2.8
	Dec 8	0.2	-0.8	-0.6	-0.6	-0.3	-0.1	0.4	0.3	0.0	-1.5
	1995 Jan 12	0.3	0.2	-0.2	-0.3	0.2	-0.3	0.8	0.2	0.0	1.0
	Feb 9	0.4	-0.9	-2.1	-1.6	-0.6	-0.4	-0.1	0.1	0.0	-5.3

\* 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	1993 Spring	1993 Summer	1993 Autumn	1993 Winter	1994 Spring	1994 Summer	1994 Autumn
Now in employment (found new job since redundancy)	All	48	63	98	79	58	55	44	61	49	48	60
Not in employment	All	94	117	290	243	204	183	161	165	155	142	120
<b>All people</b>	<b>All</b>	<b>142</b>	<b>181</b>	<b>388</b>	<b>322</b>	<b>262</b>	<b>237</b>	<b>205</b>	<b>226</b>	<b>205</b>	<b>190</b>	<b>188</b>
	Men	94	118	268	217	169	162	139	148	141	131	129
	Women	48	64	121	105	93	75	66	78	63	59	59

Note: Figures are based on estimates from 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
<b>Redundancies (thousands)</b>														
All														
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
Summer 1994		190	12	20	16	*	57	39	18	14	16	22	*	18
Autumn 1994		188	13	16	20	*	51	31	20	14	16	23	*	17
<b>Redundancy rates (redundancies per 1,000 employees)</b>														
All														
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	11.6	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
Summer 1994		8.9	11.1	10.4	10.2	*	8.4	8.9	7.6	7.6	7.7	9.4	*	9.2
Autumn 1994		8.7	11.8	8.5	12.4	*	7.4	7.1	8.1	8.0	7.9	9.6	*	8.7

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

## 2.34 REDUNDANCIES BY AGE

		16 to 24	25 to 34	35 to 44	45 to 54	55 and over	All ages		
<b>Redundancies (thousands)</b>									
Autumn 1993			47		46	40	43	29	205
Winter 1993			49		61	40	45	32	226
Spring 1994			38		51	45	44	26	205
Summer 1994			44		49	34	37	25	190
Autumn 1994			42		50	38	33	25	188
<b>Redundancy rates (redundancies per 1,000 employees)</b>									
Autumn 1993			12.5		7.9	8.0	9.7	12.3	9.6
Winter 1993			13.4		10.4	8.0	10.1	13.2	10.6
Spring 1994			10.8		8.8	9.1	9.7	10.9	9.7
Summer 1994			12.7		8.4	6.9	8.2	10.5	8.9
Autumn 1994			11.5		8.3	7.6	7.3	10.3	8.7

## 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)
<b>Redundancies (thousands)</b>									
Autumn 1993 All	*	*	66	26	40	10	26	21	*
Winter 1993 All	*	*	70	31	40	16	35	12	*
Spring 1994 All	*	*	65	20	40	17	29	15	*
Summer 1994 All	*	*	58	17	48	12	20	18	11
Autumn 1994 All	*	*	53	17	44	16	27	15	*
<b>Redundancy rates (redundancies per 1,000 employees)</b>									
Autumn 1993 All	*	*	13.6	26.7	9.6	6.7	9.7	3.7	*
Winter 1993 All	*	*	14.8	32.4	9.6	11.1	13.0	2.2	*
Spring 1994 All	*	*	14.6	20.6	9.5	12.6	10.2	2.7	*
Summer 1994 All	*	*	13.0	17.6	11.3	8.9	6.9	3.2	9.4
Autumn 1994 All	*	*	11.8	16.3	10.1	11.8	9.3	2.6	*

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
<b>Redundancies (thousands)</b>									
Autumn 1993	27	11	*	29	46	14	14	24	27
Winter 1993	24	13	13	33	55	*	17	33	18
Spring 1994	30	10	11	28	41	13	19	34	23
Summer 1994	25	*	12	22	40	13	19	28	17
Autumn 1994	23	10	12	29	35	12	19	27	*
<b>Redundancy rates (redundancies per 1,000 employees)</b>									
Autumn 1993	9.0	5.5	*	8.0	19.4	5.7	7.9	11.3	13.8
Winter 1993	7.9	6.0	6.9	9.1	23.9	*	9.1	15.6	13.5
Spring 1994	9.9	4.6	5.7	7.7	18.1	5.7	10.2	16.2	9.2
Summer 1994	8.0	*	6.2	6.2	17.6	5.4	10.4	13.4	12.1
Autumn 1994	7.4	4.9	6.2	7.9	15.3	5.1	10.3	12.7	8.6

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
1991 Annual averages	117.9			171.3		172.5		126.6	
1992 Annual averages	117.1			169.0		168.8		124.2	
1993 Annual averages	127.9			185.6		183.7		138.2	
1994 Annual averages	175.8			210.8		207.9		160.3	
1993 Feb	120.0	0.4	1.0	176.3	2.8	174.3	3.7	131.6	2.9
1993 Mar	123.1	3.1	1.4	180.2	1.3	175.7	0.8	129.9	-0.7
1993 Apr	123.7	0.6	1.4	175.6	-1.2	179.1	-0.1	132.3	-0.6
1993 May	124.1	0.4	1.4	175.1	-0.4	178.8	1.5	132.4	0.3
1993 June	122.5	-1.6	-0.2	183.8	1.2	184.1	2.8	137.7	2.6
1993 July	127.5	5.0	1.3	188.7	4.4	182.0	1.0	136.9	1.5
1993 Aug	128.7	1.2	1.5	186.3	3.7	183.6	1.6	138.3	2.0
1993 Sept	128.2	-0.5	1.9	190.3	2.2	188.1	1.3	143.4	1.9
1993 Oct	135.6	7.4	2.7	190.9	0.7	184.2	0.7	140.0	1.0
1993 Nov	140.4	4.8	3.9	199.3	4.3	195.2	3.9	150.4	4.0
1993 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
1994 Feb	141.1	0.2	0.2	200.4	0.4	198.9	1.2	150.7	0.1
1994 Mar	141.5	0.4	0.2	195.7	-1.8	195.8	-1.3	148.0	-1.0
1994 Apr	146.4	4.9	1.8	199.6	1.0	200.0	1.1	153.8	1.9
1994 May	147.8	1.4	2.2	201.2	0.3	201.2	0.8	155.6	1.6
1994 June	153.0	5.2	3.8	209.7	4.7	203.8	2.7	161.4	4.5
1994 July	157.3	4.3	3.6	207.9	2.8	201.4	0.5	157.7	1.3
1994 Aug	163.5	6.2	5.2	225.4	8.1	218.1	5.6	171.4	5.3
1994 Sept	166.5	3.0	4.5	216.7	2.3	212.3	2.8	165.0	1.2
1994 Oct	177.2	10.9	6.6	221.1	4.4	211.6	3.4	163.8	2.0
1994 Nov	180.0	2.8	5.5	228.9	1.2	227.1	3.0	174.7	1.1
1994 Dec	178.9	-1.1	4.1	227.2	3.5	228.1	5.3	173.1	2.7
1995 Jan P	175.5	-3.3	-0.6	216.0	1.7	218.2	2.2	165.1	0.4
1995 Feb P	173.3	-2.2	-2.2	220.7	-2.7	222.8	-1.4	169.0	-1.9

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.

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
1993 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
1993 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
1993 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
1993 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
1993 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
1993 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
1993 Aug	30.7	10.2	4.3	10.2	9.1	8.8	10.2	15.5	6.1	9.9	18.5	123.3	5.4	128.7
1993 Sept	30.5	10.0	4.3	10.3	8.8	8.6	10.1	15.4	6.5	10.1	18.3	122.8	5.4	128.2
1993 Oct	33.2	10.7	4.8	10.9	9.2	9.2	10.6	16.3	6.9	10.7	18.0	129.7	5.9	135.6
1993 Nov	34.6	11.1	5.0	11.2	9.7	9.6	11.0	17.0	6.9	10.7	18.8	134.5		

# 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
<b>Vacancies at Jobcentres: total +</b>														
1991 )	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 ) Annual	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 ) averages	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
1994 )	41.1	13.1	5.4	12.4	12.2	10.8	11.8	19.0	6.8	11.2	19.8	150.3	5.0	155.4
1994 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	127.6	4.2	131.8
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	12.3	19.7	6.9	12.0	21.5	157.8	5.0	162.8
July	42.8	13.2	5.9	13.5	12.2	10.8	11.8	18.8	6.9	11.6	20.2	154.5	5.0	159.6
Aug	44.2	13.4	5.7	13.4	12.6	10.7	12.3	19.0	6.8	11.5	20.9	157.1	5.0	162.1
Sept	47.8	14.4	6.0	14.3	13.9	11.4	13.2	21.0	7.7	12.3	22.7	170.3	5.5	175.8
Oct	55.1	17.4	6.7	14.6	16.0	14.4	14.6	23.2	8.3	13.0	22.9	188.8	6.2	195.0
Nov	52.7	16.9	6.0	13.4	15.1	13.8	13.7	21.9	7.6	12.5	21.7	178.5	6.1	184.6
Dec	46.0	15.4	5.2	11.5	13.3	12.3	12.1	19.9	6.9	11.3	20.2	158.8	5.8	164.6
1995 Jan	41.5	14.5	4.6	10.7	12.2	10.9	11.2	18.4	6.6	11.1	18.8	145.9	5.7	151.6
Feb	41.9	14.4	5.0	11.2	12.8	10.8	11.4	18.3	6.8	11.5	19.4	149.2	5.4	154.6
<b>Vacancies at careers offices</b>														
1991 )	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 ) Annual	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 ) averages	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
1994 )	2.8	1.4	0.3	0.7	0.8	0.3	0.3	0.5	0.1	0.1	0.6	6.5	0.8	7.2
1994 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	7.3
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	7.3
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	7.4
Sept	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.5	0.2	0.1	0.6	6.7	0.8	7.5
Oct	2.7	0.7	0.4	1.3	0.3	0.2	0.3	0.5	0.0	0.1	0.7	6.9	1.6	8.4
Nov	2.4	0.6	0.4	1.2	0.3	0.2	0.2	0.4	0.0	0.1	0.7	6.1	1.0	7.1
Dec	2.4	0.6	0.4	1.2	0.3	0.2	0.2	0.4	0.0	0.1	0.6	6.0	0.9	6.8
1995 Jan	1.6	0.4	0.2	1.0	0.2	0.1	0.3	0.4	0.0	0.1	0.6	4.6	0.8	5.4
Feb	1.6	0.4	0.3	1.0	0.3	0.1	0.2	0.4	0.0	0.1	0.6	4.6	0.9	5.5

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

United Kingdom	12 months to January 1994			12 months to January 1995		
	Stoppages	Workers involved	Working days lost	Stoppages	Workers involved	Working days lost
<b>SIC 1980</b>						
Agriculture, forestry and fishing	-	-	-	-	-	-
Coal extraction	5	14,100	27,000	-	-	-
Coke, mineral oil and natural gas	-	-	-	-	-	-
Electricity, gas, other energy and water	-	-	-	-	-	-
Metal processing and manufacture	6	700	2,000	7	900	3,000
Mineral processing and manufacture	3	200	1,000	2	700	2,000
Chemicals and man-made fibres	-	-	-	-	-	-
Metal goods	3	400	1,000	5	800	2,000
Engineering	16	6,300	36,000	22	6,100	14,000
Motor vehicles	13	14,800	15,000	8	4,700	12,000
Other transport equipment	6	3,900	40,000	11	5,600	14,000
Food, drink and tobacco	4	1,500	2,000	5	1,700	8,000
Textiles	3	200	1,000	3	1,100	1,000
Footwear and clothing	5	800	1,000	2	600	1,000
Timber and wooden furniture	1	200	3,000	3	600	4,000
Paper, printing and publishing	6	500	4,000	2	200	1,000
Other manufacturing industries	1	+	3,000	1	+	#
Construction	4	800	1,000	4	800	5,000
Distribution, hotels and catering, repairs and transport services	2	400	1,000	8	1,100	1,000
Transport services and communication	33	71,300	160,000	57	36,000	100,000
Supporting and misc. transport services	-	-	-	3	400	1,000
Banking, finance, insurance, business services and leasing	1	100	#	3	4,000	7,000
Public administration and sanitary services	67	233,800	279,000	34	8,000	19,000
Education, research and development	18	23,700	24,000	15	30,700	75,000
Health services	2	300	2,000	2	1,200	1,000
Other services	2	200	#	10	13,200	27,000
<b>All industries and services</b>	<b>201*</b>	<b>374,300</b>	<b>603,000</b>	<b>206*</b>	<b>118,100</b>	<b>298,000</b>

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

# Less than 50 workers involved.

# Less than 500 working days lost.

### Stoppages: January 1995

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	14	15,900	22,000
of which, stoppages:			
Beginning in month	11	12,600*	15,000
Continuing from earlier months	3	3,200	7,000

\* includes 12,570 directly involved

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 1995 are provisional.

### Stoppages in progress: cause

United Kingdom	12 months to January 1995		
	Stoppages	Workers involved	Working days lost
Pay: wage-rates and earnings levels	67	45,600	158,000
extra wage and fringe benefits	25	6,900	7,000
Duration and pattern of hours worked	13	4,900	8,000
Redundancy questions	34	10,900	13,000
Trade union matters	3	500	1,000
Working conditions and supervision	4	2,000	2,000
Manning and work allocation	35	33,200	85,000
Dismissal and other disciplinary measures	25	14,200	24,000
<b>All causes</b>	<b>206</b>	<b>118,100</b>	<b>298,000</b>

# INDUSTRIAL DISPUTES 4.2

## 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 involved in period	All industries and services (All classes)	Coal, coke, mineral oil and natural gas (11-14)	Metals, engineering and vehicles (21-22,31-37)	Textiles, clothing and footwear (43-45)	Construction (50)	Transport and communication (71-79)	All other industries and services
<b>SIC 1980</b>											
1987	1,004	1,016	884	887	3,546	217	458	50	22	1,705	1,095
1988	770	781	759	790	3,702	222	1,456	90	17	1,490	428
1989	693	701	727	727	4,128	52	655	16	128	625	2,652
1990	620	630	285	298	1,903	94	953	24	14	177	641
1991	357	369	175	176	761	29	181	1	14	60	476
1992	240	253	142	148	528	8	60	1	10	12	437
1993	203	211	383	385	649	27	96	2	1	160	364
1993 Jan	20	28	12	14	49	-	2	-	-	-	46
Feb	19	27	20	22	71	1	30	-	-	-	39
Mar	27	37	27	33	74	-	22	-	1	-	34
Apr	21	27	80	87	154	25	7	-	-	115	7
May	20	29	18	25	30	-	3	-	-	8	19
Jun	18	32	5	9	15	-	6	1	-	5	3
Jul	15	24	42	43	50	-	9	-	-	1	39
Aug	15	21	3	3	19	-	1	-	-	12	6
Sep	16	22	3	4	8	-	5	-	-	1	2
Oct	12	15	2	3	4	-	2	-	-	1	1
Nov	14	18	170	170	175	-	9	-	-	-	166
Dec	6	8	1	1	1	-	-	-	-	-	1
1994 Jan	10	12	2	2	2	-	1	-	-	-	2
Feb	7	9	3	4	4	-	1	-	-	-	3
Mar	19	22	5	8	8	-	1	-	-	2	6
Apr	19	22	4	5	15	-	3	-	-	9	3
May	25	33	18	19	33	-	4	1	-	2	26
Jun	29	36	29	42	70	-	6	-	4	17	43
Jul	22	28	8	15	32	-	7	1	-	16	8
Aug	12	18	11	15	39	-	7	-	-	18	14
Sep	12	19	5	10	20	-	3	-	-	13	4
Oct	16	19	7	10	14	-	1	-	-	2	11
Nov	17	19	6	7	17	-	4	-	-	1	12
Dec	15	21	8	10	23	-	5	-	-	6	11
1995 Jan	11	14	13	16	22	-	4	-	-	14	4

See *Definitions* page at the end of the *Labour Market Data* section for notes on coverage. Figures for 1994 and 1995 are provisional.

# TIME RATES OF WAGES AND HOURS OF WORK

**E**SSENTIAL 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 0171-273 5571).

## SUBSCRIPTION FORM

To: Employment Department SSD A1,  
Level 1, Caxton House, Tothill Street,  
London SW1H 9NF.

ENCLOSED PLEASE find a cheque for £60, being one year's subscription (including UK postage) from January 1995, for monthly updates of the loose-leaf publication TIME RATES OF WAGES AND HOURS OF WORK. New subscribers receive an updated copy of the publication, complete with binder, and updates for the remainder of the calendar year. The copies should be sent to:

NAME

COMPANY

ADDRESS

POSTCODE

## Average earnings index: all employees: main industrial sectors **EARNINGS 5.1**

GREAT BRITAIN SIC-1980	Whole economy (Divisions 0-9)				Manufacturing industries (Divisions 2-4)				Production industries (Divisions 1-4)				Service industries (Divisions 6-9)			
	Actual		Seasonally adjusted		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	
			Underlying *		Underlying *		Underlying *		Underlying *		Underlying *		Underlying *		Underlying *	
1990=100																
1988 ) Annual averages	83.5				84.1				83.8				83.8			
1989 )	91.1				91.4				91.4				91.2			
1990 )	100.0	100.0			100.0	100.0			100.0	100.0			100.0	100.0		
1991 )	108.0				108.2				108.6				107.7			
1992 )	114.6				115.3				115.8				114.1			
1993 )	118.5				120.5				121.0				117.5			
1994 )	123.2				126.2				126.9				121.7			
1990 Jan	95.0	95.8	9.2	9 1/2	94.7	95.5	8.0	8 3/4	94.8	95.5	8.6	9 1/4	95.4	96.3	9.3	9 1/4
Feb	95.2	96.4	9.0	9 1/2	95.8	96.4	8.3	9 1/4	95.7	96.4	8.8	9 1/2	95.2	96.4	8.8	9 1/4
Mar	98.0	97.3	9.4	9 1/2	98.2	98.0	10.6	9 1/2	98.0	98.0	10.4	9 1/2	98.1	97.0	8.7	9 1/4
Apr	98.0	98.1	9.4	9 3/4	98.5	97.7	8.7	9 1/2	98.3	97.6	8.8	9 3/4	97.9	98.2	9.1	9 1/2
May	99.0	99.2	10.3	9 3/4	99.1	98.8	9.2	9 1/4	98.9	98.7	9.3	9 3/4	99.3	99.5	10.7	9 3/4
June	100.7	100.1	10.6	10	101.0	99.9	9.8	9 1/2	101.1	100.2	10.2	9 3/4	100.4	100.0	10.4	10
July	101.3	100.2	10.0	10 1/4	101.6	100.4	9.5	9 1/2	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	9 1/2	100.2	101.2	9.5	9 3/4	101.4	101.8	11.5	10
Sept	101.3	101.9	9.6	10	101.1	102.2	9.8	9 1/2	101.3	102.3	10.1	9 3/4	101.0	101.8	9.2	10
Oct	101.7	102.5	9.0	9 3/4	101.6	102.4	9.3	9 1/4	101.8	102.5	9.5	9 3/4	101.3	102.4	8.2	9 3/4
Nov	103.4	103.1	9.3	9 3/4	103.4	103.3	9.7	9 1/2	103.5	103.2	9.6	9 3/4	103.0	102.9	9.2	9 3/4
Dec	105.5	103.8	10.1	9 1/2	105.1	104.0	9.7	9 1/2	104.9	103.9	9.6	9 3/4	105.8	103.6	10.4	9 1/2
1991 Jan	103.8	104.6	9.2	9 1/2	103.7	104.6	9.5	9 1/4	104.0	104.9	9.8	9 1/2	103.7	104.7	8.7	9 1/2
Feb	104.1	105.4	9.3	9 1/4	104.5	105.2	9.1	8 3/4	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	8 1/2	106.2	106.2	8.4	9	106.9	105.6	8.9	8 3/4
Apr	106.4	106.5	8.6	8 3/4	107.6	106.7	9.2	8 1/2	107.6	107.0	9.6	9	105.6	105.9	7.8	8 1/4
May	107.0	107.2	8.1	8 1/2	107.4	107.0	8.3	8 3/4	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	8 1/4	109.1	108.1	7.9	8 3/4	107.1	106.7	6.7	7 1/2
July	109.0	107.8	7.6	7 3/4	109.3	108.1	7.7	8 1/4	109.5	108.3	7.9	8 1/2	108.5	107.6	7.5	7 1/2
Aug	109.2	109.8	8.2	7 3/4	108.2	109.8	8.4	8	109.0	110.0	8.7	8 1/4	109.2	109.6	7.7	7 1/2
Sept	109.3	110.0	7.9	7 3/4	108.6	109.8	7.4	8	109.6	110.6	8.1	8 1/2	109.0	109.8	7.9	7 1/2
Oct	109.3	110.2	7.5	7 1/2	110.0	110.8	8.2	8	110.3	111.0	8.3	8 1/2	108.8	110.0	7.4	7 1/4
Nov	111.4	111.0	7.7	7 1/2	111.5	111.3	7.7	8	112.0	111.7	8.2	8 1/4	111.2	111.0	7.9	7 1/4
Dec	112.3	110.5	6.5	7 1/4	112.7	111.6	7.3	7 3/4	112.9	111.9	7.7	8	111.9	109.5	5.7	7
1992 Jan	111.1	111.9	7.0	7 1/4	111.6	112.5	7.6	7 3/4	112.1	113.0	7.7	7 3/4	110.8	111.8	6.8	7
Feb	111.9	113.3	7.5	7 1/2	112.6	113.4	7.8	8 1/4	113.1	113.9	7.9	8 1/4	111.7	113.0	7.6	7 1/2
Mar	115.8	114.9	8.7	7 1/2	117.0	116.7	10.3	8	117.2	117.2	10.4	8	115.3	113.9	7.9	7 1/4
Apr	113.0	113.1	6.2	7	113.0	112.1	5.1	7 1/2	113.8	113.1	5.7	7 1/2	112.8	113.1	6.8	7
May	113.9	114.1	6.4	6 3/4	114.8	114.4	6.9	6 3/4	115.3	115.0	6.6	6 1/2	113.4	113.6	6.5	6 1/2
June	114.5	113.8	6.1	6 1/4	115.4	114.2	5.9	6 1/4	115.8	114.8	6.2	6 1/2	113.8	113.4	6.3	6 1/4
July	115.1	113.9	5.7	6	116.1	114.8	6.2	6 1/4	116.6	115.2	6.4	6 1/2	114.5	113.5	5.5	6
Aug	114.6	115.3	5.0	5 3/4	115.3	116.9	6.5	6	115.6	116.7	6.1	6 1/4	114.3	114.7	4.7	5 3/4
Sept	114.7	115.4	4.9	5 1/2	114.9	116.1	5.7	6	115.3	116.4	5.2	6	114.3	115.2	4.9	5 1/2
Oct	116.0	117.0	6.2	5 1/4	116.9	117.8	6.3	5 3/4	117.3	118.1	6.4	5 3/4	115.4	116.7	6.1	5 1/4
Nov	116.4	116.1	4.6	5	117.7	117.6	5.7	5 1/4	118.2	117.9	5.6	5 1/4	115.8	115.6	4.1	4 3/4
Dec	117.9	116.0	5.0	4 3/4	118.8	117.5	5.3	5 1/2	119.2	118.2	5.6	5 1/2	117.4	114.9	4.9	4 1/2
1993 Jan	116.1	117.0	4.6	4 3/4	117.1	118.1	5.0	5 1/4	117.6	118.6	5.0	5 1/4	115.6	116.7	4.4	4 1/2
Feb	116.7	118.2	4.3	4 1/2	118.3	119.2	5.1	5	118.7	119.6	5.0	5	116.1	117.5	4.0	4 1/4
Mar	119.6	118.7	3.3	4	121.9	121.6	4.2	5	122.1	122.2	4.3	5	118.5	117.1	2.8	3 3/4
Apr	117.5	117.6	4.0	4	119.0	118.0	5.3	5	119.7	118.9	5.1	5	116.5	116.8	3.3	3 3/4
May	118.0	118.3	3.7	3 3/4	120.3	119.9	4.8	5	120.8	120.4	4.7	5	116.9	117.0	3.0	3
June	118.5	117.8	3.5	3 3/4	121.0	119.6	4.7	5	121.3	120.2	4.7	5	117.0	116.5	2.7	2 3/4
July	119.5	118.3	3.9	3 1/2	121.9	120.5	5.0	4 3/4	122.4	121.0	5.0	4 3/4	118.3	117.3	3.3	2 3/4
Aug	118.2	118.9	3.1	3 1/4	119.5	121.1	3.6	4 1/2	119.9	121.0	3.7	4 1/2	117.3	117.7	2.6	2 3/4
Sept	118.0	118.8	2.9	3	120.1	121.4	4.6	4 1/4	120.6	121.7	4.6	4 1/2	116.8	117.7	2.2	2 3/4
Oct	118.4	119.4	2.1	3	121.3	122.3	3.8	4 1/4	121.7	122.6	3.8	4 1/4	116.9	118.2	1.3	2 1/4
Nov	120.0	119.7	3.1	3	122.4	122.3	4.0	4	123.1	122.7	4.1	4 1/4	118.7	118.5	2.5	2 1/2
Dec	121.6	119.6	3.1	3 1/4	123.6	122.3	4.1	4 1/4	124.1	123.0	4.1	4 1/4	120.8	118.3	3.0	2 3/4
1994 Jan	120.3	121.2	3.6	3 3/4	122.7	123.7	4.7	4 1/2	123.3	124.2	4.7	4 1/2	119.2	120.3	3.1	3 1/4
Feb	122.0	123.5	4.5	3 3/4	123.5	124.4	4.4	4 3/4	123.9	124.8	4.3	4 3/4	121.7	123.2	4.9	3 1/2
Mar	124.9	124.0	4.5	4	128.4	128.1	5.3	4 3/4	128.4	128.4	5.1	4 3/4	123.6	122.1	4.3	4
Apr	121.6	121.8	3.6	3 3/4	124.6	123.5	4.7	4 3/4	125.1	124.3	4.5	4 3/4	120.3	120.6	3.3	3 3/2
May	123.5	123.8	4.6	4	125.5	125.0	4.3	4 1/2	129.3	128.9	7.1	4 1/2	121.0	121.2	3.6	3 3/4
June	123.0	122.3	3.8	3 3/4	126.2	124.8	4.3	4 1/4	126.4	125.3	4.2	4 1/4	121.3	120.9	3.8	3 1/2
July	124.0	122.8	3.8	3 3/4	127.0	125.6	4.2	4 1/4	127.3	125.8	4.0	4 1/4	122.5	121.5	3.6	3 1/2
Aug	122.8	123.5	3.9	3 3/4	124.9	126.7	4.6	4 1/2	125.5	126.8	4.8	4 1/4	121.4	121.8	3.5	3 1/2
Sept	122.7	123.4	3.9	3 3/4	125.6	127.0	4.6	4 3/4	126.1	127.3	4.6	4 1/2	121.0	121.9	3.6	3 1/2
Oct	122.9	124.0	3.9	3 3/4	127.2	128.2	4.8	4 3/4	127.5	128.3	4.6	4 1/2	120.9	122.2	3.4	3 1/4
Nov	124.0	123.7	3.3	3 3/												

# 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 } averages	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 } Annual	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1991 } averages	110.1	113.5	110.8	110.4	106.3	105.8	109.3	109.1	108.6	108.0	108.5	106.1	109.6
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 } averages	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
1994 } Annual	121.5	145.4	124.5	126.7	123.8	121.1	125.6	128.2	127.2	129.2	123.2	127.6	130.6
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	83.7	86.4	89.5	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	90.8	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	114.0	102.3	99.5	101.8	100.5	101.5	101.4	101.2	102.2
1990 Aug	111.1	100.7	102.0	104.6	97.4	99.3	100.1	99.1	99.8	99.9	101.4	100.4	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	105.8	105.8	102.6	104.4
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	105.6	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	108.0	111.4	107.1	111.0
1991 Nov	108.7	122.2	111.3	114.4	105.4	114.7	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	118.4	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	115.3	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	117.0	116.5	116.6	124.5
1992 Dec	107.0	127.2	121.6	120.4	111.9	113.0	120.5	119.6	117.9	116.5	119.6	116.6	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 Sept	126.0	130.9	118.4	121.6	113.9	116.0	118.6	122.6	120.5	118.0	119.2	119.5	123.2
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	123.0	128.3	127.1	129.3	127.1	129.3	127.3	129.6
1994 June	121.3	137.3	123.0	124.5	116.9	122.7	126.4	127.1	127.9	132.0	122.0	128.0	129.3
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	123.0	123.7	126.3	127.2	127.2	123.3	126.5	130.1
1994 Sept	130.6	134.9	122.4	128.9	119.3	120.3	1						

# 5.8 UNIT WAGE COSTS \*

All employees: index for main industrial sectors

UNITED KINGDOM	Manufacturing		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							
1981	70.6	9.5	76.9	65.7	61.1	58.6	9.5
1982	73.9	4.7	80.1	67.7	60.0	61.6	5.1
1983	74.6	.9	76.3	67.1	61.1	63.7	3.4
1984	77.1	3.4	94.5	66.2	63.9	67.6	6.1
1985	81.5	5.7	80.9	72.5	67.3	71.2	5.3
1986	84.8	4.0	76.2	75.0	70.2	74.3	4.4
1987	86.9	2.5	84.9	79.4	71.7	77.8	6.7
1988	89.2	2.6	95.2	84.6	77.6	83.0	6.7
1989	93.2	4.5	96.2	93.7	90.7	91.0	9.6
1990	100.0	7.3	100.0	100.0	100.0	100.0	9.9
1991	107.0	7.0	111.3	101.3	107.7	107.3	7.3
1992	109.1	2.0	113.0	105.2	105.6	111.7	4.1
1993	109.8	.6	100.8	107.3	108.9	112.1	.4
1994	109.6	-.2	..	..	..	..	..
1989 Q3	94.0	6.1	..	..	..	92.1	10.3
1989 Q4	95.4	5.7	..	..	..	94.4	10.3
1990 Q1	97.2	7.4	..	..	..	96.5	10.1
1990 Q2	98.6	6.1	..	..	..	98.7	9.8
1990 Q3	100.9	7.4	..	..	..	101.6	10.4
1990 Q4	103.4	8.4	..	..	..	103.2	9.3
1991 Q1	105.3	8.4	..	..	..	105.3	9.2
1991 Q2	107.4	8.9	..	..	..	106.5	7.9
1991 Q3	107.2	6.3	..	..	..	108.1	6.4
1991 Q4	108.2	4.7	..	..	..	109.1	5.7
1992 Q1	110.2	4.6	..	..	..	111.3	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	..	..	..	112.1	.7
1993 Q2	108.7	-.2	..	..	..	112.0	-.1
1993 Q3	110.4	1.5	..	..	..	111.8	.3
1993 Q4	110.9	1.9	..	..	..	112.3	.3
1994 Q1	111.2	1.8	..	..	..	113.1	.9
1994 Q2	108.5	-.2	..	..	..	111.3	-.6
1994 Q3	108.7	-.1	..	..	..	111.7	-.1
1994 Q4	110.1	-.7	..	..	..	..	..
1993 Jan	108.3	-.4	..	..	..	..	..
1993 Feb	108.3	-.7	..	..	..	..	..
1993 Mar	110.9	-.7	..	..	..	..	..
1993 Apr	107.6	-.7	..	..	..	..	..
1993 May	108.3	-.9	..	..	..	..	..
1993 Jun	110.3	2.0	..	..	..	..	..
1993 Jul	109.8	1.2	..	..	..	..	..
1993 Aug	110.8	1.1	..	..	..	..	..
1993 Sep	110.6	2.1	..	..	..	..	..
1993 Oct	111.3	2.2	..	..	..	..	..
1993 Nov	111.1	2.1	..	..	..	..	..
1993 Dec	110.2	1.4	..	..	..	..	..
1994 Jan	109.9	1.4	..	..	..	..	..
1994 Feb	110.1	1.6	..	..	..	..	..
1994 Mar	113.6	2.4	..	..	..	..	..
1994 Apr	108.2	.5	..	..	..	..	..
1994 May	108.9	.5	..	..	..	..	..
1994 Jun	108.5	-1.6	..	..	..	..	..
1994 Jul	108.2	-1.5	..	..	..	..	..
1994 Aug	109.2	-1.4	..	..	..	..	..
1994 Sep	108.8	-1.6	..	..	..	..	..
1994 Oct	109.0	-2.1	..	..	..	..	..
1994 Nov	110.3	-.7	..	..	..	..	..
1994 Dec	111.0	.7	..	..	..	..	..
1995 Jan	111.9	1.8	..	..	..	..	..
Three months ending: 1993 Jan	108.6	-.1	..	..	..	..	..
1993 Feb	108.4	-.7	..	..	..	..	..
1993 Mar	109.2	-.9	..	..	..	..	..
1993 Apr	108.9	-.2	..	..	..	..	..
1993 May	109.0	-.6	..	..	..	..	..
1993 Jun	108.7	-.2	..	..	..	..	..
1993 Jul	109.5	.4	..	..	..	..	..
1993 Aug	110.3	1.4	..	..	..	..	..
1993 Sep	110.4	1.5	..	..	..	..	..
1993 Oct	110.9	1.8	..	..	..	..	..
1993 Nov	111.0	2.1	..	..	..	..	..
1993 Dec	110.9	1.9	..	..	..	..	..
1994 Jan	110.4	1.7	..	..	..	..	..
1994 Feb	110.1	1.5	..	..	..	..	..
1994 Mar	111.2	1.8	..	..	..	..	..
1994 Apr	110.6	1.5	..	..	..	..	..
1994 May	110.2	1.2	..	..	..	..	..
1994 Jun	108.5	-.2	..	..	..	..	..
1994 Jul	108.5	-.9	..	..	..	..	..
1994 Aug	108.6	-1.5	..	..	..	..	..
1994 Sep	108.7	-1.5	..	..	..	..	..
1994 Oct	109.0	-1.7	..	..	..	..	..
1994 Nov	109.4	-1.5	..	..	..	..	..
1994 Dec	110.1	-.7	..	..	..	..	..
1995 Jan	111.1	.6	..	..	..	..	..

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														
1986	71.8	88	84.4	78.3	87.0	84.6	54	82	77.8	84.6	94	74.8	72.3	89
1987	77.5	90	86.9	85.6	89.4	87.8	59	86	82.9	85.8	95	80.5	77.0	91
1988	84.1	91	90.2	91.2	92.2	91.9	70	90	87.9	89.8	95	85.7	83.1	94
1989	91.4	96	95.1	95.4	95.7	95.1	84	95	93.2	94.9	97	92.0	91.4	96
1990	100.0	100	100.0	100.0	100.0	100.0	100	100	100.0	100.0	100	100.0	100.0	100
1991	108.2	105	104.8	104.5	104.6	106.6	117	105	109.8	103.5	104	108.2	104.7	103
1992	115.3	110	108.4	107.9	108.7	114.2	133	110	115.7	104.6	108	116.5	109.5	106
1993	120.5	112	110.6	110.6	111.6	120.4	147	117	119.7	104.7	112	124.4	113.0	108
1994	126.2	..	..	..	114	..	..	..	124	106.8	114	..	..	111
Quarterly averages														
1992 Q4	117.6	113	109.4	109.2	109.7	116.1	138	110	116.5	104.2	109	119.8	111.0	107
1993 Q1	119.6	110	111.2	108.4	110.3	116.7	140	112	118.3	103.1	110	121.1	111.5	107
1993 Q2	119.2	112	110.5	110.5	110.8	121.2	144	114	119.0	108.0	112	123.6	113.2	108
1993 Q3	121.0	113	110.1	111.1	111.8	121.7	148	115	120.6	103.8	112	125.1	112.9	109
1993 Q4	122.3	115	110.8	112.1	112.5	122.0	155	117	121.0	104.9	113	127.4	114.2	110
1994 Q1	125.4	112	112.9	112.1	112.9	122.6	159	..	123.3	106.7	114	127.7	115.4	111
1994 Q2	124.0	114	112.5	114.5	113.6	123.1	..	..	123.9	110.4	114	129.5	117.8	111
1994 Q3	126.4	115	111.4	..	114.3	124.9	..	..	124.3	103.8	114	..	117.7	111
1994 Q4	128.6	..	..	..	115	..	..	..	124.6	..	114	..	..	112
Monthly														
1992 Dec	117.5	113	110.7	110.9	..	..	..	110	116.7	103.6	109	..	112.2	107
1993 Jan	118.1	..	110.7	108.5	110.3	116.7	..	..	118.3	100.5	110	..	112.2	107
1993 Feb	119.2	..	111.5	108.5	..	..	..	..	118.3	104.6	110	..	111.2	107
1993 Mar	121.6	110	110.7	108.4	..	..	..	112	118.3	104.2	110	..	111.2	107
1993 Apr	118.0	..	111.5	109.6	110.8	121.2	..	..	118.3	105.2	112	..	113.1	108
1993 May	119.9	..	109.8	110.5	..	..	..	..	118.3	105.6	112	..	114.1	108
1993 Jun	119.6	112	109.8	111.6	..	..	..	114	120.3	113.1	112	..	112.5	108
1993 Jul	120.5	..	109.8	113.2	111.8	121.7	..	..	120.5	102.1	112	..	114.1	108
1993 Aug	121.1	..	109.8	109.6	..	..	..	..	120.5	103.7	112	..	111.8	108
1993 Sep	121.4	113	110.7	110.8	..	..	..	115	120.8	105.7	112	..	112.9	109
1993 Oct	122.3	..	110.7	111.0	112.5	122.0	..	..	121.0	105.2	113	..	113.8	109
1993 Nov	122.3	..	110.6	111.0	..	..	..	..	121.0	106.4	113	..	113.6	110
1993 Dec	122.3	115	111.2	114.3	..	..	..	..	121.0	103.0	113	..	115.1	111
1994 Jan	123.7	..	112.1	112.1	112.9	122.6	..	..	123.0	106.3				

## 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	12 months
1994 Feb	142.1	0.6	0.6	2.4	142.9	0.6	0.6	0.6
Mar	142.5	0.3	0.4	2.3	143.2	0.2	0.3	0.3
Apr	144.2	1.2	1.7	2.6	144.9	1.2	1.2	0.3
May	144.7	0.3	2.2	2.6	145.2	0.2	1.5	1.5
Jun	144.7	0.0	2.0	2.6	145.3	0.1	1.9	1.9
Jul	144.0	-0.5	1.9	2.3	144.6	-0.5	1.8	1.8
Aug	144.7	0.5	1.8	2.4	145.3	0.5	1.7	1.7
Sep	145.0	0.2	1.8	2.2	145.7	0.3	1.7	1.7
Oct	145.2	0.1	0.7	2.4	145.9	0.1	0.7	0.7
Nov	145.3	0.1	0.4	2.6	146.0	0.1	0.6	0.6
Dec	146.0	0.5	0.9	2.9	146.6	0.4	0.9	0.9
1995 Jan	146.0	0.0	0.6	3.3	146.5	-0.1	1.3	1.3
Feb	146.9	0.6	1.5	3.4	147.3	0.5	1.4	1.4

In the twelve months to February, the increase in the all items RPI rose slightly to 3.4 per cent. In contrast, the 12-month rate of change for all items excluding mortgage interest payments fell slightly to 2.7 per cent.

Between January and February, increases in mortgage interest rates took effect and prices of household goods and clothing rose following the reductions in the January sales. Motoring costs also rose though not as sharply as last year.

#### Housing:

\* Increases in mortgage interest rates fed into the index in February.

#### Household goods:

\* Prices of most household goods, especially furniture, increased more sharply this February than last year.

\* Increases in prices of electrical appliances, in contrast to discounts last February.  
\* The monthly increase of 1.4 per cent was the largest for a February since 1981.

#### Clothing and footwear:

\* Widespread price increases were not as large as last February's exceptionally sharp increases.  
\* Some sale offers continuing, especially for women's clothing.

#### Personal goods and services:

\* Overall, no change over the month.  
\* Some special offers for personal articles, in contrast to sharp price recoveries last year.

#### Motoring expenditure:

\* Prices rose for second-hand cars, slightly less than last February's sharp increases.  
\* Larger fall in petrol prices this February than last year.

## 6.2 RETAIL PRICES

### Detailed figures for various groups, sub-groups and sections for February 14

	Index Jan 1987=100		Percentage change over			Index Jan 1987=100		Percentage change over	
	1 month	12 months	1 month	12 months		1 month	12 months		
<b>ALL ITEMS</b>	<b>146.9</b>	<b>0.6</b>	<b>3.4</b>		<b>Tobacco</b>	<b>177.2</b>	<b>0.9</b>	<b>6.0</b>	
<b>Food and catering</b>	<b>141.8</b>	<b>0.6</b>	<b>3.5</b>		Cigarettes	178.6		6	
<b>Alcohol and tobacco</b>	<b>166.9</b>	<b>0.8</b>	<b>4.1</b>		Tobacco	166.7		5	
<b>Housing and household expenditure</b>	<b>148.0</b>	<b>0.8</b>	<b>5.3</b>		<b>Housing</b>	<b>162.0</b>	<b>0.9</b>	<b>7.7</b>	
<b>Personal expenditure</b>	<b>131.1</b>	<b>0.7</b>	<b>0.1</b>		Rent	192.5		5	
<b>Travel and leisure</b>	<b>147.3</b>	<b>0.3</b>	<b>1.9</b>		Mortgage interest payments	167.1		18	
<b>Consumer durables</b>	<b>114.8</b>	<b>1.4</b>	<b>0.0</b>		Depreciation (Jan 1995 = 100)	100.5		***	
<b>Seasonal food</b>	<b>128.5</b>	<b>1.7</b>	<b>14.1</b>		Community charge and rates/council tax	127.8		3	
<b>Food excluding seasonal</b>	<b>135.9</b>	<b>0.4</b>	<b>1.4</b>		Water and other payments	222.6		7	
<b>All items excluding seasonal food</b>	<b>147.3</b>	<b>0.5</b>	<b>3.1</b>		Repairs and maintenance charges	153.6		3	
<b>All items excluding food</b>	<b>149.2</b>	<b>0.6</b>	<b>3.4</b>		Do-it-yourself materials	145.2		1	
					Dwelling insurance & ground rent	201.4		4	
<b>Other indices</b>					<b>Fuel and Light</b>	<b>134.3</b>	<b>0.1</b>	<b>7.5</b>	
<b>All items excluding:</b>					Coal and solid fuels	128.3		7	
<b>mortgage interest payments (RPIX)</b>	<b>146.0</b>	<b>0.6</b>	<b>2.7</b>		Electricity	147.9		7	
<b>housing</b>	<b>143.7</b>	<b>0.6</b>	<b>2.5</b>		Gas	123.4		9	
<b>mips and indirect taxes (RPIY)</b>	<b>142.6</b>	<b>0.6</b>	<b>1.8</b>		Oil and other fuels	111.5		4	
<b>mortgage interest payments and council tax</b>	<b>146.5</b>	<b>0.5</b>	<b>2.7</b>		<b>Household goods</b>	<b>130.1</b>	<b>1.4</b>	<b>2.4</b>	
<b>mortgage interest payments and depreciation</b>	<b>146.0</b>	<b>0.6</b>	<b>2.7</b>		Furniture	130.6		4	
<b>Food</b>	<b>135.0</b>	<b>0.7</b>	<b>3.2</b>		Furnishings	126.5		3	
Bread	133.7		-2		Electrical appliances	107.9		-1	
Cereals	138.8		0		Other household equipment	133.8		1	
Biscuits and cakes	143.4		-1		Household consumables	149.7		2	
Beef	132.5		-1		Pet care	132.4		4	
Lamb	129.8		-3		<b>Household services</b>	<b>142.0</b>	<b>0.1</b>	<b>-0.6</b>	
of which, home-killed lamb	140.8		10		Postage	146.2		0	
Pork	122.2		5		Telephones, telemessages, etc	110.8		-5	
Bacon	132.6		-2		Domestic services	166.1		3	
Poultry	105.5		-4		Fees and subscriptions	159.7		1	
Other meat	124.6		0		<b>Clothing and footwear</b>	<b>118.5</b>	<b>1.2</b>	<b>-0.7</b>	
Fish	122.6		0		Men's outerwear	119.2		-1	
of which, fresh fish	125.9		-2		Women's outerwear	103.9		-2	
Butter	138.7		3		Children's outerwear	117.2		0	
Oil and fats	128.2		-1		Other clothing	141.8		2	
Cheese	149.7		4		Footwear	125.0		-1	
Eggs	132.9		5		<b>Personal goods and services</b>	<b>154.9</b>	<b>0.0</b>	<b>1.3</b>	
Milk fresh	150.6		7		Personal articles	116.8		-5	
Milk products	146.6		5		Chemists goods	160.0		3	
Tea	143.2		-2		Personal services	195.4		6	
Coffee and other hot drinks	123.1		25		<b>Motoring expenditure</b>	<b>151.4</b>	<b>0.3</b>	<b>2.0</b>	
Soft drinks	158.7		2		Purchase of motor vehicles	132.4		1	
Sugar and preserves	141.9		-2		Maintenance of motor vehicles	167.7		2	
Sweets and chocolates	135.3		3		Petrol and oil	154.2		0	
Potatoes	165.0		34		Vehicles tax and insurance	197.1		0	
of which, unprocessed potatoes	196.1		70		<b>Fares and other travel costs</b>	<b>158.7</b>	<b>0.8</b>	<b>2.9</b>	
Vegetables	123.1		9		Rail fares	177.0		5	
of which, other fresh vegetables	118.1		14		Bus and coach fares	169.0		4	
Fruit	120.5		1		Other travel costs	140.9		1	
of which, fresh fruit	117.4		5		<b>Leisure goods</b>	<b>121.5</b>	<b>0.2</b>	<b>-0.9</b>	
Other foods	134.3		-2		Audio-visual equipment	74.8		-5	
<b>Catering</b>	<b>166.4</b>	<b>0.4</b>	<b>4.3</b>		Tapes and discs	115.6		0	
Restaurant meals	164.4		4		Toys, photographic and sport goods	121.3		-1	
Canteen meals	174.9		6		Books and newspapers	161.6		1	
Take-aways and snacks	165.7		4		Gardening products	142.3		1	
<b>Alcoholic drink</b>	<b>162.4</b>	<b>0.7</b>	<b>3.2</b>		<b>Leisure services</b>	<b>165.0</b>	<b>0.0</b>	<b>2.9</b>	
Beer	169.5		4		Television licences and rentals	120.4		1	
on sales	173.4		4		Entertainment and other recreation	199.0		5	
off sales	143.7		0		Foreign Holidays (Jan 1993 = 100)*	104.0		2	
Wines and spirits	152.7		2		UK Holidays (Jan 1994 = 100)#	101.8		2	
on sales	166.5		5						
off sales	144.2		1						

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.

\* 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 February 14 for a number of important items derived from prices collected by the Central Statistical Office for the purpose of the General Index of Retail Prices in more than 180 areas in the United Kingdom are given below.

It is only possible to calculate a meaningful average price for fairly standard items; that is, those which do not vary between retail outlets. The averages given are subject to uncertainty, an indication of which is given in the ranges within which at least four-fifths of the recorded prices fell, given in the final column below.

#### Average prices on February 14 1995

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)
<b>FOOD ITEMS</b>				<b>Margarine</b>			
Beef: home-killed, per lb				Soft 500g tub	321	48	36- 78
Best beef rancio	651	153	109- 220	Low fat spread, 250g	317	47	42- 51
Topside	639	294	268- 330	<b>Cheese</b>			
Brisket (without bone)	562	208	179- 236	Cheddar type, per lb	321	203	159- 245
Rump steak *	639	382	348- 418	<b>Eggs</b>			
Stewing steak	637	208	158- 284	Size 2 (65-70g), per dozen	312	137	95- 158
				Size 4 (55-60g), per dozen	284	117	89- 150
<b>Lamb: home-killed, per lb</b>				<b>Milk</b>			
Loin (with bone)	596	344	249- 399	Pasteurised, per pint	366	36	27- 33
Shoulder (with bone)	575	163	129- 195	<b>Tea</b>			
Leg (with bone)	553	262	208- 309	Loose, per 125g	316	62	46- 72
				Tea bags, per 250g	338	129	94- 156
<b>Lamb: imported (frozen), per lb</b>				<b>Coffee</b>			
Loin (with bone)	258	221	160- 299	Pure, instant, per 100g	327	192	185- 219
Leg (with bone)	243	170	159- 199	Ground (filter fine), per 8oz	312	209	149- 283
<b>Pork: home-killed, per lb</b>				<b>Sugar</b>			
Loin (with bone)	517	146	108- 188	Granulated, per kg	332	64	57- 75
Shoulder (with bone)	659	174	150- 209	<b>Fresh vegetables</b>			
	554	126	98- 169	Potatoes, old loose, per lb	577	31	21- 39
<b>Bacon, per lb</b>				Potatoes, new loose, per lb	592	34	25- 40
Streaky *	470	136	109- 179	Tomatoes, per lb	701	49	44- 69
Gammon *	486	220	176- 280	Cabbage, hearted, per lb	665	28	18- 49
Back, Danish	440	235	178- 299	Cauliflower, each	661	75	50- 89
Back, home produced	441	214	169- 280	Brussels sprouts, per lb	452	47	30- 59
				Carrots, per lb	700	23	16- 29
<b>Ham</b>				Onions, per lb	703	38	28- 45
Ham (not shoulder), per 4oz	521	76	55- 99	Mushrooms, per 4oz	695	35	29- 39
<b>Sausages, per lb</b>				Cucumber, each	694	64	79- 118
Pork	529	115	88- 140	Lettuce - iceberg, each	679	61	49- 69
<b>Canned meats</b>				<b>Fresh fruit</b>			
Corned beef, 12oz can	316	93	75- 109	Apples, cooking, per lb	699	38	35- 45
<b>Chicken: roasting, oven ready, per lb</b>				Apples, dessert, per lb	698	42	38- 49
Frozen	282	72	62- 84	Pears, dessert, per lb	698	50	38- 59
Fresh or chilled	638	90	69- 104	Oranges, each	690	20	12- 30
<b>Fresh and smoked fish, per lb</b>				Bananas, per lb	703	45	38- 55
Cod fillets	512	251	195- 320	Grapes, per lb	638	128	79- 150
Rainbow trout	514	207	140- 258	<b>Items other than food</b>			
<b>Canned fish</b>				Draught bitter, per pint	768	145	129- 168
Red salmon, half size can	314	129	107- 159	Draught lager, per pint	776	163	147- 185
<b>Bread</b>				Whisky per nip	780	116	103- 132
White loaf, sliced, 800g	362	51	35- 78	Gin, per nip	778	116	103- 132
White loaf, unwrapped, 800g	349	75	59- 85	Cigarettes 20 king size filter	3,229	256	215- 270
Brown loaf, sliced, 400g	326	50	37- 58				

# 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	77
1990	1,000	842	976	815	925	—	132	158	24	134	47	83
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
1995	1,000	861	978	813	958	—	123	139	22	117	45	77
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	112.8
1990	126.1	127.4	126.4	122.1	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	139.2
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
1994	144.1	146.5	144.8	141.6	143.8	—	115.5	131.9	117.7	134.3	162.1	158.5
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	103.7
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	103.7
1990 Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	116.0	113.1	109.3
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
1993 Feb 9	138.8	140.5	139.4	136.0	138.3	—	114.5	130.2	114.6	132.9	152.2	151.7
1993 Mar 16	139.3	140.8	139.8	137.0	139.2	—	115.9	131.3	116.3	133.9	153.0	152.4
1993 Apr 20	140.6	142.5	141.3	138.4	140.6	—	117.0	130.8	113.0	134.0	154.4	154.4
1993 May 18	141.1	142.8	141.6	139.0	141.0	—	117.3	132.2	118.0	134.6	155.1	154.8
1993 Jun 15	141.0	142.9	141.7	138.9	141.0	—	116.3	131.4	112.6	134.7	155.8	155.1
1993 Jul 20	140.7	142.6	141.5	138.5	140.6	—	113.3	131.3	109.4	135.3	156.4	155.7
1993 Aug 17	141.3	143.2	142.1	139.1	141.2	—	114.8	131.5	110.8	135.2	156.7	156.0
1993 Sep 14	141.9	144.1	142.8	139.8	141.8	—	117.0	130.9	108.3	135.0	157.3	156.5
1993 Oct 19	141.8	144.1	142.7	139.6	141.7	—	116.9	130.0	106.2	134.3	157.9	156.9
1993 Nov 16	141.6	144.0	142.5	139.3	141.4	—	117.4	129.1	105.7	133.4	158.3	156.1
1993 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
1994 Feb 15	142.1	144.3	142.9	140.2	142.2	—	114.8	130.8	112.6	134.0	159.5	157.3
1994 Mar 15	142.5	144.7	143.2	140.6	142.6	—	116.2	131.6	115.1	134.4	160.0	157.2
1994 Apr 19	144.2	146.5	144.9	141.6	143.9	—	116.0	131.9	115.3	134.8	160.8	157.6
1994 May 17	144.7	146.9	145.2	142.1	144.5	—	116.2	132.2	116.3	134.8	161.3	157.8
1994 Jun 14	144.7	147.0	145.3	142.1	144.4	—	115.9	133.1	122.6	134.8	161.7	158.5
1994 Jul 19	144.0	146.2	144.6	141.2	143.7	—	112.3	132.3	119.5	134.4	162.2	159.1
1994 Aug 16	144.7	147.0	145.3	142.1	144.4	—	114.4	132.7	120.8	134.7	162.8	159.3
1994 Sep 13	145.0	147.6	145.7	142.3	144.7	—	116.3	131.6	116.4	134.2	163.4	159.7
1994 Oct 18	145.2	147.8	145.9	142.1	144.5	—	116.1	131.4	117.3	133.8	164.2	159.8
1994 Nov 15	145.3	147.9	146.0	142.2	144.6	—	116.9	131.8	117.6	134.3	164.6	159.4
1994 Dec 13	146.0	148.5	146.6	142.9	145.3	—	117.4	132.7	122.0	134.5	165.1	158.9
1995 Jan 17	146.0	148.3	146.5	142.9	145.2	—	113.2	134.1	126.3	135.3	165.7	161.3
1995 Feb 14	146.9	149.2	147.3	143.7	146.0	—	114.8	135.0	128.5	135.9	166.4	162.4

Source: Central Statistical Office

+ For the February, March and April 1988 indices the weights used for seasonal and non-seasonal food were 24 and 139 respectively. Thereafter the weight for home-killed lamb (a seasonal item) was increased by 1 and that for imported lamb (a non-seasonal item) correspondingly reduced by 1, in the light of new information about the relative shares of household expenditure.  
 \*\* The Nationalised Industries index is no longer published from December 1989, see also General Notes under table 6.3.

# RETAIL PRICES 6.4

## General index of retail prices

Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel	Leisure goods	Leisure services	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	172	46	70	45	63	38	141	20	48	30	1991
36	192	47	77	48	59	40	143	20	47	32	1992
36	164	46	79	47	58	39	136	21	46	62	1993
35	158	45	76	47	58	37	142	20	48	71	1994
34	187	45	77	47	54	39	125	19	46	66	1995
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	126.5	125.4	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
158.4	151.0	126.2	128.0	141.9	119.8	147.9	144.7	151.4	122.5	156.7	1993
168.2	156.0	131.7	128.4	142.0	120.4	153.3	149.7	155.4	121.8	162.5	1994
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1987 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
109.9	170.6	121.6	116.7	125.5	114.2	127.2	122.8	130.8	114.9	130.7	1991 Jan 15
118.2	156.0	127.7	123.9	135.3	115.7	138.4	134.0	140.9	119.3	145.5	1992 Jan 14
137.4	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	1993 Feb 9
150.0	149.5	127.3	127.9	141.2	119.2	146.3	140.6	149.5	122.5	154.2	1993 Mar 16
155.7	150.0	127.0	128.7	142.2	120.9	147.5	144.7	150.4	122.8	155.8	1993 Apr 20
156.6	150.1	126.2	128.9	141.8	121.3	147.8	145.3	152.3	123.2	156.1	1993 May 18
156.7	150.4	125.7	128.1	140.7	120.2	147.3	146.9	152.6	122.8	156.4	1993 Jun 15
156.8	150.6	125.4	126.5	142.2	116.0	147.8	147.2	152.0	121.7	156.7	1993 Jul 20
158.5	151.0	125.4	128.0	142.6	117.7	148.7	147.4	152.3	122.4	157.2	1993 Aug 17
159.5	151.3	125.7	128.8	142.8	122.2	149.0	147.8	152.6	122.4	158.8	1993 Sep 14
159.7	151.5	125.9	128.4	143.0	122.6	149.2	147.2	152.5	122.7	158.9	1993 Oct 19
159.8	151.7	125.8	129.0	143.4	122.8	150.6	145.2	152.4	123.1	159.4	1993 Nov 16
163.0	151.9	125.6	129.7	142.9	122.5	149.9	146.7	152.3	123.1	159.6	1993 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	142.4	119.3	152.9	148.4	154.3	122.6	160.3	1994 Feb 15
167.1	150.6	124.5	128.5	141.9	121.0	150.9	149.2	154.7	122.8	160.5	1994 Mar 15
167.7	156.2	134.3	128.0	142.2	121.3	151.5	149.8	154.7	122.6	161.8	1994 Apr 19
168.4	156.4	133.8	128.5	142.3	121.4	154.6	150.4	155.2	122.7	162.2	1994 May 17
168.5	156.6	133.7	128.5	142.4	121.1	152.4	150.4	155.8	122.4	162.5	1994 Jun 14
168.5	156.8	133.9	126.3	142.3	116.0	152.4	150.0	155.6	120.7	162.6	1994 Jul 19
168.5	157.0	134.2	128.3	142.3	118.6	155.1	150.7	156.2	120.9	162.8	1994 Aug 16
168.5	157.3	134.2	129.0	142.5	122.2	155.2	150.4	156.0	121.2	163.9	1994 Sep 13
168.4	159.8	134.0	129.0	141.0	122.1	154.3	149.7	156.0	121.1	164.4	1994 Oct 18
168.0	160.1	133.8	13								



# 6.8 RETAIL PRICES Selected countries

1985=100	European Comm (15)	European Comm (12)	United Kingdom	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy
<b>Annual averages</b>											
1987	..	106.9	107.7	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9
1988	..	110.7	113.0	104.1	112.7	101.4	162.6	120.0	108.7	109.4	116.5
1989	..	116.3	121.8	107.3	118.1	104.2	184.9	128.2	112.7	113.9	123.8
1990	..	122.9	133.3	111.0	121.2	107.0	222.6	136.8	116.5	117.6	131.0
1991	..	129.1	141.1	114.6	124.1	110.7	266.0	145.0	120.2	121.3	140.0
1992	..	134.5	146.4	117.4	126.7	115.1	308.1	153.5	123.0	125.1	147.3
1993	..	139.1	148.7	120.6	128.3	119.9	352.6	160.6	125.6	126.9	153.8
1994	..	143.4	152.4	123.5	130.9	123.5	391.1	168.1	127.8	129.8	160.0
<b>Monthly</b>											
1994 Jan	..	141.3	149.4	122.2	129.1	122.2	369.3	165.6	126.6	..	157.4
1994 Feb	..	141.8	150.2	122.6	129.6	122.6	370.1	165.7	126.9	128.5	157.9
1994 Mar	..	142.3	150.6	122.6	129.8	122.8	381.0	166.2	127.2	..	158.4
1994 Apr	..	142.9	152.4	122.8	130.3	123.1	386.8	167.0	127.5	..	158.7
1994 May	..	143.3	153.0	123.2	130.9	123.4	389.9	167.3	127.8	129.5	159.4
1994 June	..	143.5	153.0	123.4	131.1	123.6	393.7	167.4	127.8	..	159.7
1994 July	..	143.5	152.2	124.2	130.8	123.7	387.3	168.0	127.8	..	160.1
1994 Aug	..	143.9	153.0	124.4	131.3	123.8	388.5	169.3	127.8	130.5	160.4
1994 Sep	..	144.3	153.3	124.2	131.4	123.9	401.1	169.7	128.1	..	160.9
1994 Oct	..	144.6	153.5	123.9	131.7	124.0	406.0	170.0	128.5	..	161.7
1994 Nov	..	144.8	153.6	123.9	132.0	124.2	407.3	170.3	128.5	130.7	162.4
1994 Dec	..	145.2	154.3	124.0	132.0	124.4	411.9	171.1	128.3	..	162.8
1995 Jan	146.3P	145.7P	154.3	124.5	132.1	125.0	410.2	172.9	128.7	..	163.4P
1995 Feb	147.0P	146.4P	155.3	124.8	132.7	125.5	408.5	173.7	128.0	..	164.8P
<b>Increases on a year earlier</b>											
<b>Annual averages</b>											Per cent
1987	..	3.3	4.2	1.6	4.1	0.2	16.4	5.2	3.1	3.2	4.8
1988	..	3.6	4.9	1.2	4.5	1.3	13.5	4.8	2.6	2.1	5.0
1989	..	5.1	7.8	3.1	4.8	2.8	13.7	6.8	3.7	4.1	6.3
1990	..	5.7	9.4	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5
1991	..	5.0	5.9	3.2	2.4	3.5	19.5	6.0	3.2	3.1	6.2
1992	..	4.2	3.8	2.4	2.1	4.0	15.8	5.9	2.3	3.1	5.2
1993	..	3.4	1.6	2.7	1.3	4.2	14.4	4.6	2.1	1.4	4.4
1994	..	3.1	2.5	2.4	2.0	3.0	10.9	4.7	1.8	2.3	4.0
<b>Monthly</b>											
1994 Jan	..	3.4	2.5	2.4	1.7	3.5	11.1	4.9	1.9	..	4.4
1994 Feb	..	3.3	2.4	2.5	1.8	3.4	11.0	5.0	1.8	1.7	4.3
1994 Mar	..	3.2	2.3	2.3	1.7	3.2	10.2	4.9	1.5	..	4.3
1994 Apr	..	3.2	2.6	2.4	2.0	3.1	10.4	5.0	1.7	..	4.1
1994 May	..	3.2	2.6	2.6	1.9	3.0	11.0	4.9	1.7	2.7	4.0
1994 June	..	3.2	2.6	2.8	2.1	3.0	10.9	4.7	1.8	..	3.8
1994 July	..	3.1	2.4	2.7	2.0	2.9	11.2	4.7	1.7	..	3.8
1994 Aug	..	3.1	2.4	2.4	2.2	3.0	11.1	4.8	1.7	2.5	3.8
1994 Sep	..	3.0	2.2	2.5	2.0	3.0	11.9	4.5	1.6	..	3.9
1994 Oct	..	3.0	2.4	2.1	2.0	2.8	11.1	4.3	1.7	..	3.8
1994 Nov	..	3.0	2.6	2.0	2.1	2.7	10.6	4.3	1.6	2.4	3.9
1994 Dec	..	3.1	2.9	1.9	2.3	2.7	10.8	4.3	1.6	..	4.0
1995 Jan	3.0P	3.0P	3.3	1.9	2.3	2.3	11.1	4.4	1.7	..	3.9P
1995 Feb	3.1P	3.1P	3.4	1.8	2.3	2.4	10.4	4.5	1.7	..	4.3P

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

1985=100	Luxembourg	Netherlands	Portugal	Austria	Finland	Sweden	Norway	Switzerland	United States	Japan	Canada
<b>Annual averages</b>											
1987	100.2	99.8	122.2	103.1	107.1	108.6	116.5	102.2	105.7	100.7	108.7
1988	101.7	100.7	133.9	105.1	112.6	114.9	124.3	104.2	110.0	101.4	113.1
1989	105.1	101.7	151.0	107.8	120.0	122.3	130.0	107.4	115.3	103.7	118.7
1990	109.0	104.3	170.9	111.3	127.3	135.1	135.4	113.2	121.5	106.9	124.4
1991	112.4	108.4	189.6	115.1	132.8	147.8	140.0	119.8	126.6	110.4	131.4
1992	115.9	111.7	206.7	119.7	136.7	151.1	143.3	124.6	130.5	112.3	133.4
1993	120.1	114.6	220.0	124.0	139.7	158.2	146.5	128.7	134.3	113.8	135.8
1994	122.7	117.8	231.5	127.7	141.2	161.6	148.6	129.8	137.8	114.5	136.1
<b>Monthly</b>											
1994 Jan	121.6	115.9	227.4	125.8	139.3	159.4	146.6	129.5	136.0	114.0	136.7
1994 Feb	122.0	116.6	228.8	126.6	139.8	159.9	147.2	130.1	136.4	114.0	135.7
1994 Mar	121.9	117.3	229.3	127.0	140.1	160.5	148.0	130.1	136.9	114.6	135.5
1994 Apr	122.0	117.5	230.6	126.9	140.3	161.2	148.1	130.1	137.1	114.8	135.6
1994 May	122.3	117.6	231.1	127.1	140.5	161.5	148.2	129.3	137.2	114.9	135.3
1994 June	122.3	117.3	231.5	127.3	141.7	161.5	148.5	129.5	137.6	114.4	135.6
1994 July	122.8	117.7	231.9	128.8	141.9	161.6	148.8	129.5	138.0	113.9	136.1
1994 Aug	123.0	118.2	232.2	129.6	142.1	161.6	148.8	130.0	138.6	114.4	136.2
1994 Sep	123.4	119.2	232.7	128.6	142.4	163.1	149.5	130.1	138.9	114.8	136.3
1994 Oct	123.6	119.3	233.6	128.2	142.5	163.3	149.7	130.0	139.0	115.3	136.1
1994 Nov	123.9	119.0	234.0	128.1	142.1	163.1	149.8	129.9	139.2	115.0	136.8
1994 Dec	124.1	118.5	234.7	128.1	142.0	162.9	149.7	129.9	139.2	114.7	137.0
1995 Jan	124.5	118.8	237.5	129.1	141.9	163.5	150.5	130.8	139.8	114.7	137.6
1995 Feb	124.7	119.4	239.2	129.7	142.4	164.1	151.0	132.0	139.8	114.2	..
<b>Increases on a year earlier</b>											
<b>Annual averages</b>											Per cent
1987	-0.1	-0.4	9.4	1.4	3.4	4.2	8.7	1.4	3.7	0.1	4.4
1988	1.5	.9	9.6	1.9	5.1	5.8	6.7	2.0	4.1	.7	4.0
1989	3.3	1.0	12.8	2.6	6.6	6.4	4.6	3.1	4.8	2.3	5.0
1990	3.7	2.6	13.2	3.2	6.1	10.5	4.2	5.4	5.4	3.1	4.8
1991	3.1	3.9	10.9	3.4	4.3	9.4	3.4	5.8	4.2	3.3	5.6
1992	3.1	3.0	9.0	4.0	2.9	2.2	2.4	4.0	3.1	1.7	1.5
1993	3.6	2.6	6.4	3.6	2.2	4.7	2.2	3.3	2.9	1.3	1.8
1994	2.2	2.8	5.2	3.0	1.1	2.1	1.4	.9	2.6	.6	.2
<b>Monthly</b>											
1994 Jan	2.6	3.0	6.3	3.1	.3	1.7	1.3	2.1	2.5	1.2	1.3
1994 Feb	2.6	3.0	6.1	3.2	.3	1.6	1.4	1.9	2.5	1.1	.2
1994 Mar	2.3	3.0	6.0	3.1	.4	1.7	1.0	1.3	2.5	1.3	.2
1994 Apr	2.1	2.8	6.0	3.0	.2	1.7	.9	1.0	2.4	.9	.2
1994 May	2.1	2.9	5.7	3.0	.2	2.1	.9	.4	2.3	.9	-.2
1994 June	2.1	3.0	5.7	2.9	1.3	2.5	1.1	.5	2.5	.6	.0
1994 July	2.2	2.8	5.1	2.8	1.6	2.7	1.4	.7	2.8	-.2	.2
1994 Aug	2.0	2.6	4.8	3.2	1.9	2.6	1.6	.5	2.9	.0	.2
1994 Sep	2.2	2.7	4.7	3.1	1.9	2.5	1.7	.7	3.0	.2	.2
1994 Oct	2.1	2.8	4.6	2.9	1.8	2.4	1.7	.5	2.6	.8	-.2
1994 Nov	2.0	2.5	4.0	2.8	1.6	2.2	1.8	.5	2.7	1.0	-.1
1994 Dec	2.0	2.5	4.0	2.5	1.6	2.5	1.9	.4	2.7	.5	.2
1995 Jan	2.3	2.5	4.4	2.5	1.8	2.5	2.6	1.0	2.8	.6	.6
1995 Feb	2.2	2.4	4.6	2.4	1.8	2.6	2.6	1.5	2.5	.2	..

Source: Central Statistical Office/Eurostat

# 6.9 RETAIL PRICES

Selected countries: all items excluding housing costs

1990=100	European Comm (15)	European Comm (12)	United Kingdom	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy
<b>Annual averages</b>											
1993	113.5	113.6	116.1	115.3	104.5	111.0	158.4	117.4	107.9	107.9	116.7
1994	116.9	117.1	118.8	117.8	106.3	113.9	175.7	122.9	109.7	111.1	121.4
<b>Monthly</b>											
1994 Jan	115.3	115.5	116.9	109.4	105.0	112.9	165.9	121.1	108.7	..	119.4
Feb	115.7	115.9	117.6	109.8	105.4	113.3	166.2	121.1	109.0	109.9	119.8
Mar	116.1	116.3	118.0	109.7	105.5	113.4	171.1	121.5	109.2	..	120.2
Apr	116.5	116.7	118.8	109.9	106.1	113.7	173.7	122.1	109.5	..	120.4
May	116.8	117.0	119.2	110.3	106.3	113.9	175.1	122.3	109.7	110.9	120.9
June	116.9	117.1	119.2	110.5	106.4	114.1	176.8	122.4	109.7	..	121.2
July	116.9	117.1	118.5	111.2	106.2	114.1	174.0	122.8	109.7	..	121.5
Aug	117.2	117.4	119.1	111.4	106.7	114.2	174.5	123.8	109.7	111.8	121.7
Sep	117.5	117.7	119.4	111.2	106.8	114.2	180.2	124.0	110.0	..	122.1
Oct	117.7	117.9	119.2	110.9	107.0	114.2	182.4	124.3	110.3	..	122.7
Nov	117.8	118.0	119.3	110.9	107.2	114.3	182.9	124.5	110.3	111.9	123.2
Dec	118.1	118.3	119.9	110.9	107.2	114.5	185.0	125.1	110.2	..	123.7
1995 Jan	118.5P	118.8P	119.9	111.4	107.2	115.1	184.3P	126.4	110.5	..	124.2P
Feb	..	..	120.6	111.7	..	115.3	183.5P	..	..	..	..
<b>Increases on a year earlier</b>											Per cent
<b>Annual averages</b>											
1993	3.7	3.6	3.0	2.7	.8	3.7	14.5	4.6	2.1	2.0	4.4
1994	3.0	3.1	2.3	2.2	1.7	2.6	10.9	4.7	1.7	2.9	4.0
<b>Monthly</b>											
1994 Jan	3.4	3.4	3.2	2.1	1.3	3.1	11.0	5.1	1.9	..	4.3
Feb	3.3	3.3	3.1	2.3	1.4	2.9	10.9	5.0	1.8	3.5	4.3
Mar	3.2	3.2	2.7	2.0	1.3	2.7	10.1	4.9	1.5	..	4.4
Apr	3.0	3.1	2.3	2.2	1.7	2.7	10.4	5.1	1.7	..	4.1
May	3.0	3.0	2.2	2.4	1.6	2.6	11.0	4.9	1.7	3.3	4.0
June	3.0	3.0	2.3	2.6	1.8	2.7	10.8	4.7	1.8	..	3.8
July	2.9	3.0	2.0	2.6	1.9	2.6	11.2	4.7	1.7	..	3.8
Aug	2.9	3.0	2.1	2.3	2.1	2.7	11.1	4.9	1.7	2.6	3.8
Sep	2.9	2.9	1.8	2.3	1.8	2.7	11.9	4.5	1.6	..	3.9
Oct	2.8	2.9	1.8	1.9	1.7	2.5	11.1	4.3	1.7	..	3.8
Nov	2.7	2.8	2.1	1.8	1.9	2.2	10.5	4.3	1.6	2.4	3.9
Dec	2.9	2.9	2.3	1.6	2.2	2.3	10.7	4.4	1.6	..	4.2
1995 Jan	2.8P	2.9P	2.6	1.8	2.1	1.9P	11.1	4.4	1.7	..	4.0P
Feb	..	..	2.6	1.7	..	1.8P	10.4	..	..	..	..

Source: Central Statistical Office/National Statistical Offices/OECD

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.

# 6.9 RETAIL PRICES

Selected countries: all items excluding housing costs

1990=100	Luxembourg	Netherlands	Portugal	Austria	Finland	Sweden	Norway	United States	Japan	Canada
<b>Annual averages</b>										
1993	109.1	107.5	128.7	110.6	112.2	110.4	107.5	110.3	105.9	110.3
1994	111.2	109.8	139.0	113.4	113.9	113.0	109.1	112.9	106.3	110.4
<b>Monthly</b>										
1994 Jan	110.4	108.0	133.1	111.8	112.5	111.0	107.5	111.5	105.9	111.2
Feb	110.6	109.0	133.9	112.6	113.0	111.6	108.0	111.7	105.9	109.8
Mar	110.5	110.0	134.2	112.9	113.2	112.2	108.7	112.1	106.5	109.6
Apr	110.6	110.0	134.9	112.8	113.5	112.7	108.7	112.3	106.7	109.9
May	110.9	110.0	135.2	112.8	113.5	113.0	108.9	112.5	106.7	109.6
June	110.9	110.0	135.5	112.9	114.2	113.0	109.0	112.8	106.2	110.0
July	111.3	109.0	135.7	114.4	114.3	112.9	109.3	113.0	105.6	110.5
Aug	111.5	110.0	135.9	115.3	114.5	112.8	109.3	113.5	106.2	110.6
Sep	111.8	111.0	136.2	114.0	114.7	114.2	109.9	113.9	106.5	110.5
Oct	112.0	111.0	136.7	113.8	114.8	114.3	109.9	114.0	107.0	110.2
Nov	112.1	110.0	136.9	113.7	114.5	114.2	110.0	114.1	106.6	111.1
Dec	112.2	110.0	137.3	113.6	114.3	113.9	109.9	114.1	106.2	111.3
1995 Jan	112.5	110.0	139.0	114.1	114.3	113.8	110.6	114.5	106.2	111.3
Feb	112.7	111.0	..	114.7	114.7	114.5	111.0	114.8	..	..
<b>Increases on a year earlier</b>										
<b>Annual averages</b>										
1993	3.1	1.8	..	3.5	3.4	4.2	2.1	3.0	1.0	2.2
1994	1.9	2.1	..	2.5	1.5	2.4	1.5	2.4	.4	.1
<b>Monthly</b>										
1994 Jan	2.4	1.9	6.3	2.8	1.5	2.1	1.2	2.5	1.0	1.7
Feb	2.3	1.9	6.1	2.8	1.4	2.1	1.3	2.3	1.0	-1
Mar	1.9	2.8	6.0	2.6	1.1	2.0	1.2	2.3	1.1	-2
Apr	1.8	1.9	6.0	2.6	.8	2.2	.9	2.2	.7	.2
May	1.9	1.9	5.7	2.5	.8	2.4	1.0	2.1	.6	-3
June	1.9	2.8	5.7	2.4	1.6	2.8	1.1	2.4	.3	-1
July	1.9	1.9	5.1	2.5	2.0	3.0	1.5	2.7	-.6	.1
Aug	1.7	1.9	4.9	2.9	2.1	2.6	1.8	2.8	-.4	-.2
Sep	2.0	2.8	4.8	2.6	1.9	2.5	1.8	2.8	-.1	.0
Oct	1.9	2.8	4.5	2.6	1.7	2.4	1.7	2.5	.5	-.2
Nov	1.7	1.9	4.0	2.5	1.6	2.2	1.9	2.4	.8	-.3
Dec	1.6	1.9	4.0	2.2	1.4	2.3	2.0	2.5	.4	.1
1995 Jan	1.9	1.9	4.4	2.1	1.6	2.5	2.9	2.7	.3	.1
Feb	1.9	1.8	..	1.9	..	2.6	2.8	2.8	..	..

Source: Central Statistical Office/National Statistical Offices/OECD

# 7.1 LABOUR FORCE SURVEY

## Economic activity <sup>+</sup>, 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 **				
	Employees	Self-employed							
<b>ALL</b>									
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	20,772	2,704	325	-	23,547	3,132	26,678	15,997	42,675
Spring 1986	20,836	2,716	410	-	23,962	3,005	26,889	16,063	42,952
Spring 1987	20,879	2,986	503	-	24,368	2,913	27,281	16,148	43,429
Spring 1988	21,529	3,131	535	-	25,195	2,409	27,604	15,996	43,600
Spring 1989	22,157	3,414	493	-	26,064	2,010	28,074	15,671	43,745
Spring 1990	22,354	3,461	457	-	26,272	1,900	28,172	15,674	43,848
Spring 1991	21,973	3,306	413	-	25,692	2,334	28,026	15,878	43,900
Spring 1992	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	44,090
Spring 1993	21,275	3,092	335	148	24,849	2,838	27,687	16,456	44,090
Summer 1993	21,228	3,126	318	153	24,825	2,854	27,679	16,489	44,145
Autumn 1993	21,271	3,158	327	143	24,899	2,809	27,708	16,502	44,168
Winter 1993	21,295	3,151	321	139	24,906	2,729	27,635	16,581	44,210
Spring 1994	21,334	3,192	316	144	24,986	2,650	27,635	16,570	44,216
Summer 1994	21,385	3,232	289	144	25,049	2,637	27,686	16,543	44,228
Autumn 1994	21,444	3,280	290	147	25,161	2,493	27,653	16,611	44,264
<b>Changes</b>									
Summer 94 - Autumn 94	59	48	*	*	111	-144	-33	69	36
Per cent	.3	1.5	*	*	.4	-5.5	-.7	.4	.7
<b>MEN</b>									
Spring 1979	13,381	1,449	-	-	14,830	787 X	15,617 X	4,067 X	19,684
Spring 1981	12,427	1,753	-	-	14,180	1,583 X	15,763 X	4,324 X	20,087
Spring 1983	11,672	1,759	221	-	13,651	1,838 X	15,490 X	4,842 X	20,332
Spring 1984	11,607	1,986	203	-	13,797	1,801 X	15,598 X	4,892 X	20,489
Spring 1985	11,607	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	2,384	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	21,288
Summer 1992	11,237	2,356	224	53	13,870	1,847	15,717	5,551	21,288
Autumn 1992	11,160	2,313	224	55	13,751	1,896	15,647	5,634	21,282
Winter 1992	11,090	2,292	205	46	13,632	1,961	15,593	5,689	21,282
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	21,395
Summer 1994	11,138	2,412	188	49	13,787	1,773	15,560	5,820	21,380
Autumn 1994	11,197	2,453	198	44	13,891	1,654	15,545	5,860	21,405
<b>Changes</b>									
Summer 94 - Autumn 94	59	40	10	-5	104	-119	-15	40	25
Per cent	.5	1.7	5.1	-10.2	.8	-6.7	-.7	.7	.7
<b>WOMEN</b>									
Spring 1979	9,220	319	-	-	9,539	679 X	10,218 X	11,243 X	21,462
Spring 1981	9,147	438	-	-	9,585	937 X	10,522 X	11,330 X	21,852
Spring 1983	8,774	533	145	-	9,452	1,053 X	10,505 X	11,557 X	22,062
Spring 1984	9,006	622	122	-	9,750	1,153 X	10,903 X	11,283 X	22,186
Spring 1985	9,006	622	122	-	9,750	1,270	11,020	11,166	22,186
Spring 1986	9,138	667	146	-	9,951	1,195	11,146	11,169	22,315
Spring 1987	9,290	663	130	-	10,082	1,197	11,279	11,119	22,398
Spring 1988	9,428	744	177	-	10,349	1,176	11,525	11,018	22,543
Spring 1989	9,758	767	195	-	10,720	993	11,713	10,907	22,620
Spring 1990	10,249	801	179	-	11,229	846	12,075	10,605	22,680
Spring 1991	10,367	827	161	-	11,354	794	12,149	10,565	22,713
Spring 1992	10,278	788	161	-	11,227	884	12,111	10,624	22,735
Spring 1993	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	10,247	820	101	95	11,262	864	12,126	10,723	22,849
Autumn 1994	10,247	828	92	103	11,270	838	12,108	10,751	22,860
<b>Changes</b>									
Summer 94 - Autumn 94	*	*	-8	*	*	-25	-18	29	11
Per cent	*	*	-8.3	*	*	-2.9	-.7	.3	.0

\* Less than 10,000 in cell; estimate not shown.  
<sup>+</sup> 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.  
<sup>#</sup> People in full time education who also did some paid work in the reference week have been classified as in employment since spring 1983.  
<sup>§</sup> 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.  
<sup>X</sup> 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.  
<sup>\*\*</sup> Unpaid family workers have been classified as in employment since spring 1992.  
<sup>++</sup> Includes those who did not state whether they were employees or self-employed.  
<sup>§§</sup> Last revised March 1994 (*Employment Gazette*, April 1994).

# LABOUR FORCE SURVEY

## Economic activity <sup>+</sup>, not seasonally adjusted

7.2  
THOUSAND

GREAT BRITAIN	In employment #					ILO unemployed	Total economically active	Economically inactive	All aged 16 and over
	Employees		Self-employed	On government employment and training programmes §	Unpaid family workers**				
	Employees	Self-employed							
<b>ALL</b>									
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	2,915 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	20,629	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	27,126	16,303	43,429
Spring 1989	21,422	3,143	520	-	25,085	2,376	27,461	16,138	43,600
Spring 1990	22,055	3,426	481	-	25,962	1,978	27,941	15,804	43,745
Spring 1991	22,254	3,472	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
Summer 1992	21,396	3,131	357	179	25,064	2,649	27,713	16,342	44,054
Autumn 1992	21,485	3,135	330	176	25,127	2,797	27,923	16,156	44,079
Winter 1992	21,353	3,091	344	179	24,967	2,801	27,768	16,331	44,099
Spring 1993	21,129	3,046	326	154	24,655	2,920	27,575	16,515	44,090
Summer 1993	21,185	3,103	337	148	24,773	2,804	27,577	16,588	44,145
Autumn 1993	21,378	3,109	310	153	24,950	2,894	27,844	16,324	44,168
Winter 1993	21,329	3,157	327	143	24,956	2,792	27,748	16,462	44,210
Spring 1994	21,174	3,155	325	139	24,793	2,737	27,530	16,686	44,216
Summer 1994	21,273	3,208	317	144	24,942	2,615	27,556	16,649	44,206
Autumn 1994	21,555	3,216	276	144	25,191	2,679	27,869	16,359	

# 7.3 LABOUR FORCE SURVEY Economic activity\* by age

GREAT BRITAIN	SEASONALLY ADJUSTED						NOT SEASONALLY ADJUSTED					THOUSAND
	All aged 16 and over			Age groups					50-64 (Men) 50-59 (Women)	65 & over (M) 60 & over (W)		
	All	Men	Women	All	16-19	20-24	25-34	35-49				
<b>In employment *</b>												
Spring 1984	23,547	13,797	9,750	23,387	1,917	2,937	5,155	7,879	4,777	722		
Spring 1985	23,884	13,933	9,951	23,739	1,976	3,075	5,280	8,053	4,684	722		
Spring 1986	23,962	13,880	10,082	23,828	1,927	3,086	5,412	8,166	4,598	722		
Spring 1987	24,368	14,019	10,349	24,247	1,985	3,186	5,624	8,262	4,545	722		
Spring 1988	25,195	14,475	10,720	25,085	2,072	3,227	5,973	8,570	4,575	722		
Spring 1989	26,064	14,835	11,229	25,962	2,081	3,350	6,311	8,785	4,669	722		
Spring 1990	26,272	14,918	11,354	26,175	1,917	3,264	6,563	8,950	4,717	722		
Spring 1991	25,692	14,465	11,227	25,601	1,707	3,022	6,537	8,958	4,617	722		
Spring 1992	25,147	13,948	11,199	25,064	1,505	2,826	6,471	8,932	4,535	722		
Summer 1992	25,021	13,870	11,151	25,127	1,548	2,858	6,489	8,927	4,518	722		
Autumn 1992	24,900	13,751	11,149	24,967	1,441	2,812	6,501	8,975	4,477	722		
Winter 1992	24,757	13,632	11,125	24,655	1,370	2,720	6,454	8,909	4,464	722		
Spring 1993	24,849	13,650	11,199	24,773	1,307	2,702	6,557	8,983	4,468	722		
Summer 1993	24,825	13,637	11,188	24,950	1,387	2,753	6,597	8,992	4,469	722		
Autumn 1993	24,899	13,685	11,213	24,956	1,351	2,695	6,632	9,021	4,499	722		
Winter 1993	24,906	13,692	11,214	24,793	1,313	2,613	6,608	9,010	4,499	722		
Spring 1994	24,986	13,750	11,235	24,942	1,284	2,591	6,666	9,068	4,570	722		
Summer 1994	25,049	13,787	11,262	25,191	1,381	2,632	6,734	9,062	4,628	722		
Autumn 1994	25,161	13,891	11,270	25,216	1,312	2,587	6,774	9,109	4,668	722		
<b>ILO unemployed *</b>												
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	49		
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	325	501	444	314	35		
Spring 1991	2,334	1,450	884	2,302	298	439	620	553	352	40		
Spring 1992	2,681	1,802	879	2,649	296	494	729	684	414	31		
Summer 1992	2,766	1,847	910	2,737	420	537	733	668	411	31		
Autumn 1992	2,818	1,896	922	2,801	351	523	758	692	447	28		
Winter 1992	2,909	1,961	949	2,920	322	484	793	752	484	31		
Spring 1993	2,838	1,922	916	2,804	310	528	754	709	471	26		
Summer 1993	2,854	1,903	951	2,894	418	562	741	709	441	33		
Autumn 1993	2,809	1,861	948	2,792	342	519	741	704	456	31		
Winter 1993	2,729	1,812	917	2,737	305	482	741	703	478	27		
Spring 1994	2,650	1,764	886	2,615	297	454	717	668	452	26		
Summer 1994	2,637	1,773	864	2,679	400	511	684	641	419	24		
Autumn 1994	2,493	1,654	838	2,470	311	443	667	623	397	29		
<b>Economically inactive</b>												
Spring 1984	15,997	4,831	11,166	16,194	1,090	833	1,600	1,666	2,235	6,770		
Spring 1985	16,063	4,894	11,169	16,244	1,018	841	1,560	1,636	2,260	6,930		
Spring 1986	16,180	5,061	11,119	16,347	971	854	1,552	1,664	2,273	6,934		
Spring 1987	16,148	5,130	11,018	16,303	931	832	1,510	1,666	2,241	6,922		
Spring 1988	15,996	5,089	10,907	16,138	881	822	1,477	1,584	2,232	6,942		
Spring 1989	15,671	5,066	10,605	15,804	840	717	1,425	1,570	2,176	6,976		
Spring 1990	15,674	5,109	10,565	15,802	859	727	1,417	1,519	2,156	6,925		
Spring 1991	15,878	5,254	10,624	16,000	854	798	1,470	1,557	2,165	6,956		
Spring 1992	16,226	5,505	10,721	16,342	1,011	899	1,534	1,555	2,194	6,948		
Summer 1992	16,302	5,551	10,750	16,156	809	804	1,545	1,610	2,218	6,170		
Autumn 1992	16,381	5,634	10,746	16,331	954	827	1,524	1,564	2,245	6,217		
Winter 1992	16,424	5,689	10,735	16,515	1,021	872	1,553	1,592	2,239	6,236		
Spring 1993	16,458	5,747	10,711	16,588	1,073	872	1,520	1,606	2,251	6,246		
Summer 1993	16,489	5,793	10,696	16,324	958	758	1,514	1,626	2,299	6,270		
Autumn 1993	16,502	5,810	10,692	16,462	956	822	1,497	1,624	2,286	6,277		
Winter 1993	16,581	5,860	10,721	16,686	1,013	904	1,539	1,658	2,290	6,281		
Spring 1994	16,570	5,851	10,719	16,649	1,034	913	1,521	1,657	2,272	6,272		
Summer 1994	16,543	5,820	10,723	16,359	818	777	1,501	1,716	2,276	6,272		
Autumn 1994	16,611	5,860	10,751	16,578	959	850	1,491	1,715	2,289	6,274		
<b>Economic activity rate + per cent</b>												
Spring 1984	62.5	76.4	49.7	62.1	69.3	81.1	78.6	83.7	70.0	8.2		
Spring 1985	62.6	76.3	49.9	62.2	70.7	81.3	79.4	84.3	69.3	7.5		
Spring 1986	62.5	75.6	50.4	62.1	71.4	81.2	79.9	84.2	68.8	7.1		
Spring 1987	62.8	75.4	51.1	62.5	72.2	81.7	80.9	84.3	69.0	7.0		
Spring 1988	63.3	75.7	51.8	63.0	73.1	81.7	81.7	85.2	69.0	7.2		
Spring 1989	64.2	75.9	53.2	63.9	73.4	83.8	82.8	85.5	69.8	8.3		
Spring 1990	64.3	75.8	53.5	64.0	71.6	83.2	83.3	86.1	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	73.0	52.9	62.5	62.3	78.9	82.4	85.8	68.8	7.9		
Spring 1993	62.7	72.8	53.2	62.8	63.9	79.6	83.1	85.7	68.4	7.8		
Summer 1993	62.7	72.8	53.2	62.8	61.5	77.4	82.7	85.4	68.5	7.9		
Autumn 1993	62.5	72.6	53.1	62.3	60.5	76.9	82.9	85.5	68.9	7.9		
Winter 1993	62.5	72.6	53.1	62.3	60.5	76.9	82.9	85.5	68.9	7.9		
Spring 1994	62.6	72.8	53.1	62.3	60.5	76.9	82.9	85.5	68.9	7.9		
Summer 1994	62.6	72.8	53.1	62.3	60.5	76.9	82.9	85.5	68.9	7.9		
Autumn 1994	62.5	72.6	53.0	62.6	62.9	78.1	83.3	85.0	68.9	7.9		
<b>ILO unemployment rate # per cent</b>												
Spring 1984	11.7	11.9	11.5	11.7	22.0	17.7	12.3	8.1	8.6	7.4		
Spring 1985	11.2	11.5	10.7	11.1	19.7	16.2	12.2	8.0	8.1	6.8		
Spring 1986	11.1	11.5	10.6	11.1	20.4	16.4	12.2	7.7	8.1	6.7		
Spring 1987	10.7	11.0	10.2	10.6	17.9	14.1	11.9	7.6	8.8	6.2		
Spring 1988	8.7	8.9	8.5	8.7	13.6	11.9	9.4	6.0	8.1	5.6		
Spring 1989	7.2	7.3	7.0	7.1	10.3	9.5	7.8	4.9	7.0	4.3		
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	8.3	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	7.6	10.2	19.2	16.3	10.3	7.3	9.5			

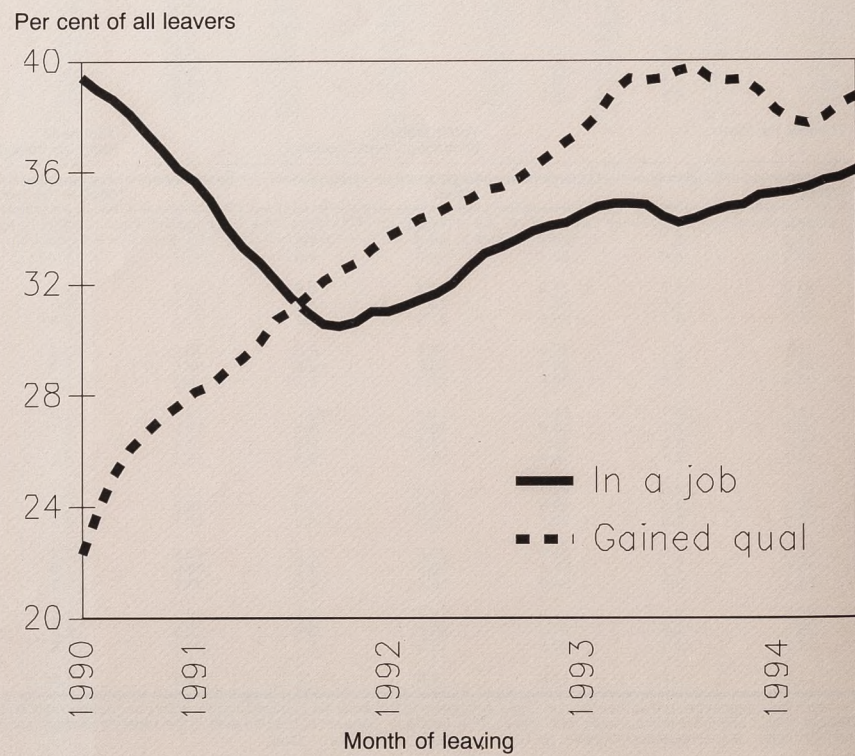


# 8.3 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Training for Work/Enterprise Training leavers

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 <sup>+</sup>	In a positive outcome <sup>#</sup>	Unemployed \$	Completed their agreed course of training**	Studied for a qualification	Gained a qualification or credit towards one
Oct 89-Jun 90	(Jul 89-Mar 90)	39	42	52	44	39	21
Jul 90-Sep 91	(Apr 90-Mar 91)	34	37	56	48	47	29
Oct 91-Sep 92	(Apr 91-Mar 92)	31	37	56	55	51	34
Oct 92-Sep 93	(Apr 92-Mar 93)	35	41	52	60	55	39
Oct 93-Sep 94	(Apr 93-Mar 94)	35	42	49	60	55	39
1992 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	40	53	58	54	38
Aug	(Feb 93)	36	40	53	60	54	38
Sep	(Mar 93)	34	39	53	66	59	45
Oct	(Apr 93)	34	41	49	61	54	38
Nov	(May 93)	36	42	48	60	53	36
Dec	(Jun 93)	33	41	50	61	58	43
1994 Jan	(Jul 93)	33	42	48	68	61	46
Feb	(Aug 93)	35	42	49	61	57	40
Mar	(Sep 93)	35	45	48	56	56	37
Apr	(Oct 93)	36	42	52	55	50	35
May	(Nov 93)	36	39	57	55	56	37
Jun	(Dec 93)	40	44	48	62	51	34
Jul	(Jan 94)	36	41	50	49	49	30
Aug	(Feb 94)	37	41	49	56	51	34
Sep	(Mar 94)	36	42	48	64	59	43
Oct	(Apr 94)	37	42	47	64	56	41
Nov	(May 94)	37	42	48	63	57	41
Dec	(Jun 94)	36	43	48	66	62	47
<b>Current and previous year to date</b>							
Oct 93-Dec 93	(Apr 93-Jun 93)	34	42	49	61	55	39
Oct 94-Dec 94	(Apr 94-Jun 94)	37	42	48	64	59	43

\* 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*.  
<sup>+</sup> According to respondents' own classification.  
<sup>#</sup> In a positive outcome = In a job, full-time education or other government training.  
<sup>\$</sup> Those whose response to the question, "What are you mainly doing now?" was, "unemployed".  
<sup>\*\*</sup> 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?"  
<sup>##</sup> 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/TFW leavers in jobs, gaining qualifications — smoothed

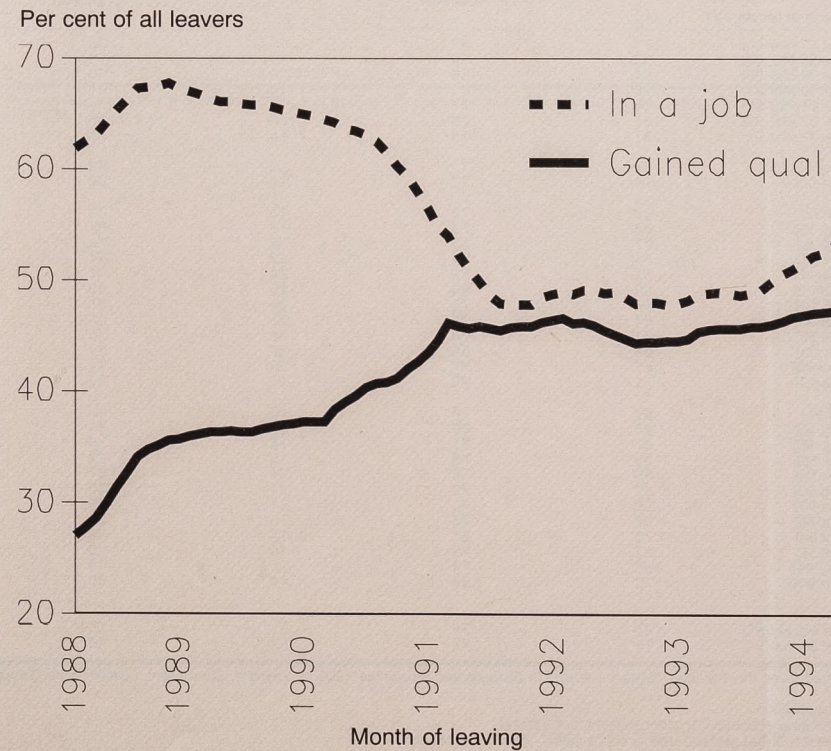


# GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Youth Training leavers 8.4

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving YT	In a job <sup>+</sup>	In a positive outcome <sup>#</sup>	Unemployed \$	Completed their agreed course of training**	Studied for a qualification	Gained a qualification or credit towards one
Jul 87-Jun 88	(Apr 87-Mar 88)	61	77	20	22	41	29
Jul 88-Jun 89	(Apr 88-Mar 89)	69	84	13	34	52	42
Jul 89-Jun 90	(Apr 89-Mar 90)	68	82	14	37	56	45
Jul 90-Sep 91	(Apr 90-Mar 91)	58	74	20	36	55	51
Oct 91-Sep 92	(Apr 91-Mar 92)	52	67	25	42	59	51
Oct 92-Sep 93	(Apr 92-Mar 93)	50	67	28	41	62	48
Oct 93-Sep 94	(Apr 93-Mar 94)	53	69	25	44	64	49
1992 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	30	56	36
Jun	(Dec 92)	46	59	35	36	57	40
Jul	(Jan 93)	45	59	35	32	57	38
Aug	(Feb 93)	45	60	34	30	57	38
Sep	(Mar 93)	55	68	27	44	63	49
Oct	(Apr 93)	47	62	32	33	60	43
Nov	(May 93)	48	63	32	36	64	48
Dec	(Jun 93)	59	71	24	57	72	61
1994 Jan	(Jul 93)	54	70	25	52	70	58
Feb	(Aug 93)	53	72	22	49	67	54
Mar	(Sep 93)	50	75	19	48	64	49
Apr	(Oct 93)	53	69	26	37	58	39
May	(Nov 93)	52	65	29	34	60	39
Jun	(Dec 93)	51	63	32	42	62	44
Jul	(Jan 94)	51	63	30	36	60	41
Aug	(Feb 94)	53	66	28	36	59	41
Sep	(Mar 94)	59	72	23	45	66	50
Oct	(Apr 94)	55	67	27	35	62	43
Nov	(May 94)	53	66	29	36	63	44
Dec	(Jun 94)	63	74	21	58	73	61
<b>Current and previous year to date</b>							
Oct 93-Dec 93	(Apr 93-Jun 93)	52	66	29	44	66	52
Oct 94-Dec 94	(Apr 94-Jun 94)	58	70	24	46	67	52

\* 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*.  
<sup>+</sup> According to respondents' own classification.  
<sup>#</sup> In a positive outcome = In a job, full-time education or other government training.  
<sup>\$</sup> Those whose response to the question, "What are you mainly doing now?" was, "unemployed".  
<sup>\*\*</sup> Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"

YT leavers in jobs, gaining qualifications — smoothed



## 8.5 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Training for Work/Employment Training## leavers who completed\*\* their agreed training

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:	
Month of survey*	Month of leaving TFW/ET##	In a job+	In a positive outcome#	Unemployed §	Studied for a qualification	Gained a qualification or credit towards one
Oct 89-Jun 90	(Jul 89-Mar 90)	43	45	48	46	34
Jul 90-Sep 91	(Apr 90-Mar 91)	38	41	52	54	44
Oct 91-Sep 92	(Apr 91-Mar 92)	35	41	51	56	48
Oct 92-Sep 93	(Apr 92-Mar 93)	38	44	49	60	53
Oct 93-Sep 94	(Apr 93-Mar 94)	38	46	46	61	54
1992 Nov	(May 92)	40	46	46	58	51
Dec	(Jun 92)	37	46	47	63	56
1993 Jan	(Jul 92)	35	44	48	63	56
Feb	(Aug 92)	37	43	49	59	52
Mar	(Sep 92)	36	46	46	64	57
Apr	(Oct 92)	39	44	49	57	51
May	(Nov 92)	40	43	50	59	53
Jun	(Dec 92)	39	42	50	58	51
Jul	(Jan 93)	38	41	51	60	53
Aug	(Feb 93)	39	43	49	54	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	44	53	48
Aug	(Feb 94)	42	46	45	55	49
Sep	(Mar 94)	39	45	46	64	57
Oct	(Apr 94)	39	45	46	60	54
Nov	(May 94)	39	45	46	60	54
Dec	(Jun 94)	37	45	46	66	60
Current and previous year to date						
Oct 93-Dec 93	(Apr 93-Jun 93)	37	45	47	61	53
Oct 94-Dec 94	(Apr 94-Jun 94)	39	45	46	62	56

\* Leavers to December 1990 surveyed three months after leaving. Leavers from January 1991 surveyed six months after leaving.  
+ According to respondents' own classification.  
# In a positive outcome = In a job, full-time education or other government training.  
§ Those whose response to the question, "What are you mainly doing now?" was, "unemployed".  
\*\* Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"  
## Training For Work superseded Employment Training and Employment Action in April 1993. The figures in this table for leavers from April 1993 onwards include all those who joined Employment Action before 29th March 1993, and left after that date. This will have the effect of reducing the proportions going into a job or gaining qualifications for leavers from April 1993 onwards.

## 8.6 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Youth Training leavers who completed\*\* their agreed training

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:	
Month of survey*	Month of leaving YT	In a job	In a positive outcome#	Unemployed §	Studied for a qualification	Gained a qualification or credit towards one
Jul 87-Jun 88	(Apr 87-Mar 88)	73	80	18	63	53
Jul 88-Jun 89	(Apr 88-Mar 89)	83	88	10	73	68
Jul 89-Jun 90	(Apr 89-Mar 90)	84	89	9	75	68
Jul 90-Sep 91	(Apr 90-Mar 91)	75	83	14	71	72
Oct 91-Sep 92	(Apr 91-Mar 92)	69	77	17	74	73
Oct 92-Sep 93	(Apr 92-Mar 93)	67	76	20	76	72
Oct 93-Sep 94	(Apr 93-Mar 94)	67	78	18	76	71
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	77	77
Mar	(Sep 92)	67	80	16	78	75
Apr	(Oct 92)	64	74	23	71	65
May	(Nov 92)	63	72	24	71	63
Jun	(Dec 92)	63	69	26	69	63
Jul	(Jan 93)	63	72	24	68	62
Aug	(Feb 93)	64	72	23	68	62
Sep	(Mar 93)	71	79	18	74	71
Oct	(Apr 93)	56	69	26	67	63
Nov	(May 93)	61	71	26	74	69
Dec	(Jun 93)	71	79	17	80	76
1994 Jan	(Jul 93)	67	78	19	82	78
Feb	(Aug 93)	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	70	65
Aug	(Feb 94)	68	75	20	69	63
Sep	(Mar 94)	73	81	14	74	70
Oct	(Apr 94)	67	75	20	69	64
Nov	(May 94)	66	74	21	69	64
Dec	(Jun 94)	73	81	14	80	76
Current and previous year to date						
Oct 93-Dec 93	(Apr 93-Jun 93)	65	75	21	75	71
Oct 94-Dec 94	(Apr 94-Jun 94)	70	78	17	76	71

\* 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?"

## 8.7 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Characteristics of Employment Training / Training for Work starts for England and Wales\* Per cent

	Apr91-Mar92	Apr92-Mar93	Apr93-Mar94	Jan93-Mar93	Apr93-Jun93	Jul93-Sep93	Oct93-Dec93	Jan94-Mar94	Apr94-Jun94	Jul94-Sep94	Oct94-Dec94
GENDER	66	67	70	67	70	69	70	69	70	69	71
Male	34	33	30	33	30	31	30	31	30	31	29
Female											
AGE											
18-24	38	37	31	36	34	32	31	31	30	29	28
25-49	57	57	61	57	59	60	61	60	61	61	62
50-59	5	6	8	7	8	8	9	8	9	9	10
UNEMPLOYMENT DURATION BEFORE ENTRY											
0-5 months	30	25	14	24	12	14	15	17	16	16	17
6-12 months	43	41	43	40	47	44	41	41	42	39	38
13-23 months	12	17	22	18	22	23	23	21	20	21	20
24+ months	15	16	20	18	19	20	21	21	22	25	26
ETHNIC ORIGIN											
White	87	86	86	87	86	87	87	88	89	88	89
Black/African/Caribbean	5	5	5	5	5	5	4	4	4	4	4
Indian/Pakistani/Bangladeshi/Sri Lankan	4	4	5	4	4	4	5	4	4	4	4
Other	2	2	2	2	2	1	2	2	2	3	2
Not stated (inc. prefer not to say)	2	3	3	2	3	3	2	0	0	0	0
SPECIAL NEEDS GROUPS											
People with disabilities	10	10	11	10	11	11	12	12	12	14	15
Literacy/numeracy needs	12	9	8	9	9	8	7	7	6	7	7
English/Welsh/Gaelic for speakers of other languages	3	3	3	3	3	3	3	3	2	3	3

\* Starts up to and including March 1993 were on Employment Training. Starts after that were on Training For Work, which superseded ET and Employment Action. Differences in the coverage of the programme and its eligibility rules account for much of the change since March 1993.

## 8.8 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Characteristics of young people leaving Youth Training for England and Wales\* Per cent

	Apr91-Mar92	Apr92-Mar93	Apr93-Mar94	Jan93-Mar93	Apr93-Jun93	Jul93-Sep93	Oct93-Dec93	Jan94-Mar94	Apr94-Jun94	Jul94-Sep94	Oct94-Dec94
GENDER	59	59	59	57	58	58	59	59	56	57	55
Male	41	41	41	43	42	42	41	41	44	43	45
Female											
ETHNIC ORIGIN											
White	92	91	91	91	91	90	91	92	92	93	92
Black/African/Caribbean	2	2	3	3	3	3	2	2	3	2	2
Indian/Pakistani/Bangladeshi/Sri Lankan	3	3	4	3	3	4	4	4	4	4	4
Other	1	1	1	1	1	1	1	1	1	1	1
Not stated (inc. prefer not to say)	3	3	2	2	2	2	2	2	1	0	1
People with disabilities	3	4	5	5	5	5	5	6	5	5	5

\* There is at present no YT starts database: characteristics information is only available for those leaving YT in a given month. A starts database is at present being developed, and the basis of this table will switch to starts during the coming year.

## 8.9 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and Qualifications of ET/TFW## leavers by their characteristics for England and Wales

Month of leaving ET/TFW ##		Apr91-Mar92	Apr92-Mar93	Apr93-Mar94	Jan93-Mar93	Apr93-Jun93	Jul93-Sep93	Oct93-Dec93	Jan94-Mar94	Apr94-Jun94	Per cent
GENDER	In a job										
	Male	26	31	32	31	31	31	32	34	34	
	Completing	55	60	60	61	61	62	57	58	64	
	Gaining qual	30	36	36	37	36	39	32	36	41	
Female	In a job	40	42	41	41	42	40	44	41	42	
	Completing	56	60	61	61	61	64	57	59	63	
	Gaining qual	42	44	44	46	46	48	36	41	46	
AGE	In a job										
	18-24	30	34	34	34	36	33	34	33	37	
	Completing	47	52	52	53	54	54	49	48	56	
	Gaining qual	31	36	35	37	37	38	29	32	38	
25-49	In a job	32	35	35	36	34	34	35	37	37	
	Completing	57	63	62	63	63	64	59	61	66	
	Gaining qual	36	41	39	42	41	41	35	39	44	
50+	In a job	31	36	35	35	32	34	40	36	35	
	Completing	64	69	68	69	71	69	66	65	70	
	Gaining qual	32	38	38	40	38	39	34	39	44	
UNEMPLOYMENT DURATION BEFORE ENTRY < 6 months	In a job	47	50	51	52	52	50	47	54	52	
	Completing	59	66	66	66	70	72	57	59	62	
	Gaining qual	37	39	44	38	46	54	31	37	42	
6-12 months	In a job	26	33	38	34	37	37	39	39	40	
	Completing	51	58	61	60	65	65	56	58	64	
	Gaining qual	32	41	41	42	45	46	33	38	44	
13-23 months	In a job	19	23	28	23	25	29	29	31	31	
	Completing	49	56	61	59	65	66	55	59	55	
	Gaining qual	30	36	38	40	42	44	30	37	42	
> 24 months	In a job	17	18	20	18	17	19	24	23	23	
	Completing	56	56	60	56	64	64	55	58	64	
	Gaining qual	34	36	36	36	38	41	30	34	40	
ETHNIC ORIGIN	In a job										
	White	32	36	36	36	35	35	36	37	37	
	Completing	55	60	60	61	61	62	57	58	64	
	Gaining qual	35	40	39	41	40	42	34	38	43	
Afro Caribbean	In a job	19	23	25	22	25	25	29	23	26	
	Completing	53	58	60	59	64	61	53	58	61	
	Gaining qual	33	38	37	34	40	39	33	35	38	
Asian	In a job	26	29	34	26	33	35	35	34	34	
	Completing	59	63	64	62	65	67	63	60	66	
	Gaining qual	26	30	34	30	35	38	32	32	37	
Other	In a job	22	25	25	23	28	21	26	25	26	
	Completing	58	60	64	63	60	68	62	66	67	
	Gaining qual	32	35	37	36	40	37	28	38	35	
Not stated (including prefer not to say)	In a job	25	27	28	26	27	28	33	25	30	
	Completing	56	59	62	59	61	65	62	60	65	
	Gaining qual	33	38	36	41	34	39	35	36	46	
SPECIAL NEEDS GROUPS	In a job										
	People with disabilities	24	26	28	26	25	27	32	30	30	
	Completing	53	58	58	59	58	60	56	55	61	
	Gaining qual	35	42	41	42	39	44	38	40	46	
Lit/Num needs	In a job	20	20	20	18	21	19	21	19	20	
	Completing	56	59	56	60	58	57	53	53	61	
	Gaining qual	29	31	37	33	40	37	35	33	39	
ESOL	In a job	21	21	26	19	27	24	31	23	25	
	Completing	62	62	63	61	61	66	62	62	67	
	Gaining qual	20	23	36	27	33	38	37	37	38	

## See footnote to Table 8.3

## 8.10 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and Qualifications of Youth Training leavers by their characteristics for England and Wales

Month of leaving YT		Apr91-Mar92	Apr92-Mar93	Apr93-Mar94	Jan93-Mar93	Apr93-Jun93	Jul93-Sep93	Oct93-Dec93	Jan94-Mar94	Apr94-Jun94	Per cent
GENDER	In a job										
	Male	50	48	53	43	49	54	54	55	58	
	Completing	46	45	48	35	45	54	41	40	46	
	Gaining qual	50	49	56	40	51	65	41	45	50	
Female	In a job	53	52	55	52	56	51	57	63	64	
	Completing	40	40	42	34	42	45	34	41	46	
	Gaining qual	51	48	54	43	51	63	39	45	53	
ETHNIC ORIGIN	In a job										
	White	52	51	56	49	53	55	57	60	62	
	Completing	43	43	45	35	44	51	37	40	46	
	Gaining qual	51	48	55	41	51	65	41	46	52	
Afro Caribbean	In a job	23	24	25	23	29	19	35	36	45	
	Completing	31	34	34	30	32	34	29	40	45	
	Gaining qual	37	39	45	40	41	50	36	41	40	
Asian	In a job	35	31	33	34	34	29	38	38	38	
	Completing	41	39	38	33	35	40	36	39	40	
	Gaining qual	48	42	48	38	49	55	37	37	44	
Other	In a job	33	31	37	26	38	31	47	44	41	
	Completing	32	35	38	27	30	41	35	41	33	
	Gaining qual	42	36	49	31	49	58	40	30	37	
Not stated (including prefer not to say)	In a job	55	51	55	54	58	52	58	51	57	
	Completing	53	48	56	41	49	62	50	52	53	
	Gaining qual	57	55	60	54	63	69	39	40	56	
People with disabilities	In a job	32	36	40	33	41	39	41	42	46	
	Completing	37	41	41	35	44	45	35	36	40	
	Gaining qual	37	39	48	37	47	59	31	39	45	



# NOMIS

**NOMIS**  
NATIONAL  
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
- Jobcentre vacancies and placings
- VAT registrations and deregistrations

### Key Facilities:

- Immediate access to the latest data
- Access 24 hours a day, 365 days a year
- All major administrative geographies automatically available
- Full documentation and user support services
- Efficient computer mapping
- In-built analytical facilities, eg:
  - percentages
  - change
  - sort
  - rank
  - median
  - average
  - benchmarking

### Future developments:

- New Earnings Survey
- Training Programme statistics
- Education data

## Your direct route to government data

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: 0191 374 2468/2490

**Employment Department**  
SSD B3  
Level 1  
Caxton House  
Tothill St  
London SW1H 9NF  
Tel: 0171 273 6105/5130



# A.1 OTHER FACTS AND FIGURES

## Jobseekers with disabilities: placement into employment and registrations

Placed into employment by jobcentre advisory service, 7 January 1995 - 3 February 1995 +  
Registered as disabled on 18 April 1994 #

5,667  
374,182

+ Not including placements 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.

# A.2 OTHER FACTS AND FIGURES

## Regional Selective Assistance: October - December 1994 \*

	East	East Midlands	North East	North West	South East	South West	West Midlands	Yorkshire and Humberside	England	Scotland	Wales	Great Britain
Number of Offers	7	9	31	64	7	16	55	25	214	42	36	292
Value of Offers (£,000)	273	430	7,846	11,538	286	2,918	3,521	1,854	28,666	19,768	9,383	57,817

Note: Enquiries should be directed to the Department of Trade and Industry, tel 071-215 2597.  
\* Date of first payment.

# A.3 OTHER FACTS AND FIGURES

## Regional Selective Assistance: Offers of £75,000 or more: Oct - Dec 1994 \*

Region and company	Travel-to-work area	Assistance offered (£)	Project category +	SIC 1980 description
<b>EAST</b>				
Aquablend Ltd	Great Yarmouth	75,000	A	Cleaning services
Lion Eng Services Ltd	Great Yarmouth	75,000	A	Other industrial & commercial mach
<b>Total</b>		<b>150,000</b>		
<b>EAST MIDLANDS</b>				
Tom Cobleigh plc	Mansfield	95,000	A	Public houses & bars
Wheatley Fabrications Ltd	Mansfield	90,000	A	Plastics building products
<b>Total</b>		<b>185,000</b>		
<b>NORTH EAST</b>				
Europa Sofabeds Ltd	Bishop Auckland	190,000	B	Wooden & upholstered furniture
George Blair Ltd	Bishop Auckland	325,000	A	Ferrous metal foundries
Kenmore Refrigeration Equip (UK) Ltd	Bishop Auckland	285,000	A	Precision chains etc
Tallent Eng Ltd	Bishop Auckland	700,000	A	Forging,pressing & stamping
Philips Electronics UK Ltd	Durham	4,500,000	B	Electronic data processing equip
Sitopak Ltd	Durham	80,000	A	Packaging products of board
Savoury Kitchen Ltd	Middlesbrough	200,000	A	Bacon curing & meat processing
HFV Plastics Ltd	Newcastle Upon Tyne	200,000	A	Plastics semi-manufactures
Martel Instruments Ltd	Newcastle Upon Tyne	80,000	A	Electronic instruments & control sys
Harkers Engineering Ltd	Stockton-On-Tees	80,000	B	Measuring & checking instruments
LNP Plastics Nederland BV	Stockton-On-Tees	450,000	A	Plastics semi-manufactures
Whaley Welding Co Ltd	Stockton-On-Tees	310,000	A	Fabricated constructional steelwork
<b>Total</b>		<b>7,400,000</b>		
<b>NORTH WEST</b>				
Satinzone Ltd	Bolton & Bury	160,000	A	Other paper & board products
Bagir (UK) Ltd	Liverpool	325,000	B	Textile finishing
City Centre Containers Ltd	Liverpool	94,000	A	Textile finishing
Hardy (UK) Ltd	Liverpool	95,000	A	Hand tools & implements
MBNA International Bank Ltd	Liverpool	7,000,000	A	Other financial institutions
Mortons Dairies Ltd	Liverpool	75,000	B	Preparation of milk & milk products
Thomas Loughlin (P-ship)	Liverpool	80,000	A	Other printing & publishing
Westbrook Packaging Ltd	Liverpool	450,000	B	Packaging products of board
Process Plastics Ltd	Oldham	75,000	A	Synthetic resins & plastics mats
Polypallets Ltd	Widnes & Runcom	95,000	A	Plastics products nes
Eng Shaw Ltd	Wigan & St Helens	250,000	A	Soft furnishings
GTB Components Ltd	Wigan & St Helens	90,000	B	Plastics products nes
Sasib Bakery UK Ltd	Wigan & St Helens	700,000	B	Fd,drnk & tob prcssng,pckngng mach
SHS Handling Systems	Wigan & St Helens	500,000	B	Metal-working machine tools
Brookside Products Ltd	Workington	150,000	A	Fish processing
Kid Kits	Workington	90,000	A	Wooden and upholstered furniture
<b>Total</b>		<b>10,229,000</b>		
<b>SOUTH EAST</b>				
Judges Postcards Ltd	Hastings	90,000	A	Other printing & publishing
<b>Total</b>		<b>90,000</b>		
<b>SOUTH WEST</b>				
Thomson IBL Ltd	Barnstaple & Ilfracombe	500,000	B	Forging,pressing & stamping
Portland Engineering Co. Ltd	Dorchester & Weymouth	96,000	A	Precision chains etc
Falmouth Oil Services (1994) Ltd	Falmouth	850,000	A	Hiring out other movables
Tortube Ltd	Plymouth	110,000	B	Bolts,springs & non precn chains
Grower Marketing Services	Redruth & Camborne	250,000	A	Business services nes
Roach Foods Ltd	St Austell	750,000	A	Miscellaneous foods
<b>Total</b>		<b>2,556,000</b>		
<b>WEST MIDLANDS</b>				
Arkinsteel Galvanizing Ltd	Birmingham	89,000	A	Heat & surface treatment of metals
BDS Biologicals Ltd	Birmingham	95,000	A	Medical & surgical equipment
EIP Metals Ltd	Birmingham	950,000	A	Non-ferrous metal foundries
FHS Automotive Parts Man Ltd	Birmingham	75,000	A	Motor vehicle parts
Pearce & Cutler Ltd	Birmingham	80,000	B	Metal doors, windows etc
Stampings Alliance Ltd	Birmingham	250,000	A	Forging,pressing & stamping
Marvic Empe Ltd	Coventry & Hinckley	200,000	A	Manu,processing & treatment of wood
Clamason Industries Ltd	Dudley & Sandwell	85,000	A	Forging,pressing & stamping
Hemo Ltd	Dudley & Sandwell	90,000	A	Plastics products nes
VIR Poultry Products Ltd	Dudley & Sandwell	250,000	A	Poultry slaughter & processing
Univercell Battery Co Ltd	Telford & Bridgnorth	90,000	A	Batteries & accumulators
Jessar Eng Ltd	Walsall	85,000	A	Finished metal products nes
Darby Group plc	Wolverhampton	75,000	A	Other glass products
Wolverhampton Pressings Co. Ltd	Wolverhampton	80,000	A	Machinery for working wood, rbr etc
<b>Total</b>		<b>2,494,000</b>		

# OTHER FACTS AND FIGURES

## Regional Selective Assistance: Offers of £75,000 or more: Oct - Dec 1994 \* A.3

Region and company	Travel-to-work area	Assistance offered (£)	Project category +	SIC 1980 description
<b>YORKSHIRE AND HUMBERSIDE</b>				
MS International plc	Doncaster	300,000	A	Engineers small tools
Rice Fields	Grimsby	240,000	A	Miscellaneous foods
Selvic (Handling & Warehousing) Ltd	Grimsby	75,000	A	Working of stone & non-met mins nes
Integrated Polymer Systems Ltd	Rotherham & Mexborough	90,000	A	Construction & repair of buildings
Pyrnix Ltd	Rotherham & Mexborough	360,000	A	Alarms & signalling equipment
WGF Colcoton Garn Hasenack & Co	Rotherham & Mexborough	320,000	A	Textile finishing
<b>Total</b>		<b>1,385,000</b>		
<b>SCOTLAND</b>				
Adam Currie & Sons Ltd	Bathgate	90,000	A	Builders carpentry & joinery
Sako Instruments UK Ltd	Bathgate	95,000	A	Insulated wires & cables
Sly Subscribers Services Ltd	Bathgate	900,000	A	Hiring out consumer goods
Sweater Shop (Scotland) Ltd	Cumnock & Sanquhar	80,000	A	Weaving cotton,silk,man-made fibres
Paratord (UK) Ltd	Dumbarton	7,000,000	B	Photo & cinematographic equipment
Scott & Fyfe Ltd	Dundee	540,000	A	Jute & polypropylene yarns & fabric
Sugar Salads Ltd	Dundee	120,000	A	Miscellaneous foods
Ennex plc	Glasgow	300,000	A	Retail dist of books,stationery etc
Goodway Clear Ltd	Glasgow	145,000	A	Cleaning services
Howco (Stainless & Alloy) Ltd	Glasgow	200,000	A	Iron & steel industry
International Components Corporation	Glasgow	2,050,000	A	Electrical equipment nes
Halprint Ltd	Glasgow	200,000	B	Printing & publishing of books
OK (UK) Ltd	Glasgow	100,000	B	Electronic data processing equip
Stewart-Buchanan Gauges Ltd	Glasgow	90,000	B	Measuring & checking instruments
Tracey Timber Recycling Ltd	Glasgow	110,000	A	Dealing in other scrap materials
Amp Of GB Ltd	Greenock	1,000,000	A	Non-active components for elec eqp
Amp Of GB Ltd	Greenock	85,000	A	Non-active components for elec eqp
Amp Of GB Ltd	Greenock	95,000	A	Non-active components for elec eqp
National Semiconductor (UK) Ltd	Greenock	4,000,000	A	Non-active components for elec eqp
Canon Manuf UK Ltd	Kirkcaldy	530,000	A	Office machinery
File Fabrications Ltd	Kirkcaldy	85,000	A	Forging,pressing & stamping
Tulis, Russel and Co Ltd	Kirkcaldy	1,100,000	B	Pulp,paper & board
Barnshaw Prime Rollers Ltd	Lanarkshire	145,000	A	Forging,pressing & stamping
Dacacad Ltd	Lanarkshire	130,000	A	Computer services
W Forrest Slats & Hides Ltd	Lanarkshire	75,000	A	File carpets,carpeting & rugs
<b>Total</b>		<b>19,265,000</b>		
<b>WALES</b>				
Denis Ferrans Meters Ltd	Bangor & Caernarfon	550,000	A	Telegraph & telephone apparatus
Collective Leisure Ltd	Blaenau Gwent Abergavenny	100,000	A	Retail dist of books,stationery etc
Nacam Ltd	Blaenau Gwent Abergavenny	500,000	A	Motor vehicle parts
Rapeto Neckwear Ltd	Blaenau Gwent Abergavenny	100,000	A	Weaving cotton,silk,man-made fibres
Scandinavian Design Ltd	Blaenau Gwent Abergavenny	375,000	A	Pulp,paper & board
Algr-Rite Ltd	Bridgend	100,000	B	Non-active components for elec eqp
Resource Management Systems Ltd	Cardiff	100,000	A	Computer services
K J Services Ltd	Merthyr & Rhymney	120,000	A	Hiring out other movables
British Rotoform Co Ltd	Neath & Port Talbot	120,000	B	Electric instruments & control syst
Pyan Mining Ltd	Neath & Port Talbot	750,000	A	Deep coal mines
Piangard (Dampers) Ltd	Newport	100,000	A	Other industrial & commercial mach
Brown Lenox & Co Ltd	Pontypridd & Rhondda	675,000	B	Construction & earth-moving equip
Esinger Ltd	Pontypridd & Rhondda	300,000	A	Other rubber products
Medical Support Systems Ltd	Pontypridd & Rhondda	200,000	A	Dispensing & other chemists
Parkin-Elmer Ltd	Pontypridd & Rhondda	3,000,000	B	Measuring & checking instruments
Urea Mobile Ltd	Porthmadog & Ffestiniog	300,000	A	Caravans
G S Packaging Ltd	Shotton,Flint & Rhyl	280,000	B	Plastics semi-manufactures
PWA Walther UK Ltd	Shotton,Flint & Rhyl	910,000	B	Pulp,paper & board
Resistorate Griffith Ltd	South Pembrokeshire	75,000	B	Chem ind mach kins gs wtr & wst trmt
Chic Meat Co Ltd	Swansea	100,000	A	Slaughterhouses
<b>Total</b>		<b>8,755,000</b>		

+ Date of first payment.  
A = Employment created, B = Employment safeguarded.  
Note: Enquiries regarding the published information should be addressed to:  
English cases - Department of Trade and Industry, Bay 417/9, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 071 - 215 2597).  
Scottish cases - Scottish Office Industry Department, IE/1A Branch 3, Room 313, Magnet House, Glasgow G2 7BT (041 - 242 5678).  
Welsh cases - Welsh Office, Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).

## DEFINITIONS

### CLAIMANT UNEMPLOYED

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

### EARNINGS

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

### ECONOMICALLY ACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are in employment (as employees, self employed, on government employment and training programmes, or from 1992, as unpaid family workers) together with those who are ILO unemployed.

### ECONOMICALLY INACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are neither in employment nor ILO unemployed; this group includes people who are, for example, retired or looking after their home/family.

### EMPLOYEES IN EMPLOYMENT

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

### FULL-TIME WORKERS

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

### GENERAL INDEX OF RETAIL PRICES

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

### HM FORCES

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

### ILO UNEMPLOYED

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people without a paid job in the reference week who were available to start work in the next fortnight and who either looked for work at some time in the last four weeks or were waiting to start a job already obtained.

### INDUSTRIAL DISPUTES

Statistics of stoppages of work due to industrial disputes in the United Kingdom relate only to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting

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

less than one day are excluded except where the aggregate of working days lost exceeded 100. Workers involved and working days lost relate to persons both directly and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. People laid off and working days lost elsewhere, owing for example to resulting shortages of supplies, are not included.

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

### MANUAL WORKERS (OPERATIVES)

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

### MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

### NORMAL WEEKLY HOURS

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

### OVERTIME

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

## CONVENTIONS

*The following standard symbols are used:*

- .. not available
- nil or negligible (less than half the final digit shown)
- P provisional
- break in series
- R revised
- r series revised from indicated entry onwards
- nes not elsewhere specified
- SIC UK Standard Industrial Classification, 1980 edition
- EC European Community

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

### PART-TIME WORKERS

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

### PRODUCTION INDUSTRIES

SIC 1980 Divisions 1 to 4.

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

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

### SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

### SHORT-TIME WORKING

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

### STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

### TAX AND PRICE INDEX

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

### TEMPORARILY STOPPED

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKFORCE

Workforce in employment plus the claimant unemployed as defined above.

### WORKFORCE IN EMPLOYMENT

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

### WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

## REGULARLY PUBLISHED statistics

	Frequency	Latest issue	Table number or page		Frequency	Latest issue	Table number or page
<b>BACKGROUND ECONOMIC INDICATORS</b>	M	Apr 95	0.1	<b>LABOUR COSTS</b>			
<b>EMPLOYMENT AND WORKFORCE</b>				Survey results 1988 Quadrennial Annual update	A	Dec 90 Aug 93	431 381
Workforce: UK and GB				<b>RETAIL PRICES</b>			
Quarterly series	M(Q)	Apr 95	1.1	General index (RPI)			
Labour force estimates, projections		Apr 93	139	Latest figures: detailed indices	M	Apr 95	6.2
Employees in employment industry: GB				: percentage changes	M	Apr 95	6.2
All industries : by division, class or group	Q	Apr 95	1.4	Recent movements and the index			
Time series, by order group	M	Apr 95	1.2	excluding seasonal foods	M	Apr 95	6.1
Manufacturing: by division, class or group	M	Apr 95	1.3	Main components: time series and weights	M	Apr 95	6.4
Administrative, technical and clerical in manufacturing	A	Dec 94	1.10	Changes on a year earlier: time series	M	Apr 95	6.5
Local authorities manpower	D	Jan 94	1.7	Food prices	M	Apr 95	6.3
Employees in employment by region and sector	B(Q)	Apr 95	1.5	International comparisons	M	Apr 95	6.8
Census of Employment				All items excluding housing costs	M	Apr 95	6.9
UK and regions by industry (Sept 1991)		Apr 93	117	<b>LABOUR FORCE SURVEY</b>			
GB and regions by industry (Sept 1991)		Apr 93	117	Economic activity: seasonally adjusted	M	Apr 95	7.1
International comparisons	Q	Feb 95	1.9	Economic activity: not seasonally adjusted	M	Apr 95	7.2
Registered disabled in the public sector	A	Aug 94	291	Economic activity by age: not seasonally adjusted	M	Apr 95	7.3
Trade union membership	A	Jun 94	189	Full-time and part-time workers	M	Apr 95	7.4
Tourism-related industries in Great Britain	Q	Feb 95	1.14	Alternative measures of unemployment	M	Apr 95	7.5
				Occupations (employees and self-employed)	A	Jan 95	7.6
<b>CLAIMANT UNEMPLOYMENT AND VACANCIES</b>				Industry sectors (employees and self-employed)	A	Jan 95	7.7
Claimant unemployment				Self-employed (occupations and industry sectors)	A	Jan 95	7.8
Summary: UK	M	Apr 95	2.1	Part-time workers (occupations and industry sectors)	A	Jan 95	7.9
: GB	M	Apr 95	2.2	Age groups, numbers and rates (employment)	A	Jan 95	7.10
Age and duration: UK	Q	Mar 95	2.5	Job-related training (received by employees)	A	Jan 95	7.11
Broad category: UK	M	Apr 95	2.1	Average actual weekly hours of work			
Detailed category: GB	M	Apr 95	2.2	(full-time, part-time and second jobs)	A	Jan 95	7.12
Region summary	Q	Mar 95	2.6	Average actual weekly hours of work (by industry sector)	A	Jan 95	7.13
Age: time series UK	Q	Mar 95	2.7	Previous occupations (ILO unemployment rates)	A	Jan 95	7.14
: estimated rates	Q	Mar 95	2.15	Previous industry sectors (ILO unemployment rates)	A	Jan 95	7.15
Duration: time series UK	Q	Mar 95	2.8	Age groups, numbers and rates (ILO unemployment)	A	Jan 95	7.16
Region and area				Duration of ILO unemployment	A	Jan 95	7.17
Time series summary: by region	M	Apr 95	2.3	Economically active (numbers and rates by age group)	A	Jan 95	7.18
: assisted areas, travel-to work areas	M	Apr 95	2.4	Economically inactive (by age group)	A	Jan 95	7.19
: counties, local areas	M	Apr 95	2.9	Economically inactive			
: parliamentary constituencies	M	Apr 95	2.10	(by reason including discouraged workers)	A	Jan 95	7.20
Age and duration: summary	Q	Mar 95	2.6	<b>INDUSTRIAL DISPUTES: STOPPAGES OF WORK</b>			
Flows				Summary: latest figures	M	Apr 95	4.1
UK, time series	M	Apr 95	2.19	: time series	M	Apr 95	4.2
Age: time series	M	Apr 95	2.20	Latest year and annual series	A	Jun 94	199
Students: by region	D	Mar 93	2.13	Industry			
Disabled jobseekers: GB	M	Apr 95	A1	Monthly: broad sector time series	M	Apr 95	4.1
International comparisons	M	Apr 95	2.18	Annual: detailed	A	Jun 94	199
Ethnic origin		May 94	147	: prominent stoppages	A	Jun 94	199
Temporarily stopped				Main causes of stoppage			
Latest figures: by UK region	D	Nov 93	2.14	Cumulative	M	Apr 95	4.1
Vacancies				Latest year for main industries	A	Jun 94	199
Unfilled, inflow, outflow and				Size of stoppages	A	Jun 94	199
placings seasonally adjusted	M	Apr 95	3.1	Days lost per 1,000 employees in recent			
Unfilled seasonally adjusted by region	M	Apr 95	3.2	years by industry	A	Jun 94	199
Unfilled (unadjusted) by region	M	Apr 95	3.3	International comparisons	A	Dec 94	545
<b>REDUNDANCIES</b>				<b>TRAINING AND ENTERPRISE PROGRAMMES</b>			
in Great Britain	M	Apr 95	2.32	Participants in the programmes	M	Apr 95	8.1
by region	M	Apr 95	2.33	New starts on the programmes	M	Apr 95	8.2
by age	M	Apr 95	2.34	Destinations and qualifications			
by industry	M	Apr 95	2.35	TFW/ET leavers	M	Apr 95	8.3
by occupation	M	Apr 95	2.36	YT leavers	M	Apr 95	8.4
<b>EARNINGS AND HOURS</b>				TFW/ET leavers completing agreed training	M	Apr 95	8.5
Average earnings (index)				YT leavers completing agreed training	M	Apr 95	8.6
Whole economy				Characteristics of TFW/ET starts for England			
Main industrial sectors	M	Apr 95	5.1	and Wales	Q	Apr 95	8.7
Industries	M	Apr 95	5.3	Characteristics of young people leaving YT for England			
Underlying trends	Q	Feb 95	48	and Wales	Q	Apr 95	8.8
Levels of earnings and hours for main				Destinations and qualifications of TFW/ET by their			
industrial sectors and industries				characteristics for England and Wales	Q	Apr 95	8.9
Manual employees	Q(A)	Feb 95	5.4	Destinations and qualifications of YT leavers by their			
Non manual employees	Q(A)	Feb 95	5.5	characteristics for England and Wales	Q	Apr 95	8.10
All employees	Q(A)	Feb 95	5.6	<b>DISABLED JOBSEEKERS</b>			
Quarterly estimates of levels	Q(A)	Feb 95	298	Registrations and placements into employment	M	Apr 95	A1
International comparisons (index)				<b>REGIONAL AID</b>			
Manufacturing	M	Apr 95	5.9	Selective Assistance by region	Q	Apr 95	A2
Overtime and short-time: manufacturing				Selective Assistance by region and company	Q	Apr 95	A3
Latest figures: industry	M	Apr 95	1.11	Development Grants by region	Q	Feb 95	A4
Regions: summary	Q	Mar 95	1.13	Development Grants by region and company	Q	Feb 95	A5
Hours of work: manufacturing	M	Apr 95	1.12	<b>OUTPUT PER HEAD</b>			
<b>OUTPUT PER HEAD</b>				Output per head: quarterly and annual indices	M(Q)	Apr 95	1.8
Output per head: quarterly and annual indices	M(Q)	Apr 95	1.8	Wages and salaries per unit of output			
Manufacturing index, time series	M	Apr 95	5.8	Quarterly and annual indices	M	Apr 95	5.8
Quarterly and annual indices	M	Apr 95	5.8				

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

## STATISTICAL ENQUIRY *points*

For the convenience of *Employment Gazette* readers who require additional statistical information or advice, a selection of Employment Department enquiry telephone numbers is given below.

### GENERAL ENQUIRIES

The latest published Employment Department statistics are available from the public enquiry office

0171 273 6969

Press enquiries

0171 273 4961

### FOR STATISTICAL INFORMATION ON:

Employment 01928 792563

Employment census 01928 792690

Employment Training and Youth Training 01142 594027

Industrial disputes 01928 792825

Labour Force Survey; labour force projections 0171 273 5585

Monthly Average Earnings Index 01928 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

01928 794903/4

Redundancies 0171 273 5530

Retail Prices Index (Central Statistical Office)

Ansafone service 0171 217 4905

Enquiries 0171 217 4310

Skills surveys and research into skills shortages 01142 594216

Small firms (DTI) 01142 597538

Trade union membership 01928 792825

Trade unions (density only) 0171 273 4882

Travel-to-Work Areas (TTWAs), composition and review of 0171 273 5530

Unemployment (claimant count) 0171 273 5532

Unit wage costs, productivity, international comparisons of earnings and labour costs 0171 273 5535

Vacancies notified to Jobcentres 0171 273 5532

Vocational qualifications 01142 594216

Wage rates, basic hours 0171 273 5571

Workforce training 01142 593489

Youth Cohort Study 01142 594215

Sources of labour market statistics 0171 273 5525

### FOR ADVICE ON:

Labour market analysis and research related to qualifications, skills and training

01142 594027

### FOR ACCESS TO DETAILED INFORMATION INCLUDING ON-LINE:

NOMIS (the National On-line Manpower Information System)

0191 374 2468/2490

Quantime Ltd (on-line and other access to Labour Force Survey data)

0171 625 7111

Skills and Enterprise Network 01142 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 0171 270 6363 if you have any problems.