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COVER PICTURE

Jakki Moase models the earrings she makes from crisp packets. Her re-cycling business, which now employs 33 people, was set up with help from the Prince's Youth Business Trust. *Page 661*

Photo: Picture Link

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New Horizons for Women

STARTING LATER this month is a series of 'opportunity shops' for women run by the Employment Department.

Under the banner 'New Horizons for Women' these will be held in towns across the UK during 1993.

The first event, covering the North West of England, will be held in Manchester in January and a second event is being planned for Newcastle in March.

Spearheaded by Employment Secretary Gillian Shephard, the initiative aims to raise women's awareness of the many areas of community and public life through which they can develop their potential.

"I am aiming not just at high fliers," explained Mrs Shephard, "Women's influence must be felt at all levels and all aspects of society for maximum progress to be achieved."

Each event will comprise a presentation of opportunities including full-time and part-time employment, regional and community appointments and voluntary work. There will also be an accompanying exhibition at which local women can meet local employers' organisations, public bodies and voluntary groups.

• The first 'opportunity shop' exhibition will be held at the Ramada Renaissance Hotel in Manchester on 20 January, from 8am to 9pm.

Holiday to change?

ARE YOU happy with the timing of the May Day bank holiday or would you like it moved?

The Government is considering moving this holiday to an alternative date to ease the bunching of public holidays in the spring.

Before any decision is taken, views are being sought from interested organisations and the public through a consultative document, to which comments are invited by 28 February 1993.

Said Employment Minister Michael Forsyth who launched the document, "Many people find it inconvenient when three bank holidays occur in a few weeks between mid-April and late May. May Day could be replaced by an extra day on the August bank holiday or a new bank holiday on the last Monday in October."

Any change to the present May Day bank holiday would be unlikely to come into effect before 1995.

• The consultation document is available free from Alison Moore, IRD3, Employment Department, Caxton House, Tothill Street, London SW1H 9NF, tel 071-273 5927.



A Kids' Club Network playscheme.

Photo: Melanie Friend

Childcare help for working parents

OVER THE next three years the Government is to spend £45 million to help set up over 50,000 'out-of-school' childcare places throughout Great Britain.

The initiative has been launched to enable parents, especially mothers, of school-age children to take up employment or training opportunities.

Despite considerable demand, there is currently a shortage of good quality, safe, stimulating and affordable childcare to cover after school hours and the school holidays. Organisations which would like to provide this care are often hampered by the set-up costs, such as training staff and making premises safe.

Therefore, as from April this year, Government funding will be available for Training and Enterprise Councils and local enterprise companies in 30 to 40 areas, and for all of the TEC/LEC network from the second year onwards.

They will work with employers, schools, parents, local authorities, voluntary organisations and local partnerships who want

to set up out-of-school care.

Following some national guidelines, they will develop local solutions to respond to local conditions including, for example, after-school and holiday playschemes, childminding networks, school-based recreational and educational classes, or a combination of these.

The childcare provision must be of good quality and as a minimum meet all legislative requirements; it must benefit the labour market and add to the existing level of childcare places for the over-5s; and it should have definite plans for long-term viability.

Any organisation interested in the new grant for out-of-school childcare should contact their local TEC or LEC.

• A new booklet, *Taking the initiative on out-of-school childcare*, produced jointly by the Employment Department and the national charity Kids' Clubs Network, provides guidance for TECs on the many practical issues involved in setting up childcare provision. It is available from the Employment Department on 071-273 6267.

EC help for unemployed

THE UK Presidency of the European Council ended on a high note when a UK resolution to help the Community's 17 million unemployed people and encourage job creation was unanimously agreed by EC employment ministers at the Social Affairs Council held in Brussels last month.

"This was the first time in many years that the needs of unemployed people were given priority at a European Social Affairs Council" said Employment Secretary Gillian Shephard.

The resolution will now be taken into account by the European Commission in its future proposals, in particular in relation to the review of the European Social Fund, and by future Presidencies.

It contained four key elements:

- a commitment to economic growth, competitiveness and efficiency;
- a commitment to creating conditions in which

*British proposal
agreed by Social
Affairs Council*

businesses, and therefore jobs, can be created and increase without unnecessary rules and regulations

- Community-wide practical help in giving unemployed people efficient and accurate advice and counselling on job opportunities, vocational training and removing obstacles to labour mobility;

- a strong emphasis on various ways in which the Council, Commission and the member states - both individually and working together - can identify measures which have proven to be successful in tackling unemployment, and take other action to assist the creation of jobs.

Other measures also agreed at the Brussels meeting included the idea of an 'Individual Portfolio' for every adult in the Community. This would equip them with a summary of their academic and vocational qualifications and experience so they can receive full credit for their achievements anywhere in the EC.

Also agreed was a Council resolution to strengthen commitment to speedier, more effective implementation and enforcement of EC legislation throughout the Community, and a Directive was adopted which sets minimum requirements for improving the health and safety protection of workers in mines and quarries.

TECs

New year — new strategy

BOOSTING EMPLOYER investment in skills, raising academic and vocational achievements of young people, and targeting assistance to help unemployed people back to work are the three key aims for Training and Enterprise Councils and local enterprise companies in 1993-94.

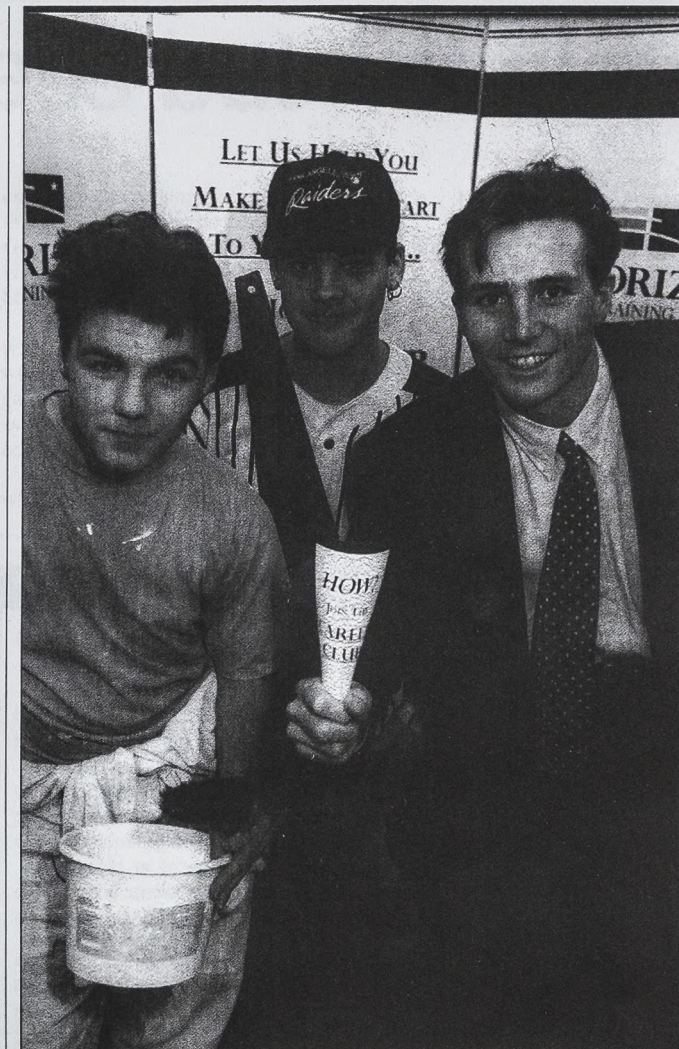
These priorities are set out in the latest guidance document, *The Strategy for Skills and Enterprise*, issued jointly by the Employment Department and the Department for Trade and Industry.

TECs and LECs are advised to:

- encourage effective employer investment in skills;
- help young people achieve their full potential;
- stimulate individuals to take responsibility for their own development;
- help unemployed people and those at a disadvantage in the jobs market to get back to work;
- stimulate the provision of high quality and flexible education and training; and
- encourage enterprise throughout the economy.

This strategy represents a shared commitment between the Employment Department, DTI, other Government departments and interested bodies with responsibility for learning, skills and enterprise.

- *The Strategy for Skills and Enterprise guidance report is available free from local TECs and LECs.*



On your marks!

INTERNATIONAL athlete Roger Black (right) helps launch Hampshire TEC's new 'Career Clubs'. These will provide young people without a job or training place with advice on CVs, interviews and job applications, plus visits to employers and training organisations.

Photo: Ross Young



ON THE RAILS: Anthony Carbon, who was in a hostel for the homeless, has been recruited by British Rail and given a two-year train driving course.

Photo: Trevor Humphries
Financial Times

Homeless but not alone

FAR FROM having little to offer society, many homeless people are eager to find a job and a home. But they face more difficulties than other jobseekers when applying for work. So says a new qualitative study, *Employment Initiatives for Homeless People*, compiled by the Policy Studies Institute for the Employment Department.

Based on interviews with employers, employment initiatives, homeless people and homelessness organisations, it examines the barriers which homelessness creates to

employment and emphasises the important role that employers, voluntary organisations and the Government have to play in helping to break the vicious cycle of 'no home, no job, no money, no home'.

Employers, the report says, could do away with discriminatory recruitment procedures which make it harder for homeless people to gain fair access to vacancies. It cites British Rail as one company whose decision to take on homeless trainees has proved a success.

The report also discusses the 'Lakes Project' which helps homeless people in London get

hotel and catering jobs in the Lake District, and two employer-led projects — the Linked Employment and Accommodation Project (LEAP) and the Guaranteed Accommodation and Training for Employment (GATE) scheme — which offer homeless people customized pre-recruitment training plus a guaranteed job interview or job placement.

● The full report, *Employment Initiatives for Homeless People*, and a summary are available free from Mark McGann, Employment Department, Rm 543, Caxton House, Tothill Street, London SW1H 9NF, tel 071-273 4911.

People plans

NOT CONTENT with advising other organisations to invest in their staff to improve business performance, the Employment Department has unveiled its own Action Plan to achieve Investor in People status by April 1994.

Branches of the Training, Enterprise and Education Directorate and ED headquarters in London, Sheffield and Runcorn and in the regions will take their own steps towards reaching Investors standard. Line managers are being asked to monitor how staff training and development helps meet the Department's aims.

Early in 1994, the Department will be independently assessed. The ES and ACAS are already working towards IIP status.

Commissioner reappointed

GILLIAN ROWLANDS has been reappointed as Commissioner for the Rights of Trade Union Members for a further three years. She has held the position since its creation under the 1988 Employment Act.

Trade union members contemplating or taking certain proceedings against their union, its officials or trustees can appeal to the Commissioner for legal advice or costs.

The post is independent of Government control, and cannot be directed by Ministers to assist, or not to assist, any particular application.

● The Commissioner can be contacted at 1st Floor, Bank Chambers, 2a Rylands Street, Warrington, Cheshire WA1 1EN, tel 0925 415771.



GILLIAN ROWLANDS Photo: Margaret Robinson

'EQUAL OPPORTUNITIES is an idea whose time has come.' Management consultant Jerome Mack's opening remarks found strong support at the 'Equal to the Task' conference.

This final event organised by the Employment Department in the Social Affairs programme during the UK's Presidency of the European Council was the first-ever European conference to address sex, race, age and disability issues together.

Employers, trade unionists, government officials and lobbyists from all the member states came to Birmingham to review the current situation and discuss how to build on what has been achieved so far.

Among the experts who addressed the conference Michel Hansenne, director general of the International Labour Organisation, voiced the ILO's commitment to equal opportunities; Miet Smet, Belgium's Minister for Labour and Social Emancipation, described recent positive action taken in his country; and Grethe Fenger Moller, chair of the Danish Equal Opportunity Council, explained the Danish approach to equal opportunities.

This exchange of viewpoints and experiences was particularly timely as the EC becomes a single economic market this year, with a large and diverse labour force, which will expect similar employment conditions wherever people choose to work.

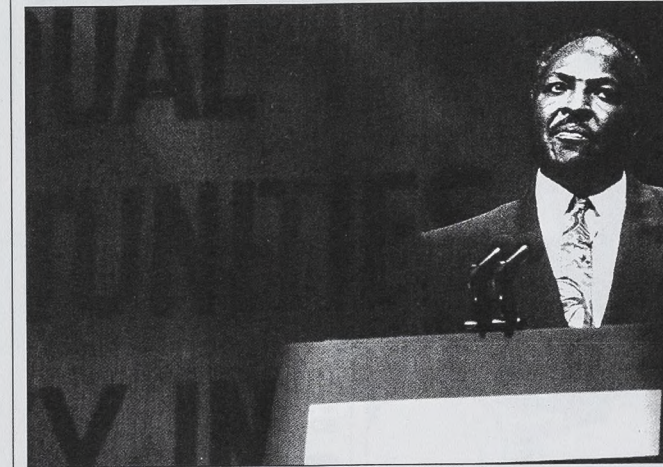
No blueprint

The conference highlighted both the similarities and differences between the situation faced by under-represented people. It was recognised that attitudes vary considerably across Europe, depending on the local cultural and political background. Therefore, while exchanging information is useful, it was agreed that there can be no single blueprint solution for all of Europe - each country must deal with the issues in its own way.

Should gender, race, age and disability be grouped together under one banner, or discussed and tackled as discrete issues? Some delegates felt that women (who constitute 52 per cent of the EC population and 40 per cent of its labour force) can hardly be seen as a minority

How to put equal opportunities policy into practice in the European workplace? was the key question at the 'Equal to the Task' conference.

Nicola Baker reports from Birmingham.



group. Moreover, unlike discrimination on the grounds of age, disability or ethnic background, legislation against sex discrimination is already enshrined in the Treaty of Rome.

There was, however, no disagreement about one thing women, disabled people, older people and people from ethnic minorities share in common. That their aspirations and employment potential have historically been hindered by stereotyping and the chauvinism of the dominant force in business (typically white, middle-aged males).

Consequently, large numbers of women, disabled people and

'What does fairness look like? What are you trying to achieve?'

Jerome Mack
Equalities Associates Ltd

people from ethnic minorities are still stuck in the lower skilled, lower paid, most insecure jobs.

Speaker after speaker reiterated this point. For example, "Men have said they cannot promote women because they won't relocate, won't stay in the job, won't be tough enough, will be wasted investment. Women have been

made to feel heartless if they go out to work instead of staying at home to look after children" - Barbara Mills. "Older workers do not receive training because managers do not believe they can learn new skills." - Sally Greengross.

"Women's roles have changed over the last 15 years but nobody has told men to change. There has been a kind of apartheid." - Frank Boddendijk of the Dutch Emancipation Council.

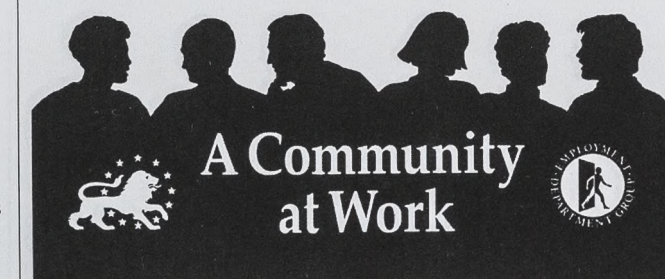
The argument was neatly summed up by Jerome Mack: "We socialise people to become honorary white males, to make men feel 'comfortable'. The deciding factor when selecting candidates is 'will their face fit?' There is no concept that you can be good — and diverse."

The business case

No quality without equality was the key theme of the conference. While the moral case may be strong, it is through the business case that equality of opportunity in employment is most likely to succeed. Only by appealing to companies' interests, it was agreed, can equal opportunities become part of mainstream business practice, not a bolt-on.

Change does not happen overnight; it takes time, effort and money. Sally Greengross, speaking on behalf of older workers, reminded everyone that the demographic timebomb has not gone away: "In 1993 there will be fewer 16 year olds than at any time since 1900. By 2005, right across the industrial world, one worker in every two will be over 40." Therefore, it is in companies' interests to train and retain their present workers if possible.

Do not use the current recession as an excuse to slow down the rate of progress made during the 1980s, employers were urged: "It would be a great mistake to look only at the short term," said Zygmunt Tyszkiewicz, secretary general of UNICE. He emphasised the stark economic truth that "companies are not charity institutions or instruments for changing society. They exist to produce goods and services which are good enough and cheap enough for people to buy. They will only hire and promote women, disabled people and so on if they perceive them as ►



EQUAL TO THE TASK

productive and proficient resources."

And this goes back to encouraging people to develop the necessary skills for today's business world. "There's much work to be done by parents, schools, companies, governments to improve the skills of *all* our people."

Another way of influencing companies is through their concern with public image.

As society demands higher standards of behaviour of organisations, for example in respect of the environment and community sponsorship, it is also in their interest to promote equal opportunities, both to attract good recruits and good customers.

Unfair employment practices have financial repercussions too. Despite some 80 per cent of a company budget going on personnel, managers are not held accountable for people, said Jerome Mack. Treating your staff poorly leads to high turnover and recruitment costs, and wastage. "If you can save half of what you spend on wastage, it would pay for every equal opportunities programme you've ever dreamed of having."

The conference welcomed the work done by Opportunity 2000 to promote opportunities for women in large companies. (Business in the Community is currently discussing a similar campaign geared to improve equal opportunities for people from ethnic minorities.) The challenge now, in terms of equal opportunities across the board, must be to spread the message to the smaller firms.

Role models needed

So what should companies be doing? The conference came up with many ideas — some familiar, some new — in relation to recruitment, selection, training and work practices.

First, under-represented people need role models ('how many black, female head teachers are there?'), good careers guidance and training. The Equal Opportunities Commission/Engineering Council project 'Women into Science and Engineering' which goes out to schools and offers girls hands-on experience on computers and high tech equipment was cited as an example of how to attract young women into



'It would be a great mistake to look only at the short term.'

Zygmunt Tyszkiewicz
Secretary General
UNICE

non-traditional careers.

For a corporate equal opportunities policy to work in practice, companies need comprehensive equal opportunities policies, not ad hoc measures. Most importantly, they need quantifiable targets. As Jerome Mack pointed out: "Senior managers say 'we just want to be fair'. To which I reply: What does fairness look like? What are you trying to achieve?" In other words, a policy should include short-term goals and long-term aims, numerical targets and thorough monitoring and evaluation.

The first hurdle is often

'We are facing a plastic ceiling - if it were glass it would have shattered by now. We just need to keep hammering away at it.'

Barbara Mills
Director of Public Prosecutions



'In some companies, the only people over 50 are the chairman and the cleaner.'

Sally Greengross
Director, Age Concern

getting a job. Therefore, companies should eliminate any traces of covert discrimination from their recruitment and selection procedures. For example, age limits in recruitment adverts are banned in France.

Commitment from senior management is vital: "There will not be real equality in the workplace unless executives at the top make it happen," said John Collins, chairman of Shell UK Ltd, voicing a strong belief of all the delegates.

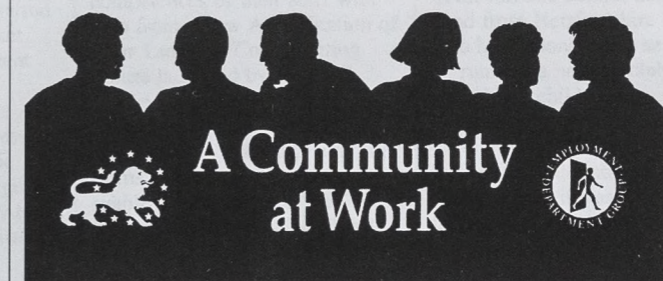
And this commitment and accountability must permeate down the line, even if it takes a carrot and stick approach, rather

than reasoned argument. As Kate Corfield of Lucas Industries suggested, "Reward line managers who follow preferred behaviour with performance bonuses; penalise those who don't."

And in terms of working conditions, "flexibility must be the watchword," said Barbara Mills. Part-time work, jobshares, career breaks, training opportunities, personal development courses, and generally greater flexibility to combine work with domestic responsibilities should be the norm, instead of the long hours, workaholic ethos prevalent in so many companies.

All these ideas to promote good equal opportunities practice were well received at the conference. But they cannot work in a vacuum. As Grethe Fenger Moller pointed out, only a small percentage of Danish men entitled to take parental leave took up the offer, giving various reasons or excuses. Traditional attitudes and assumptions are hard to shift.

Two main messages to employers emerged from the conference: diversity brings added value and, as Barbara Mills put it, "We are equal to the task - we just want the opportunity to prove it."



EQUAL TO THE TASK

BRADFORD & DISTRICT

'SWITCH ON to English' was the title of a radio language course run recently in Bradford - and that is exactly what hundreds of local Asian listeners did.

Backed by Bradford & District TEC and broadcast by 'Sunrise', the local Asian community radio, the series of 40 15-minute programmes is being seen as a breakthrough in reaching people who might not otherwise have access to language tuition or training.

Participants, many of whom are women, could apply for free accompanying workbooks in five Asian languages and certificates were awarded to 600 people who completed the course.

The series is part of the TEC's platform of initiatives to help people from ethnic minorities break down language barriers standing between them and jobs or training. It already runs a centre where Asian women can learn vocational skills, and is preparing *Go to work on your English* open learning language materials to tie in with specific vocational training.

● For further information contact Richard Hall on 0274 723711.

LONDON TECs

YOU HAVE set up a small firm in London, you are surviving the recession and are now thinking of developing to the next stage. All you need is some investment to make it possible. But where do you find someone willing to invest? Answer: the London Business Growth Fund.

This newly launched Fund can provide unsecured loans of up to £10,000 over a three-year period at interest rates below market level and with no arrangement fees or additional costs.

Loans of up to £5,000 are also available for start-up businesses from disabled people, ethnic groups, women and the longer-term unemployed, who may have difficulty getting funding from other sources.

The Fund is supported by the nine London TECs: AZTEC, CENTEC, London East, CILNTEC, North London, North West London SOLOTEC, South Thames and West London, along with Greater London Enterprise and the Midland Bank.

To be eligible, firms must be



TESTING HIS STRENGTH *Sunday Times* editor Andrew Neil pictured at an AZTEC Masterclass with the TEC's chief executive Judith Rutherford, urging local businesses to take advantage of the free AZTEC Business Healthcheck.

based in the London area and applications must be supported by one of the scheme's local coordinating organisations.

● For further information, contact any of the above organisations.

HERTFORDSHIRE

HOW EFFICIENT is your workforce? Employers in Hertfordshire are now able to assess the individual skills and competences of their staff with help from a new Accreditation of Prior Learning Co-ordinating Centre launched by the TEC.

The centre, based at Oaklands College, St Albans, provides information about APL and other forms of assessment which enable people to get official recognition for knowledge and skills gained at work.

It can also signpost employers to a network of eight units across the county which, at present, provide professional assessment of skills in business administration, management, retail, caring, engineering, construction, catering and hairdressing. Assessment in

other occupational areas will be available in the future.

● For further information, contact Herts APL Co-ordinating Centre on 0727 837529.

THE CHRISTMAS break may be over but now is the time for family-friendly firms to start planning holiday clubs for their employees' children for half-term and Easter.

For employers who have never run one before, help is on hand from Hertfordshire TEC who have sponsored a new video on running a holiday club for school age children.

Holiday playgroups - together we can make it happen shows a holiday school club in action, explains how it was set up and includes interviews with the children, parents and playleaders.

It is available on free loan to parent groups, employers, business organisations or anyone else interested in organising daycare for children.

● For further information contact Patricia Bloxham on 0438 368107.

LEEDS

FUNDED BY Leeds TEC, the new Small and Medium-sized enterprise Infrastructure for distance Learning Experiments (SMILE) Business Club is a pilot project which aims to boost business in a large rural area in Humberstone and West Yorkshire.

Firms joining the club can have access to a range of services including facilities to preview training and IT packages, a fax and desktop publishing bureau, and a library of up-to-date learning materials and suppliers. It can also provide analysis of training needs on a consultancy basis. All these services will be free to clients until June.

As well as creating a useful local network SMILE aims to encourage clients to develop links with companies in similar schemes in Europe.

Three short, workshop seminars explaining the SMILE services will be held on 20 January, 10 March and 3 May.

● For further information, contact Carol Dibnah, tel 0937 541440.

What small employers should do

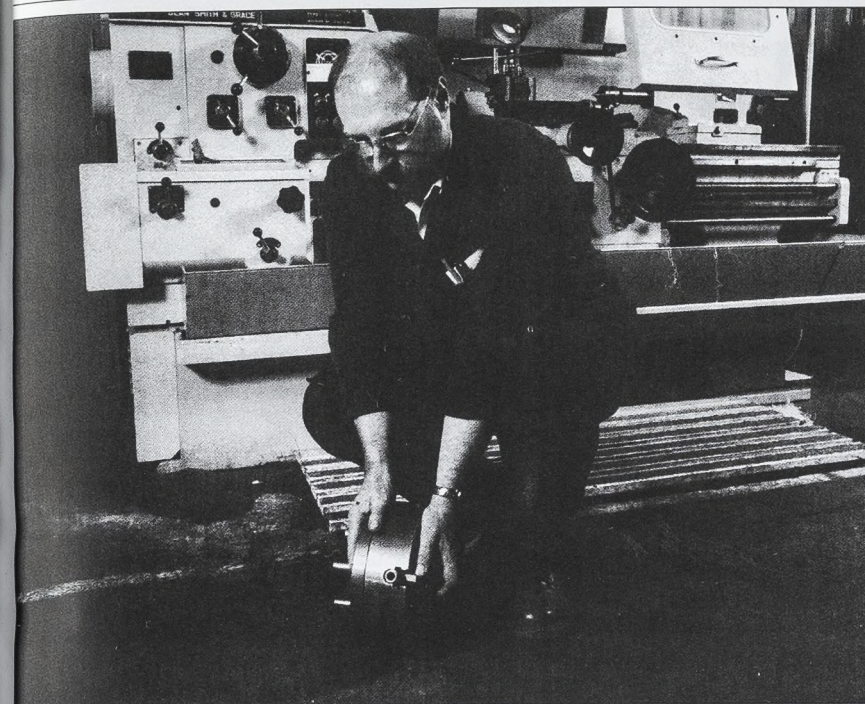
WITH NEW legislation on risk assessment coming into force this month, HSE has produced a booklet *Train to survive* and a video *Whose risk is it anyway?* specifically to help smaller businesses.

The video includes interviews with employers who describe how they have gone about assessing potential health and safety hazards in their workplace. Their real life experiences should help other small firms devise similar systematic approaches as a part of their overall business management.

The booklet explains why small firms should invest in health and safety training, who should be trained, how to plan and organise the training and how to monitor its effectiveness.

● *Whose risk is it anyway?* is available from CFL Vision, PO Box 35, Wetherby, LS23 7EX, tel 0937 541010, price £12.98.

● *Train to survive* is available from HSE's Free Leaflet Line on 0742 892346.



The new regulations on manual handling simplify and clarify existing laws.

Photo: HSE

'Cautious satisfaction' with accident figures

THE NATIONAL shift from employment in high risk industries such as coal mining and construction to the generally lower risk service sector is reflected in the accident figures presented in the newly published *Health and Safety Commission Annual Report 1991/92*.

This shows that workplace accidents to employees, the self-employed and members of the public reported for 1991/92 are 466 fatalities, 28,961 major injuries, and 150,427 injuries which caused absence from work for over three days.

The number of fatalities has dropped, machinery accidents have fallen for the third successive year, and handling accidents were 20 per cent lower than in 1986/87. However, some 23.2 million working days are still lost each year due to work-related injuries.

The decline of the more traditional hazards and sources of accident can be met with "at most, cautious satisfaction" said Sir John Cullen, chairman of the HSC. "But there remains," he said, "a very large, seemingly so

far irreducible mass of accidents and injuries to health due to a variety of common causes, such as slipping, straining, falling and so on."

The HSC believes that this calls for a new approach, based on securing improvements through risk assessment, safety management and safety training.

The report also provides details of HSE's work over the year: the number of HSE inspectors and inspections increased as did enquiries to HSE public enquiry points.

Commenting on the new EC legislation, John Rimington, director general of HSE said he appreciated that most organisations are working hard to absorb the mass of new legislation. But he warned those "who think health and safety law is there to be flouted, that we now have bigger sticks at our disposal and where it is necessary we shall use them."

● *The Health and Safety Commission Annual Report 1991/92* is available, price £12.50, from HMSO and booksellers.

Improved offshore safety

FROM NOVEMBER 1995 offshore installations will not be allowed to operate in UK waters without acceptance of a 'safety case' document by the Health and Safety Executive.

Operators and owners of offshore installations will be required by the new Offshore Installations (Safety Case) Regulations to submit a safety case for each of their installations. The information given in the safety case must demonstrate that:

- the management system is adequate to ensure compliance with health and safety regulations;
 - adequate arrangements are in place for regular independent audit of the system;
 - all hazards with a potential to cause a major accident have been identified; and
 - there has been adequate risk assessment.
- Said Employment Minister Michael Forsyth, who has laid the Regulations before Parliament, "The Piper Alpha disaster was a dreadful reminder that safety can never be taken for granted. These Regulations will go some way to help ensure that such a tragedy does not recur."

Assuming Parliament approves the Regulations, they will come into effect on 31 May 1993.

Safety pays

NICOLA BAKER reports on the HSE Workplace Health and Safety Week

IN A typical week in Britain:

- nine workers are killed;
- a child, an adult, and an elderly person are killed; and
- 400 people suffer major injuries - all as a result of work-related accidents.

In a bid to reduce these grim statistics, the Health and Safety Executive mounted the UK's first-ever Workplace Health and Safety Week. The aim was to raise awareness of occupational health and safety concerns in companies throughout the UK and prompt them to take preventive action - before the next casualty happens.

Hundreds of organisations - 'big name' companies, trade unions, health authorities, local authorities, TECs and smaller firms - took part, each setting up an event or project to improve health and safety at their workplace which they would not otherwise have undertaken.

For example, a target of a 100 per cent safety record was set in Kwik-Fit's 'Safety Drive'; Wednesday 25th November was declared 'Accident Free Day' in Scotland; and many organisations ran open days, safety presentations, competitions and quizzes on general and industry-specific aspects of health and safety.

The business case for safety

"Most companies, even the best, suffer a real, continuous and hidden financial haemorrhage through accidents," said Employment Minister Patrick McLoughlin who launched the Week.



To stay in business, companies simply cannot afford to ignore health and safety.

**Employment Minister
Patrick McLoughlin**

He identified cost as a crucial element in the business case for good health and safety practice.

Accidents and ill health at work, he said, can cost businesses up to 37 per cent of their annual profits. Yet few companies have systems of financial or management control to identify and quantify them.

"The investment needed to generate enough extra profit to cover these losses is much greater than the investment needed to reduce accidents in the first place. Effective organisation of health and safety is therefore critical in reducing a firm's losses."



TWELVE TOO MANY: Jim Hamner (second left) and Sir John Cullen with performers representing the deaths caused in the industrial sector in the average week.

Photo: HSE

WEDGWOOD GROUP

Safety on a plate

'What does COSHH mean?

- a) A COSHH is a stick to beat people with.
- b) Careful Storage of Health Hazards.
- c) Control of Substances Hazardous to Health.
- d) Creation of Systems to Help Health.

When you hear the fire alarm should you?

- a) wait until someone tells you to leave.
- b) finish what you are doing, gather your belongings, then leave.
- c) take no notice unless you can see flames, smell smoke or feel the heat.
- d) leave immediately by the nearest fire exit.

Two of the part-fun, part-serious questions in a quiz set in the Wedgwood Group newsletter to tie in with the Workplace Health and Safety Week. Staff could also test their knowledge in a spot-the-hazard poster displayed in all the canteens.

There were also demonstrations of occupational hygiene monitoring and other safety equipment, and a competition to design an in-house health and safety logo.

All these initiatives helped raise awareness of health and safety matters throughout the company's ten factories in and around Stoke-on-Trent.

"We took part in the Week," said director of human resources George Stonier, "because we hope to give added impetus to the drive for improved standards in all aspects of environmental, health and safety matters for the benefit of our 6,500-strong workforce, to the local community and, through publicity, to industry as a whole."

Wedgwood is continually aiming to improve its health and safety practice - at all levels of the company. By the end of 1993 all new starters and transferees will automatically receive an induction pack on basic health and safety practice and senior management will be fully conversant with the so-called 'six-pack' of EC regulations.

TIME FOR AN MOT

Lloyds BMW Garage of Carlisle came through with flying colours when it was given a health and safety 'MOT' during Workplace Health and Safety Week. It was one of the local firms which accepted a free health and safety check-up from local HSE inspectors and Carlisle City Council environmental health officers.

Photo: Cumbrian Newspapers Ltd



BEDFORDSHIRE TEC

Not just for experts

'You do not have to be an expert to spot a hazard' was the theme in Bedfordshire.

The Week was led by Bedfordshire TEC, which sent 'Spot a hazard - remove a risk' posters to some 6,000 companies, many of whom had attended the TEC's recent series of health and safety seminars.

All 2,000 trainees currently on TEC-funded courses were invited - with the agreement of their employers - to take part in a competition to identify a workplace hazard, assess the risk, and propose a solution to remove the risk.



WH SMITH

Entering the Safety Zone

"One of the major hazards in any business is complacency," says WH Smith's Group Safety Manager Tim Cradock. That is why, despite not being a particularly high risk business, WH Smith believes its employees should always be on the look-out for potential dangers both to themselves and WH Smith customers.

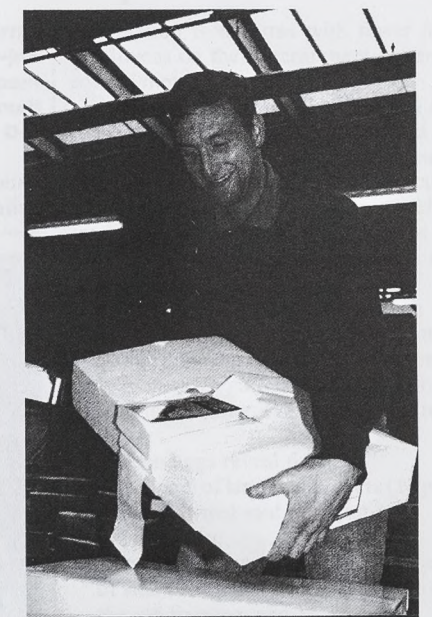
Its activities during the Week were based on this principle.

The lynchpin of WH Smith's efforts was a specially produced video, *The Safety Zone*, which was shown to all staff - from retail assistants in WH Smith, Our Price and Waterstone's high street shops to the behind-the-scenes staff in newspaper distribution and warehousing. The message was simple: follow good health and safety practice wherever you are and whatever you're doing at work. Accompanying the video, each WH Smith workplace displayed a poster with bullet points to remind people of the health and safety rules.

Then there were competitions with trophies and small cash prizes for the winners.

How can we reduce handling hazards? news distribution people were asked, while the potential dangers of electricity in everything from cash registers and shop wiring to staffroom microwaves were highlighted in a competition for all retail staff.

A competition was also launched to find the Safety Representative of the Year. Underpinning the Week's awareness-



DON'T STRAIN your back lifting the paperbacks. Manual handling was targeted during WH Smith's workplace safety week.

Photo: Calyx Photo Services Ltd.

raising activities, WH Smith are busy designing training and guidance for all staff in relation to the new health and safety legislation.

DIARY dates

ACCESS TO NATIONAL VOCATIONAL QUALIFICATIONS

22-23 February, London
How training providers, FE colleges, industry lead bodies, TECs and others can improve access to NVQs for people with special training needs.
Tel: 0788 860540.

LONE PARENTS - THEIR POTENTIAL IN THE WORKFORCE

3 March, London
Annual conference of National Council for One Parent Families.
Tel: 071-267 1361.

VARYING TERMS IN EMPLOYMENT CONTRACTS

11 March, London
Detailed programme for personnel professionals covering all aspects of the employment contract.
Tel: 071-490 1713.

DISABILITY AND THE LABOUR MARKET

21 April, Leeds
Conference to look at employment opportunities for disabled people.
Tel: 0532 832600 ext 4368.

MEASURING THE EFFECTIVENESS OF TRAINING

22 April, Brighton
Institute of Management Studies seminar.
Tel: 0273 678181.

NRA becomes mandatory

STARTING THIS year every school leaver will be able to present prospective trainers and employers with a record of all their achievements.

Following consultation, it has been agreed that from 1993 schools should report back to school leavers on their attainments and that the National Record of Achievement (NRA) should be used for this purpose.

Launched jointly in 1991 by the Employment and Education Departments, the NRA is designed to help both the individual and employers. Because it includes details not only of a young person's exam results but also their achievements in and outside school, the NRA provides employers with a much rounder picture of the job applicant's capabilities. This can prove a useful starting point during a selection interview.

Young people participate fully in compiling

the NRA, giving them a sense of ownership. Most importantly, they will be able to use the NRA report throughout their working life, adding information about their jobs and training as they go along.

A recent independent evaluation commissioned by the ED has shown that the NRA has been widely adopted in schools and is proving popular with school leavers, its national status being a key selling point.

● **Copies of the evaluation report are available free from MEADS, TVEI Enquiry Point, PO Box 12, Nottingham NG7 2GB tel 0602 790121.**

● **Copies of the NRA can be obtained from Zaina Alhadad at the National Council for Vocational Qualifications, 222 Euston Road, London NW1 2BZ, tel 071-728 1933.**

Recruitment and training trends - reports

NINETY-TWO PER cent of small firms have increased or maintained off-the-job training for their employees in the past year, according to a new survey of small firms published by the Employment Department.

The *Small Firms' Skill Needs and Training Survey* is the first survey to collect detailed

information from firms with fewer than 25 employees on their recruitment patterns and commitment to training.

A companion report, *Skill Needs in Britain 1992*, presents the findings of the third annual ED-funded survey of employers' recruitment difficulties and off-the-job training activities. This involved telephone interviews with 4,000 large employers (i.e. with 25 or more employees) in almost all industry sectors nationwide.

Both reports include information about: employers' recruitment difficulties; training plans and budgets; employers' involvement in Employment Department or TEC initiatives; off-the-job training; and awareness of training initiatives.

The findings reveal that:

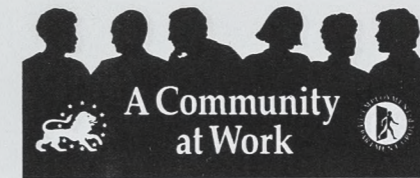
- 65 per cent of larger employers (17 per cent of small firms) said they had a training plan;
- 77 per cent of larger employers (92 per cent of small firms) funded or arranged off-the-job training; and
- 60 per cent of larger employers (32 per cent) had taken part in ED or TEC initiatives.

● ***Small Firms' Skill Needs and Training Survey* and *Skill Needs in Britain 1992* are available, price £35 each, from IFF Research Ltd, 26 Whiskin Street, London EC1R 0BB, tel 071-837 6363. Summaries are available from the Skills and Enterprise Network, PO Box 12, West PDO, Leen Gate, Lenton, Nottingham NG7 2GB.**



ARE YOU BEING SERVED, SENOR? Some of the 30 young people from Hampshire who are off to Barcelona on an Anglo-Spanish training exchange, pictured with the programme organisers. This new scheme, funded by Hampshire TEC, aims to help young people gain useful language and retail business skills, and encourage closer links between Hampshire firms and their continental counterparts.

Photo: Ross Young



What was achieved?

THE PRESIDENCY gave the UK an important opportunity to demonstrate its commitment to the social dimension of the Community, and its aim of working towards sensible and positive developments which will bring real benefits to individuals and take account of diversity and competitiveness, while at the same time respecting subsidiarity and ensuring that a proper focus is given to employment and job creation.

Clearly, employment was the key concern. The Community can only ensure a prosperous and successful future for its citizens by keeping in step with the changing demands of the labour market, and maintaining its position in the face of growing competition on global markets. This is of even greater importance in the current world-wide slow-down in economic growth, with 17 million people unemployed in the Community alone.

The UK therefore chose "A Community at Work" as the theme for its Presidency in social affairs, and made focusing greater attention on the issues of employment and job creation in the Community one of its key priorities. Discussions between representatives of the Member States took place throughout the Presidency, and particularly at an Informal meeting of Social Affairs Ministers in Wales in October, where, in a pioneering move, representatives of both sides of industry were invited to join in discussions with Ministers. The end result was a landmark Resolution on employment growth which was adopted unanimously by Employment Ministers at the formal meeting of the Social Affairs Council in December.

The Resolution emphasises the importance of achieving sound economic growth and the conditions necessary for the creation and growth of businesses. It underlines the importance of effective labour market measures, in particular quality employment services for those looking for a job and training which is geared to the needs of the labour market.

The UK took over its fourth term as the Presidency of the EC Council of Ministers on July 1st at a critical time in the history of the Community. In the area of social affairs the responsibility for the conduct of the Community's business over the six months fell primarily to the Department of Employment. At the end of a demanding and challenging half-year both Ministers and their officials can now reflect on what was achieved.

The Resolution also identifies various ways in which the Council and European Commission will give high priority to the issue of unemployment, including the forthcoming review of the European Social Fund. The UK intends that the Resolution should guide many of the activities of the Council for a considerable period ahead.

The other key objectives for the Presidency in social affairs were:

- making progress on a number of important proposals under the Social Action Programme;
- promoting even-handed and effective implementation and enforcement of existing EC legislation in this area;
- continuing to remove barriers to the mobility of labour;
- supporting the European Year of Health and Safety (from 1 March 1992 to 28 February 1993) by taking forward proposals promoting high standards of health and safety at work.

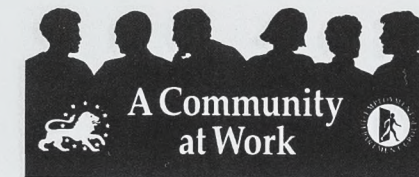
Progress was made in all of these areas, both in terms of reaching formal agreement on a number of proposals and ➤

What is the Presidency?

- The Presidency of the Council of Ministers, the Community's decision-making body, rotates every six months between the 12 Member States of the Community. Prime Minister John Major became President of the European Council, which met twice during the UK Presidency, in Birmingham in September and in Edinburgh in December.

- In practice there are a number of specialist councils dealing with specific areas, bringing together ministerial representatives from the Member States and the relevant European Commissioner, who puts forward the views of the Commission. Employment issues and most of those relating to health and safety at work are the responsibility of the Labour and Social Affairs Council, whose President for the six months was Gillian Shephard, Secretary of State for Employment. During that period, the Minister of State, Michael Forsyth, represented the UK.

- There are also a number of working groups and committees which meet frequently to discuss Community matters and where negotiations are carried out at an initial stage before being finalised at one or other of the Councils. These working groups are made up of officials from each of the Member States, and during the UK Presidency UK representatives were in the chair.



initiatives in the Council of Social Affairs Ministers, and in terms of stimulating discussion on important issues by bringing together specialists from the Community and beyond for regular discussions and a wide range of interesting and topical events.

However, these formal agreements only represent a part of the results of the Presidency. One of the strengths of the Community is its diversity, and the capacity of its members to share their knowledge and expertise, thereby learning from one another. This process of exchanging information and discussing issues of common interest raises levels of awareness and understanding and as well as helping solve many practical problems, will set the tone for the debate on the Europe of the future.

A range of conferences and special events were therefore organised during the Presidency in order to promote the exchange of information and to encourage debate and discussion on critical issues in the field of social affairs. Representatives from the EFTA countries and from the emerging democracies of Eastern Europe were present at many of the events, as were representatives from other countries further afield - reflecting the fact that the Community cannot prosper unless it looks beyond its borders to the challenges of the increasingly competitive world outside.

These conferences and special events attracted a large amount of interest from all over Europe, and brought people from a wide range of backgrounds together to discuss issues of particular interest: the need for skills and training; the challenges facing public employment services; information on freedom of movement within the Community, both for work and to study; the changing nature of the European labour market; social security; health and safety; and equal opportunities.

Many of the events were characterised by the Presidency's objective of trying to bring the opportunities and benefits of the Community within reach of ordinary people in the UK and throughout Europe. The Presidency events also offered an important opportunity to make the UK's social policies known to a European audience, as

well as a chance to demonstrate and discuss new initiatives in the field of employment, training and health and safety at work being pioneered in the UK. Flexible employment patterns, the work of the Employment Service and the wide variety of new training initiatives (including NVQs and distance learning) all attracted considerable interest.

The Presidency sought to remind decision-makers that the Community is made up of people, not just of plans and policies. The UK is determined to ensure that there is a sensible social dimension to the Community which will bring real, tangible advantages to all, and which will focus increasingly on those without jobs, to whom the Council has paid relatively little attention in the past.

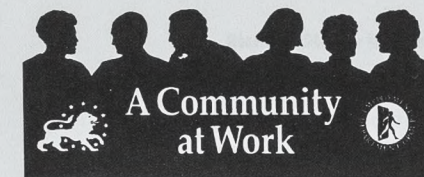
The UK had two major overall aims for its Presidency: to consolidate the achievements of the Community to date, and to take a leading role in the debate about the Europe of 1993 and beyond. On January 1 1993 the Presidency passed to Denmark, and it was encouraging to see that the Danish Government plan to carry forward a number of initiatives from the UK Presidency: this process of continuity is essential if real progress is to be made. In social affairs it seems as if there indeed was 'A Community at Work'. ■

Summary

Formal agreements in the Council of Ministers. A number of formal agreements were reached during the Presidency, dealing with measures on:

- tackling unemployment;
- the transferability of vocational qualifications;
- the implementation and enforcement of Community legislation;
- the protection of pregnant women at work;
- recommendations on the use of a broad variety of schemes involving the financial participation of employees in the organisations for which they work;
- the introduction of a new, improved, information system for the Community covering job vacancies, applications for work and living and working conditions in the EC. The new system will be known as EURES (European Employment Services);
- minimum health and safety requirements in the extractive industries (principally mines and quarries).

Useful progress was also made on proposals on the free movement of workers, the Helios II Community Action Programme for people with disabilities, health and safety in work with biological agents, and work on board fishing vessels.



A Community at Work: special Presidency events July - December 1992

Employment

- **The Skills Revolution: 'Skills for Europe - 1993 and Beyond'** (London: Sept 23-24)
- **The Changing Role for Public Employment Services in the 1990s** (Manchester: Sept 30-Oct 2)
- **Euro Action '92** (Oct 9-16)
- **The European Labour Market** (Glasgow: Nov 18-20)
- **Equal to the Task - Practical Approaches to Equal Opportunities** (Birmingham: Dec 7-8)

Health and Safety

- **Occupational Health '92** (Sheffield: Sept 21-23)
 - **International Risk Assessment** (London: Oct 5-9)
 - **Enforcing Health and Safety Legislation in the European Community** (London: Nov 9-11)
- Social themes*
- **Social Security in the 1990s: 50 Years After Beveridge** (York: Sept 27-30)
 - **Inform '92 - Information for Disabled People** (Birmingham: Nov 13-14)

EMPLOYMENT SECRETARY Gillian Shephard (centre front) pictured with EC Social Ministers and representatives of ETUC and UNICE at the Social Affairs Informal at Chepstow in October.

Photo: Lewis Productions

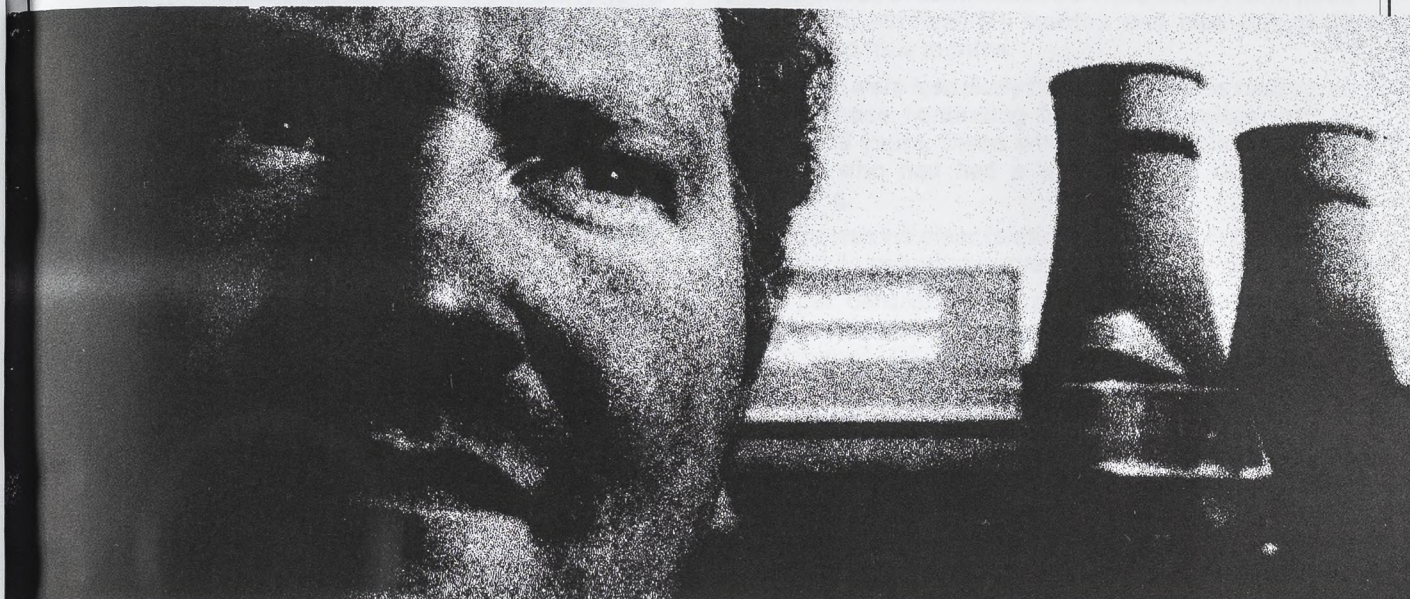
Further information

A report on the UK Presidency is being prepared and will be available in mid/late January from:
 EC 1
 Employment Department
 Level 2
 Caxton House
 Tothill Street
 London SW1H 9NF.



RICHARD WAS BORN DEAF.

Richard Stacey had to be different.
As a kid he always wanted to drive a lorry, not a train. And he saw no reason why being born 95% deaf should stop him.
He can hear a lorry reversing. He can hear a police siren. He can hear, let's face it, about as much as you're going to hear in the cab of a 40-foot artic.
So when he was refused a provisional HGV licence, he went to court. Spoke for himself. And won his case. Trouble was, it cost him all the money he'd saved for his driving lessons.
Tuffnells Parcels Express, the international carriers, stepped in to pay for the lessons. He passed first time. They gave him a job.



WHEN THEY REFUSED HIM AN HGV LICENCE HE JUST WOULDN'T LISTEN.

Three years on, Richard is one of their best representatives. To communicate with customers, he talks, signs and lip-reads.

To communicate with head office, he has a mobile phone with a keyboard and text display. This is all it takes to put Richard on the same level of ability as any other driver. It was provided by us, the Employment Service.

It's our job to encourage employers to offer opportunities to people like Richard. On the basis of what they can do, not what they can't.

Sometimes we supply equipment. Sometimes, advice. And always, the most valuable commodity of all: information.

Call Freephone 0800 567 667 (or minicom line for text telephone users 0742 596117) for our booklet "Employing people with disabilities."

It spells out how your company can make a real commitment to disabled people. And how we can help.

The booklet explains how you can use the new disability symbol when you advertise for staff.

And the symbol, in turn, tells people with disabilities that they're in with an equal chance.

In our experience, not one of them would ask for anything more.





Pictured with the Prince of Wales and John Pervin of PYBT is young entrepreneur William Oscroft, who with his partner Amanda Pickering set up business importing aboriginal art in 1990 with a £4,200 loan. Their turnover is now around £100,000.

Photo: Picture Link/PYBT

An evaluation of the Prince's Youth Business Trust

The Prince's Youth Business Trust (PYBT) provides business start-up awards and advice and guidance to disadvantaged young people. An evaluation of the effectiveness of this support was carried out by PE International. **Mary Dalgleish** of the Employment Department reports.

Key findings

- The average age of recipients was 22 years. 80 per cent were aged under 25 years. For every 10 PYBT recipients, eight were aged under 25 years, four were women, and nine were white. Around four had been unemployed for longer than six months, and one had a health problem or disability affecting the work they could do.
- Six out of 10 received training on how to start up their business.
- Two-thirds of businesses survived three years, three quarters survived 21 months and nine out of 10 survived nine months.
- Women were less likely than men to cease trading, as were those continuing full-time education until at least 19 years, those who had a qualification, and those who had had a longer period of business training.
- There was no clear relationship between the type of award (loan and/or bursary) and the rate of survival.
- 82 per cent of PYBT recipients were also on the Enterprise Allowance Scheme. Excluding that allowance, PYBT contributed an average £2,200 in start-up finance, with £1,200 being found from other sources.
- The majority of businesses were in the services sector, with recreational and personal services having highest initial survival rates.
- Overall, 16 per cent of PYBT businesses employed staff, an average of 2.3 people per business, with the older businesses employing more staff and being more likely to have full-time staff.
- Survival rates were higher for businesses with more competitors.
- Main reasons for business closure were lack of finance and low demand for the product/service.
- Without PYBT finance, over a third of recipients said they were not at all likely to have started their businesses.
- Three-quarters of those who ceased trading thought they had gained from their PYBT experience, in confidence, experience and in employability.
- 53 per cent of those who were refused a PYBT award were afterwards able to start their own business. Two thirds of non-recipients found PYBT staff quite or very helpful.
- The most frequent improvements to the PYBT suggested by recipients related to counselling and advice services, with 14 per cent calling for better contact and nine per cent for more specialist business advice.
- PEI summarised potential developments for PYBT as focusing on further professionalising the adviser network, extending post-start-up support services, clarifying communications, developing links with other agencies and extending pre-start-up business training to all award recipients.

The Prince's Youth Business Trust (PYBT) is a charitable trust founded in 1983 with the mission:

"To help young people who would not otherwise have the opportunity, to develop their self-confidence, achieve economic independence, fulfil their ambitions and contribute to the community through the medium of self-employment."

To achieve this, the Trust provides business start-up grants and loans, ongoing advice from a network of volunteer professional advisers, business promoting marketing events, test marketing grants and business expansion loans, all delivered through a network of 38 semi-autonomous regional operations.

The Trust limits business start-up financial assistance to young people:

- who are in the 18 to 25 year group (up to 30 in the case of people with a disability);
- who have a good business idea supported by a viable business plan; and
- who would not otherwise be able to find finance.

It focuses its help on disadvantaged young people and has a particular concern for:

- the unemployed from inner cities and areas of rural deprivation;
- the minority communities;
- people with disabilities; and
- ex-offenders.

Business start-up awards are in the form of a grant (bursary) of up to £1,500 per person or £3,000 per business, or a low interest loan of up to £5,000 per business repayable over three years, or a grant plus a loan. Grants can only be awarded if the applicant can, amongst other things, demonstrate that they are unemployed.

Viewing PYBT as a means of co-ordinating various types of assistance for young entrepreneurs, Lord Young, when Secretary of State for Employment, agreed to match, pound for pound, all private sector money which the Trust's major appeal raised between 27 November 1986 and 31 December 1989 (later extended to 31 March 1990) up to a limit of £40 million, provided that ED funds were only used for making loans. Annual ED expenditure on PYBT (and its Scottish equivalent) averages £5 million.

PE International were commissioned by the Department in September 1991 to carry out an evaluation of PYBT.

The study

The evaluation comprised four elements:

- a telephone interview survey involving 659 recipients, of whom 128 had received the award three years before, 220 had received it 18-21 months before and 311 had received it 6-9 months before;
- a sub-sample of 40 of those respondents also took part in qualitative, face-to-face interviews to enable more in-depth, attitudinal information to be collected;
- 80 individuals who had applied but been refused an award ('non-recipients') were interviewed by telephone; and
- 21 interviews were conducted with PYBT regional office staff from three of the 38 PYBT regions. The main fieldwork was carried out in November-December 1991.

Only individuals who had applied for, or received, a loan, a bursary or a loan plus a bursary, were included in this study. The key results of this work are summarised in this article.

The people

Personal characteristics

Table 1 sets out the age, sex and ethnic origin of the PYBT population, and unemployment and disability data from the interviewed sample.

As expected by the terms of the Trust, PYBT target the

Table 1 Population characteristics for PYBT starters in October—December 1988, January—March 1990 and January—March 1991

	PYBT population	Achieved sample
Age		
< 25 years	79	81
25 - 34 years	21	19
Sex		
Female	38	42
Male	62	58
Ethnic origin		
White	91	94
Afro-Caribbean	6	3
Indian subcontinent	1	1
Prefer not to say/ None/Not answered	2	2
Previous activity		
Unemployed < 6 months	-	26
Unemployed 6-12 months	-	19
Unemployed > 12 months	-	17
In employment/training	-	38
Disability		
Health problem affecting work	-	8
Registered disabled	-	2

younger age groups. More than 60 per cent were male, and less than ten per cent were of non-white ethnic origin.

The achieved sample data suggest the PYBT population has around eight per cent of individuals with a health problem or disability which affects the work they can do. The unemployment data is curious: 38 per cent said they were in employment or full-time training when they first approached PYBT. Yet 82 per cent of the sample also received EAS, for which unemployment was a condition. This may be because PYBT was approached when a period of employment, or a course of training, was known to be ending. In any case, over a third of PYBT recipients were unemployed for more than six months.

Business Training

61 per cent of all recipients had some training on how to set up and run a business, of whom 89 per cent found it useful. This was similar at all three start-up dates. Of those receiving training, 31 per cent received EAS training, eight per cent BEP training, six per cent PYBT training and 56 per cent some other type of training. Around 45 per cent of all PYBT recipients said they would have liked more training. Of these, 45 per cent wanted training in skills relating to their job, while 76 per cent wanted more training in how to run a business.

Characteristics of those still in business and those who ceased trading

Table 2 sets out the survival rates for PYBT businesses, and this section compares the characteristics of those still in business with those who ceased trading.

Table 2 Percentage of businesses surviving overall, and by type of PYBT award

Year started trading	Survival rate Overall	Type of award		
		Bursary	Loan	Both
1988	66	63	77	59
1990	75	78	74	72
1991	90	92	87	91

Women supported by PYBT had higher survival rates than men, and this held for all three time bands. Of those setting up in 1988, 1990 and 1991, 61 per cent, 71 per cent and 89 per cent of men were still in business, but 70 per cent, 79 per cent and 91 per cent of females respectively. Survival was lower among those who had been unemployed longer. More of those who were still in business had finished full-time education at 19 or over (27 per cent, compared to 20 per cent who left before 19 years). Qualifications did appear to make a difference although this is based on very small numbers: 16 per cent of those still in business after 18 months had a degree and eight per cent had no qualifications, compared to five per cent and 19 per cent respectively of those who ceased trading.

There was no evidence to suggest that those who ceased trading differed from 'survivors' in whether they had received training but the **length** of training course did relate to survival: 68 per cent of survivors had training which lasted for more than five days compared to 49 per cent of non-survivors.

There was no clear relationship between the type of award received and survival rate, as shown in *table 2*.

Qualitative evidence from staff from the PYBT regions indicated that in cases of doubt, a bursary rather than a loan would be awarded as there is a concern that loans - particularly if then matched by other agencies - could prove a 'millstone around the neck' of individuals who do not have high prospects of survival. In general, loan applications were said to be scrutinised more rigorously than bursary applications.

Finance

The results from the questions on finance need to be treated as giving broad indications rather than precise estimates. 82 per cent of PYBT recipients also received EAS. The allowance is not included in the figures quoted below.

Initial finance was received from additional sources by a number of PYBT businesses, as shown in *table 3*.

Table 3 Sources of initial finance

Source of initial investment (per cent)	
Savings	}
Redundancy payment	
Realising assets	
Relative/friend	19
Bank loan	35

PYBT recipients appeared to be more likely to draw on outside sources than personal sources of finance.

When considering the average amount of start-up finance provided, the figures are complicated because 1988, 1990 and 1991 figures have been lumped together to give an average start-up figure of £3,400. Of this, £2,200 was from PYBT. Thus, without PYBT support, around £1,200 would have been available.

Business characteristics

Business sector

Table 4 shows the percentage of PYBT businesses in different business sectors and their survival rates. The majority of businesses were in the services sector. Recreational/personal services had, initially, higher survival rates, while the hotels/catering/repairs services were initially poorer.

Employees

16 per cent of surviving PYBT businesses had paid employees (excluding the recipient and any partners) at the time of the interview, each of these employing an average of 2.3 full-time or part-time staff. Full-time staff (more than 30 hours per week)



Nick Munro started his tableware business in 1987 with a £1000 loan and now his projected turnover is £300,000.

Photo: Picture Link/PYBT

were employed by 9 per cent of businesses averaging 1.9 full-time staff per business. Part-time staff (<30 hours per week) were employed by 10 per cent of businesses, averaging 2.1 staff per business. In addition, contract or self-employed staff were used by 4 per cent of businesses, averaging 5.5 staff per business.

The older PYBT businesses employed more staff and were more likely to employ full-time staff, as shown in *table 5*. They were also more likely to use contract staff.

Competition

The majority of PYBT businesses believed they had direct competitors (businesses offering the same goods and services as they did). Overall, 12 per cent were unaware of any. Thirty six per cent had five or less, 12 per cent had 6 to 10 and 34 per cent had more than 10. For non-survivors, 14 per cent thought they had no competitors, 44 per cent had five or less, eight per cent had 6 to 10, and 27 per cent had more than 10. There was no evidence here that an increasing number of competitors reduced the prospects of survival. On the contrary, survival rates for each of the three start-up periods were higher for those with more than six competitors than those with five or less.

Reasons for business closure

A majority of respondents (66 per cent overall) ceased trading due to business difficulties only, six per cent for personal reasons only and 28 per cent for both.

Table 4 Survival rates for different types of PYBT business

Type of business	Survival rates (per cent)			
	All businesses	1988 recipients	1990 recipients	1991 recipients
Agriculture	3	75	100	90
Manufacturing	16	63	81	89
Construction	10	40	75	90
Services distribution, hotels, catering, repairs, transport, business services	34	70	64	81
Services recreational, personal, other	38	67	79	97
Overall survival rate	-	66	75	90

Table 5 Number of paid employees per 100 businesses by start-up date

	Number of paid employees per 100 businesses		
	Full time	Part time	Contract
1988 Start-ups	48	25	100
1990 Start-ups	15	31	8
1991 Start-ups	9	14	5



From 1984, with grants totalling £3000, the Wray brothers have built their industrial wipers and cleaning materials business up to an annual turnover of £430,000.

Photo: Picture Link/PYBT

Main reasons cited were:

- lack of finance (40 per cent)
- low demand (38 per cent)
- competition (18 per cent)
- family difficulties (12 per cent).
- eight per cent of recipients mentioned inadequate earnings as a reason for closure.

Deadweight

Deadweight, the percentage of businesses that would have started up anyway in the absence of PYBT, is difficult to estimate. 15 per cent said they were very likely to have set up their business without a PYBT award, 22 per cent said this was quite likely and 22 per cent said this was not very likely. Respondents were not asked whether the business would have been started **at that time**. It is also not clear whether responses reflected recollections of respondents' views at start-up, or their current view based on their experiences.

Thirty five per cent of those on PYBT said they were "not at all likely" to have set up their business in the absence of PYBT.

Fifty four per cent of PYBT recipients who received EAS in addition said **both** PYBT and EAS were essential in starting their business.

Impact on those who ceased trading

PYBT recipients whose businesses had ceased trading were asked about the effect PYBT had had on what they had done since. 75 per cent thought it had either had a major effect (34 per cent) or some effect (41 per cent). Of these, nearly half (47 per cent) said it had made them determined to start a new business; 15 per cent said that it had made gaining employment easier; 17 per cent said it had inspired them to seek further training; and 50 per cent said it had given them more confidence generally.

This is reflected in their improved employment status, compared to that immediately before first **approaching** PYBT, as shown in *table 6*. There is thus some evidence that even those who ceased trading have gained from their PYBT experience, in confidence, experience and in employability.

Non-recipients of PYBT awards

From a sample of 159 contacts, 80 recent applicants who were non-recipients of PYBT assistance were interviewed. Their characteristics are compared to 1991 recipients, in *table 7*.

Non-recipients were more likely to be male, to want a loan, to have a degree, and less likely to have any qualifications. The proportion unemployed is similar but fewer non-recipients were likely to have a job, and more were likely to be self-employed.

Non-recipient business intentions contained a higher proportion of businesses in the Distribution, Hotels, Catering and Repairs Sector, for which (as *table 4* showed) early survival rates were worse than average, perhaps relating to PYBT's decision.

Fifty three per cent of all non-recipients were afterwards able to start their own business suggesting that, for these people, the PYBT had not been 'last resort finance' and the application had been properly turned down. Forty nine per cent were actually in business at the time of the interview and 3-4 per cent had started their own business but ceased trading prior to the interview.

Seventy three per cent of those not running their business still wished to do so in future: that is a total of 86 per cent of all non-recipients were either running, or hoped to run, their own business in future, suggesting that PYBT refusal to assist had not deterred the majority of entrepreneurs.

Despite being refused an award, 34 per cent of non-recipients found PYBT regional offices very helpful and 31 per cent found them quite helpful. When asked why they thought they had been refused an award, the principal reasons related to viability, disadvantage and last resort finance criteria. 20 per cent thought their background was considered too privileged, or that they

Table 6 Change in employment status of PYBT recipients who had ceased trading by the time of the interview (per cent)

Employment status	Prior to approaching PYBT	At interview
Unemployed and claiming benefit	53	37
Unemployed and not claiming benefit	5	9
Employed	24	44
Self-employed	7	3
Full time training	11	6
Other	-	2

could already raise sufficient finance; 18 per cent thought their business had not been considered commercially or financially viable; and 15 per cent thought it was due to the type of business they had proposed.

Views of PYBT

Some of these views of PYBT were echoed by recipients, and by the staff interviewed in three (of the 38) PYBT regions.

A summary of recipients' suggested improvements to the PYBT are shown in *table 8*. However, 19 per cent of respondents saw no room for improvement and considered the Trust to be very good. In general, PYBT received high praise, in particular for its advisory and counselling services.

PYBT regional staff identified a number of factors determining business success:

- choice of product and market (the right product and a wide enough market);

Table 7 Recent PYBT applicants: award recipients compared to non-recipients (per cent)

	1991 recipients	Non-recipients
Mean age	22.5 years	23.0 years
Sex		
Male	62	78
Female	38	22
Ethnic origin		
White	91	88
Afro-Caribbean	6	6
Asian	1	3
None of these	1	3
Prefer not to say	1	1
Type of award		
Loan	27	39
Loan + bursary	28	22
Bursary	45	39
Qualifications		
Degree	13	15
No qualifications	11	8
Health problem affecting work	8	5
Employment status		
Unemployed and claiming benefit	60	60
Unemployed and not claiming benefit	6	8
Employed	18	9
Self-employed	7	13
Full-time training	8	11
Base	311	80

- adequate finance and effective financial control;
- effective sales, marketing and service;



PYBT's most successful business is run by Julie Dedman whose West Riding Milk Testing Service now has an annual turnover of £6 million.

Photo: Picture Link/PYBT



Nick Rosenthal started his technical translation business in 1986 with a £1,000 grant from PYBT. It is now one of the top businesses of its kind in the country.

Photo: Picture Link/PYBT

Table 8 Suggested improvements to the PYBT (per cent)

	Respondents	Survivors	Non-survivors
Counselling and advice			
1 PYBT should maintain better contact/more personal contact	14.3	12.7	20.6
2 More specialist business advice needed eg finance, marketing	8.6	8.1	10.7
3 Business advisers knowledgeable about the specific type of business or business field and who are more in touch	7.4	6.4	11.5
4 More and better advisers and better continuity	2.1	1.7	3.8
5 Better communications and organisation between, with advisers, regional offices and HQ	0.6	0.8	-
Finance and Trust qualifying conditions			
6 Make more money available for Bursaries, loans and expansion loans	7.1	6.3	10.7
7 Extend age limit, make assistance available to more people	2.6	2.8	1.5
8 Pay out loans and grants in instalments (not as a lump sum)	0.5	0.6	-
PYBT administration and attitudes			
9 Speed up application processing and payment of awards	3.9	3.8	4.6
10 Less formal gruelling, unsympathetic interview procedure.	1.5	1.3	2.3
11 Improve explanation of (application) process (interviews/presentations).	1.2	1.3	0.8
12 Adopt less chauvinistic/sexist condescending attitudes	0.6	0.6	0.8
13 Quarterly rather than monthly reports.			
Links, publicity, marketing			
14 Meetings/social/events with other PYBT recipients in the area, establish a directory of recipients.	3.5	4.4	-
15 Publicise PYBT to make it more widely known.	3.5	3.8	2.3
16 More information about, opportunities for, and help to participate in PYBT trade and marketing events.	3.0	3.6	0.8
Other	1.7	0.6	6.1
No improvements needed, already very good	18.7	20.5	11.5
No suggestions	30.0	31.3	25.2
(Base)	(659)	(528)	(131)

- availability of relevant business counselling and advice;
- effective business and operational planning;
- the commitment, personality and basic education attainments and business skills of the entrepreneur.

These views, in relation to the other findings, led PE International to make a number of suggestions to improve PYBT as follows:

Counselling and advice

- to establish a panel of specialist advisers with directory and helpline facilities;
- further professionalise the adviser network.

Post start-up support services

- establish a self-help network between all parties concerned with PYBT;
- introduce formal post start-up business reviews aimed at business development;
- place more emphasis on the provision of business development finance;
- hold more, regionally based, business promotional marketing events.

Communication

- clarify applicant selection criteria and priorities;
- establish a national PYBT business database;
- produce more effective publicity material;
- communicate more effectively between PYBT HQ and the regions, provide clearer direction and consistency of operations;
- promote the trust more effectively;
- publish a regular PYBT newsletter for all interested parties.

Links with other agencies

- develop more effective, supportive links with other agencies, including the banks, Enterprise Agencies/TECs, and business.

Procedures

- make pre-start-up business training mandatory for all recipients of awards. ■

LFS Help-Line

CONTENTS THIS MONTH

Redundancies: region of residence
Part-time workers

Temporary workers
Second jobs
Hours worked

Job related training
Ethnic minority groups
Sickness absence

Reasons for economic inactivity
ILO unemployed: previous occupations

This is the third monthly feature describing some of the requests for Labour Force Survey data which are dealt with each month by the Employment Department. Brief details are given of the information requested, the types of organisations requesting the data and the way

they are used. Most of the requests have been received via the LFS Help-Line, which gives advice on sources of labour force information and provides some Labour Force Survey data to the general public (see panel). Other requests have been

received by Quantime Ltd which provides Labour Force Survey data on a bureau basis or by those parts of the Statistical Services Division with responsibility for particular topics covered by the LFS.

This third feature is the first to draw on results from the summer

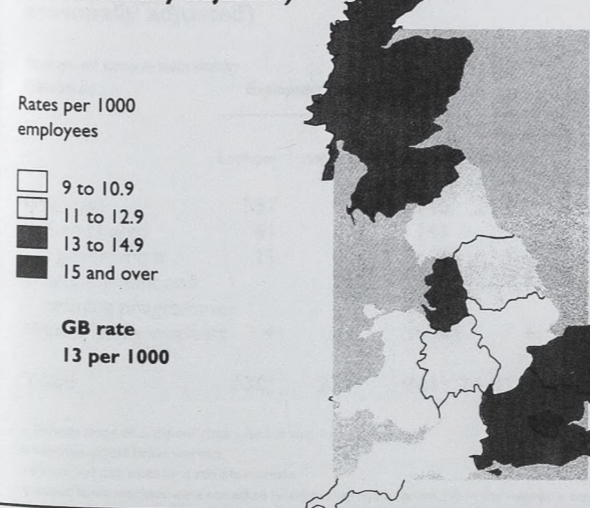
(June to August) 1992 Labour Force Survey. Key results from the Survey were released in the Labour Force Survey Quarterly Bulletin on 17 December 1992 and are summarised in tables 7.1, 7.2 and 7.3 of the "Labour Market Data" pages of this month's Employment Gazette.

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. *Figure 1* shows summer 1992 redundancies (in three months prior to LFS interview) in each region expressed as rates per 1,000 employees.

Redundancy rates generally fell between spring and summer 1992 with the Great Britain rate falling two per cent to 13 per cent. The highest redundancy rate in the summer 1992 quarter was 15 per 1,000 employees in the Greater London area. In the previous quarter, spring 1992, the highest rate was 19 per 1,000 employees in the East Midlands.

Figure 1 Redundancy rates per 1,000 employees by region of residence (Great Britain, summer 1992, not seasonally adjusted)



Part-time workers

The important role that part-time employment plays in the labour market is increasingly coming to be recognised. The LFS Help-Line receives many enquiries about whether people take part-time jobs because they want to, or because they cannot find full-time work.

Based on replies given in LFS interviews, *table 1* shows the reasons for working part-

time given by those working part-time in their main job in summer 1992. Over three quarters of those interviewed said they worked part-time because they did not want to work full-time and more than 80 per cent of the women gave this reason. Only 12 per cent said it was because they could not find a full-time job.

Table 1 Main reasons for working part-time^a (Great Britain, summer 1992, not seasonally adjusted)

Reasons for taking part-time work (Per cent)	All	Men	Women
Did not want full-time work	76	41	82
Could not find full-time work	12	24	9
Student/still at school	11	32	7
Ill or disabled	1	3	1
Base: All in part-time jobs (Thousands) ^b	5,693	831	4,862

^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. Part-time workers who gave no reason for working part-time are included.

Temporary workers

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, and a number of firms have commissioned research by marketing consultants into the availability of people seeking temporary employment. This leads to a

number of enquiries from such firms and from individuals planning to set up employment agencies specialising in temporary jobs.

Relevant information of interest provided by the LFS is the number of people in temporary jobs and the reasons they give for taking such work. Table 2 shows the figures for summer 1992.

Table 2 Main reasons for working in temporary employment (Great Britain, summer 1992, not seasonally adjusted)

Main reasons for working in a temporary job (Per cent)	All	Men	Women
Could not find a permanent job	36	42	32
Did not want a permanent job	30	22	37
Had a contract which included a period of training	6	8	5
Other reasons	28	28	27
Base: All persons in temporary jobs^a (Thousands)	1,350	620	730

^a Temporary workers are employees who assess themselves to have either a seasonal, temporary or casual job or a job under contract or for a fixed period.

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, but according to their number of jobs in ED's Workforce in

Employment series. The numbers and types of second jobs held in summer 1992 are given in table 3.

The number of second jobs held in summer 1992 was 901,000, a reduction of 60,000 (not seasonally adjusted) since spring 1992.

Table 3 Employment status of persons with more than one job (Great Britain, summer 1992, not seasonally adjusted)

Employment status in main activity (Thousands)	Employment status in second job			People with no employment ^a	All in second job	All in
	Employee	Self-employed	All			
Employee	557	189	746	20,739	21,485	
Self-employed	61	80	141	2,994	3,135	
On government employment and training programmes	11	-	14	317	330	
Unpaid family workers	+	+	+	+	176	
Total	630^b	271^b	901^b	24,050^b	25,127	

^a includes those who did not state whether they had a second job

^b excludes unpaid family workers

- sample size too small for a reliable estimate

+ unpaid family workers were not asked whether they had a second job in the reference week

Hours worked

Following the publicity given to the European Community proposal for a working week of a maximum 48 hours, the LFS Help-Line has continued to be kept busy by the question of just how many employees in Great Britain work for more than 48 hours. Sometimes mentioned are recent newspaper articles about organisations which have reduced basic working hours during the past year. Also of interest to enquirers is information in general about the numbers of hours worked by full-time and part-time employees.

Including paid and unpaid overtime 3.3 million employ-

ees usually worked over 48 hours per week in summer 1992, accounting for 16 per cent of all employees. This figure was made up of 2.8 million men and 0.5 million women.

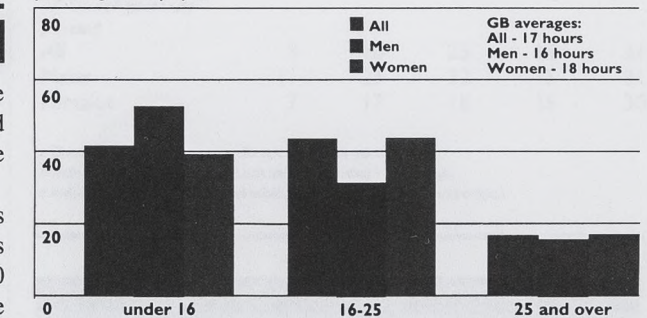
A detailed analysis of LFS data for years up to 1991 which compared hours of work in Great Britain with other EC countries appeared in the November issue of the *Employment Gazette*.

The distribution of total usual weekly hours in main job worked by all full-time and part-time employees and by men and women separately is shown by the two charts in figure 2.

Figure 2 Total usual weekly hours worked by employees in full-time and part-time employment in their main job (Great Britain, summer 1992, not seasonally adjusted)

Part-time*

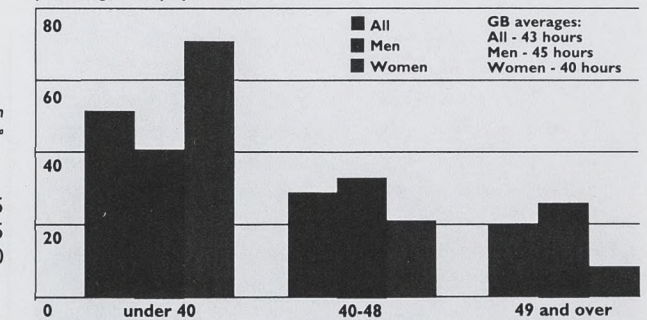
percentage of employees



Total usual weekly hours in main job

Full-time*

percentage of employees



Total usual weekly hours in main job

* The definition of full and part time is based on the respondent's own assessment, not on the hours usually worked.

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

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 from employers on ED's Training statistics Help-line (0742-594027), and often concern the amount of training received in their own industries and in different occupations.

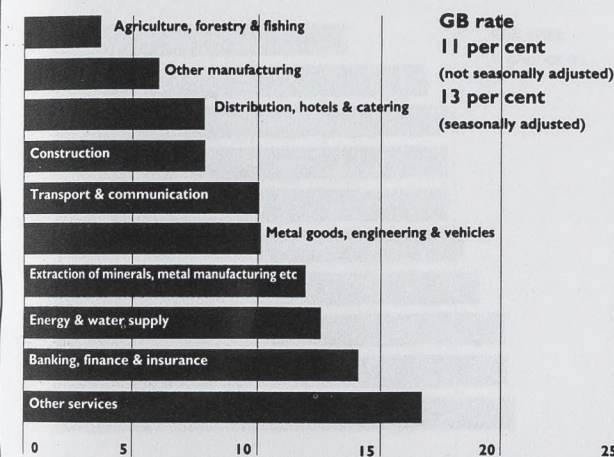
In summer 1992, 2.4

million employees of working age received job-related training from their employer in the four weeks prior to interview, 11.4 per cent of all such employees. After allowing for the seasonal decline in training activity during the summer, the figures were 2.7 million (13.1 per cent) seasonally adjusted.

The percentage of employees receiving job-related training in each industry and occupation is shown in figures 3 and 4.

Percentage of employees of working age receiving job-related training in four weeks prior to interview. (Great Britain, summer 1992, not seasonally adjusted)

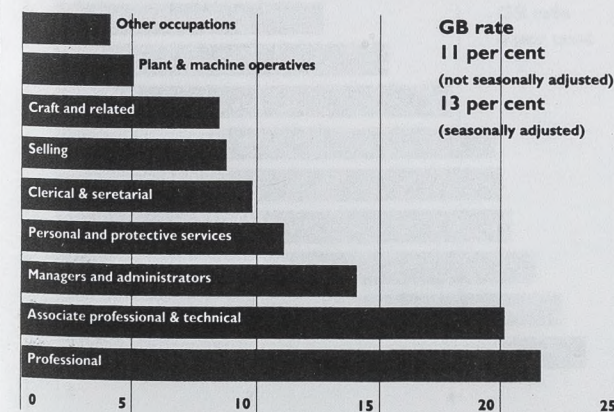
Figure 3 by industry



Employees receiving job-related training (%)

Industries are coded according to the Standard Industrial Classification

Figure 4 by occupation



Employees receiving job-related training (%)

Occupations are coded according to the Standard Occupational Classification

Ethnic minority groups

Up-to-date information about the position of ethnic minority groups in the labour market is of constant interest to many organisations, including those directly involved in promoting equality of opportunity. A general overview of the labour market situation for ethnic groups provided by the LFS is

given in table 4.

The table uses the ethnic origin classification which was adopted in the 1992 LFS to allow comparison of data with the 1991 Census of Population. A description of how these are arrived at, using responses to LFS questions is given in the box below.

Table 4. Ethnic groups^a in the labour force (Great Britain, summer 1992, not seasonally adjusted).

	White	Ethnic Minority Groups			
		AIP	Black	Indian	Pakistani & Bangladeshi
<i>All persons aged 16+ (Thousands)</i>					
All	41,980	2,090	570	690	390
Males	20,220	1,040	280	350	200
Females	21,760	1,050	290	350	200
<i>Economic activity rate (Per cent)</i>					
All	63	65	71	69	46
Males	74	76	77	78	72
Females	53	53	65	60	20
<i>ILO Unemployment rate (Per cent)</i>					
All	9	20	25	15	31
Males	11	23	32	15	31
Females	7	17	18	15	30

a Does not include people 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.)

ETHNIC MINORITY GROUP CLASSIFICATION

People interviewed in the Labour Force Survey were asked to classify their own origin by means of the question: 'To which of these groups do you... belong?'. The ethnic groups were: White, Black-Caribbean, Black-African, Black-Other (non-mixed) Black mixed, Indian, Pakistani, Bangladeshi, Chinese, Other-Asian (non-mixed), Other-Other (non-mixed) and Other-mixed. In Table 4 these categories have been re-aggregated into groups which are comparable with those used in Census analyses.

Sickness absence

The LFS Help-Line continues to receive requests for information about absences from work due to sickness or injury.

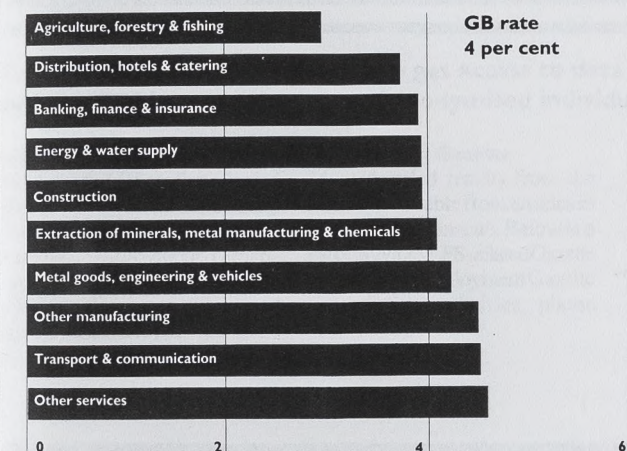
The comparisons in terms of the *percentage of working days lost* presented in the December Help-Line feature cannot be produced from the summer LFS data since the necessary information about weekend working is only collected in the spring. *Figures 5 and 6* below therefore provide comparisons in terms of the

percentage of employees absent for at least one day in the reference week which are comparable with the material included in the November Help-Line feature.

Comparing the spring and summer 1992 percentage of employees absent from work in the reference week there appears to have been a fall from 5 per cent to 4 per cent. This fall may well have been affected by seasonal factors and, in any case, was exaggerated by rounding; the fall was in fact only by 0.3 per cent.

Percentage of employees absent from work for at least one day in the reference week due to sickness or injury. (Great Britain, summer 1992, not seasonally adjusted)

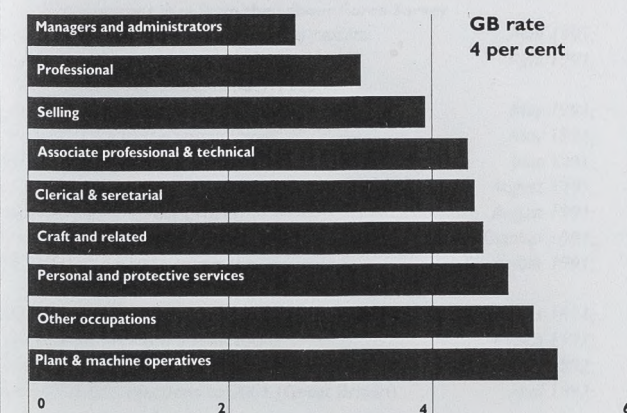
Figure 5 by industry



Percentage of employees absent (%)

Industries are coded according to the Standard Industrial Classification

Figure 6 by occupation



Percentage of employees absent (%)

Occupations are coded according to the Standard Occupational Classification

Reasons for economic inactivity

Now that a quarterly measure of unemployment is available from the LFS on the internationally agreed ILO definition, a number of enquiries are being received about this definition. One question asked is whether people who would like work but are not seeking work because they believe there is no work available are classified as unemployed.

Such people are separately identified in the LFS as 'discouraged workers', but are

excluded from the LFS estimates of unemployment based on the ILO definition because they have not looked for work in the four weeks prior to interview. In summer 1992, there were 98,000 discouraged workers out of a total of 16.2 million economically active people.

Table 5 gives a breakdown of all economically inactive persons according to the reasons they are classified as 'economically inactive' rather than 'ILO unemployed'.

Table 5 Economically inactive persons by availability and whether seeking work (Great Britain, summer 1992, not seasonally adjusted).

Availability and whether seeking work (Thousands)	All	Men	Women
Not seeking work: believes no jobs are available (discouraged workers)	98	44	54
Seeking work but unavailable to start within two weeks	277	122	154
Not seeking work: says does not want work	14,225	4,842	9,383
Not seeking work: other	1,555	425	1,130
Base: All economically inactive persons ^a	16,156	5,435	10,721

(a) does not include persons under 16 years of age

ILO DEFINITION OF UNEMPLOYED

The International Labour Office (ILO) measure of unemployment refers to 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 14th International Conference of Labour Statisticians and promulgated by the ILO in 1987.

ECONOMICALLY INACTIVE

People who are neither in employment, nor unemployed on

the ILO definition.

DISCOURAGED WORKERS

Discouraged workers are a sub-group of the economically inactive population, who are not in employment and are not seeking work, but who said that, although

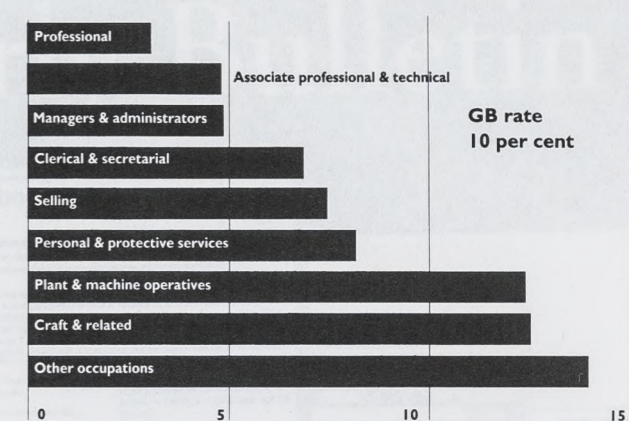
they would like a job, they were not looking for one because they believed there were no jobs available.

ILO unemployed previous occupations

Individuals ringing the LFS Help-Line are often interested to know the ILO unemployment rates for their own occupational groups. Rates can be derived from LFS data because the ILO unemployed are asked about their most recent job, but these rates must be treated with caution. Some 19 per cent of ILO unemployed persons have

been excluded from the calculation of the rates because they either did not have a previous job or had left their most recent job eight years or more before the interview. Summer 1992 ILO unemployment rates for those that could answer questions on their most recent job are shown in *figure 7*.

Figure 7 ILO unemployment rates by previous occupation (Great Britain, summer 1992, not seasonally adjusted)



ILO unemployment rate (%)

Occupations are coded according to the Standard Occupational Classification

Getting access to the LFS

There are several ways for users to get access to data from the quarterly LFS either in the form of published tables or in the form of anonymised individual data records for their own analysis.

LFS Quarterly Bulletin

Results of the LFS are first released each quarter in the LFS Quarterly Bulletin, available on subscription from the Employment Department. To take out an annual subscription, please fill in and return the form in the advertisement on the next page.

Employment Gazette

More detailed results from the LFS are available from articles in Employment Gazette. Below is a list of previous LFS-related Gazette articles. For Employment Gazette subscription enquiries, phone 0908 371981.

Quantime Bureau Service

The Quantime Bureau Service can supply up-to-date LFS data 24 hours a day, 7 days a week, or you can get the results for analysis yourself using the Quanvert data base interrogation package with a standard personal computer. For further details about the Quantime LFS service telephone 071-625 7111.

ESRC Data Archive

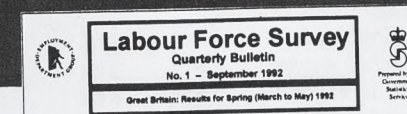
LFS data are made available for approved research purposes by the Economic and Social Research Council (ESRC) Data Archive, based at the University of Essex. For further details of LFS data from the ESRC Data Archive, telephone 0206 872570.

The following articles published in the Employment Gazette during 1991 and 1992 contain data from the LFS:

Ethnic origins and the labour market	February 1991;	Membership of trade unions in 1990	April 1992;
The 1980s - a decade of growth in enterprise:	March 1991;	Self-employment: into the 1990s	June 1992;
self-employment data from the Labour Force Survey		Projected trends in the regional labour force 1992 - 2001	June 1992;
1990 Labour Force Survey preliminary results	April 1991;	The National Education and Training Targets -	July 1992;
Revised employment estimates for	April 1991;	methods for monitoring the targets	
September 1987 to September 1990		Measures of unemployment: the claimant	July 1992
Labour Force Trends: the next decade	May 1991;	count and the Labour Force Survey	
Characteristics of the unemployed	May 1991;	Training - a key to the future	August 1992;
Membership of trade unions in 1989	June 1991;	Redundancies in Great Britain: results	August 1992;
Labour mobility: evidence from the Labour Force Survey	August 1991;	from the 1991 Labour Force Survey	
Redundancies in Great Britain	August 1991;	How unemployment is measured in different countries	September 1992;
Training statistics 1991	October 1991;	Women and the labour market: results	September 1992.
Measures of unemployment: the	November 1991;	from the 1991 Labour Force Survey	
claimant count and the Labour Force Survey		The Quarterly LFS: a new dimension	October 1992
Education and labour market status of young people	December 1991;	to Labour market Statistics	
Economic activity and qualifications	March 1992;	Hours of work in Great Britain and Europe	November 1992
Results of the 1991 Labour Force Survey	April 1992;	Lone Parents and the Labour Market	November 1992
Labour Force projections to 2001 (Great Britain)	April 1992;	Workplace injury: A view from HSE's trailer to the 1990 LFS	December 1992

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THE LFS, TELEPHONE 071-273 5585

Labour Force Survey Quarterly Bulletin

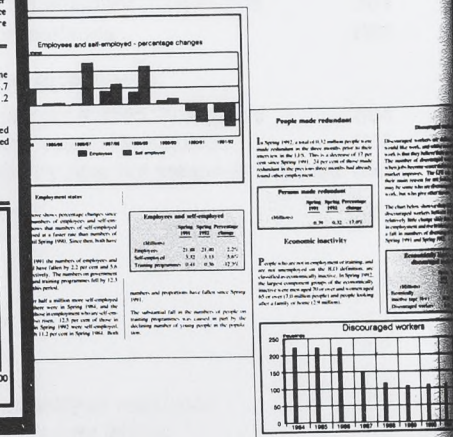
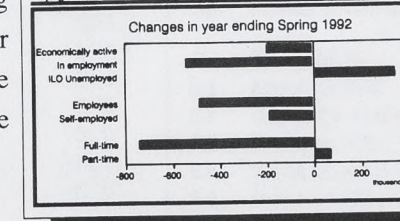


The Labour Force Survey Quarterly Bulletin (LFSQB) is a full colour publication with summary charts, tables and commentary providing an easy-to-use guide to the latest results from the quarterly LFS, and showing how these compare with the results for previous quarters and years. The LFSQB is published in March, June September and December.

This bulletin presents the main results of the Employment Department's Labour Force Survey (LFS) for Great Britain, a sample survey of around 60,000 households each quarter which is conducted on behalf of the Department by the Social Survey Division of the Office of Population Censuses and Surveys. The contents of this bulletin are listed on page 2. More detailed results from the LFS are published in the *Employment Gazette*.

Key results for Spring 1992 and changes since Spring 1991 are:

- 27.7 million people were economically active, a fall of 0.7 per cent.
- 25.1 million people were in employment, a fall of 2.1 per cent.
- 21.4 million people were employees and 3.1 million were self-employed, falls of 2.2 per cent and 5.6 per cent respectively. A further 0.4 million people were on government employment & training programmes.
- 18.8 million people were in full-time employment (down 3.8 per cent) and 5.7 million in part-time employment (up 1.2 per cent).
- 2.6 million people were unemployed (according to the internationally agreed ILO definition), a rise of 15.0 per cent.



LAYOUT AND CONTENTS

The LFS is a vital source of information about the labour market using internationally agreed concepts and definitions. Key data on the following topics will be presented in all editions of the LFSQB, and a special feature, concentrating on a different major labour market topic will also be included each quarter.

- Economic Activity and Employment
- Self-Employment
- Full-time and Part-time Employment
- Second jobs
- Unemployment
- Economic Activity by Sex & Age Group
- Occupation
- Industrial Sectors
- Hours of Work
- Job related training
- Redundancy
- Economic Inactivity
- Discouraged Workers
- Regional Analysis

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EG

LABOUR MARKET DATA



prepared by
the Government
Statistical Service

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Publication dates of main economic indicators January - March 1993

● LABOUR MARKET STATISTICS

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

January 1993	21	Thursday
February	18	Thursday
March	18	Thursday

● RETAIL PRICES INDEX

January 1993	15	Friday
February	12	Friday
March	12	Friday

LABOUR MARKET commentary

Summary

The workforce in employment in the United Kingdom was 24,953,000 in September 1992. This represents a fall of 399,000 in the third quarter of 1992 and a fall of 861,000 over the year to September 1992.

The number of employees employed in manufacturing industry in Great Britain, at 4,375,000, is estimated to have fallen by 13,000 in October 1992. Employment in manufacturing fell by 241,000 over the year to October 1992, compared with a fall of 385,000 in the previous twelve months.

Claimant unemployment in the UK (seasonally adjusted) rose by 41,100 between October and November to 2,908,900. The level is now 1,312,900 higher than in April 1990 when the current upward trend began. The unemployment rate in November was 10.3 per cent of the workforce, an increase of 0.2 percentage points on the rate for October.

The underlying rate of

increase in average earnings in Great Britain in the year to October was 5½ per cent (provisional estimate), the same as the rate for September.

Seasonally adjusted output per head for the manufacturing sector in the three months to October was 1.9 per cent higher than the three months to July, and 5.2 per cent higher than the three months to October 1991. Seasonally adjusted unit wage costs in manufacturing in the three months to October were 0.2 per cent higher than the previous three months, and 1.0 per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 3.0 per cent in November, down from 3.6 per cent in October.

It is provisionally estimated that 0.5 million working days were lost through stoppages of work due to industrial disputes in the 12 months to October 1992.

Overseas residents made an estimated 1,630,000 visits to the

United Kingdom in September 1992, while United Kingdom residents made about 3,930,000 visits abroad.

Economic background

The latest output based estimate for the United Kingdom economy shows that *Gross Domestic Product* (GDP) in the third quarter of 1992 was unchanged from the previous quarter and 0.7 per cent lower than a year earlier.

Output of the production industries in the three months to October 1992 increased by 1.2 per cent compared with the previous three months, and was 0.1 per cent higher than the same period a year earlier.

Manufacturing output in the three months to October fell by 0.2 per cent compared to the previous three months, and was 0.1 per cent lower than the same period a year earlier.

In the three months to October the output of oil and natural gas rose by 8.6 per cent, and other energy and water

supply rose by 1.9 per cent, compared with the previous three months. Compared with a year earlier, the output of oil and natural gas rose by 1.3 per cent, and other energy and water supply rose by 0.2 per cent.

Latest estimates suggest that in the second quarter of 1992 *consumers' expenditure* was £67.1 billion (at 1985 prices and seasonally adjusted), 0.5 per cent lower than the previous quarter and unchanged on the same period a year earlier.

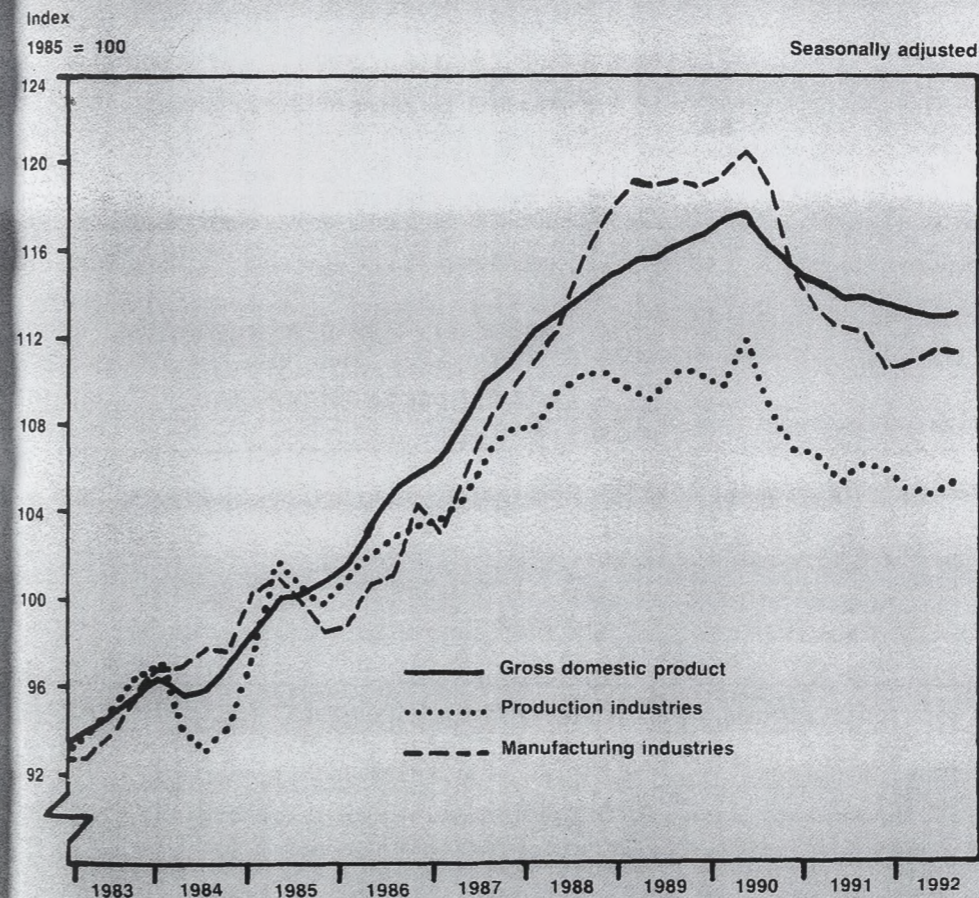
The provisionally estimated November index of the volume of *retail sales* is 121.3 (1985=100). This is little changed from the September and October figures. Over the period September to November 1992, the volume of sales was 0.7 per cent higher compared with the previous three months (after seasonal adjustment) and 1.4 per cent higher than in the same period a year earlier.

New credit advanced to consumers in October (excluding loans by banks on personal accounts, insurance companies and retailers) was £3.84 billion (seasonally adjusted), compared to £4.37 billion in September 1992. *Total consumer credit* outstanding at the end of October is estimated to have been £29.7 billion (seasonally adjusted), 2.4 per cent lower than a year earlier.

Fixed investment (capital expenditure, see table 0.1 note 8 for definition) in the second quarter of 1992 at constant prices was estimated to have been 0.6 per cent lower than in the previous quarter and 1.8 per cent lower than the same period a year earlier. *Fixed investment by the manufacturing industries* (including leased assets and seasonally adjusted) for the second quarter of 1992 was estimated to be 3.3 per cent higher than in the previous quarter, but 1.2 per cent lower than a year ago.

The estimate of *stockbuilding* in the second quarter of 1992 (at 1985 prices and seasonally adjusted) indicates a fall of £167 million following a fall of £216 million in the previous quarter. Manufacturers increased their stocks by £22 million following a fall of £696 million in the previous quarter. Wholesalers' stocks fell by £287 million in the second quarter following a fall of £106 million in the previous quarter. The level of wholesalers' stocks has now fallen for nine successive quarters. Retailers stocks fell by

OUTPUT INDICES: United Kingdom



£376 million following an increase of £245 million in the previous quarter.

The latest figures indicate that *visible trade* in the three months to October was in deficit by £3.3 billion, £0.4 billion more than the previous three months. In October the surplus on trade in oil was £0.2 billion, compared with £0.1 billion in September. The deficit in non-oil trade in October was £1.3 billion, £0.3 billion larger than in September.

The *volume of exports*, excluding oil and erratic items, in the three months to October was 0.1 per cent lower than the previous three months and 4.0 per cent higher than a year earlier. *Import volume*, excluding oil and erratic items, in the three months to October was 1.6 per cent higher than in the previous three months and 9.0 per cent higher than a year earlier.

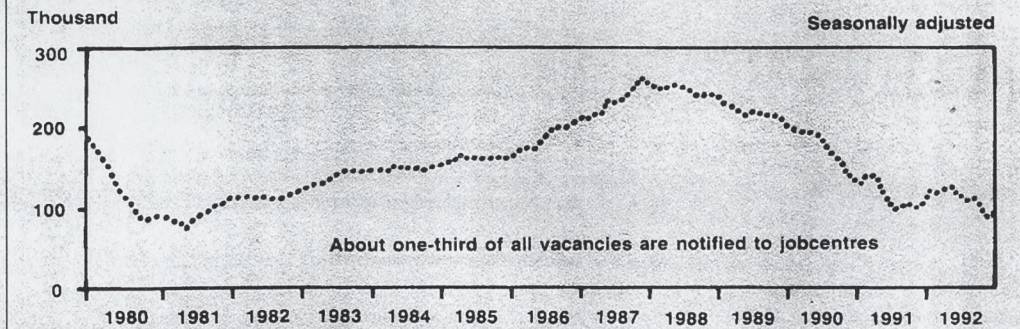
The *current account of the balance of payments* in the latest three months was estimated to have been in deficit by £3.0 billion, £0.4 billion larger than in the previous three months.

Sterling's effective *Exchange Rate Index* (ERI) for November was provisionally estimated to be 78.3 (1985=100), a fall of 3.1 per cent from September 1992.

On 13 November 1992, the UK *minimum lending rate* (MLR) reduced by 1 percentage point to 7 per cent, following the previous 1 percentage point reduction on 16 October.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in November is provisionally estimated to have been £2.2 billion. Privatisation proceeds were close to zero. The PSBR excluding privatisation proceeds was £27.2 billion in the first eight months of 1992-93, compared with £14.1 billion in the same period last year.

JOBCENTRE VACANCIES: United Kingdom



Employment

New figures this month estimate that the number of employees employed in the manufacturing industry in Great Britain fell by 13,000 in October to 4,375,000. This follows falls of 32,000 in September, 50,000 in August and 46,000 in July. Over the year to October 1992, employment in manufacturing industries fell by 241,000 compared with a fall of 385,000 in the previous year.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) was 24,953,000 in September. This represents a fall of 861,000 over the year and a fall of 399,000 in the third quarter of 1992. It is now 1,966,000 below the June 1990 peak.

The number of employees in the energy and water supply industries in Great Britain fell by 6,000 in October 1992 to 399,000. This follows falls of 1,000 in September and 3,000 in August.

Overtime working by operatives in the manufacturing

industries in Great Britain stood at 8.78 million hours per week in October 1992, a fall of 0.58 million hours per week since September.

Short-time working by operatives stood at 0.57 million hours per week in October 1992, a rise of 0.03 million hours per week since September.

The index of average weekly hours (1985=100) worked by operatives in manufacturing (which takes account of overtime and short-time as well as normal basic hours) stood at 98.7 in October 1992 compared with 98.9 in September.

Unemployment and vacancies

The seasonally adjusted level of claimant unemployment in the United Kingdom increased by 41,100 between October and November 1992 to 2,908,900.

This was the thirty-first consecutive month that unemployment has risen, and it is now at its highest level since April 1987. The unemployment level is 1,312,900 (82 per cent) higher than in April 1990 when unemployment stopped falling and the current upward trend began. The claimant

unemployment rate in November 1992 was 10.3 percent of the workforce, an increase of 0.2 percentage points on the rate for October.

The November 1992 rise in seasonally adjusted unemployment compares with rises of 24,400 in October and 32,300 in September. Over the three months to November unemployment has increased by an average of 32,600 per month. This compares with an average monthly rise of 32,200 over the latest six months.

Between October and November there were increases in the level of seasonally adjusted unemployment in all regions of the UK, except Northern Ireland where there was a slight fall. The largest percentage rises occurred in the South West, the North and the South East (including Greater London).

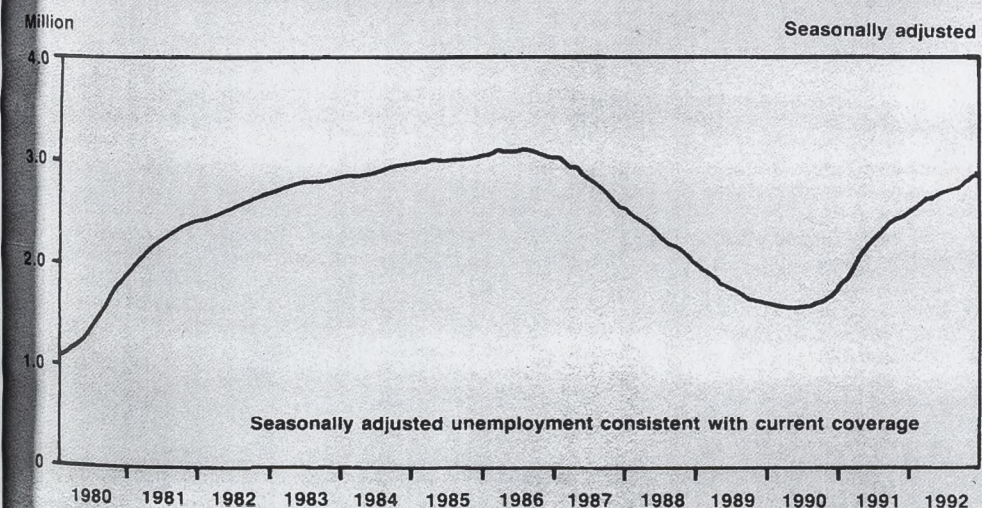
There has been an increase in the United Kingdom unemployment rate of 1.4 percentage points in the 12 months to November 1992. The unemployment rate is also higher than a year ago in all regions of the UK.

The UK unadjusted total of claimants increased by 49,657 between October and November 1992 to 2,864,069 or 10.1 percent of the workforce, an increase of 0.1 percentage points on the rate for the previous month. The rise in the unadjusted total is larger than the rise in the seasonally adjusted total because seasonal influences tend to increase the unadjusted total between October and November by about 8,000.

The number of vacancies remaining unfilled at Jobcentres (UK, seasonally adjusted) rose by 2,600 between October and November to stand at 100,800 a level which remains historically low. This follows falls of 1,900 in October and 8,300 in November.

Seasonally adjusted, the number of new vacancies notified to Jobcentres and the number of people placed into jobs by the Employment Service both fell sharply between

UNEMPLOYMENT: United Kingdom



October and November. Monthly movements in these figures tend to be volatile. However, both these figures were lower than their monthly averages for the previous twelve months and the number of new vacancies notified to Jobcentres in November was the lowest monthly total since August 1981.

Labour Force Survey

The results from the Labour Force Survey for summer 1992 are now available.

Estimates of the seasonal variation in the different series have been obtained from the limited amount of quarterly data collected on a trial basis since 1984. As more quarterly data from the full-scale LFS become available, it will be possible to make firmer estimates of the seasonal patterns in the data.

Among people aged 16 and over, 74.0 per cent of men and 52.9 per cent of women (seasonally adjusted) were economically active in summer 1992. Over recent years, economic activity rates for women have been increasing, while those for men have shown little change. Since spring 1990, however, activity rates have been decreasing; there have been falls since spring 1992 of 1.8 percentage points in the male economic activity rate and 0.6 points in that for women.

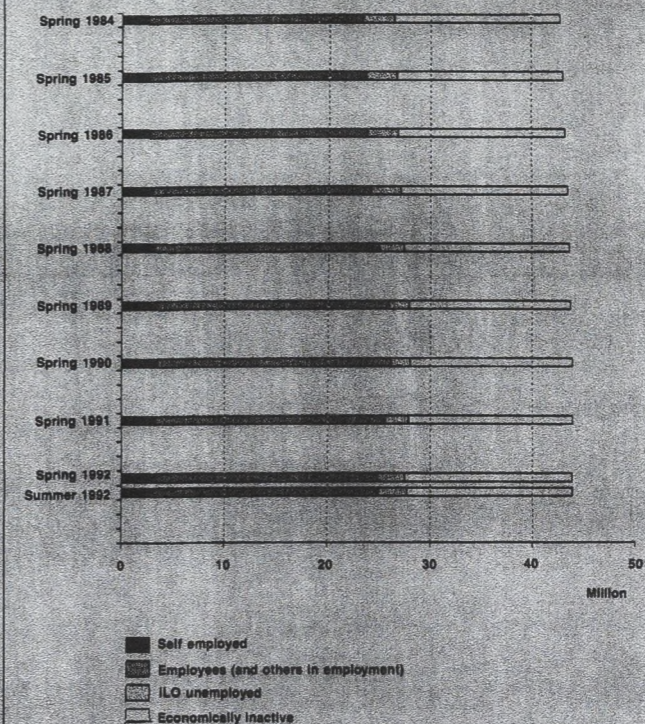
Of the 25.0 million people in employment (seasonally adjusted - table 7.2) in summer 1992, 3.1 million were self-employed, 0.3 million were on employment and training programmes and 0.2 million were unpaid family workers. The remaining 21.4 million were employees.

In table 7.3 the proportions of each age group (not seasonally adjusted) who are self-employed and in employment overall increase steadily from the 16-19 age group and reach a peak among people aged 35-49. In contrast, the proportion who are ILO unemployed is at a peak among 16-19 year olds and decreases for older age groups. The proportions economically inactive are, as expected, highest for the youngest and oldest age groups which include, respectively, people still in full-time education and retired people.

Since spring 1992, there has been a rise in the overall economic activity rate (not seasonally adjusted). As table 7.3 shows, this is mainly due to a substantial rise in the activity rate of people aged 16-19. Activity rates for people aged 35 and over have fallen slightly since spring 1992.

Numbers of people in employment (not seasonally adjusted) rose for all age groups

ECONOMIC ACTIVITY: Great Britain, population aged 16 and over



under 35, and fell for ages 35 and over. Since spring 1984, employment numbers have fallen for the 16-19, 20-24 and 50-59/64 age groups and risen for the others.

Table 7.3 also shows that there has been a very sharp rise since spring 1992 in the ILO unemployment rate among those aged 16-19. This is partly due to seasonal factors, in particular the entry of school and college leavers into the labour market.

Average earnings

The underlying rate of increase in average earnings for the whole economy in the year to October 1992 was provisionally estimated to be 5.1/2 per cent, the same as the rate for September. The 5.1/2 per cent figure is 2 percentage points lower than in October 1991 and 4.3/4 per cent lower than the peak rate of 10.1/4 per cent in July 1990. A figure lower than 5.1/2 per cent has not been recorded since the series began in 1980, but it is estimated that earnings growth would last have been lower in 1967 when earnings growth fell to about 2 per cent a year. October's actual increase of 6.1 per cent (also 6.1 per cent seasonally adjusted) was above the underlying rate as pay arrears were much higher than in October 1991.

In the production industries the provisional underlying increase in average earnings in the year to October was 5.3/4 per cent, down 1/4 percentage point from the corresponding rate in September. Within the

for manufacturing. The energy sector has experienced a sharp fall from the double figure growth rates recorded earlier in the year. Lower settlements, lower bonus payments and reduced overtime working have all contributed to this fall.

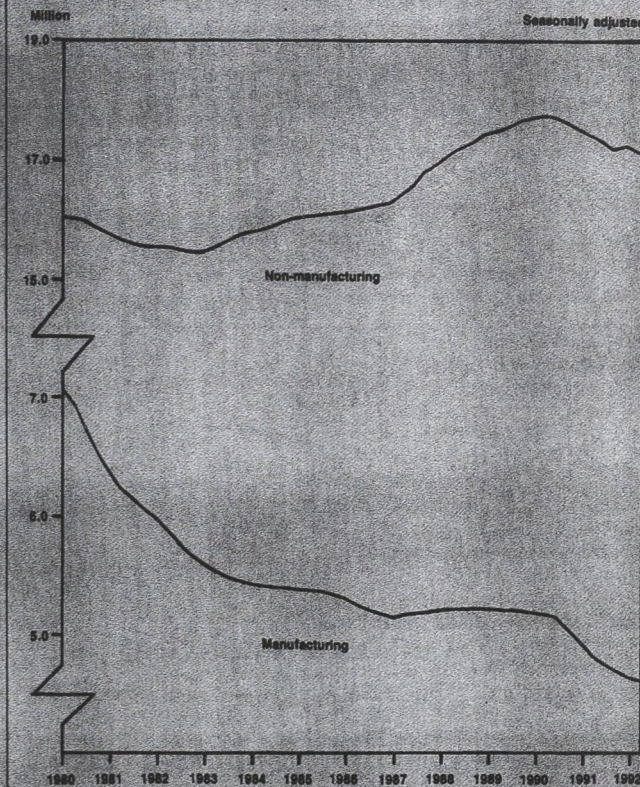
The level of average overtime hours per operative in manufacturing has been falling over the last four months, and the October figure was about 4 per cent lower than in 1991. The increase in overtime working is currently estimated to have had a zero effect on the underlying rate of earnings in manufacturing in October.

The provisional estimate for the underlying increase in average earnings in service industries in the year to October is 5.1/2 per cent, the same as the rate in September, which has been revised up from 5.1/4 per cent. The rate recorded in September and October is lower than the previous lowest recorded rate in November 1985 to January 1986, although there are no comparable figures before 1985.

Productivity and unit wage costs

Manufacturing output has been broadly stable since February. It was slightly lower in the three months to October than in the previous three months and little changed from the same period a

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



year ago. With employment levels falling by 5.0 per cent over the last year, the output per head measure of productivity showed a rise of 5.2 per cent, taking the index to its highest ever level. The output per hour measure of productivity, which is affected by the relative amounts of overtime worked was 5.1 per cent higher than in the 3 months to October 1991.

Wages and salaries per unit of output in manufacturing in the three months to October 1992 were 1.0 per cent higher than in the same period a year earlier. The last time the rate was lower was over 5 years ago in May 1987. Unit wage cost growth has declined by nearly 10 percentage points from the peak of 10.8 per cent in April 1991. The 1.0 per cent increase resulted from a 6.2 per cent rise in average earnings (in seasonally adjusted terms) and a 5.2 per cent rise in productivity.

Productivity figures for the whole economy in the third quarter of 1992 show that output per head was 2.4 per cent higher than in the same quarter of 1991. Output fell by 0.7 per cent in the year to the third quarter of 1992 but this was accompanied by a 3.1 per cent fall in the employed labour force.

Unit wage cost figures for the whole economy for the third quarter of 1992 showed an increase of 3.0 per cent on the third quarter of 1991. This was well below the 10½ per cent peak rate of the third quarter of 1990. A lower year on year growth rate for unit wage costs was last recorded in the fourth quarter of 1968.

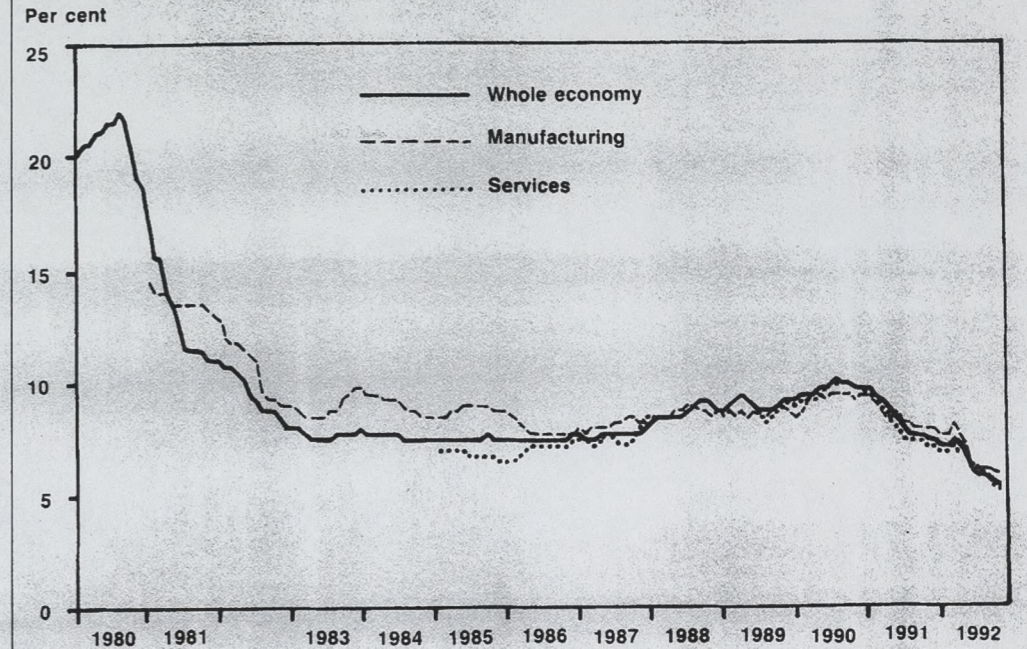
Prices

The annual rate of increase in the 'all-items' retail prices index for November was 3.0 per cent, down from 3.6 per cent in October. Excluding mortgage interest payments, the annual rate of price increases fell to 3.6 per cent in November from 3.8 per cent.

Between October and November, the 'all-items' index fell by 0.1 per cent in contrast to a 0.4 per cent rise a year ago. Reductions in mortgage interest rates lowered the 'all-items' index by more than 0.2 per cent but this drop was partially offset by price rises for tobacco and household goods. Food prices changed little (seasonal food prices showed a small fall compared to the usual large rise in November). Motoring costs were broadly unchanged as price rises for petrol cancelled out the effect of falls in second-hand car prices.

The annual rate for the tax and price index in November was 2.0 per cent, down from 2.6

AVERAGE EARNINGS INDEX - UNDERLYING: Great Britain, increases over previous year



per cent in October.

The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 3.3 per cent for November 1992, unchanged from the increase in the year to October. The index of prices of materials and fuels purchased by manufacturing industry increased by 4.1 per cent over the year to November 1992, compared with a revised figure of 2.2 per cent for October.

Industrial disputes

It is provisionally estimated that 75,000 working days were lost through stoppages of work due to industrial disputes in October 1992. Of this provisional total 52,000 working days were lost in public administration and education. The estimate of 75,000 working days lost this October compares with 62,000 in September 1992, 84,000 in October 1991 and an average of 469,000 for October during the ten-year period 1982 to 1991. In the 12 months to October 1992 a provisional total of 0.5 million working days were lost compared with a figure of 0.8 million days in the previous 12 months and an annual average over the ten year period ending October 1991 of 5.9 million days.

During the 12 months to October 1992 a provisional total of 250 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 413 stoppages in

the 12 months to October 1991 and an annual average in the ten year period ending October 1991 of 990 stoppages in progress.

Overseas travel and tourism

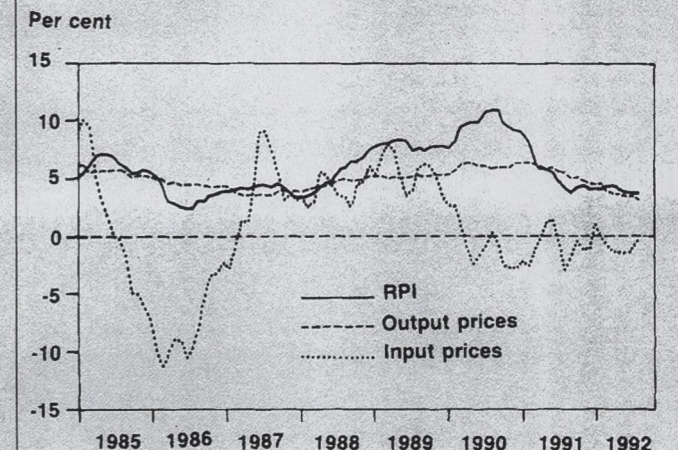
It is provisionally estimated that there were 1,630,000 visits to the UK by overseas residents in September 1992, which was 2 per cent lower than the same month of 1991. There was a decrease of 12 per cent in visits by residents of Western Europe, an increase of 22 per cent in visits from residents of North America, and an increase of 6 per cent in visits from other parts of the world. Of the total number of visits, 900,000 were by residents of Western Europe, 340,000 by residents of North

America and 390,000 by residents of other parts of the world.

UK residents made an estimated 3,930,000 trips abroad in September 1992, a rise of 6 per cent compared with September 1991. The number of visits to Western Europe rose by 4 per cent, visits to North America rose by 38 per cent, and visits to other parts of the world rose by 2 per cent. Western Europe remains the most popular destination with an estimated 3,240,000 visits being made in September 1992. There were an estimated 370,000 visits to North America, and an estimated 320,000 visits to other parts of the world.

UK residents spent an estimated £1,415 million abroad in September 1992, an increase

RETAIL PRICES AND PRODUCER PRICES (INPUT AND OUTPUT): United Kingdom, changes over previous year



of 8 per cent compared to September 1991, while overseas residents spent an estimated £780 million in the UK, virtually unchanged compared with September 1991. This resulted in a balance of payments' deficit of £635 million on the travel account for September 1992, compared with £525 million in September 1991.

During the first nine months of 1992 the number of visits to the UK by overseas residents increased by 7 per cent compared with the same period of 1991, to 13,610,000. The number of visits by UK residents going abroad during the first nine months of 1992, at 27,040,000, was 12 per cent higher than the same period a year earlier. Overseas residents' expenditure in the UK increased by 7 per cent in the first nine months of 1992, compared with the same period in 1991, to £5,790 million. UK resident's expenditure abroad during the first nine months of 1992 rose by 14 per cent compared with the previous year, to £8,845 million.

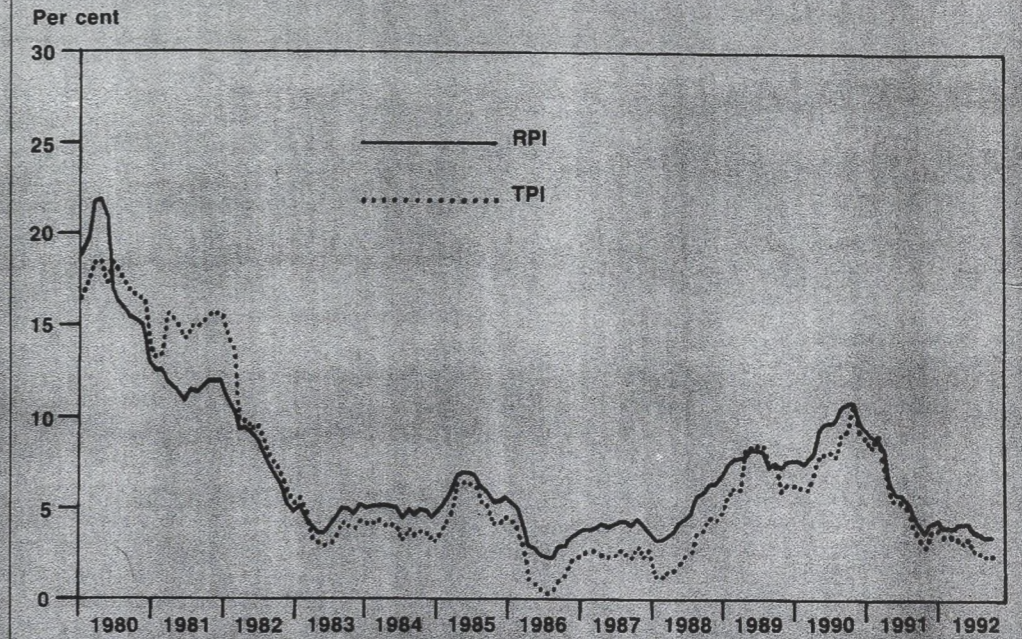
In the twelve months ending September 1992, the number of visits to the UK by overseas residents increased by 5 per cent compared with the previous twelve months, to 17,510,000. The number of visits abroad by UK residents rose by 10 per cent compared with the previous twelve months to 33,340,000. Expenditure by overseas residents in the twelve months to September 1992 increased by 6 per cent compared with the previous twelve months to £7,550 million. Over the same period, expenditure by UK residents going abroad rose by 12 per cent to £10,885 million. As a result, the deficit on the travel account of the balance of payments for the twelve month period ending in September 1992, was £3,335 million, compared with £2,590 million in the corresponding period a year ago.

International comparisons

The latest international comparisons show that the unemployment rate in the United Kingdom is lower than in Canada and Australia, and lower than in Spain, Ireland and France amongst our European partners. However, it is higher than in all other EC countries and also remains above the EC average using the latest available SOEC data (11.2 per cent for the UK in October 1992 compared with 9.8 per cent for the EC in October 1992).

Although the underlying increase in average weekly earnings for manufacturing industry in Great Britain in the 12 months to October at 6 per cent, is at the lowest level for 25

RPI AND TPI: United Kingdom, increases over previous year



years, it still compares unfavourably with the latest figures for other OECD countries, which are shown in table 5.9. Although precise comparisons are not possible because of differences in definition, the increase in average earnings in Great Britain is higher than the increases in 9 of the 13 countries shown. The latest available OECD estimates of manufacturing productivity, however, show that only 3 of the

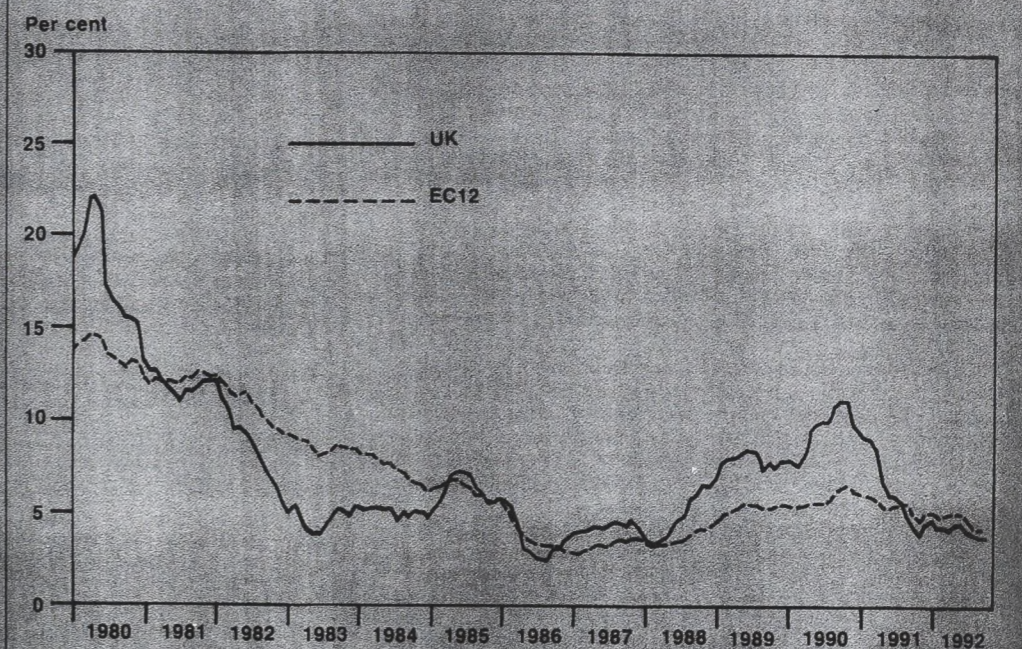
11 countries (excluding Belgium and Denmark for which figures are not available) had faster annual growth than Great Britain, which grew by 4.2 per cent in the year to quarter 3 of 1992.

In EC countries there was an average rise in consumer prices of 4.0 per cent over the 12 months to October 1992, compared with 3.6 per cent in the UK. Over the same period consumer prices rose in France by 2.4 per cent and in West

Germany by 3.7 per cent, while outside the EC, consumer prices rose by 3.2 per cent in the United States, 1.6 per cent in Canada and 1.1 per cent in Japan.

It should be noted that these comparisons can be affected by variations in the way national indices are compiled. In particular the treatment of housing costs differs between countries.

CONSUMER PRICES INDICES: increases over previous year



1.1 EMPLOYMENT Workforce *

THOUSAND

	Employees in employment				All	Self-employed persons (with or without employees) **	HM Forces #	Work-related government training programme ++	Workforce in employment ##	Workforce *	
	Male		Female								
	All	Part-time	All	Part-time							
UNITED KINGDOM											
Unadjusted for seasonal variation											
1990	Sep	12,076		10,776		22,851	3,259	303	413	26,826	28,500 §
	Dec	11,927		10,825		22,752	3,220	300	418	26,689	28,540 §
1991	Mar	11,694		10,647		22,342	3,180	298	406	26,227	28,369 §
	Jun	11,596		10,639		22,235	3,143	297	353	26,028	28,269 §
	Sep	11,524		10,562		22,086	3,105	297	338	25,826	28,277 §
	Dec	11,399		10,548		21,948	3,067	295	359	25,668	28,220 §
1992	Mar	11,270		10,495		21,765	3,029	293	370	25,456	28,164 §
	Jun R	11,262		10,485		21,747	2,990	290	334	25,361	28,039 §
	Sep	11,077		10,302		21,379	2,978	284	325	24,967	27,814 §
UNITED KINGDOM											
Adjusted for seasonal variation											
1990	Sep	12,033		10,799		22,832	3,259	303	413	26,806	28,490
	Dec	11,901		10,761		22,662	3,220	300	418	26,600	28,456
1991	Mar	11,749		10,699		22,447	3,180	298	406	26,332	28,424
	Jun	11,600		10,626		22,226	3,143	297	353	26,020	28,317
	Sep	11,485		10,589		22,074	3,105	297	338	25,814	28,277
	Dec	11,381		10,484		21,865	3,067	295	359	25,585	28,144
1992	Mar	11,317		10,547		21,864	3,029	293	370	25,556	28,218
	Jun R	11,267		10,470		21,738	2,990	290	334	25,352	28,087
	Sep	11,035		10,331		21,366	2,978	284	325	24,953	27,811
GREAT BRITAIN											
Unadjusted for seasonal variation											
1990	Sep	11,800	999	10,519	4,579	22,320	3,183	303	397	26,203	27,778 §
	Dec	11,652	1,067	10,564	4,697	22,216	3,144	300	402	26,062	27,817 §
1991	Mar	11,423	1,081	10,390	4,620	21,813	3,105	298	390	25,606	27,650 §
	Jun	11,327	1,093	10,383	4,659	21,710	3,066	297	333	25,406	27,549 §
	Sep	11,255	1,031	10,307	4,587	21,562	3,028	297	318	25,206	27,552 §
	Dec	11,132	1,102	10,291	4,656	21,423	2,989	295	341	25,048	27,498 §
1992	Mar	11,006	1,098	10,240	4,632	21,246	2,951	293	352	24,842	27,446 §
	Jun R	10,997	1,147	10,231	4,658	21,228	2,913	290	316	24,746	27,320 §
	Sep	10,812	1,091	10,048	4,556	20,860	2,901	284	306	24,352	27,089 §
GREAT BRITAIN											
Adjusted for seasonal variation											
1990	Sep	11,758	1,025	10,542	4,632	22,300	3,183	303	397	26,183	27,771
	Dec	11,627	1,042	10,503	4,647	22,129	3,144	300	402	25,976	27,734
1991	Mar	11,476	1,086	10,441	4,638	21,917	3,105	298	390	25,710	27,704
	Jun	11,331	1,078	10,369	4,636	21,700	3,066	297	333	25,396	27,593
	Sep	11,217	1,059	10,333	4,643	21,550	3,028	297	318	25,193	27,554
	Dec	11,115	1,085	10,230	4,606	21,344	2,989	295	341	24,969	27,424
1992	Mar	11,052	1,095	10,292	4,651	21,344	2,951	293	352	24,940	27,498
	Jun R	11,002	1,134	10,216	4,634	21,218	2,913	290	316	24,736	27,385
	Sep	10,770	1,115	10,075	4,612	20,846	2,901	284	306	24,338	27,087

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

* Workforce in employment plus claimant unemployed.

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 up to mid-1990 are based on the 1981 census of population and the results of the Labour Force Survey carried out between 1981 and 1990. The figures for June 1990 are carried forward for later dates pending the results of the 1991 Labour Force Survey. A detailed description of the derivation of the estimates is given in the article on page 197 of the April 1991 issue of the *Employment Gazette*.

+++ 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 page S6 of *Employment Gazette*, August 1988.

§ The figures unadjusted for seasonal variation remain as recorded and do not allow for changes to the unemployment statistics. The seasonal adjustment series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under 18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see table 2.1 and 2.2 and their footnotes.

EMPLOYMENT 1.3
Employees in employment: industry: production industries

THOUSAND GREAT BRITAIN		Oct 1991			Aug 1992			Sept 1992			Oct 1992			
SIC 1980	Division, class or group or AH	Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All	
	Production industries	1-4	3,601.5	1,469.2	5,070.7	3,446.0	1,396.3	4,842.3	3,426.2R	1,393.7	4,819.9R	3,406.5	1,388.1	4,794.7
	Manufacturing industries	2-4	3,257.9	1,387.8	4,645.8	3,128.6	1,317.5	4,446.1	3,111.2	1,315.0	4,426.2	3,094.8	1,310.0	4,404.8
	Energy and water supply	1	343.6	81.4	425.0	317.4	78.8	396.3	315.0R	78.7	393.7R	311.7	78.1	389.9
	Coal extraction and solid fuels	111	73.8	3.5	77.3	59.2	3.1	62.2	59.0	3.4	62.5	57.3	3.0	60.3
	Mineral oil processing	14	14.9	3.3	18.2	13.6	2.9	16.5	13.9	3.0	16.9	13.7	2.9	16.6
	Electricity	161	102.0	29.3	131.3	94.1	27.9	122.0	93.7R	27.8	121.5R	90.2	27.4	117.6
	Gas	162	55.0	22.6	77.5	53.6	22.6	76.2	52.5	22.4	74.9	53.3	22.5	75.8
	Water supply industry	17	42.5	12.7	55.2	41.2	12.4	53.6	41.4	12.4	53.8	41.5	12.4	53.8
	Metal manufacturing and chemicals	2	490.4	150.6	640.9	466.4	152.9	619.3	461.7	152.1	613.8	457.8	151.0	608.8
	Extraction of metal ores and minerals	21/23	28.2	4.2	32.5	26.2	4.3	30.5	25.9	4.3	30.2	24.6	4.1	28.7
	Metal manufacture	22	112.5	15.1	127.7	105.7	14.8	120.5	103.8	14.7	118.5	103.2	14.7	117.9
	Non-metallic mineral products	24	136.9	37.4	174.4	132.8	37.4	170.1	130.9	37.0	167.9	128.6	36.3	164.9
	Chemical industry/man-made fibres	25/26	212.7	93.8	306.5	201.8	96.4	298.2	201.1	96.1	297.2	201.3	96.0	297.3
	Metal goods, engineering & vehicles	3	1,632.8	445.9	2,078.7	1,564.0	411.4	1,975.4	1,550.4	410.0	1,960.4	1,539.0	403.9	1,942.9
	Metal goods nes	31	229.4	64.4	293.8	218.5	59.9	278.4	215.4	59.6	275.0	215.8	59.4	275.2
	Mechanical engineering	32	557.4	109.4	666.8	538.0	104.5	642.5	532.0	105.0	637.0	527.1	104.4	631.5
	Office machinery and data processing equipment	33	51.0	22.5	73.5	47.5	19.8	67.3	47.1	20.7	67.8	46.4	18.6	65.0
	Electrical and electronic engineering	34	352.4	164.0	516.4	331.1	152.0	483.0	330.8	150.4	481.2	326.9	148.4	475.3
	Wires, cables, and basic electrical equipment	341/342	93.9	30.3	124.1	89.8	29.9	119.7	90.0	30.4	120.5	89.0	30.0	119.0
	Electrical equip. for industrial use and batteries and accumulators	343	40.6	18.7	59.2	42.5	18.3	60.9	43.5	17.6	61.1	43.1	17.4	60.6
	Telecommunications equipment	344	105.3	46.8	152.1	93.9	43.4	137.3	93.9	42.9	136.8	92.3	42.1	134.4
	Other electronic equipment	345	64.7	44.0	108.7	58.9	38.3	97.2	58.5	37.9	96.4	58.0	37.6	95.6
	Lighting/Appliances/installation	346-348	48.0	24.3	72.2	45.9	22.0	68.0	44.9	21.5	66.4	44.4	21.2	65.6
	Motor vehicles and parts	35	193.5	28.6	222.1	194.0	25.0	219.0	191.0	25.1	216.1	190.1	24.5	214.6
	Other transport equipment	36	192.2	24.9	217.2	173.7	23.0	196.7	172.9	22.5	195.4	171.9	22.2	194.1
	Instrument engineering	37	56.8	32.0	88.8	61.2	27.3	88.5	61.2	26.7	87.9	60.8	26.5	87.3
	Other manufacturing industries	4	1,134.8	791.4	1,926.1	1,098.2	753.1	1,851.3	1,099.1	752.9	1,852.1	1,098.0	755.0	1,853.1
	Food, drink and tobacco	41/42	301.9	218.1	520.1	293.6	205.0	498.6	294.4	205.9	500.3	293.1	207.7	500.8
	Food	411-423	246.7	196.7	443.4	240.7	185.2	425.9	242.2	185.4	427.6	241.8	187.3	429.0
	Alcoholic, soft drink and tobacco manufacture	424-429	55.3	21.4	76.7	52.9	19.9	72.8	52.1	20.5	72.7	51.4	20.4	71.8
	Textiles	43	93.3	80.3	173.5	94.3	76.2	170.5	94.4	77.5	171.9	93.7	76.8	170.5
	Leather and leather goods	44	10.3	7.0	17.3	10.1	7.6	17.7	9.8	7.3	17.1	9.5	7.3	16.9
	Footwear and clothing	45	73.4	173.1	246.5	71.3	157.6	228.9	72.3	158.7	231.0	72.4	159.8	232.2
	Footwear	451	15.9	18.7	34.6	14.6	15.4	30.0	14.3	15.0	29.3	14.4	15.0	29.4
	Clothing, hats, gloves and fur goods	453/456	39.8	131.1	170.9	39.6	118.2	157.8	40.7	119.9	160.6	40.6	120.7	161.3
	Household textiles	455	17.7	23.4	41.1	17.1	23.9	41.1	17.2	23.8	41.1	17.4	24.1	41.5
	Timber and wooden furniture	46	172.8	46.9	219.7	155.7	43.4	199.1	156.4	42.0	198.4	155.4	42.2	197.7
	Paper, printing and publishing	47	298.8	170.6	469.4	295.9	173.4	469.2	294.8	172.9	467.7	296.7	173.0	469.7
	Rulp, paper, board and derived products	471-472	92.7	37.8	130.5	89.4	40.1	129.4	89.3	39.2	128.5	89.1	38.8	127.9
	Printing and publishing	475	206.1	132.8	338.9	206.5	133.3	339.8	205.5	133.7	339.2	207.5	134.2	341.8
	Rubber and plastics	48	149.0	58.4	207.4	140.5	57.4	197.9	140.2	56.6	196.8	140.5	56.4	196.9
	Other manufacturing industries	49	35.2	37.0	72.2	36.8	32.6	69.4	37.0	32.0	69.0	36.6	31.8	68.4

P Provisional

1.4 EMPLOYMENT

Employees in employment: September 1992

THOUSAND

GREAT BRITAIN	Division Class or Group	Sept 1991 R			June 1992			Sept 1992						
		Male		Female	Male		Female	Male		Female				
		All	Part-time	All	All	Part-time	All	All	Part-time	All				
SIC 1980														
All industries and services #	0-9	11,255.3	1,030.9	10,307.1	4,587.5	21,562.4	10,997.2R	10,230.6R	21,227.8R	10,811.9	1,091.5	10,048.1	4,556.1	20,860.0
Agriculture, forestry and fishing	0	214.7	31.3	79.1	28.8	293.8	190.0	73.5	263.5	210.0P	30.3P	76.8P	29.4P	288.8P
Production and construction industries	1-5	4,396.3	78.8	1,618.8	368.9	6,015.1	4,163.4	1,551.9	5,715.3	4,109.4	88.5	1,533.3	346.8	5,642.7
Production industries	1-4	3,626.1	65.9	1,479.3	312.9	5,105.3	3,475.1	1,412.3	4,887.4	3,426.2	75.6	1,393.7	290.8	4,819.9
of which: manufacturing industries	2-4	3,281.0	64.6	1,397.5	296.5	4,678.4	3,157.3	1,334.4	4,491.8	3,111.2	74.2	1,315.0	275.0	4,426.2
Service industries #	6-9	6,644.2	920.7	8,609.2	4,189.7	15,253.4	6,643.8R	8,605.2R	15,249.1R	6,492.5	972.6	8,436.0	4,179.9	14,928.5
Agriculture and horticulture	01	199.7	30.9	76.1	27.7	275.7	175.0	70.5	245.4	194.9P	29.9P	75.8P	28.3P	270.7P
Energy and water supply	1	345.1	1.2	81.8	16.4	426.9	317.8	77.9	395.7	315.0	1.3	78.7	15.8	393.7
Coal extraction and solid fuels	111	75.4	0.1	4.3	1.5	79.7	59.6	3.6	63.1	59.0	0.1	3.4	1.2	62.5
Mineral oil processing	14	14.5	0.2	2.9	0.2	17.5	14.1	3.0	17.0	13.9	3.0	3.0	0.2	16.9
Electricity	161	103.2	0.3	29.6	6.5	132.8	95.1	27.3	122.3	93.7	0.3	27.8	6.1	121.5
Gas	162	54.9	0.1	22.7	5.3	77.6	52.6	22.0	74.6	52.5	0.3	22.4	5.5	74.9
Water supply industry	17	43.0	0.5	12.7	2.2	55.8	42.0	12.4	54.4	41.4	0.5	12.4	2.0	53.8
Other mineral and ore extraction, etc	2	489.7	4.4	157.5	24.9	647.2	472.8	152.4	625.2	461.7	3.9	152.1	24.0	613.8
Extraction of metal ores and minerals	21/23	28.4	0.1	4.0	1.1	32.5	26.0	4.3	30.3	25.9	0.2	4.3	1.4	30.2
Metal manufacture	22	113.2	0.7	15.8	2.1	129.0	108.5	1.9	123.4	103.8	0.5	14.7	1.7	118.5
Non-metallic mineral products	24	139.3	1.9	40.1	7.2	179.4	133.4	38.0	171.4	130.9	1.7	37.0	7.0	167.9
Chemical industry/man-made fibres	25/26	208.8	1.6	97.6	14.5	306.4	204.9	95.2	300.0	201.1	1.6	96.1	14.0	297.2
Metal goods, engineering, vehicles	3	1,650.2	24.4	445.8	77.3	2,096.0	1,580.1	420.9	2,001.0	1,550.4	24.9	410.0	70.0	1,960.4
Metal goods nes	31	233.0	3.5	64.1	14.5	297.2	224.5	60.4	284.9	215.4	3.3	59.6	12.8	275.0
Mechanical engineering	32	564.9	7.4	109.0	25.2	673.9	541.6	105.5	647.1	532.0	7.4	105.0	24.4	637.0
Office machinery and data processing equipment	33	51.0	0.8	23.0	1.9	73.9	47.1	21.2	68.3	47.1	0.3	20.7	1.7	67.8
Electrical and electronic engineering	34	350.2	3.8	167.2	24.8	517.4	334.7	156.3	491.0	330.8	4.2	150.4	22.2	481.2
Wires, cables, batteries and other electrical equipment	341/342	91.1	0.9	31.3	5.0	122.3	92.1	29.6	121.7	90.0	1.9	30.4	5.1	120.5
Industrial electrical equipment	343	41.1	0.8	19.5	3.7	60.5	41.5	20.0	61.5	43.5	0.4	17.8	3.2	61.1
Telecommunications equipment	344	106.6	0.7	49.2	4.6	155.6	95.5	44.1	139.6	93.3	0.6	42.9	4.5	136.6
Other electronic equipment	345	64.0	0.8	44.4	7.6	108.4	59.7	39.9	99.6	58.5	1.0	37.9	5.8	98.4
Lighting/Appliances/installation	346-348	47.4	0.6	22.9	4.0	70.3	46.0	22.6	68.6	44.9	0.3	21.5	3.6	66.4
Motor vehicles and parts	35	189.7	2.8	28.2	2.8	217.9	193.7	25.8	219.5	191.0	2.8	25.1	2.5	216.1
Other transport equipment	36	198.8	2.8	26.1	2.8	224.9	178.3	23.2	201.5	172.9	2.2	22.5	2.3	195.4
Instrument engineering	37	62.5	3.4	28.1	5.2	90.6	60.3	28.4	88.7	61.2	4.7	26.7	4.1	87.9
Other manufacturing industries	4	1,141.0	35.9	794.2	194.3	1,935.3	1,104.5	761.1	1,865.9	1,099.1	45.4	752.9	181.0	1,852.1
Food, drink and tobacco	41/42	302.9	12.3	220.4	79.4	523.3	292.9	202.8	495.7	294.4	13.0	205.9	73.7	500.3
Food	411-423	247.9	11.8	198.7	76.6	446.6	240.4	183.4	423.8	242.2	12.2	185.4	70.6	427.6
Alcoholic, soft drink and tobacco manufacture	424-429	54.9	0.5	21.7	2.8	76.6	52.6	19.4	71.9	52.1	0.9	20.5	3.2	72.7
Textiles	43	96.1	1.9	79.9	14.7	176.0	95.5	79.0	174.4	94.4	3.6	77.5	14.6	171.9
Leather and leather goods	44	10.1	0.3	7.7	1.9	17.8	10.0	7.7	17.7	9.8	0.3	7.3	1.6	17.1
Footwear and clothing	45	72.9	3.1	173.3	28.7	246.2	73.3	183.6	236.9	72.3	9	158.7	23.2	231.0
Footwear	451	16.4	0.3	17.6	1.6	34.0	15.0	16.0	31.0	14.3	0.2	15.0	1.5	29.3
Clothing, hats, gloves and fur goods	453/456	39.5	1.9	132.3	22.4	171.8	41.3	123.3	164.6	40.7	3.9	119.9	16.5	160.6
Household textiles	455	17.0	0.9	23.4	4.6	40.4	17.0	24.3	41.3	17.2	0.8	23.8	5.1	41.1
Timber and wooden furniture	46	173.9	4.4	47.3	12.5	221.2	157.4	44.5	201.9	156.4	4.8	42.0	11.1	198.4
Paper, printing and publishing	47	299.9	9.8	173.6	36.4	473.5	295.5	172.4	467.9	294.8	12.1	172.9	36.2	467.7
Pulp, paper, board and derived products	471-472	93.1	0.9	40.8	6.8	133.9	88.5	39.4	127.8	89.3	2.8	39.2	6.1	128.5
Printing and publishing	475	206.7	8.9	132.9	29.6	339.6	207.1	133.0	340.0	205.5	9.3	133.7	30.1	339.2
Rubber and plastics	48	147.9	2.3	59.2	12.8	207.1	143.0	59.0	202.0	140.2	3.7	56.6	12.1	196.8
Other manufacturing industries	49	37.5	1.7	32.7	8.0	70.1	36.9	32.3	69.2	37.0	2.9	32.0	8.7	69.0
Construction	5	770.3	13.0	139.5	56.0	909.8	888.3	139.5	827.8	683.3P	13.0P	139.5P	56.0P	822.8P
Distribution, hotels, catering, repairs	6	2,079.0	383.4	2,501.3	1,498.0	4,580.4	2,046.3R	2,447.4R	4,483.8R	1,895.6	395.1	2,390.0	1,462.3	4,385.6
Wholesale distribution	61	614.9	26.5	295.5	88.2	910.4	598.2R	284.3R	880.5R	576.9	27.4	272.2	77.7	840.1
Agriculture and textile raw materials, fuels, ores, metals, etc	611/612	85.4	2.8	32.8	8.6	119.2	83.9R	31.0R	114.9R	83.3	3.2	30.4	8.1	113.6
Timber and building materials	613	94.2	3.5	28.8	8.1	121.0	96.1	25.0	121.1	87.9	3.3	23.5	7.0	111.4
Machinery, industrial equipment, vehicles and parts	614	131.7	4.3	56.5	12.8	188.2	132.5R	53.1	185.6R	127.8	3.3	51.8	12.3	179.6
Household goods/clothing	615/616	58.3	2.1	39.8	11.1	98.1	54.8	40.3	95.1	53.8	2.0	37.9	9.8	91.7
Food, drink and tobacco	617	159.3	7.9	79.7	27.7	239.1	152.5	77.0	229.5	149.8	9.9	75.0	26.5	224.8
Pharmaceutical and other goods	618/619	85.0	5.9	59.9	17.8	144.8	76.3	57.9	134.3	74.4	5.8	53.5	14.1	127.9

EMPLOYMENT
Employees in employment: September 1992

1.4
THOUSAND

GREAT BRITAIN	Division Class or Group	Sept 1991 R						June 1992			Sept 1992			
		Male		Female		All	Male	Female	All	Male		Female		All
		All	Part-time	All	Part-time	All				All	Part-time	All	Part-time	
SIC 1980														
Dealing in scrap and waste materials	62	18.7	1.4	4.4	1.6	23.1	18.5	4.2	22.7	18.0	2.2	4.0	1.7	21.9
Commission agents	63	22.0	2.4	13.9	3.5	35.9	19.9	15.9	35.9	18.7	1.4	13.8	3.6	32.5
Retail distribution	64/65	801.7	171.1	1,338.1	824.2	2,139.8	795.8	1,309.1	2,104.9	774.3	172.1	1,281.9	807.9	2,056.2
Food	641	212.3	66.9	412.1	295.0	624.4	204.4	407.9	612.3	199.8	68.2	400.3	296.1	600.1
Confectionery, tobacco, etc	642	27.6	13.8	89.8	66.7	117.4	33.5	85.3	118.7	34.2	18.2	85.4	66.4	119.6
Dispensing and other chemists	643	20.8	6.4	105.7	63.2	126.5	19.8	102.8	122.6	19.5	7.9	102.0	63.4	121.5
Clothing, footwear and leather goods	645/646	45.3	11.8	181.1	114.7	226.4	49.7	174.2	223.9	47.4	11.9	169.1	110.6	216.5
Retail household textiles/goods	647/648	124.3	18.9	115.8	64.6	240.1	123.1	119.1	242.2	115.0	16.4	114.5	64.2	229.6
Motor vehicles and parts, filling stations	651/652	188.0	19.1	77.5	30.0	265.5	182.8	78.2	260.9	179.5	16.7	76.5	29.3	256.0
Other retail distribution	653-656	183.2	34.1	356.3	190.1	539.5	182.6	341.7	524.3	178.8	32.8	334.1	178.0	512.9
Hotels and catering	66	419.7	170.2	799.6	559.8	1,219.3	428.5	786.9	1,215.4	420.0	180.9	774.4	551.1	1,194.5
Restaurants, snack bars, cafes, etc	661	108.9	38.9	173.3	118.8	282.3	110.8	185.7	296.5	108.1	42.2	181.4	128.9	289.5
Public houses and bars	662	93.4	56.3	229.5	193.4	322.9	99.6	219.0	318.6	98.0	61.6	215.6	182.3	313.6
Night clubs and licensed clubs	663	54.9	34.9	90.4	76.3	145.4	53.0	88.8	141.8	52.6	33.3	87.8	75.3	140.4
Canteens and messes	664	38.9	8.5	103.2	63.2	142.1	39.0	98.3	137.3	36.6	8.3	98.0	61.0	134.6
Hotel trade	665	105.3	27.5	179.7	96.1	284.9	108.4	170.1	278.5	107.3	31.6	166.7	89.3	274.0
Other short stay accommodation	667	18.3	4.1	23.5	12.0	41.7	17.7	25.0	42.7	17.4	4.0	24.9	14.3	42.3
Repair of consumer goods and Vehicles	67	202.0	11.8	49.7	22.6	251.8	187.3R	47.0R	234.3R	187.7	11.0	43.7	20.4	231.4
Transport and communication	7	1,014.6	50.2	308.6	76.3	1,323.2	1,003.4	300.9	1,304.3	979.8	61.0	292.3	77.5	1,272.2
Railways	71	122.0	0.5	10.6	0.9	132.6	121.2	10.5	131.7	121.2	0.5	10.5	0.9	131.7
Other inland transport	72	351.2	22.4	60.1	21.6	411.3	347.9	59.9	407.8	339.8	21.4	58.8	23.5	398.6
Sea transport	74	26.9	0.4	6.1	0.5	33.0	26.9	6.1	33.0	26.9	0.4	6.1	0.5	33.0
Air transport	75	36.5	0.9	24.6	3.0	61.1	35.9	23.5	59.4	35.7	0.6	23.4	3.4	59.1
Miscellaneous transport and storage	77	103.8	10.2	81.3	17.8	185.1	113.7	82.4	196.1	114.7	21.8	84.0	19.0	198.6
Postal services and Telecommunications	79	304.0	12.7	108.5	29.8	412.5	287.6	101.1	388.7	271.4	13.4	92.3	27.6	363.6
Postal services	7901	159.2	12.3	45.2	20.1	204.3	152.7	43.1	195.8	151.1	12.9	42.6	20.2	193.7
Telecommunications	7902	144.8	0.5	63.4	9.7	208.2	134.9	58.0	192.9	120.3	0.5	49.6	7.4	169.9
Banking, finance and insurance, etc	8	1,294.7	96.6	1,349.1	340.0	2,643.8	1,286.2	1,318.1	2,604.3R	1,267.1	115.8	1,296.0	337.7	2,563.1
Banking and finance	81	237.3	6.1	364.9	81.3	602.1	231.0	354.8	585.9	227.8	7.3	348.9	81.8	576.7
Banking and bill discounting	814	178.4	1.8	260.2	55.1	438.7	173.6	252.0	425.5	171.9	1.7	249.3	54.6	421.2
Other financial institutions	815	58.8	4.3	104.6	26.2	163.5	57.5	102.8	160.3	55.9	5.6	99.6	27.2	155.5
Insurance, except social security	82	131.6	2.8	127.6	18.7	259.2	128.6	121.0	249.6	123.7	1.8	119.2	17.0	242.9
Business services	83	765.4	61.2	748.4	204.4	1,513.8	762.7	735.2	1,497.9	760.1	74.5	725.1	206.5	1,485.2
Activities auxiliary to banking and finance	831	24.1	0.4	16.3	1.7	40.4	22.5	15.3	37.8	21.5	0.1	14.6	2.1	36.1
Activities auxiliary to insurance	832	49.7	3.8	58.4	16.6	108.1	52.5	58.2	110.8	52.4	7.3	57.8	17.6	110.2
House and estate agents	834	44.3	7.0	63.5	22.7	107.8	42.8	59.0	101.8	41.1	6.6	59.0	21.6	100.1
Legal services	835	50.2	6.1	153.8	31.8	204.0	47.2	150.2	197.4	45.3	5.4	145.5	31.7	190.8
Accountants, auditors, tax experts	836	77.8	3.3	93.3	21.7	171.2	75.0	91.6	166.6	76.6	3.5	91.4	21.5	168.0
Professional and technical services nes	837	197.3	8.1	93.6	31.1	290.9	185.4	92.0	277.4	179.9	5.9	88.7	30.8	268.5
Advertising	838	23.3	1.1	26.1	7.6	49.4	20.5	23.0	43.6	19.1	0.9	22.2	8.0	41.2
Computer services	8394	103.5	7.9	57.0	15.7	160.6	104.9	56.6	161.5	107.8	9.7	58.1	13.6	166.0
Business services nes	8395	174.0	21.8	169.7	50.4	343.6	192.1	175.0	367.2	197.4	33.9	174.4	56.9	371.9
Central offices not allocable elsewhere	8396	21.2	1.6	16.7	5.2	37.9	19.6	14.2	33.8	19.0	1.2	13.5	2.8	32.5
Renting of movables	84	93.1	12.4	39.0	11.9	132.1	89.1	39.7	128.8	84.0	13.5	36.8	11.6	120.8
Owning and dealing in real estate	85	67.2	14.2	69.3	23.7	136.5	74.8	67.4	142.2	71.5	18.7	65.9	20.8	137.3
Other services	9	2,255.9	390.4	4,450.1	2,275.5	6,706.0	2,308.0R	4,538.8R	6,846.8R	2,249.9	400.8	4,457.7	2,302.3	6,707.6
Public administration and defence + National government nes/social security	91	796.9	52.6	773.8	274.0	1,570.7	798.9R	776.3R	1,575.2R	798.4	53.9	776.1	284.2	1,574.5
Local government services nes	9111/9190	223.1	4.5	303.9	73.4	527.0	229.9	312.4	542.3	229.9	4.9	312.4	78.1	542.3
	9112	259.2	32.8	350.7	176.6	610.0	253.4	344.3	597.6	253.3	33.5	344.3	181.8	597.6
Justice, police, fire services	912-914	239.0	14.6	82.3	19.4	321.3	239.9	82.0	321.9	239.9	14.7	82.0	19.5	321.9
National defence	915	75.7	0.7	36.8	4.6	112.5	75.7R	37.6R	113.4R	75.3	0.7	37.4	4.8	112.7
Sanitary services	92	132.5	38.1	218.3	189.0	350.9	135.0	217.2	352.3	137.8	40.6	211.4	182.7	349.2
Refuse disposal, sanitation and similar services	9211/9212	63.3	1.6	12.5	6.0	75.7	62.2	12.2	74.5	62.2	1.7	12.2	6.5	74.5
Cleaning services	9230	69.3	36.5	205.9	183.0	275.2	72.8	205.0	277.8	75.5	38.9	199.2	176.2	274.7
Education	93	505.2	118.7	1,129.7	618.7	1,634.8	554.2	1,182.9	1,737.1	507.0	123.1	1,120.4	607.3	1,627.4
Research and development	94	60.9	1.1	33.5	6.4	94.4	58.1	31.9	89.9	56.8	0.9	31.0	6.1	87.8
Medical and other health services	95	278.1	53.6	1,201.7	603.1	1,479.8	282.8	1,223.4	1,506.1	290.8	58.5	1,233.6	628.7	1,524.4
Other services	96	168.3	43.8	677.7	389.5	846.0	171.3	690.7	862.0	164.3	41.5	679.8	392.2	844.1
Social welfare, etc	9611	110.2	26.3	592.1	348.2	702.3	109.2	603.7	712.9	109.6	25.8	601.0	354.8	710.7
Recreational and cultural services	97	260.2	72.6	264.2	135.6	524.4	255.5	264.8	520.3	245.9	72.4	257.9	136.5	503.7
Libraries, museums, art galleries etc	977	20.7	2.9	44.1	21.6	64.9	20.8	44.7	65.5	20.7	3.9	45.7	24.2	66.3
Sport and other recreational services	979	174.8	61.2	166.6	99.1	341.4	173.8	169.3	343.1	169.6	61.5	164.1	99.2	332.7
Personal services #	98	53.7	10.0	151.3	59.2	205.0	52.2	151.7	203.9	49.0	9.9	147.5	64.6	196.5
Hairstyling and beauty parlours	9820	13.9	1.2	99.9	31.9	113.7	13.4	104.5						

1.5 EMPLOYMENT

Employees in employment by region*

Standard region	Male		Female		Total	Index Sept 1989 =100	Production and construction industries 1-5	Index Sept 1989 =100	Production industries 1-4	Index Sept 1989 =100	Manufacturing industries 2-4	Index Sept 1989 =100	Service industries 6-9 R
	All	Part-time	All	Part-time									
	SIC 1990	R		R	R	R							
South East													
1991 June	3,770	391	3,501	1,447	7,271	95.7	1,540	89.1	1,257	89.2	1,158	88.5	5,673
1991 Sept	3,723	358	3,456	1,406	7,178	94.5	1,523	88.1	1,248	88.6	1,150	87.9	5,594
1991 Dec	3,703	391	3,461	1,444	7,163	94.3	1,505	87.0	1,241	88.1	1,143	87.4	5,604
1992 Mar	3,659	382	3,437	1,433	7,096	93.4	1,466	84.8	1,211	86.0	1,114	85.2	5,579
1992 June	3,636 R	387	3,431 R	1,435	7,066 R	93.0	1,462	84.5	1,211	85.9	1,115	85.2	5,549 R
1992 Sept	3,561	361	3,344	1,379	6,905	90.9	1,446	83.6	1,196	84.9	1,101	84.1	5,398
Greater London (Included in South East)													
1991 June	1,731	151	1,527	507	3,258	93.6	539	87.2	423	86.8	381	85.9	2,718
1991 Sept	1,720	145	1,510	493	3,230	92.8	534	86.2	420	86.4	379	85.4	2,695
1991 Dec	1,709	157	1,496	495	3,205	92.1	527	85.1	418	85.9	375	84.6	2,677
1992 Mar	1,692	149	1,482	489	3,175	91.2	519	83.9	414	85.0	371	83.7	2,655
1992 June	1,681	150	1,468	482	3,149	90.5	515	83.2	411	84.5	369	83.3	2,633
1992 Sept	1,661	152	1,440	469	3,102	89.1	519	83.3	416	85.5	374	84.3	2,581
East Anglia													
1991 June	428	48	379	183	806	100.7	215	92.3	182	93.1	171	92.7	564
1991 Sept	425	44	375	176	800	99.9	212	91.2	181	92.3	169	91.9	558
1991 Dec	420	50	375	181	795	99.3	204	87.8	174	88.9	163	88.4	563
1992 Mar	413	45	370	181	783	97.8	200	86.1	171	87.6	160	87.0	556
1992 June	416 R	50	364	177	780	97.4	205	88.2	177	90.2	165	89.8	547
1992 Sept	411	45	360	173	771	96.4	201	86.4	173	88.2	162	87.8	540
South West													
1991 June	903	100	855	425	1,756	100.2	445	92.6	377	93.4	349	92.9	1,273
1991 Sept	900	99	847	423	1,747	99.6	443	92.2	377	93.4	349	92.9	1,262
1991 Dec	881	99	840	428	1,722	98.2	434	90.4	371	91.9	344	91.5	1,248
1992 Mar	868	102	828	421	1,696	96.7	417	86.8	356	88.3	330	87.7	1,240
1992 June	873 R	112	844	435	1,717 R	97.9	409	85.2	348	86.5	323	85.8	1,271 R
1992 Sept	858	104	833	434	1,691	96.4	402	83.7	343	84.9	317	84.3	1,247
West Midlands													
1991 June	1,079	104	931	405	2,010	95.7	731	89.1	647	89.2	613	88.7	1,254
1991 Sept	1,061	87	920	400	1,981	94.3	715	87.1	634	87.4	600	86.9	1,239
1991 Dec	1,057	108	907	398	1,964	93.5	693	84.5	615	84.8	585	84.6	1,247
1992 Mar	1,050	112	896	394	1,947	92.6	673	82.0	598	82.4	568	82.2	1,251
1992 June	1,051	115	895	400	1,947 R	92.6	672	81.9	598	82.4	569	82.4	1,251
1992 Sept	1,020	110	876	387	1,895	90.2	658	80.2	585	80.6	556	80.5	1,211
East Midlands													
1991 June	817	73	741	352	1,556	99.0	559	91.1	498	91.4	453	91.7	974
1991 Sept	822	71	734	345	1,556	98.9	556	90.7	497	91.3	453	91.7	971
1991 Dec	807	72	736	352	1,543	98.1	549	89.5	493	90.4	450	91.0	968
1992 Mar	803	76	734	349	1,538	97.7	540	88.0	485	89.1	445	90.0	973
1992 June	801	75	731 R	352 R	1,532 R	97.3	538	87.6	484	88.8	445	90.1	970 R
1992 Sept	799	76	717	343	1,516	96.3	534	87.0	480	88.2	442	89.4	955
Yorkshire and Humberside													
1991 June	979	83	898	447	1,877	98.6	613	92.9	525	93.8	472	93.8	1,241
1991 Sept	976	81	890	440	1,866	98.0	612	92.7	526	94.1	475	94.3	1,229
1991 Dec	959	81	893	449	1,852	97.2	600	90.8	518	92.5	468	92.9	1,230
1992 Mar	948	78	892	448	1,840	96.6	587	89.0	509	90.9	459	91.2	1,232
1992 June	956	88	893	451	1,851	97.2	582	88.2	505	90.2	460	91.3	1,247
1992 Sept	939	82	882	447	1,821	95.6	576	87.3	499	89.2	455	90.3	1,220
North West													
1991 June	1,248	107	1,149	527	2,397	98.6	749	91.3	648	91.9	605	91.6	1,639
1991 Sept	1,242	105	1,148	526	2,380	98.3	745	90.8	646	91.7	604	91.4	1,628
1991 Dec	1,217	109	1,143	525	2,360	97.1	727	88.7	633	89.8	592	89.6	1,617
1992 Mar	1,196	103	1,145	527	2,341	96.3	712	86.8	622	88.2	582	88.0	1,614
1992 June	1,190 R	104 R	1,138	527	2,328 R	95.7	699	85.2	610	86.5	572	86.5	1,614 R
1992 Sept	1,174	102	1,125	519	2,299	94.5	687	83.7	598	84.8	560	84.7	1,596
North													
1991 June	567	41	514	242	1,081	98.8	359	92.3	297	93.4	261	93.2	710
1991 Sept	571	42	517	243	1,088	97.5	360	92.5	300	94.3	264	94.3	716
1991 Dec	570	47	519	245	1,089	97.6	357	91.9	300	94.3	264	94.3	720
1992 Mar	558	47	522	248	1,080	96.7	348	89.4	293	92.0	260	92.8	721
1992 June	557	52	515	248	1,072	96.1	341	87.6	287	90.1	254	90.7	721 R
1992 Sept	550	48	503	243	1,053	94.4	340	87.3	286	89.9	253	90.4	702
Wales													
1991 June	505	41	464	215	969	98.2	288	91.0	247	91.6	223	92.2	661
1991 Sept	508	40	467	215	975	98.9	292	92.0	251	93.2	228	94.0	662
1991 Dec	493	41	465	217	958	97.1	281	88.7	243	90.0	220	90.8	657
1992 Mar	490	41	460	214	950	96.3	278	87.8	241	89.4	218	90.1	653
1992 June	493	43	462	215	952	96.5	279	88.0	242	89.9	220	91.0	653
1992 Sept	488	45	467	214	945	95.8	276	87.6	242	89.8	220	90.9	646
Scotland													
1991 June	1,031	106	953	417	1,984	100.8	561	94.6	444	96.6	385	95.7	1,394
1991 Sept	1,026	103	954	414	1,980	100.6	557	93.9	444	96.5	385	95.7	1,394
1991 Dec	1,026	105	952	416	1,978	100.5	543	91.5	434	94.5	376	93.5	1,406
1992 Mar	1,020	112	965	418	1,975	100.4	535	90.1	430	93.6	373	92.6	1,411
1992 June	1,027 R	123	957	419	1,983	100.8	528	89.0	425	92.5	368	91.5	1,427
1992 Sept	1,012	118	951	418	1,963	99.8	520	87.6	418	90.9	361	89.6	1,416
Great Britain													
1991 June	11,327	1,093	10,383	4,859	21,710	97.6	6,061	91.0	5,122	91.6	4,691	91.2	15,377
1991 Sept	11,255	1,031	10,307	4,887	21,562	97.0	6,015	90.4	5,105	91.3	4,678	91.0	15,253
1991 Dec	11,132	1,102	10,291	4,856	21,423	96.4	5,895	88.5	5,022	89.8	4,607	89.6	15,262
1992 Mar	11,006	1,098	10,240	4,632	21,246	95.6	5,757	86.5	4,917	87.9	4,509	87.7	15,229
1992 June	10,997 R	1,147 R	10,231 R	4,658 R	21,228 R	95.5	5,715	85.9	4,887	87.4	4,492	87.3	15,249 R
1992 Sept	10,812	1,091	10,048	4,556	20,860	93.8	5,643	84.8	4,820	86.2	4,426	86.1	14,929
Northern Ireland													
1991 June	269	..	256	..	525	99.4	133	95.3	110	96.8	102	96.9	373
1991 Sept	268	..	255	..	524	99.1	132	94.6	109	96.4	102	96.4	372
1991 Dec	267	..	257	..	525	99.3	131	93.3	108	95.3	101	95.4	375
1992 Mar	264	..	255	..	519	98.2	127	91.0	106	93.1	98	93.2	372
1992 June	265 R	..	254	..	519 R	98.2	126	89.8	105 R	92.0	97	92.2	374 R
1992 Sept	265	..	254	..	519	98.3	126	89.7	104	92.0	97	92.2	375
United Kingdom													
1991 June	11,596	..	10,639	..	22,235	97.7	6,195	91.1	5,232	91.7	4,793	91.3	15,749
1991 Sept	11,524	..	10,562	..	22,086	97.0	6,149	90.4	5,215	91.4	4,780	91.1	15,625
1991 Dec	11,399	..	10,548	..	21,948	96.4	6,072	88.6	5,131	89.9	4,708	89.7	15,637
1992 Mar	11,270	..	10,495	..	21,765	95.6	5,897	85.6	5,022	88.0	4,607	87.8	15,602
1992 June	11,282 R	..	10,485 R	..	21,747 R	95.5	5,841	85.9	4,992	87.5	4,589	87.4	15,623 R
1992 Sept	11,077	..	10,302	..	21,379	93.9	5,788	84.9	4,924	86.3	4,524	86.2	15,303

* See footnotes to table 1.1.

EMPLOYMENT **1.5**
 Employees in employment by region* **THOUSAND**

Index Sept 1989=100	Agricul- ture, forestry and fishing 0	Energy and water supply 1	Metal manufac- turing and chemicals 2	Metal goods, engineer- ing and vehicles 3	Other manufac- turing 4	Construc- tion 5	Wholesale distribution, hotels and catering 6	Transport and communi- cation 7	Banking insurance and finance 8	Education, health and other services 9	Standard region	SIC 1980
97.7	57	98	135	562	461	283	1,517	538	1,246	2,372	South East	1991 June
96.4	62	98	137	556	457	275	1,484	537	1,239	2,323		Sept
96.6	54	98	135	554	454	254	1,491	532	1,223	2,358		Dec
96.1	52	97	134	537	444	255	1,461	532	1,215	2,371	1992	Mar
95.6	56	95	134	536	445	251	1,463 R	523	1,208	2,355 R		June
93.0	61 P	95	132	529	441	250 P	1,408	505	1,195	2,290		Sept
											Greater London (Included in South East)	
95.0	1	42	37	145	199	117	614	289	735	1,079	1991	June
94.2	1	41	37	144	198	113	604	289	731	1,071		Sept
93.6	1	43	37	143	196	109	604	287	719	1,066		Dec
92.8	1	43	36	145	191	105	594	288	708	1,065	1992	Mar
92.0	1	42	36	142	191	103	597	281	700	1,056 R		June
90.2	1 P	42	36	145	193	103 P	575	270	696	1,041		Sept
											East Anglia	
105.4	28	12	16	70	85	33	184	60	74	246	1991	June
104.3	30	11	16	69	84	32	185	61	73	238		Sept
105.3	28	11	16	68	78	30	183	60	71	230		Dec
104.0	27	11	15	66	79	29	176	61	69	250	1992	Mar
102.3	28	11	15	67	83	29	172	61	68	245		June
101.0	31 P	11	16	64	82	28 P	167	61	68	244		Sept
											South West	
103.5	39	28	34	178	138	68	427	86	198	562	1991	June
102.6	43	28	34	178	137	66	432	88	197	545		Sept
101.5	39	27	32	175	137	63	419	87	191	551	1992	Mar
100.8	38	27	32	169	129	61	403	87	189	561		June
103.3	37	27	31	163	128	60	425	87	195	563 R		Sept
101.4	41 P	26	30	162	125	60 P	420	87	188	553		
											West Midlands	
100.1	25	34	91	346	175	84	382	102	200	570	1991	June
98.9	27	34	90	342	169	81	383	99	199	558		Sept
99.6	24	31	88	337	160	78	377	106	197	568		Dec
99.9	23	30	87	326	154	75	374	102	193	582	1992	Mar
99.8	24	29	86	332	151	74	380	105	185	582		June
96.6	26 P	29	85	318	153	73 P	365	104	182	559		Sept
											East Midlands	
104.6	26	45	59	167	227	61	343	79	130	421	1991	June
104.3	28	44	59	167	227	59	344	79	132	416		Sept
103.9	26	43	58	164	228	58	340	78	129	421		Dec
104.4	25	41	58	160	227	54	338	77	130	427	1992	Mar
104.1	25	39	60	157	227	54	333 R	75	135	427		June
102.5	28 P	39	58	160	223	53 P	324	76	131	424		Sept
											Yorkshire & Humberside	
101.9	23	52	82	166	224	88	415	104	160	562	1991	June
100.8	25	51	82	166	227	85	414	102	159	554		Sept
101.0	22	50	81	164	222	82	412	101	155	561		Dec
101.1	21	49	81	160	219	79	405	101	156	570	1992	Mar
102.3	22	45	80	161	219	78	407	103	158	579		June
100.1	24 P	44	80	155	220	77 P	398	98	159	565		Sept
											North West	
102.3	15	43	94	253	258	101	502	136	261	734	1991	June
102.1	17	42	94	250	259	98	502	135	261	730		Sept
101.4	15	41	94	238	260	94	503	137	253	725		Dec
101.2	15	40	92	235	255	91	491	136	255	732	1992	Mar
101.2	15	38	91	230	251	89	498 R	135	250	731		June
100.0	16 P	38	88	224	248	89 P	498	131	242	726		Sept
											North	
99.6	11	36	51	116	95	62	215	59	87	349	1991	June
100.3	12	36	51	115	99	60	219	58	89	349		Sept
100.9	11	34	52	116	98	57	217	58	89	356		Dec
101.0	11	33	49	112	99	55	215	58	91	357	1992	Mar
101.0	11	33	47	110	97	54	213	58	92	358		June
98.3	12 P	33	47	110	97	54 P	210	56	89	347		Sept
											Wales	
101.9	20	24	46	98	79	42	189	53	90	329	1991	June
102.2	22	24	46	100	81	40	192	52	90	328		Sept
101.3	20	23	46	95	79	39	182	49	90	336		Dec
100.7	19	23	45	95	78	37	179	51	88	335	1992	Mar
100.8	20	22	44	98	79	37	183	49	89	332		June
99.5	22 P	22	43	95	81	36 P	180	48	89	328		Sept
											Scotland	
103.7	28	59	38	153	194	117	415	111	205	662	1991	June
103.7	28	59	38	153	194	114	415	112	203	664		Sept
104.6	28	58	38	155	184	109	418	111	213	664		Dec
105.0	28	58	37	153	183	105	411	110	217	673	1992	Mar
106.2	27	57	36	147	185	103	419	109	223	676		June
105.3	28 P	57	35	143	182	102 P	416	107	220	672		Sept
											Great Britain	
100.7	272	431	646	2,108	1,936	939	4,590	1,328	2,652	6,807	1991	June
99.9	294	427	647	2,096	1,935	910	4,580	1,323	2,644	6,706		Sept
99.9	267	416	640	2,066	1,901	872	4,542	1,319	2,611	6,790		Dec
99.7	260	408	629	2,012	1,867	840	4,452	1,315	2,604	6,858	1992	Mar
99.8	264	396	625	2,001	1,866	828	4,494 R	1,304	2,604	6,847 R		June
97.7	269 P	394	614	1,960	1,852	823 P	4,386	1,272	2,563	6,708		Sept
											Northern Ireland	
101.2	19	8	10	31	61	23	96	21	35	221	1991	June
101.0	19	8	10	30	61	23	97	21	36	219		Sept
101.8	19	8	10	30	61	22	99	20	36	219		Dec
101.1	19	7	10	29	59	22	97	20	35	220	1992	Mar
101.5	19	7	10	29	59	21	98	20	36 R	220		June
101.7	19 P	7	10	28	59	21 P	98	20	36	221		Sept
											United Kingdom	
100.7	291	439	657	2,139	1,997	962	4,686	1,349	2,687	7,028	1991	June
99.9	313	434	657	2,126	1,996	933	4,677	1,344	2,680	6,925		Sept
100.0	286	423	650	2,096	1,961	894	4,641	1,339	2,647	7,010		Dec
99.7	279	415	639	2,042	1,927	862	4,549	1,335	2,640	7,078	1992	Mar
99.9	283	403	635	2,030	1,924	849	4,592 R	1,324	2,640 R	7,067 R		June
97.8	308 P	401	624	1,989	1,911	844 P	4,484	1,292	2,599	6,928		Sept

* See footnotes to table 1.1.

1.7 EMPLOYMENT Manpower in the local authorities

	Mar 15 1991			June 14 1991 R			Sept 13 1991 P		
	Full-time	Part-time	Full-time equivalent *	Full-time	Part-time	Full-time equivalent *	Full-time	Part-time	Full-time equivalent *
TABLE A England *									
Education									
-Lecturers and teachers	435,465	185,753	478,222	433,621	174,288	475,117	428,777	120,156	463,670
-Others	157,346	471,502	365,535	156,950	468,469	364,233	155,873	455,187	357,139
Construction	87,511	836	87,904	84,412	866	84,820	82,999	768	83,363
Transport	2,029	89	2,072	2,042	102	2,091	1,308	54	1,332
Social services	157,394	184,874	237,407	155,983	183,665	235,539	155,267	183,544	234,852
Public libraries and museums	23,402	19,301	33,206	22,842	19,562	32,768	22,873	19,485	32,775
Recreation, parks and baths	59,131	31,087	72,932	61,611	32,305	75,942	61,320	33,236	76,070
Environmental health	17,835	1,660	18,612	18,015	1,689	18,813	18,209	1,729	19,023
Refuse collection and disposal	26,785	487	26,998	27,004	524	27,233	25,037	465	25,243
Housing	58,617	13,775	64,954	58,839	13,744	65,178	58,957	13,764	65,329
Town and country planning	22,370	1,558	23,186	22,289	1,578	23,117	22,318	1,650	23,183
Fire service									
-Regular	34,585		34,585	34,528		34,528	34,495		34,495
-Others #	4,830	2,044	5,740	4,800	1,990	5,690	4,878	1,840	5,707
Miscellaneous services	223,019	46,711	244,411	221,818	47,740	243,696	222,895	48,246	245,037
All above	1,310,319	959,677	1,695,764	1,304,754	946,522	1,688,765	1,295,206	880,124	1,667,218
Police service									
-Police (all ranks)	120,713		120,713	120,895		120,895	120,794		120,794
-Others §	46,138	6,098	48,770	46,380	6,135	49,028	46,599	6,147	49,252
Probation, magistrates' courts and agency staff	21,424	7,493	25,150	21,434	8,101	25,410	21,447	7,219	25,045
All (excluding special employment and training measures)	1,498,594	973,268	1,890,397	1,493,463	960,758	1,884,098	1,484,046	893,490	1,862,309
TABLE B Wales *									
Education									
-Lecturers and teachers	8,848		32,344	30,480	8,216	32,281	30,357	6,261	31,921
-Others	10,531	30,299	23,461	10,583	29,886	23,333	10,565	29,239	23,023
Construction	7,171	36	7,187	7,039	29	7,052	6,929	32	6,944
Transport	35	21	46	44	3	46	46	13	43
Social services	9,567	13,686	15,337	9,577	13,714	15,355	9,860	13,748	15,671
Public libraries and museums	1,229	880	1,660	1,238	889	1,674	1,176	993	1,666
Recreation, parks and baths	4,131	2,641	5,268	4,646	2,977	5,924	4,667	2,960	5,940
Environmental health	1,262	220	1,355	1,302	207	1,389	1,356	201	1,442
Refuse collection and disposal	1,651	18	1,659	1,642	24	1,652	1,583	13	1,589
Housing	2,595	647	2,893	2,596	635	2,889	2,629	670	2,938
Town and country planning	1,567	63	1,599	1,587	70	1,623	1,637	71	1,674
Fire service									
-Regular	1,779		1,779	1,821		1,821	1,824		1,824
-Others #	285	180	361	295	180	371	295	210	384
Miscellaneous services	17,394	3,355	18,846	17,350	3,441	18,841	17,387	3,456	18,885
All above	89,670	60,894	113,795	90,200	60,271	114,251	90,301	57,867	113,944
Police service									
-Police (all ranks)	6,536		6,536	6,556		6,556	6,551		6,551
-Others §	2,053	406	2,228	2,048	408	2,224	2,057	415	2,236
Probation, magistrates' courts and agency staff	1,244	327	1,398	1,247	324	1,400	1,275	348	1,440
All (excluding special employment and training measures)	99,503	61,627	123,957	100,051	61,003	124,431	100,184	58,630	124,171
TABLE C Scotland **+									
Education									
-Lecturers and teachers ##	56,625	8,649	60,084	56,028	8,407	59,391	55,598	7,848	58,737
-Others	17,940	19,760	27,850	17,857	19,573	27,682	17,733	19,595	27,574
Construction	13,259	89	13,302	13,421	92	13,485	13,076	84	13,116
Transport	719	47	743	743	40	764	746	45	770
Social services	23,055	27,803	36,283	22,985	27,832	36,239	23,367	27,476	36,463
Public libraries and museums	3,507	1,664	4,414	3,508	1,724	4,447	3,632	1,703	4,565
Recreation, parks and baths	10,829	3,016	12,271	11,947	3,427	13,588	11,506	3,357	13,113
Environmental health	2,188	495	2,423	2,209	539	2,463	2,282	526	2,530
Refuse collection and disposal	7,744	202	7,838	8,093	199	8,187	8,116	267	8,241
Housing	6,987	557	7,279	6,977	572	7,278	6,934	594	7,251
Town and country planning	1,966	101	2,023	1,972	118	2,039	1,965	138	2,044
Fire service									
-Regular	4,643	9	4,648	4,656	11	4,662	4,624	11	4,630
-Others #	469	144	537	454	157	528	459	155	532
Miscellaneous services	45,310	24,397	56,696	45,401	24,424	56,806	46,426	24,496	57,870
All above	195,241	86,933	236,391	196,251	87,115	237,539	196,464	86,295	237,436
Police service									
-Police (all ranks)	13,880	11	13,886	13,899	11	13,905	13,843	10	13,849
-Others §	3,441	2,530	4,619	3,455	2,557	4,647	3,434	2,574	4,633
Probation, magistrates' courts and agency staff	140	22	151	140	20	151	146	19	156
All (excluding special employment and training measures)	212,702	89,496	255,047	213,745	89,703	256,242	213,887	87,888	256,074

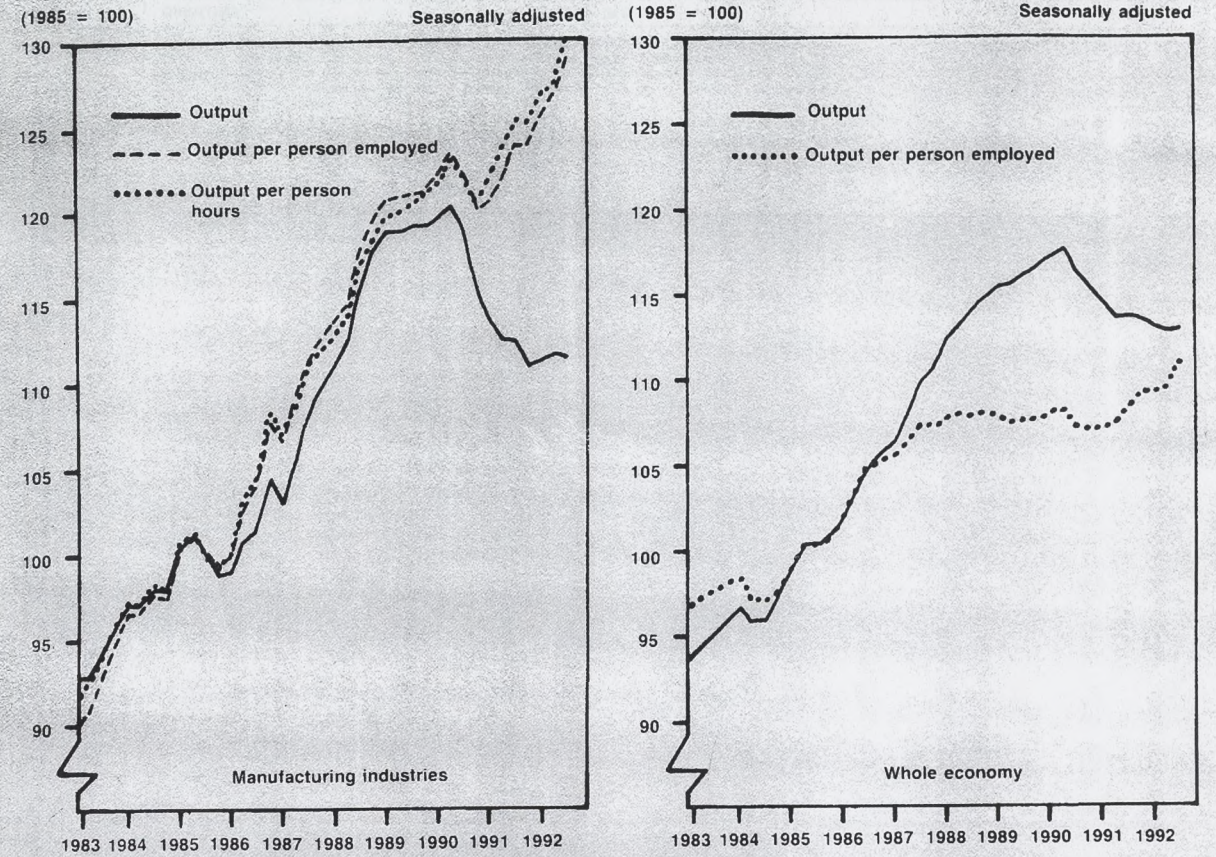
EMPLOYMENT 1.7

Manpower in the local authorities

	Dec 13 1991 P			Mar 13 1992 PR			June 12 1992 P		
	Full-time	Part-time	Full-time equivalent *	Full-time	Part-time	Full-time equivalent *	Full-time	Part-time	Full-time equivalent *
TABLE A England * (continued)									
Education									
-Lecturers and teachers	430,529	177,608	471,832	431,741	181,136	474,914	426,944	166,770	468,542
-Others	156,822	469,170	364,743	156,233	472,699	366,339	152,920	465,074	359,732
Construction	81,411	918	81,849	79,785	846	80,187	76,673	806	77,062
Transport	1,451	84	1,492	1,401	71	1,455	1,433	79	1,494
Social services	154,713	183,213	234,247	154,261	182,360	233,437	153,526	180,913	232,285
Public libraries and museums	22,618	19,345	32,464	22,394	19,638	32,380	22,436	19,643	32,448
Recreation, parks and baths	57,429	32,188	71,717	55,875	30,950	69,608	58,027	33,036	72,723
Environmental health	18,292	1,936	19,200	18,419	1,951	19,328	18,726	1,935	19,637
Refuse collection and disposal	24,431	407	24,613	23,719	424	23,907	23,384	448	23,586
Housing	58,853	13,821	65,258	58,504	13,948	64,977	58,894	13,998	65,411
Town and country planning	22,317	1,676	23,196	22,332	1,727	23,229	22,179	1,784	23,116
Fire service									
-Regular	34,418	-	34,418	34,411	-	34,411	34,288	-	34,288
-Others §	4,892	1,883	5,739	4,900	1,915	5,761	4,941	1,869	5,783
Miscellaneous services	220,400	48,020	242,445	217,455	48,113	239,536	215,517	48,924	238,012
All above	1,288,576	950,269	1,673,213	1,281,430	955,778	1,669,447	1,269,910	935,279	1,654,119
Police service									
-Police (all ranks)	120,551	-	120,551	120,892	-	120,892	120,848	-	120,848
-Others §	46,990	6,146	49,643	47,173	6,217	49,856	47,210	6,588	50,053
Probation, magistrates' courts and agency staff	21,587	7,508	25,322	21,701	7,717	25,504	21,687	7,572	25,442
All (excluding special employment and training measures)	1,477,704	963,923	1,868,729	1,471,196	969,712	1,865,699	1,459,655	949,439	1,850,462
TABLE B Wales * (continued)									
Education									
-Lecturers and teachers	30,227	9,225	32,117	30,277	9,658	32,297	29,213	8,509	31,107
-Others	10,702	30,031	23,504	10,758	30,198	23,685	9,984	29,339	22,482
Construction	6,796	32	6,811	6,733	24	6,744	6,496	26	6,508
Transport	28	20	39	28	18	38	36	12	42
Social services	9,788	14,063	15,728	9,931	14,206	15,944	9,793	14,272	15,848
Public libraries and museums	1,207	985	1,692	1,212	994	1,705	1,185	992	1,677
Recreation, parks and baths	4,159	2,891	5,402	4,069	2,846	5,294	4,520	3,023	5,823
Environmental health	1,353	210	1,443	1,377	195	1,461	1,375	219	1,469
Refuse collection and disposal	1,559	13	1,565	1,627	13	1,633	1,637	14	1,643
Housing	2,647	685	2,964	2,637	692	2,957	2,704	704	3,029
Town and country planning	1,649	61	1,690	1,652	64	1,685	1,636	74	1,674
Fire service									
-Regular	1,832	-	1,832	1,822	-	1,822	1,837	-	1,837
-Others §	291	207	378	291	182	370	293	177	367
Miscellaneous services	17,335	3,408	18,814	17,301	3,402	18,781	17,289	3,422	18,779
All above	89,573	61,831	113,969	89,715	62,492	114,416	87,998	60,783	112,285
Police service									
-Police (all ranks)	6,556	-	6,556	6,577	-	6,577	6,595	-	6,595
-Others §	2,034	428	2,219	2,053	433	2,240	2,083	448	2,276
Probation, magistrates' courts and agency staff	1,282	363	1,455	1,290	356	1,460	1,265	407	1,463
All (excluding special employment and training measures)	99,445	62,622	124,199	99,635	63,281	124,693	97,941	61,638	122,619
TABLE C Scotland **++ (continued)									
Education									
-Lecturers and teachers ##	56,172	8,717	59,659	56,621	8,780	60,133	56,411	8,696	59,889
-Others *	17,694	19,989	27,733	17,764	20,225	27,929	17,390	20,384	27,645
Construction	12,730	96	12,776	12,252	69	12,285	12,385	98	12,431
Transport	743	45	766	745	49	770	741	47	766
Social services	23,368	27,897	36,660	23,632	27,549	36,766	23,607	27,618	36,784
Public libraries and museums	3,462	1,655	4,375	3,481	1,670	4,401	3,511	1,760	4,484
Recreation, parks and baths	10,384	3,104	11,873	10,199	3,128	11,701	11,612	3,497	13,289
Environmental health	2,250	501	2,486	2,251	466	2,472	2,280	542	2,536
Refuse collection and disposal	7,821	238	7,932	7,733	226	7,839	7,940	243	8,055
Housing	6,849	581	7,161	6,861	600	7,184	6,902	614	7,235
Town and country planning	1,994	120	2,062	2,012	126	2,084	2,069	136	2,147
Fire service									
-Regular	4,628	11	4,634	4,648	13	4,656	4,673	13	4,681
-Others #	455	98	502	453	146	532	467	145	535
Miscellaneous services	46,076	24,438	57,504	46,647	24,246	57,990	47,091	24,879	58,727
All above	194,626	87,490	236,123	195,309	87,292	236,742	197,079	88,672	239,204
Police service									
-Police (all ranks)	13,852	11	13,858	13,938	10	13,944	13,937	10	13,943
-Others §	3,436	2,611	4,656	3,477	2,618	4,700	3,538	2,647	4,776
Probation, magistrates' courts and agency staff	144	17	153	145	19	154	138	20	149
All (excluding special employment and training measures)	212,058	90,129	254,790	212,869	89,939	255,540	214,692	91,349	258,072

Notes: * Based on the following factors to convert part time employees to approximate full-time equivalents: teachers and lecturers in further education, 0.11; teachers in primary and secondary education and all other non-manual employees, 0.53; manual employees 0.41.
Includes administrative, clerical and cleaning staff.
§ Includes civilian employees of police forces, traffic wardens and police cadets.
* The responsibilities of local authorities in Scotland differ somewhat from those in England and Wales: for example, they discharge responsibilities for water management which fall to Regional Water Authorities in England and Wales.
++ Based on the following factors to convert part-time employees to approximate full-time equivalents: lecturers and teachers 0.40; non-manual staff excluding Police, Teachers and Fireman 0.59; (0.58) manual employees 0.45.
Includes only those part-time staff employed in vocation FE.

1.8 EMPLOYMENT Indices of output, employment and productivity



Source: Central Statistical Office

UNITED KINGDOM	Whole economy			Production Industries Divisions 1-4			Manufacturing Industries Divisions 2-4		
	Output *	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.9	100.1	103.7	102.4	97.3	105.3	101.3	97.9	103.5
1987	108.6	101.9	106.6	105.7	96.1	110.1	106.6	97.0	109.8
1988	113.5	105.2	107.9	109.5	96.7	113.2	114.1	98.2	116.2
1989	115.9	107.8	107.5	109.9	96.6	113.7	119.0	98.5	120.8
1990	116.6	108.5	107.5	109.3	95.2	114.8	118.4	97.2	121.9
1991	113.7	105.4	108.0	106.1	90.1	117.8	112.2	91.6	122.5
1994 Q3	95.7	99.0	96.7	93.3	100.6	92.6	97.9	100.3	97.6
1994 Q4	96.8	99.5	97.3	94.4	100.5	93.9	97.7	100.4	97.3
1995 Q1	98.5	99.8	98.7	97.8	100.4	97.4	100.4	100.3	100.2
1995 Q2	100.3	100.0	100.3	101.7	100.2	101.5	101.1	100.1	101.0
1995 Q3	100.2	100.1	100.1	100.6	99.9	100.7	99.9	100.0	99.9
1995 Q4	100.9	100.1	100.8	99.9	98.4	100.5	98.6	99.7	99.0
1996 Q1	101.7	100.0	101.7	101.1	98.7	102.5	98.8	99.1	99.7
1996 Q2	103.3	100.0	103.3	102.2	97.6	104.7	100.8	98.2	102.6
1996 Q3	104.8	100.1	104.7	103.0	96.8	106.4	101.3	97.3	104.1
1996 Q4	105.6	100.4	105.2	103.5	96.2	107.5	104.4	97.0	107.7
1997 Q1	106.2	100.7	105.5	103.7	95.8	108.3	103.0	96.5	106.7
1997 Q2	107.9	101.5	106.3	104.8	95.9	109.2	105.6	96.8	109.1
1997 Q3	109.8	102.3	107.4	106.7	96.2	111.0	108.1	97.2	111.2
1997 Q4	110.6	103.2	107.2	107.8	96.4	111.9	109.6	97.5	112.4
1998 Q1	112.2	104.1	107.8	107.9	96.6	111.8	111.0	97.9	113.4
1998 Q2	113.0	104.8	107.9	109.4	96.7	113.2	112.3	98.1	114.5
1998 Q3	113.9	105.7	107.8	110.3	96.7	114.0	115.4	98.3	117.4
1998 Q4	114.8	106.3	108.0	110.5	96.9	114.0	117.5	98.4	119.4
1999 Q1	115.4	107.1	107.8	109.7	96.9	113.2	118.9	98.6	120.6
1999 Q2	115.5	107.6	107.4	109.0	96.7	112.7	118.8	98.5	120.7
1999 Q3	116.1	108.0	107.5	110.3	96.6	114.3	119.1	98.5	121.0
1999 Q4	116.5	108.4	107.5	110.5	96.3	114.7	119.0	98.3	121.0
1990 Q1	117.2	108.6	107.9	109.8	96.1	114.3	119.5	98.0	121.9
1990 Q2	117.6	108.8	108.1	111.7	95.7	116.7	120.3	97.5	123.4
1990 Q3	116.2	108.6	107.0	108.6	95.2	114.1	118.8	97.2	122.2
1990 Q4	115.3	107.9	106.9	107.0	94.0	113.9	115.2	96.0	120.0
1991 Q1	114.4	106.9	107.0	106.7	92.4	115.5	113.4	94.2	120.4
1991 Q2	113.5	105.8	107.3	105.2	90.7	116.0	112.4	92.3	121.7
1991 Q3	113.6	104.9	108.3	106.3	89.3	119.0	112.3	90.6	123.9
1991 Q4	113.4	104.0	109.1	106.2	88.0	120.6	110.8	89.5	123.8
1992 Q1	112.9	103.5	109.1	105.3	86.9	121.1	111.1	88.5	125.6
1992 Q2	112.7	103.0	109.4	104.9	86.3	121.6	111.6	87.9	126.9
1992 Q3	112.8	101.7	110.9	105.7	84.7	124.7	111.4	86.2	129.1

* 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*.

EMPLOYMENT 1.11

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN															
week ended	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost	Average per operative on short-time	
1987	1,350	36.0	9.4	12.63		4	149	20	199	10.0	24	0.6	348	14.6	
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	0.5	244	14.4	
1989	1,394	37.6	9.6	13.44		3	119	19	183	9.5	22	0.6	302	13.7	
1990	1,322	37.7	9.4	12.43		7	263	15	133	9.0	22	0.6	396	19.5	
1991	1,075	34.5	9.1	9.82		8	327	53	486	9.3	61	1.9	813	13.6	
1990 week ended															
Nov 9	1,355	40.1	9.2	12.51	11.49	7	285	18	161	8.9	26	0.8	446	17.3	
Dec 14	1,296	38.9	9.5	12.34	11.25	7	261	20	173	8.9	27	0.9	435	16.3	
1991 week ended															
Jan 11	1,096	33.6	9.0	9.80	10.80	11	432	28	290	10.1	39	1.3	722	18.5	
Feb 8	1,061	32.9	8.7	9.22	9.57	10	393	55	523	9.5	65	2.0	917	14.0	
Mar 15	1,060	33.3	9.0	9.49	10.00	11	420	94	836	9.1	104	3.2	1,255	956	12.0
Apr 12	1,052	33.4	8.8	9.21	9.70	10	385	88	842	9.7	98	3.0	1,226	984	12.6
May 17	1,052	33.8	9.0	9.36	9.65	11	431	61	545	9.1	72	2.3	976	906	13.6
June 14	1,041	33.6	9.2	9.57	9.83	7	278	48	452	9.4	55	1.8	730	938	13.2
July 12	1,104	35.7	9.3	10.32	10.50	6	212	48	422	8.7	53	1.7	634	723	11.8
Aug 16	1,020	33.0	9.3	9.54	9.94	12	451	43	386	9.0	54	1.8	837	899	15.3
Sep 13	1,047	34.1	9.3	9.69	9.41	8	325	47	411	8.7	55	1.8	736	819	13.3
Oct 11	1,134	37.2	9.4	10.70	9.58	3	115	44	373	8.4	47	1.5	488	604	10.3
Nov 15	1,133	37.2	9.2	10.46	9.45	5	200	42	405	9.7	47	1.5	605	697	12.9
Dec 13	1,098	36.3	9.5	10.44	9.34	7	283	34	352	10.3	41	1.4	634	730	15.3
1992 week ended															
Jan 10	977	32.8	8.9	8.73	9.73	15	563	48	437	9.1	62	2.1	999	944	16.0
Feb 14	1,086	36.6	8.9	9.70	10.06	2	71	61	606	9.9	63	2.1	677	537	10.7
Mar 13	1,019	34.5	9.1	9.31	9.85	7	286	60	554	9.2	68	2.3	840	634	12.4
Apr 10	1,088	37.0	9.2	10.00	10.51	5	200	50	500	10.0	55	1.9	700	558	12.7
May 15	1,134	38.6	9.6	10.92	11.24	3	103	31	276	8.8	34	1.2	379	351	11.2
June 12	1,037	35.2	9.3	9.67	9.95	5	185	34	314	9.2	39	1.3	499	643	12.9
July 10	1,076	36.7	9.5	10.23	10.40	2	80	24	255	10.6	26	0.9	335	387	12.8
Aug 14	994	34.1	9.3	9.29	9.65	3	126	27	270	10.0	30	1.0	396	424	13.1
Sep 11	996	34.2	9.7	9.65	9.36	5	197	34	299	8.8	39	1.3	497	548	12.6
Oct 9 P	1,053	36.3	9.4	9.92	8.78	4	140	36	320	9.0	39	1.4	460	574	11.7

EMPLOYMENT 1.12

Hours of work-operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN										
SIC 1980 classes	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
1987	96.2	97.3	92.8	98.8	97.6	100.6	100.7	101.4	100.3	99.9
1988	97.7	100.7	91.4	97.4	97.4	101.2	101.4	103.3	99.5	101.5
1989	97.1	98.8	90.9	90.2	95.0	101.0	100.6	104.2	98.7	101.3
1990	90.9	89.5	90.8	81.3	90.9	100.4	100.4	105.5	98.1	100.4
1991	79.5	76.9	78.1	71.7	88.1	98.7	98.1	103.1	96.9	99.3
1990 week ended										
Oct 12	88.2					100.2				
Nov 9	87.0					99.8				
Dec 14	86.0	85.8	89.5	77.2	91.1	99.8	100.2	106.6	97.6	100.3
1991 week ended										
Jan 11	84.7					99.3				
Feb 8	82.9					98.2				
Mar 15	81.8	79.5	83.1	73.1	91.4	98.3	97.4	104.6	95.8	100.3
Apr 12	81.0					98.1				
May 17	80.1					98.4				
June 14	79.5	76.7	79.5	71.7	90.0	98.6	97.8	104.6	96.7	99.9
July 12	78.9					99.4				
Aug 16	78.1					98.9				
Sep 13	77.2	75.7	74.7	71.6	87.1	98.5	98.1	100.4	97.1	99.3
Oct 11	77.1					99.0				
Nov 15	76.7					98.9				
Dec 13	76.5	75.6	74.9	70.5	83.9	99.0	98.9	102.6	98.1	97.8
1992 week ended										
Jan 10	75.9					98.9				
Feb 14	76.6					99.3				
Mar 13	76.0	73.3	73.1	70.7	83.4	99.1	98.5	101.3	97.7	98.2
Apr 10	76.5					99.8				
May 15	76.9					100.6				
Jun 12	75.8	73.3	72.6	70.5	82.4	99.2	98.4	101.8	98.3	98.7
Jul 10	75.4					99.8				
Aug 14	74.4					99.2				
Sep 11	73.7	71.7	70.6	67.8	81.9	98.9	98.1	101.3	97.9	99.2
Oct 9 P	73.0					98.7				

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	
1988+	2,370.4	8.4	2,274.8	8.1						
1989 } Annual	1,798.7	6.3	1,784.4	6.3						
1990 } averages	1,664.4	5.8	1,662.7	5.8						
1991 }	2,291.9	8.1	2,287.4	8.1						
1990 Nov 8	1,728.1	6.1	1,777.2	6.2	53.6	41.8	268	1,435	25	
Dec 13	1,850.4	6.5	1,853.1	6.5	75.9	57.1	273	1,550	27	
1991 Jan 10	1,959.7	6.9	1,893.6	6.7	40.5	56.7	267	1,664	29	
Feb 7	2,045.4	7.2	1,985.7	7.0	92.1	69.5	313	1,703	30	
Mar 14	2,142.1	7.8	2,089.2	7.4	103.5	78.7	300	1,810	32	
Apr 11	2,198.5	7.8	2,166.6	7.7	77.4	91.0	292	1,873	34	
May 9	2,213.8	7.8	2,232.2	7.9	65.6	82.2	270	1,908	35	
June 13	2,241.0	7.9	2,292.9	8.1	60.7	67.9	282	1,942	37	
July 11	2,367.5	8.4	2,362.5	8.4	69.6	65.3	363	1,967	38	
Aug 8	2,435.1	8.6	2,422.5	8.6	60.0	63.4	310	2,086	40	
Sept 12	2,450.7	8.7	2,458.1	8.7	35.6	55.1	303	2,106	41	
Oct 10	2,428.0	8.6	2,477.1	8.8	19.0	38.2	310	2,075	42	
Nov 14	2,471.8	8.7	2,517.7	8.9	40.6	31.7	303	2,126	43	
Dec 12	2,551.7	9.0	2,551.2	9.0	33.5	31.0	296	2,211	44	
1992 Jan 9	2,673.9	9.5	2,607.1	9.2	55.9	43.3	297	2,330	47	
Feb 13	2,710.5	9.6	2,644.9	9.4	37.8	42.4	310	2,354	47	
Mar 12	2,707.5	9.6	2,652.7	9.4	7.8	33.8	282	2,379	47	
Apr 9	2,736.5	9.7	2,695.3	9.5	42.6	29.4	302	2,387	47	
May 14	2,707.9	9.6	2,715.7	9.6	20.4	23.6	254	2,407	48	
June 11	2,678.2	9.5	2,724.3	9.6	8.6	23.9	258	2,373	47	
July 9	2,774.0	9.8	2,760.1	9.8	35.8	21.6	369	2,359	46	
Aug 13	2,845.5	10.1	2,811.1	9.9	51.0	31.8	324	2,476	45	
Sept 10	2,847.4	10.1	2,843.4	10.1	32.3	39.7	315	2,488	45	
Oct 8 R	2,814.4	10.0	2,867.8	10.1	24.4	35.9	345	2,425	44	
Nov 12 P	2,864.1	10.1	2,908.9	10.3	41.1	32.6	331	2,488	45	

2.2 CLAIMANT UNEMPLOYMENT GB Summary

1988+	2,254.7	8.2	2,161.7	7.9						
1989 } Annual	1,693.0	6.1	1,678.8	6.1						
1990 } averages	1,567.3	5.6	1,565.5	5.6						
1991 }	2,191.5	8.0	2,187.0	7.9						
1990 Nov 8	1,633.8	5.9	1,680.7	6.1	52.8	41.5	260	1,350	24	
Dec 13	1,754.8	6.3	1,755.9	6.3	75.2	56.7	266	1,463	26	
1991 Jan 10	1,861.5	6.8	1,796.2	6.5	40.3	56.1	259	1,574	28	
Feb 7	1,947.6	7.1	1,888.0	6.9	81.8	69.1	306	1,612	29	
Mar 14	2,043.9	7.4	1,990.5	7.2	102.5	78.2	293	1,720	31	
Apr 11	2,099.4	7.6	2,067.4	7.5	76.9	90.4	285	1,782	33	
May 9	2,115.8	7.7	2,132.8	7.7	65.4	81.6	284	1,818	34	
June 13	2,142.8	7.8	2,192.9	8.0	60.1	67.5	255	1,852	36	
July 11	2,263.9	8.2	2,261.7	8.2	68.8	64.8	351	1,876	37	
Aug 8	2,330.7	8.5	2,320.7	8.4	59.0	62.6	302	1,990	39	
Sept 12	2,346.3	8.5	2,356.1	8.6	35.4	54.4	294	2,013	40	
Oct 10	2,324.5	8.4	2,374.6	8.6	18.5	37.6	301	1,983	41	
Nov 14	2,371.0	8.6	2,414.8	8.8	40.2	31.4	296	2,033	42	
Dec 12	2,450.5	8.9	2,448.2	8.9	33.4	30.7	290	2,117	43	
1992 Jan 9	2,569.1	9.3	2,503.3	9.1	55.1	42.9	290	2,234	46	
Feb 13	2,606.6	9.5	2,541.0	9.2	37.7	42.1	303	2,258	46	
Mar 12	2,603.4	9.5	2,548.2	9.3	7.2	33.3	275	2,283	46	
Apr 9	2,632.1	9.6	2,590.8	9.4	42.6	29.2	295	2,291	46	
May 14	2,604.1	9.5	2,610.5	9.5	19.7	23.2	247	2,310	46	
June 11	2,573.9	9.3	2,618.1	9.5	7.6	23.3	250	2,278	46	
July 9	2,663.8	9.7	2,652.8	9.6	34.7	20.7	357	2,262	45	
Aug 13	2,734.1	9.9	2,702.6	9.8	49.8	30.7	316	2,374	44	
Sept 10	2,737.0	9.9	2,735.4	9.9	32.8	39.1	305	2,388	44	
Oct 8 R	2,708.0	9.8	2,760.3	10.0	24.9	35.8	337	2,328	43	
Nov 12 P	2,759.4	10.0	2,802.1	10.2	41.8	33.2	325	2,391	44	

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision, mainly in the following month.

* 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-1990 for 1990 and 1991 figures and at the corresponding mid-year estimates for earlier years.

† Unadjusted figures for 1988 were affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduced the UK unadjusted total by about 90,000 on average, with most of this effect having taken place over the two months to October 1988.

CLAIMANT UNEMPLOYMENT UK Summary 2.1 THOUSAND

MALE				FEMALE				MARRIED	
UNEMPLOYED		SEASONALLY ADJUSTED #		UNEMPLOYED		SEASONALLY ADJUSTED #			
Number	Per cent workforce	Number	Per cent workforce	Number	Per cent workforce	Number	Per cent workforce		
1,650.5	10.1	1,588.1	9.7	719.9	6.1	686.8	5.8		1988+ Annual averages
1,290.8	7.9	1,277.4	7.8	507.9	4.2	507.0	4.2		1989
1,232.3	7.6	1,231.3	7.6	394.9	3.2	431.4	3.5		1990
1,787.1	10.7	1,734.6	10.7	554.9	4.6	552.8	4.6		1991
1,295.8	8.0	1,331.2	8.2	432.3	3.5	446.0	3.7	144.6	1990 Nov 8
1,400.6	8.6	1,393.0	8.6	449.8	3.7	460.1	3.8	151.7	Dec 13
1,480.8	9.1	1,425.6	8.8	479.0	4.0	468.0	3.9	160.7	1991 Jan 10
1,547.8	9.6	1,499.5	9.3	497.6	4.1	486.2	4.0	165.4	Feb 7
1,623.8	10.0	1,579.3	9.7	518.2	4.3	509.9	4.2	172.6	Mar 14
1,668.2	10.3	1,639.3	10.1	530.2	4.4	527.3	4.4	178.2	Apr 11
1,884.7	10.4	1,690.6	10.4	529.0	4.4	541.6	4.5	178.3	May 9
1,707.7	10.5	1,739.0	10.7	533.4	4.4	553.9	4.6	179.9	June 13
1,782.4	11.0	1,791.1	11.1	585.2	4.8	571.4	4.7	189.8	July 11
1,823.0	11.3	1,835.5	11.3	612.2	5.1	587.0	4.9	199.5	Aug 8
1,843.4	11.4	1,864.5	11.5	607.2	5.0	593.6	4.9	194.9	Sept 12
1,899.7	11.4	1,883.4	11.6	586.2	4.9	593.7	4.9	192.4	Oct 10
1,885.7	11.6	1,919.6	11.9	586.1	4.9	598.1	5.0	192.6	Nov 14
1,957.4	12.1	1,948.0	12.0	594.3	4.9	603.2	5.0	197.1	Dec 12
2,045.4	12.6	1,990.2	12.3	628.5	5.2	616.9	5.1	208.9	1992 Jan 9
2,074.5	12.8	2,022.4	12.5	636.0	5.3	622.5	5.2	210.5	Feb 13
2,075.1	12.8	2,030.3	12.5	632.4	5.2	622.4	5.2	210.5	Mar 12
2,100.1	13.0	2,065.9	12.8	636.5	5.3	629.4	5.2	214.2	Apr 9
2,085.1	12.9	2,084.2	12.9	622.8	5.2	631.5	5.2	210.4	May 14
2,061.2	12.7	2,089.7	12.9	617.0	5.1	634.6	5.3	207.7	June 11
2,108.7	13.0	2,112.9	13.0	665.3	5.5	647.2	5.4	215.0	July 9
2,149.4	13.3	2,149.4	13.3	696.1	5.8	661.7	5.5	224.9	Aug 13
2,160.9	13.3	2,176.2	13.4	686.5	5.7	667.2	5.5	218.8	Sept 10
2,151.9	13.3	2,198.8	13.6	662.5	5.5	669.0	5.5	215.4	Oct 8 R
2,199.7	13.6	2,233.3	13.8	664.4	5.5	675.6	5.6	216.9	Nov 12 P

CLAIMANT UNEMPLOYMENT GB Summary 2.2

1,213.1	7.6	1,199.8	7.5	479.9	4.1	479.1	4.1		1989 Annual averages
1,159.1	7.3	1,158.1	7.3	408.2	3.4	407.4	3.4		1990
1,860.4	10.5	1,657.9	10.5	531.1	4.5	529.1	4.5		1991
1,224.2	7.7	1,258.1	7.9	409.6	3.4	422.6	3.6	136.2	1990 Nov 8
1,327.4	8.4	1,319.3	8.3	427.4	3.6	436.6	3.7	143.3	Dec 13
1,405.5	8.9	1,351.6	8.6	456.0	3.9	444.6	3.8	152.3	1991 Jan 10
1,472.6	9.3	1,425.2	9.0	475.0	4.0	462.8	3.9	157.1	Feb 7
1,548.3	9.8	1,504.2	9.5	495.6	4.2	486.3	4.1	164.3	Mar 14
1,592.1	10.1	1,563.7	9.9	507.3	4.3	503.7	4.3	169.6	Apr 11
1,609.3	10.2	1,614.7	10.2	506.6	4.3	518.1	4.4	169.8	May 9
1,632.3	10.4	1,662.7	10.5	510.4	4.3	530.2	4.5	171.4	June 13
1,704.8	10.8	1,714.3	10.9	559.2	4.8	547.4	4.7	180.3	July 11
1,744.9	11.1	1,757.8	11.1	585.8	5.0	562.9	4.8	189.9	Aug 8
1,764.9	11.2	1,786.5	11.3	581.3	4.9	569.6	4.8	186.0	Sept 12
1,762.6	11.2	1,805.0	11.4	562.0	4.8	569.6	4.8	183.8	Oct 10
1,808.2	11.5	1,840.6	11.7	562.8	4.8	574.2	4.9	184.3	Nov 14
1,879.0	11.9	1,869.0	11.9	571.4	4.9	579.2	4.9	188.8	Dec 12
1,964.6	12.5	1,910.8	12.1	604.4	5.1	592.5	5.0	200.3	1992 Jan 9
1,994.2	12.6	1,942.8	12.3	612.4	5.2	598.2	5.1	202.2	Feb 13
1,994.4	12.6	1,950.1	12.4	609.0	5.2	598.1	5.1	202.1	Mar 12
2,019.1	12.8	1,985.5	12.6	613.0	5.2	605.3	5.1	205.6	Apr 9
2,004.5	12.7	2,003.3	12.7	599.6	5.1	607.2	5.2	201.9	May 14
1,980.9	12.6	2,008.3	12.7	593.0	5.0	609.8	5.2	199.1	June 11
2,026.1	12.8	2,031.0	12.9	637.7	5.4	621.8	5.3	205.3	July 9
2,066.1	13.1	2,066.7	13.1	668.0	5.7	635.9	5.4	215.0	Aug 13
2,077.6	13.2	2,093.4	13.3	659.4	5.6	642.0	5.5	209.7	Sept 10
2,070.6	13.1	2,116.2	13.4	637.4	5.4	644.1	5.5	206.7	Oct 8 R
2,119.1	13.4	2,151.3	13.6	640.2	5.4	650.8	5.5	208.4	Nov 12 P

* The seasonally adjusted series takes account of past discontinuities to be consistent with the current coverage of the count (see *Employment Gazette*, December 1990, page 608 for the list of discontinuities taken into account). To maintain a consistent assessment, the seasonally adjusted series relates only to claimants aged 18 and over.
 † The unadjusted unemployment figure between September 1989 and March 1990 is affected by the change in the conditions of the Redundant Mineworkers Payment Scheme. An estimated 15,500 men left the count as a result of this change.

2.3 CLAIMANT UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE*			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce*	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1988+)	508.6	346.8	161.8	5.5	6.5	4.1	495.8	5.4			339.8	156.0
1989) Annual averages	367.4	259.6	107.8	3.9	4.9	2.7	366.9	3.9			259.3	107.6
1990)	372.4	273.3	99.2	4.0	5.2	2.5	371.8	4.0			273.1	99.0
1991)	638.8	477.9	160.9	6.9	9.2	4.1	637.8	7.0			477.4	160.4
1991 Nov 14	723.3	543.3	180.0	7.9	10.5	4.6	736.3	8.1	18.7	15.9	553.5	182.8
Dec 12	753.5	569.4	184.1	8.3	11.0	4.7	752.6	8.3	16.3	15.4	567.2	185.4
1992 Jan 9	784.2	592.3	191.9	8.6	11.4	4.9	776.2	8.5	23.6	19.5	584.7	191.5
Feb 13	808.2	611.1	197.1	8.9	11.8	5.0	796.0	8.7	19.8	19.9	600.9	195.1
Mar 12	814.9	617.1	197.8	9.0	11.9	5.0	803.4	8.8	7.4	16.9	607.8	195.6
Apr 9	832.1	631.0	201.1	9.1	12.2	5.1	820.0	9.0	16.6	14.6	621.7	198.3
May 14	830.4	631.7	198.7	9.1	12.2	5.1	829.7	9.1	9.7	11.2	630.0	199.7
June 11	826.1	628.9	197.2	9.1	12.1	5.0	833.7	9.2	4.0	10.1	632.9	200.8
July 9	850.9	642.4	208.6	9.3	12.4	5.3	848.1	9.3	14.4	9.4	642.2	205.9
Aug 13	881.9	660.3	221.6	9.7	12.7	5.6	870.1	9.6	22.0	13.5	657.3	212.8
Sept 10	887.9	665.1	222.7	9.8	12.8	5.7	885.4	9.7	15.3	17.2	668.5	216.9
Oct 8 R	885.9	667.2	218.7	9.7	12.9	5.6	899.1	9.9	13.7	17.0	679.6	219.5
Nov 12 P	903.4	682.6	220.8	9.9	13.2	5.6	916.8	10.1	17.7	15.6	693.3	223.5
GREATER LONDON (Included in South East)												
1988+)	291.9	205.1	86.7	6.8	8.2	4.9	285.3	6.6			201.5	83.8
1989) Annual averages	218.2	156.5	61.8	5.1	6.4	3.4	218.0	5.1			156.4	61.7
1990)	211.8	154.7	57.1	5.0	6.4	3.2	211.4	5.1			154.5	57.0
1991)	332.1	244.3	87.8	8.2	10.4	5.1	331.7	8.2			244.1	87.6
1991 Nov 14	372.7	275.2	97.5	9.2	11.8	5.7	378.5	9.4	8.2	7.6	279.7	98.8
Dec 12	385.3	286.0	99.4	9.5	12.3	5.8	385.8	9.5	7.3	7.2	285.9	99.9
1992 Jan 9	394.0	292.7	101.4	9.7	12.5	5.9	395.5	9.8	9.7	8.4	293.2	102.3
Feb 13	404.3	300.9	103.4	10.0	12.9	6.0	403.3	10.0	7.8	8.3	299.7	103.6
Mar 12	408.9	304.9	104.1	10.1	13.1	6.1	407.1	10.1	3.8	7.1	303.3	103.8
Apr 9	418.1	312.1	106.0	10.3	13.4	6.2	414.3	10.2	7.2	6.3	309.1	105.2
May 14	419.8	314.3	105.5	10.4	13.5	6.2	419.8	10.4	5.5	5.5	313.5	106.3
June 11	420.4	315.0	105.4	10.4	13.5	6.2	422.2	10.4	2.4	5.0	315.3	106.9
July 9	432.4	321.7	110.6	10.7	13.8	6.5	428.7	10.6	6.5	4.8	319.7	109.0
Aug 13	446.5	329.6	116.8	11.0	14.1	6.8	438.1	10.8	9.4	6.1	326.0	112.1
Sept 10	449.7	332.0	117.7	11.1	14.2	6.9	444.9	11.0	6.8	7.6	330.8	114.1
Oct 8 R	447.6	332.1	115.5	11.1	14.2	6.8	451.0	11.2	6.1	7.4	335.8	115.2
Nov 12 P	452.3	336.2	116.1	11.2	14.4	6.8	458.3	11.3	7.3	6.7	341.1	117.2
EAST ANGLIA												
1988+)	52.0	33.6	18.5	5.4	6.0	4.6	50.4	5.2			32.7	17.7
1989) Annual averages	35.2	24.0	11.2	3.6	4.2	2.7	35.2	3.6			24.0	11.2
1990)	37.5	27.3	10.2	3.7	4.7	2.4	37.4	3.7			27.2	10.2
1991)	59.1	44.2	15.0	5.8	7.5	3.5	59.0	5.8			44.1	14.9
1991 Nov 14	64.8	48.5	16.3	6.4	8.3	3.8	66.3	6.5	2.0	1.2	49.7	16.6
Dec 12	67.8	51.2	16.7	6.7	8.7	3.9	67.8	6.7	1.5	1.3	50.8	17.0
1992 Jan 9	73.1	54.9	18.2	7.2	9.3	4.3	70.5	7.0	2.7	2.1	52.8	17.7
Feb 13	75.8	57.1	18.7	7.5	9.7	4.4	72.4	7.1	1.9	2.0	54.4	18.0
Mar 12	76.2	57.5	18.7	7.5	9.8	4.4	73.1	7.2	0.7	1.8	55.1	18.0
Apr 9	77.4	58.3	19.1	7.6	9.9	4.5	74.8	7.4	1.7	1.4	56.4	18.4
May 14	76.2	57.6	18.6	7.5	9.8	4.4	75.2	7.4	0.4	0.9	56.8	18.4
June 11	74.0	55.9	18.2	7.3	9.5	4.3	75.7	7.5	0.5	0.9	57.0	18.7
July 9	76.2	56.8	19.4	7.5	9.7	4.5	77.0	7.6	1.3	0.7	57.7	19.3
Aug 13	78.6	58.2	20.4	7.7	9.9	4.8	79.2	7.8	2.2	1.3	59.2	20.0
Sept 10	78.9	58.6	20.3	7.8	10.0	4.7	80.6	7.9	1.4	1.6	60.3	20.3
Oct 8 R	78.7	58.9	19.9	7.8	10.0	4.7	81.6	8.0	1.0	1.5	61.3	20.3
Nov 12 P	81.4	61.3	20.1	8.0	10.4	4.7	83.1	8.2	1.5	1.3	62.7	20.4
SOUTH WEST												
1988+)	137.6	88.5	49.1	6.4	7.2	5.4	133.7	6.2			86.5	47.3
1989) Annual averages	98.1	66.1	31.9	4.5	5.3	3.3	98.0	4.5			66.1	31.9
1990)	97.3	69.8	27.5	4.4	5.6	2.8	97.2	4.4			69.8	27.5
1991)	161.2	121.1	40.1	7.1	9.4	4.1	160.8	7.1			120.9	39.9
1991 Nov 14	181.3	136.9	44.4	8.0	10.6	4.5	182.9	8.0	4.3	3.7	138.5	44.4
Dec 12	190.1	144.3	45.8	8.3	11.2	4.7	186.7	8.2	3.8	3.5	141.7	45.0
1992 Jan 9	201.3	152.4	48.9	8.8	11.8	5.0	192.4	8.4	5.7	4.6	145.9	46.5
Feb 13	204.8	155.0	49.7	9.0	12.0	5.1	195.8	8.6	3.4	4.3	148.8	47.0
Mar 12	203.8	154.7	49.1	8.9	12.0	5.0	196.9	8.6	1.1	3.4	149.8	47.1
Apr 9	205.6	156.8	48.7	9.0	12.1	5.0	201.9	8.9	5.0	3.2	153.8	48.1
May 14	201.5	154.5	47.0	8.8	11.9	4.8	203.3	8.9	1.4	2.5	155.2	48.1
June 11	197.5	151.5	46.0	8.7	11.7	4.7	204.1	9.0	0.8	2.4	155.6	48.5
July 9	205.1	155.8	49.3	9.0	12.0	5.0	208.1	9.1	4.0	2.1	158.4	49.7
Aug 13	212.3	160.2	52.2	9.3	12.4	5.3	213.4	9.4	5.3	3.4	162.1	51.3
Sept 10	213.8	161.6	52.2	9.4	12.5	5.3	216.6	9.5	3.2	4.2	164.6	52.0
Oct 8 R	212.2	161.0	51.2	9.3	12.4	5.2	216.7	9.5	0.1	2.9	164.8	51.9
Nov 12 P	219.3	166.4	52.9	9.6	12.9	5.4	221.2	9.7	4.5	2.6	168.3	52.9

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
WEST MIDLANDS												
1988+ } Annual	238.0	163.0	75.0	9.4	11.1	7.1	229.7	8.9			158.3	71.4
1989 } averages	168.5	118.8	49.7	6.7	8.1	4.7	167.9	6.6			118.2	49.6
1990 } averages	152.7	111.7	41.1	6.0	7.6	3.9	152.6	5.9			111.6	41.0
1991 } averages	218.7	165.1	53.6	8.6	11.2	5.1	218.4	8.6			164.9	53.5
1991 Nov 14	239.4	182.2	57.2	9.5	12.4	5.4	245.0	9.7	4.9	4.0	186.3	58.7
Dec 12	247.0	189.2	57.8	9.8	12.8	5.5	249.0	9.8	4.0	3.7	189.8	59.2
1992 Jan 9	258.8	197.4	61.4	10.2	13.4	5.8	254.4	10.1	5.4	4.8	193.5	60.9
Feb 13	263.5	201.0	62.5	10.4	13.6	5.9	259.0	10.2	4.6	4.7	197.3	61.7
Mar 12	263.0	200.9	62.1	10.4	13.6	5.9	259.0	10.2		3.3	197.5	61.5
Apr 9	265.4	203.0	62.4	10.5	13.8	5.9	263.2	10.4	4.2	2.9	201.0	62.2
May 14	264.7	203.2	61.6	10.5	13.8	5.8	265.6	10.5	2.4	2.2	203.1	62.5
June 11	262.6	201.3	61.3	10.4	13.7	5.8	265.6	10.5		2.2	202.9	62.7
July 9	270.8	205.3	65.5	10.7	13.9	6.2	268.2	10.6	2.6	1.7	204.5	63.7
Aug 13	278.0	209.4	68.7	11.0	14.2	6.5	273.3	10.8	5.1	2.6	208.1	65.2
Sept 10	278.5	210.4	68.1	11.0	14.3	6.5	276.0	10.9	2.7	3.5	210.5	65.5
Oct 8 R	274.2	209.1	65.1	10.8	14.2	6.2	279.2	11.0	3.2	3.7	213.5	65.7
Nov 12 P	277.7	213.0	64.7	11.0	14.5	6.1	283.5	11.2	4.3	3.4	217.3	66.2
EAST MIDLANDS												
1988+ } Annual	147.8	101.9	45.9	7.5	9.1	5.4	137.3	7.1			93.5	43.9
1989 } averages	108.9	77.2	31.7	5.5	6.9	3.9	104.7	5.4			73.1	31.6
1990 } averages	99.4	72.2	27.2	5.1	6.4	3.2	99.3	5.1			72.1	27.1
1991 } averages	142.1	106.7	35.4	7.2	9.5	4.2	141.7	7.2			106.5	35.2
1991 Nov 14	153.4	116.1	37.3	7.8	10.3	4.4	157.5	8.0	3.1	2.2	119.0	38.5
Dec 12	159.7	121.8	37.9	8.1	10.9	4.5	160.5	8.2	3.0	2.4	121.5	39.0
1992 Jan 9	168.5	128.2	40.3	8.6	11.4	4.8	164.1	8.4	3.6	3.2	124.6	39.5
Feb 13	172.2	131.5	40.7	8.8	11.7	4.8	166.8	8.5	2.7	3.1	127.1	39.7
Mar 12	172.1	131.5	40.6	8.8	11.7	4.8	167.1	8.5	0.3	2.2	127.5	39.6
Apr 9	173.7	132.9	40.8	8.8	11.8	4.8	170.0	8.7	2.9	2.0	129.9	40.1
May 14	171.8	131.7	40.1	8.7	11.7	4.8	171.8	8.7	1.8	1.7	131.3	40.5
June 11	168.8	129.3	39.4	8.6	11.5	4.7	171.6	8.7	-0.2	1.5	131.1	40.5
July 9	174.5	131.9	42.6	8.9	11.8	5.1	173.5	8.8	1.9	1.2	132.2	41.3
Aug 13	177.7	133.4	44.2	9.0	11.9	5.3	175.5	8.9	2.0	1.2	133.6	41.9
Sept 10	177.6	133.9	43.8	9.0	11.9	5.2	178.0	9.1	2.5	2.1	135.6	42.4
Oct 8 R	174.7	132.9	41.9	8.9	11.8	5.0	179.4	9.1	1.4	2.0	137.0	42.4
Nov 12 P	178.6	136.9	41.7	9.1	12.2	4.9	182.6	9.3	3.2	2.4	139.9	42.7
YORKSHIRE AND HUMBERSIDE												
1988+ } Annual	234.9	165.8	69.1	9.8	12.2	6.8	221.0	9.3			155.8	65.2
1989 } averages	178.8	129.7	49.1	7.5	9.5	4.8	175.2	7.4			126.2	49.0
1990 } averages	161.3	120.6	40.6	6.8	8.9	4.0	161.1	6.7			120.5	40.6
1991 } averages	207.4	159.4	48.0	8.7	11.7	4.7	206.9	8.7			159.1	47.8
1991 Nov 14	217.5	168.4	49.1	9.1	12.4	4.8	221.5	9.3	1.1	1.1	171.0	50.5
Dec 12	223.0	173.2	49.7	9.3	12.7	4.9	222.6	9.3	1.1	.9	171.8	50.8
1992 Jan 9	233.1	180.7	52.4	9.8	13.3	5.1	225.9	9.5	3.3	1.8	174.7	51.2
Feb 13	234.8	182.1	52.7	9.8	13.4	5.1	228.3	9.6	2.4	2.3	176.9	51.4
Mar 12	233.3	181.1	52.2	9.8	13.3	5.1	228.6	9.6	0.3	2.0	177.2	51.4
Apr 9	234.0	181.8	52.2	9.8	13.4	5.1	230.7	9.7	2.1	1.6	179.0	51.7
May 14	230.5	179.2	51.2	9.7	13.2	5.0	231.9	9.7	1.2	1.2	179.9	52.0
June 11	227.3	176.5	50.8	9.5	13.0	5.0	232.3	9.7	0.4	1.2	180.1	52.2
July 9	235.3	180.6	54.6	9.9	13.3	5.3	234.3	9.8	2.0	1.2	181.5	52.8
Aug 13	240.2	182.9	57.4	10.1	13.4	5.6	237.5	10.0	3.2	1.9	183.5	54.0
Sept 10	241.2	184.5	56.6	10.1	13.6	5.5	240.1	10.1	2.6	2.6	185.5	54.6
Oct 8 R	236.8	183.0	53.8	9.9	13.4	5.3	241.5	10.1	1.4	2.4	187.1	54.4
Nov 12 P	241.1	187.8	53.3	10.1	13.8	5.2	244.9	10.3	3.4	2.5	190.3	54.6
NORTH WEST												
1988+ } Annual	333.0	235.9	97.1	10.9	13.5	7.4	320.8	10.4			228.3	92.4
1989 } averages	262.6	191.6	71.0	8.6	10.9	5.4	261.9	8.5			191.0	70.9
1990 } averages	234.9	176.4	58.5	7.7	10.1	4.5	234.7	7.7			176.3	58.4
1991 } averages	287.1	220.9	66.3	9.4	12.6	5.1	286.6	9.4			220.6	66.0
1991 Nov 14	300.4	233.3	67.1	9.8	13.3	5.1	307.1	10.0	3.1	2.3	238.2	68.9
Dec 12	306.8	239.3	67.6	10.0	13.7	5.2	308.4	10.1	1.3	1.9	239.2	69.2
1992 Jan 9	322.0	250.0	72.0	10.5	14.3	5.5	313.4	10.3	5.0	3.1	243.2	70.2
Feb 13	322.2	250.7	71.5	10.5	14.3	5.5	314.9	10.3	1.5	2.6	244.8	70.1
Mar 12	320.8	249.8	71.0	10.5	14.3	5.4	314.2	10.3	-0.7	1.9	244.3	69.9
Apr 9	323.8	252.3	71.5	10.6	14.4	5.5	319.2	10.4	5.0	1.9	248.3	70.9
May 14	319.3	249.7	69.7	10.4	14.2	5.3	319.9	10.5	0.7	1.7	249.2	70.7
June 11	314.1	245.5	68.5	10.3	14.0	5.3	319.6	10.5	-0.3	1.8	248.8	70.8
July 9	324.1	250.3	73.8	10.6	14.3	5.7	321.6	10.5	2.0	0.8	250.1	71.5
Aug 13	330.4	253.3	77.1	10.8	14.4	5.9	325.1	10.6	3.5	1.7	252.4	72.7
Sept 10	329.7	254.0	75.6	10.8	14.5	5.8	326.6	10.7	1.5	2.3	254.3	72.3
Oct 8 R	320.7	249.4	71.3	10.5	14.2	5.5	327.3	10.7	0.7	1.9	255.1	72.2
Nov 12 P	323.2	252.3	70.8	10.6	14.4	5.4	329.1	10.8	1.8	1.3	256.7	72.4

See footnotes to tables 2.1 and 2.2.

2.3 CLAIMANT UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1988+) Annual	179.4	130.7	48.7	13.0	16.4	8.3	171.0	11.9			124.6	46.4
1989) Annual	141.9	105.7	36.2	10.2	13.3	6.1	140.0	9.9			103.8	36.2
1990) averages	122.9	93.4	29.5	8.9	11.7	5.0	122.7	8.7			93.3	29.4
1991)	143.7	111.1	32.6	10.4	14.0	5.5	143.4	10.4			110.9	32.5
1991 Nov 14	147.7	115.0	32.7	10.7	14.4	5.6	150.0	10.8	0.4	0.4	116.6	33.4
Dec 12	150.8	118.4	32.3	10.9	14.9	5.5	151.0	10.9	1.0	0.4	117.8	33.2
1992 Jan 9	158.0	123.5	34.5	11.4	15.5	5.9	152.2	11.0	1.2	0.9	118.7	33.5
Feb 13	157.2	122.6	34.5	11.3	15.4	5.9	152.7	11.0	0.5	0.9	119.2	33.5
Mar 12	155.9	122.1	33.8	11.3	15.3	5.7	152.1	11.0	-0.6	0.4	119.0	33.1
Apr 9	156.7	123.0	33.7	11.3	15.4	5.7	153.6	11.1	1.5	0.5	120.4	33.2
May 14	153.6	121.0	32.7	11.1	15.2	5.5	153.8	11.1	0.2	0.4	120.7	33.1
June 11	151.3	119.2	32.2	10.9	15.0	5.5	154.3	11.1	0.5	0.7	121.2	33.1
July 9	155.6	121.3	34.3	11.2	15.2	5.8	155.8	11.2	1.5	0.7	122.3	33.5
Aug 13	157.4	122.1	35.4	11.4	15.3	6.0	157.6	11.4	1.8	1.3	123.8	33.8
Sept 10	159.3	124.1	35.1	11.5	15.6	6.0	158.9	11.5	1.3	1.5	125.2	33.7
Oct 8 R	157.6	124.0	33.6	11.4	15.6	5.7	160.8	11.6	1.9	1.7	126.9	33.9
Nov 12 P	162.4	128.7	33.7	11.7	16.2	5.7	164.0	11.8	3.2	2.1	129.8	34.2
WALES												
1988+) Annual	130.0	92.9	37.1	10.0	12.3	6.8	123.9	9.8			88.6	35.3
1989) Annual	97.0	70.9	26.2	7.5	9.4	4.8	96.0	7.3			69.9	26.1
1990) averages	86.3	65.7	20.6	6.6	8.7	3.8	86.2	6.6			65.6	20.6
1991)	113.2	88.6	24.6	8.7	11.7	4.5	113.0	8.7			88.5	24.5
1991 Nov 14	119.7	94.3	25.4	9.2	12.5	4.7	121.0	9.3	1.1	0.6	95.2	25.8
Dec 12	122.9	97.1	25.8	9.4	12.8	4.7	121.8	9.4	0.8	0.6	95.7	26.1
1992 Jan 9	128.8	101.1	27.6	9.9	13.4	5.1	123.3	9.5	1.5	1.1	96.8	26.5
Feb 13	128.1	100.7	27.4	9.8	13.3	5.0	123.6	9.5	0.3	0.9	97.3	26.3
Mar 12	125.9	99.2	26.7	9.7	13.1	4.9	122.5	9.4	-1.1	0.2	96.4	26.1
Apr 9	125.7	99.1	26.6	9.7	13.1	4.9	123.6	9.5	1.1	0.1	97.4	26.2
May 14	122.9	97.4	25.5	9.4	12.9	4.7	124.2	9.5	0.6	0.2	98.0	26.2
June 11	120.5	95.7	24.8	9.3	12.6	4.6	124.6	9.6	0.4	0.7	98.4	26.2
July 9	125.2	97.9	27.3	9.6	12.9	5.0	125.9	9.7	1.3	0.8	99.1	26.8
Aug 13	128.4	99.9	28.5	9.9	13.2	5.2	128.2	9.9	2.3	1.3	101.0	27.2
Sept 10	129.3	101.1	28.3	9.9	13.3	5.2	129.8	10.0	1.6	1.7	102.3	27.5
Oct 8 R	127.2	100.5	26.7	9.8	13.3	4.9	130.1	10.0	0.3	1.4	102.9	27.2
Nov 12 P	129.4	102.5	26.9	9.9	13.5	4.9	130.9	10.1	0.8	0.9	103.7	27.2
SCOTLAND												
1988+) Annual	293.6	207.2	86.4	11.6	14.3	8.0	278.2	11.2			197.4	80.8
1989) Annual	234.7	169.5	65.2	9.3	11.7	6.1	233.2	9.3			168.2	65.0
1990) averages	202.5	148.7	53.8	8.0	10.3	5.0	202.1	8.1			148.5	53.6
1991)	220.2	165.5	54.7	8.7	11.5	5.1	219.4	8.7			165.0	54.3
1991 Nov 14	223.6	170.3	53.3	8.9	11.8	5.0	227.1	9.0	1.4	0.0	172.6	54.5
Dec 12	228.8	175.2	53.6	9.1	12.1	5.0	227.9	9.0	0.8	0.7	173.6	54.3
1992 Jan 9	241.4	184.1	57.2	9.6	12.7	5.3	230.9	9.2	3.0	1.7	176.0	54.9
Feb 13	239.8	182.3	57.5	9.5	12.6	5.3	231.5	9.2	0.6	1.5	176.2	55.3
Mar 12	237.6	180.5	57.1	9.4	12.5	5.3	231.3	9.2	-0.2	1.1	175.5	55.8
Apr 9	237.9	181.0	56.9	9.4	12.5	5.3	233.9	9.3	2.6	1.0	177.7	56.2
May 14	233.1	178.5	54.8	9.2	12.4	5.1	235.2	9.3	1.3	1.2	179.1	56.1
June 11	231.8	177.1	54.7	9.2	12.3	5.1	236.5	9.4	1.3	1.7	180.1	56.4
July 9	246.2	183.8	62.4	9.8	12.7	5.8	240.3	9.5	3.8	2.1	183.1	57.2
Aug 13	249.1	186.6	62.5	9.9	12.9	5.8	242.8	9.6	2.5	2.5	185.9	56.9
Sept 10	240.9	184.2	56.7	9.6	12.7	5.3	243.5	9.7	0.7	2.3	186.8	56.7
Oct 8 R	239.9	184.7	55.2	9.5	12.8	5.1	244.5	9.7	1.0	1.4	188.0	56.5
Nov 12 P	242.9	187.5	55.4	9.6	13.0	5.2	245.7	9.7	1.2	1.0	189.2	56.5
NORTHERN IRELAND												
1988+) Annual	115.7	84.3	31.3	15.8	19.6	10.4	113.2	15.6			82.7	30.5
1989) Annual	105.7	77.7	28.0	14.5	18.1	9.3	105.6	14.6			77.6	27.9
1990) averages	97.2	73.2	24.0	13.3	17.0	8.0	97.2	13.4			73.2	24.0
1991)	100.4	76.7	23.8	13.7	17.8	7.9	100.5	13.8			76.7	23.8
1991 Nov 14	100.8	77.5	23.3	13.8	18.0	7.7	102.9	14.1	0.4	0.0	79.0	23.9
Dec 12	101.3	78.4	22.9	13.9	18.2	7.6	103.0	14.1	0.1	0.0	79.0	24.0
1992 Jan 9	104.8	80.7	24.1	14.3	18.8	8.0	103.8	14.2	0.8	0.4	79.4	24.4
Feb 13	103.9	80.3	23.5	14.2	18.7	7.8	103.9	14.2	0.1	0.3	79.6	24.3
Mar 12	104.1	80.7	23.4	14.2	18.8	7.8	104.5	14.3	0.6	0.5	80.2	24.3
Apr 9	104.4	81.0	23.5	14.3	18.8	7.8	104.5	14.3	—	0.2	80.4	24.1
May 14	103.8	80.6	23.2	14.2	18.7	7.7	105.2	14.4	0.7	0.4	80.9	24.3
June 11	104.3	80.3	24.0	14.3	18.7	8.0	106.2	14.5	1.0	0.6	81.4	24.8
July 9	110.1	82.6	27.5	15.1	19.2	9.2	107.3	14.7	1.1	0.9	81.9	25.4
Aug 13	111.4	83.3	28.1	15.2	19.4	9.4	108.5	14.9	1.2	1.1	82.7	25.8
Sept 10	110.4	83.3	27.1	15.1	19.4	9.0	108.0	14.8	-0.5	0.6	82.8	25.2
Oct 8 R	106.4	81.3	25.2	14.6	18.9	8.4	107.5	14.7	-0.5	0.1	82.6	24.9
Nov 12 P	104.7	80.5	24.2	14.3	18.7	8.0	106.8	14.6	-0.7	-0.6	82.0	24.8

See footnotes to tables 2.1 and 2.2.

CLAIMANT UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status * and in travel-to-work areas † at November 12 1992

	Male		Female		All		Rate #		Male		Female		All		Rates #	
							per cent employees and unem-ployed	per cent workforce							per cent employees and unem-ployed	per cent workforce
ASSISTED REGIONS																
South West																
Development Areas	10,168	3,403	13,571	19.5	..											
Intermediate Areas	20,457	6,718	27,175	15.1	..											
Unassisted	135,791	42,778	178,569	10.8	..											
All	166,416	52,899	219,315	11.5	9.6											
West Midlands																
Development Areas	166,915	49,491	216,406	13.7	..											
Intermediate Areas	46,115	15,161	61,276	9.5	..											
Unassisted	213,030	64,652	277,682	12.5	11.0											
All																
East Midlands																
Development Areas	2,812	849	3,661	10.2	..											
Intermediate Areas	4,162	1,460	5,622	10.9	..											
Unassisted	129,945	39,382	169,327	10.5	..											
All	136,919	41,691	178,610	10.5	9.1											
Yorkshire and Humberside																
Development Areas	19,226	4,875	24,101	14.3	..											
Intermediate Areas	93,347	25,209	118,556	13.1	..											
Unassisted	75,211	23,098	98,309	9.7	..											
All	167,784	53,272	241,056	11.6	10.1											
North West																
Development Areas	102,744	28,710	131,454	15.3	..											
Intermediate Areas	78,910	21,541	100,451	11.1	..											
Unassisted	70,679	20,586	91,265	10.0	..											
All	252,333	70,837	323,170	12.1	10.6											
North																
Development Areas	100,608	25,384	125,992	14.9	..											
Intermediate Areas	14,498	3,968	18,466	11.7	..											
Unassisted	13,610	4,334	17,944	8.3	..											
All	128,716	33,686	162,402	13.3	11.7											
Wales																
Development Areas	39,085	9,623	48,708	12.8	..											
Intermediate Areas	54,455	14,127	68,582	11.7	..											
Unassisted	8,990	3,100	12,090	9.5	..											
All	102,530	26,850	129,380	11.8	9.9											
Scotland																
Development Areas	108,987	29,314	138,301	13.0	..											
Intermediate Areas	30,843	10,351	41,194	12.9	..											
Unassisted	47,748	15,727	63,475	7.8	..											
All	187,478	55,392	242,870	11.1	9.6											
UNASSISTED REGIONS																
South East	682,597	220,830	903,427	11.5	9.9											
East Anglia	61,310	20,133	81,443	9.4	8.0											
Great Britain																
Development Areas	383,530	102,158	485,688	14.2	..											
Intermediate Areas	463,587	132,955	596,542	12.7	..											
Unassisted	1,271,996	405,129	1,677,125	10.6	..											
All	2,119,113	640,242	2,759,355	11.6	10.0											
Northern Ireland	80,542	24,172	104,714	16.8	14.3											
United Kingdom	2,199,655	664,414	2,864,069	11.7	10.1											
TRAVEL-TO-WORK AREAS †																
England																
Accrington and Rossendale (I)	3,360	932	4,292	8.5	7.2											
Alfreton and Ashfield	4,839	1,243	6,082	9.8	8.7											
Aldershot and Arlebury	1,115	401	1,516	14.2	11.0											
Andover	1,906	702	2,608	8.4	7.3											
Aston	2,865	765	3,630	10.6	8.9											
Aylesbury and Wycombe	10,639	3,304	13,943	8.2	6.9											
Banbury	2,383	845	3,228	10.0	8.6											
Barnsley (I)	8,441	2,129	10,570	15.0	13.1											
Barnstaple and Ilfracombe	3,206	1,046	4,252	15.6	12.4											
Barrow-in-Furness	3,546	982	4,528	10.1	8.9											
Basingstoke and Alton	4,542	1,485	6,027	7.1	6.4											
Bath	4,745	1,763	6,508	9.4	8.1											
Beccles and Halesworth	1,035	407	1,442	9.0	7.0											
Bedford	5,329	1,766	7,095	9.0	8.1											
Benwick-on-Tweed	575	186	761	8.3	6.8											
Bicester	1,216	462	1,678	9.2	7.6											
Bideford	1,305	490	1,795	18.8	14.5											
Birmingham (I)	76,573	22,516	99,089	14.0	12.6											
Bishop Auckland (D)	4,540	1,165	5,705	14.4	12.4											
Blackburn (I)	5,882	1,446	7,328	11.5	9.9											
Blackpool	9,410	2,388	11,798	10.4	8.4											
Blackrod	637	212	849	8.4	6.6											
Bolton and Liskeard (I)	2,844	1,085	3,929	17.3	12.8											
Bolton and Bury (I)	16,277	4,590	20,867	11.8	10.2											
Boston	1,522	480	2,002	8.5	6.9											
Bournemouth	11,200	3,208	14,408	13.7	11.3											
Bradford (I)	19,687	5,285	24,972	11.2	10.0											
Bridgwater	2,924	976	3,900	12.5	10.3											
Bridlington and Driffield	2,219	796	3,015	14.6	11.8											
Bridport	878	319	1,197	14.4	10.4											
Brighton	18,183	5,525	23,708	14.8	12.3											
Bristol	27,865	8,461	36,326	10.5	9.4											
Bude (I)	877	332	1,209	19.7	13.5											
Burnley	2,963	735	3,698	8.6	7.7											
Burton-on-Trent	4,979	1,644	6,623	11.0	9.5											
Bury St Edmunds	1,741	669	2,410	6.9	5.9											
Buxton	1,223	473	1,696	7.5	5.9											
Calderdale	6,594	2,039	8,633	10.2	9.0											
Cambridge	7,387	2,491	9,878	6.7	5.8											
Canterbury	4,209	1,120	5,329	11.0	9.3											
Carlisle	2,952	929	3,881	7.3	6.2											
Castleford and Pontefract	5,076	1,263	6,339	12.3	11.0											
Chard	671	224	895	9.2	7.6											
Chelmsford and Braintree	8,299	2,709	11,008	10.0	8.5											
Cheltenham	5,075	1,493	6,568	8.2	7.2											
Chesterfield	7,489	2,092	9,581	12.7	11.0											
Chichester	4,731	1,187	5,918	10.0	8.1											
Chippingham	2,329	815	3,144	10.6	8.6											
Cinderford and Ross-on-Wye (I)	2,235	862	3,097	12.1	9.8											
Cirencester	943	329	1,272	8.7	7.3											
Clacton	3,154	803	3,957	20.2	15.6											
Clitheroe	988	132	1,120	5.9	4.7											
Colchester	6,734	2,092	8,826	11.0	9.4											
Corby (D)	2,568	796	3,364	9.6	8.7											
Coventry and Hinckley (I)	23,083	7,236	30,319	13.0	11.6											
Crawley	10,213	3,337	13,550	6.5	5.7											
Crewe	4,051	1,304</														

2.4 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status * and in travel-to-work areas * at November 12 1992

	Rates #				Rates #						
	Male	Female	All	Rate #	per cent employees and unemployed	per cent workforce	Male	Female	All	Rate #	per cent employees and unemployed	per cent workforce
Loughborough and Coalville	3,913	1,300	5,213	8.2	7.2	Wareham and Swanage	885	327	1,212	10.2	8.4
Louth and Mablethorpe	1,414	451	1,865	14.0	10.7	Warminster	577	225	802	10.3	8.5
Lowestoft	3,013	1,069	4,082	12.5	10.8	Warrington	5,439	1,524	6,963	8.2	7.5
Ludlow	913	347	1,260	9.9	7.2	Warwick	4,836	1,681	6,517	8.0	6.9
Macclesfield	2,603	922	3,525	5.9	5.0	Watford and Luton	25,669	8,008	33,677	10.4	9.1
Malton	323	127	450	5.8	4.7	Wellingborough and Rushden	3,637	1,172	4,809	9.9	8.4
Malvern and Ledbury	1,629	511	2,140	10.6	8.2	Wells	2,061	760	2,821	10.9	8.8
Manchester (I)	65,110	18,024	83,134	11.3	10.1	Weston-super-Mare	4,185	1,371	5,556	13.2	10.9
Mansfield	6,477	1,550	8,027	13.8	11.9	Whitby (D)	858	284	1,142	14.8	10.9
Matlock	800	319	1,119	6.1	5.0	Whitchurch and Market Drayton	922	396	1,318	10.1	7.5
Medway and Maidstone	21,903	6,362	28,265	13.2	11.4	Whitehaven	2,474	713	3,187	9.9	8.9
Melton Mowbray	1,261	433	1,694	7.8	6.4	Widnes and Runcorn (D)	6,172	1,709	7,881	13.3	12.2
Middlesbrough (D)	15,679	3,786	19,665	16.4	14.5	Wigan and St Helens (D)	18,401	5,387	23,788	14.1	12.3
Milton Keynes	7,398	2,372	9,770	10.0	9.0	Winchester and Eastleigh	3,656	1,055	4,711	5.6	4.9
Minehead	919	337	1,256	14.3	10.7	Windermere	350	137	487	6.1	4.5
Morpeth and Ashington (I)	5,302	1,409	6,711	14.3	12.4	Wirral and Chester (D)	21,026	6,055	27,081	13.5	11.9
Newark	1,986	638	2,624	11.5	9.4	Wisbech	1,828	603	2,431	14.8	11.7
Newbury	2,333	905	3,238	7.8	6.7	Wolverhampton (I)	14,922	4,401	19,323	14.6	13.0
Newcastle upon Tyne (D)	36,212	9,353	45,565	13.1	11.7	Woodbridge and Leiston	1,089	367	1,456	5.9	4.9
Newmarket	1,743	687	2,430	8.6	7.1	Worcester	4,496	1,378	5,874	10.1	8.7
Newquay (D)	1,688	760	2,428	23.2	17.9	Workington (D)	2,944	967	3,911	14.0	11.7
Newton Abbot	2,416	741	3,157	12.8	10.2	Worksop	2,294	591	2,885	12.3	10.9
Northallerton	667	233	900	5.1	4.3	Worthing	6,568	1,669	8,237	10.7	8.8
Northampton	7,939	2,611	10,550	8.9	7.8	Yeovil	3,114	1,144	4,258	9.6	7.9
Northwich	3,450	1,105	4,555	8.8	7.6	York	4,993	1,660	6,653	6.9	6.0
Norwich	9,980	3,028	13,008	9.0	7.8	Wales					
Nottingham	31,399	8,949	40,348	12.1	10.7	Aberdare (D)	2,544	547	3,091	15.7	13.5
Okehampton	406	152	558	12.0	8.2	Aberystwyth	658	253	911	6.9	5.5
Oidham (I)	7,645	2,261	9,906	11.9	10.3	Bangor and Caernarfon (I)	3,132	917	4,049	14.2	11.8
Oswestry	1,026	405	1,431	10.4	8.4	Blaenau, Gwent and Abergavenny (D)	3,563	772	4,335	13.9	11.6
Oxford	10,658	3,217	13,875	7.3	6.4	Bracon	533	176	709	8.4	6.0
Pendle	2,197	625	2,822	8.7	7.3	Bridgend (I)	5,473	1,586	7,059	12.5	10.8
Penrith	636	257	893	6.1	4.5	Cardiff (I)	18,147	4,305	22,452	10.8	9.6
Penzance and St Ives (D)	2,645	898	3,543	19.1	14.4	Cardigan (D)	885	287	1,172	16.6	10.0
Peterborough	3,795	2,581	6,376	11.4	10.1	Carmarthen	969	291	1,260	6.4	4.9
Pickering and Helmsley	350	133	483	6.5	4.8	Conwy and Colwyn	3,111	967	4,078	12.5	9.8
Plymouth (I)	15,004	4,662	19,666	14.8	12.9	Denbigh	715	250	965	10.3	7.0
Poole	6,236	1,606	7,842	11.6	9.8	Deolgellau and Barmouth	462	168	630	13.0	9.6
Portsmouth	15,556	4,182	19,738	13.0	11.4	Fishguard (I)	373	117	490	16.4	9.6
Preston	10,594	3,065	13,659	8.7	7.6	Haverfordwest (I)	2,198	548	2,746	14.4	11.4
Reading	9,437	2,589	12,026	7.6	6.7	Holyhead (D)	2,428	802	3,230	18.7	14.9
Redruth and Camborne (D)	3,221	881	4,102	19.3	15.6	Lampeter and Aberaeron (D)	554	184	738	13.3	8.5
Relford	1,687	618	2,305	11.1	9.3	Llandello	277	86	363	12.7	7.1
Richmondshire	667	359	1,026	7.9	6.1	Llandrindod Wells	623	237	860	8.8	6.1
Ripon	479	236	715	6.8	5.2	Llanelli (I)	3,204	872	4,076	13.3	11.1
Rochdale (I)	6,178	1,725	7,903	12.8	11.0	Machynlleth	343	156	499	13.0	8.8
Rotherham	12,926	3,091	16,017	16.5	14.7	Merthyr and Rhymney (D)	6,024	1,238	7,262	13.7	11.9
Rugby and Daventry	3,408	1,469	4,877	9.3	7.9	Monmouth	364	130	494	11.4	8.0
Salisbury	2,901	1,034	3,935	8.6	7.3	Neath and Port Talbot (D)	3,573	761	4,334	10.6	9.5
Scarborough and Filey	2,908	992	3,900	11.7	9.7	Newport (I)	7,395	2,060	9,455	11.0	9.8
Souththorpe (D)	5,357	1,438	6,795	11.3	9.9	Newtown	505	170	675	6.5	4.8
Settle	230	107	337	5.2	3.7	Pontypool and Cwmbran (I)	3,691	962	4,653	11.7	10.2
Shaftesbury	1,140	383	1,523	10.9	7.8	Portyrridd and Rhondda (D)	6,812	1,455	8,267	13.0	11.3
Sheffield (I)	27,511	7,707	35,218	13.5	12.1	Porthmadoc and Ffestiniog (I)	645	239	884	13.4	10.4
Shrewsbury	2,800	870	3,670	8.9	7.3	Pwllheli (I)	666	243	909	15.8	11.0
Sittingbourne and Sheerness	5,073	1,466	6,539	16.6	14.2	Shotton, Flint and Rhyl (D)	6,145	1,730	7,875	10.2	8.6
Skegness	1,483	548	2,031	18.4	14.1	South Pembrokeshire (D)	2,045	596	2,641	21.4	15.7
Skipton	556	181	737	7.0	5.4	Swansea (I)	9,531	2,248	11,779	11.4	9.9
Sleaford	651	282	933	7.5	6.1	Welshpool	430	218	648	8.7	5.9
Slough	11,199	3,675	14,874	8.4	7.3	Wrexham (D)	4,512	1,251	5,763	11.1	9.4
South Molton	438	145	583	12.6	8.4	Scotland					
South Tyneside (D)	8,456	2,081	10,537	21.4	18.8	Aberdeen	6,183	1,933	8,116	4.5	4.1
Southampton	16,915	4,171	21,086	11.5	10.2	Alloa (I)	1,757	547	2,304	13.2	11.5
Southern	27,883	8,363	36,246	14.8	12.4	Annan	563	201	764	8.3	6.8
Spalding and Holbeach	1,366	557	1,923	8.1	6.2	Arbroath (D)	936	329	1,265	13.7	11.0
St Austell	2,528	862	3,390	14.8	11.5	Ayr (I)	3,751	1,127	4,878	10.4	8.9
Stafford	3,940	1,348	5,288	7.4	6.4	Badenoch (I)	373	214	587	13.2	10.3
Stamford	1,050	400	1,450	8.2	6.6	Barff	434	170	604	7.0	5.2
Stockton-on-Tees (D)	8,321	2,252	10,573	14.0	12.0	Bathgate (D)	4,771	1,373	6,144	12.9	11.6
Stoke	15,076	4,419	19,495	10.4	9.1	Berwickshire	361	135	496	10.7	7.3
Stroud	3,145	1,088	4,233	11.2	9.0	Blairgowrie and Pitlochry	735	327	1,062	9.6	7.3
Subury	1,496	593	2,089	12.7	10.0	Brechin and Montrose	915	372	1,287	10.3	7.9
Sunderland (D)	19,302	4,681	23,983	15.6	13.8	Buckie	308	105	413	9.7	7.7
Swindon	7,598	2,397	9,995	9.1	8.1	Campbeltown (I)	340	139	479	14.0	9.7
Taunton	2,907	860	3,767	8.2	6.9	Crieff	281	123	404	10.6	8.0
Telford and Bridgnorth (I)	6,186	1,864	8,050	10.9	9.6	Cumnock and Sanquhar (D)	2,431	584	3,015	23.4	19.1
Thanet	5,877	1,446	7,323	18.7	15.1	Dumbarton (D)	3,124	882	4,006	13.5	11.9
Thetford	1,826	650	2,476	11.7	9.8	Dumfries	1,445	496	1,941	8.1	6.9
Thurs	252	114	366	5.9	4.7	Dunfermline (I)	7,684	2,449	10,133	11.2	10.0
Tiverton	897	304	1,201	10.7	8.4	Dunfermline (I)	4,710	1,464	6,174	12.7	11.2
Torbay	5,836	1,624	7,460	16.0	12.5	Dunoon and Bute (I)	1,102	390	1,492	17.9	12.7
Torrington	539	203	742	14.8	10.2	Edinburgh	20,122	5,961	26,083	8.7	7.8
Totnes	836	280	1,116	15.5	11.1	Elgin	1,406	466	1,872	8.7	7.4
Trowbridge and Frome	3,650	1,143	4,793	10.2	8.7	Falkirk (I)	5,190	1,611	6,801	11.3	10.0
Turo	1,999	633	2,632	10.6	8.6	Forfar	567	272	839	8.6	7.0
Turnbridge Wells	5,763	1,645	7,408	7.7	6.3	Forres (I)	363	162	525	17.8	13.6
Uttoxeter and Ashbourne	693	230	923	8.0	6.6						
Wakefield and Dewsbury	10,011	2,732	12,743	11.9	10.5						
Walsall (I)	16,082	4,501	20,583	14.0	12.4						

CLAIMANT UNEMPLOYMENT Area statistics **2.4**

Unemployment in regions by assisted area status * and in travel-to-work areas † at November 12 1992

	United Kingdom				Scotland					Northern Ireland							
	Male	Female	All	Rate #	per cent employees and unemployed	per cent workforce	Male	Female	All	Rate #	per cent employees and unemployed	per cent workforce	Male	Female	All	Rate #	
Perth and Argyll	433	142	575	7.4	5.9	Peterhead	859	279	1,138	9.9	7.9						
Perth and Highland	665	210	875	5.3	4.4	Shetland Islands	281	125	406	4.3	3.4						
Perth and Aberdeen	478	156	634	17.0	13.0	Skye and Wester Ross (I)	631	332	963	13.8	10.6						
Glasgow (I)	58,565	15,620	74,185	12.3	11.1	Stewartry (I)	456	215	671	10.2	7.1						
Glasgow (D)	4,462	1,027	5,489	14.8	13.0	Stirling	2,247	698	2,945	8.3	7.2						
Haddington	905	318	1,223	11.3	9.1	Stranraer (I)	677	262	939	12.9	10.2						
Hawick	506	173	679	8.0	6.9	Sutherland (I)	408	248	656	15.9	11.8						
Hurly	211	66	277	8.7	6.4	Thurso	492	178	670	9.5	7.9						
Inver Gordon and Dingwall (I)	1,420	436	1,856	14.0	12.0	Western Isles (I)	1,471	414	1,885	19.3	14.3						
Inverness	3,095	920	4,015	10.9	9.2	Wick (I)	525	116	641	15.4	11.6						
						Northern Ireland											
Inverclyde (I)	6,260	1,823	8,083	15.5	13.5	Ballymena	1,955	722	2,677	11.3	9.5						
Inverclyde (D)	373	154	527	11.6	9.2	Belfast	39,238	12,496	51,734	14.8	13.0						
Inverclyde (I)	334	132	466	9.3	7.4	Coleraine	4,758	1,385	6,143	19.3	16.0						
Inverclyde (D)	227	88	315	6.2	4.9	Cookstown	1,576	519	2,095	23.9	18.9						
West of Scotland	3,436	1,036	4,472	14.1	12.3	Craigavon	6,450	2,122	8,572	14.7	12.4						
Kirkcaldy (I)	6,134	1,968	8,102	13.5	11.8	Dungannon	2,503	763	3,266	20.5	16.7						
Lanarkshire (I)	17,218	4,191	21,409	14.5	12.6	Enniskillen	2,702	715	3,417	18.1	14.2						
Lothian (I)	688	360	1,048	13.2	10.7	Londonderry	9,034	1,369	11,033	23.1	19.6						
Lothian (D)	241	140	381	11.2	7.9	Magherafelt	1,891	641	2,532	20.0	16.3						
Lothian (I)	369	190	559	18.8	12.4	Newry	5,239	1,463	6,702	24.4	20.0						
North East Fife	1,119	456	1,575	9.0	7.4	Omagh	2,449	794	3,243	19.7	15.7						
Orkney	526	298	824	10.7	7.9	Strabane	2,647	553	3,200	28.1	22.6						
Orkney Islands	323	152	475	6.5	4.6												
Perth	357	112	469	10.7	8.6												
Perth	1,700	525	2,225	7.2	6.2												

(I) Intermediate Area
(D) Development Area
Assisted area status as designated on November 29 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.
† Travel-to-work areas are defined in the supplement to the September 1984 issue of the *Employment Gazette*, with slight amendments as given in the October 1984 (page 467), March 1985 (page 126), February 1986 (page 86) and December 1987 (page 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.

CLAIMANT UNEMPLOYMENT Age and duration **2.5**

THOUSAND

UNITED KINGDOM	18-24				25-49				50 and over				All ages*			
	Up to 26 weeks		Over 26 and up to 52 weeks		Up to 26 weeks		Over 26 and up to 52 weeks		Up to 26 weeks		Over 26 and up to 52 weeks		Up to 26 weeks		Over 26 and up to 52 weeks	
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																
1990 Oct	332.2	83.6	81.0	496.8	436.6	161.1	272.1	869.9	102.6	44.7	154.5	301.8	873.4	289.5	507.7	1,670.6
1991 Jan	399.7	101.3	85.4	586.5	567.3	183.5	286.9	1,037.8	131.8	48.5	152.5	332.8	1,101.5	333.4	524.8	1,959.7
Apr	430.5	134.5	94.0	659.0	646.7	221.1	309.2	1,177.0	151.4	56.1	151.8	359.3	1,231.5	411.9	555.1	2,198.5
July	472.9	155.3	107.9	736.2	650.9	268.4	336.4	1,256.6	155.3	66.9	147.9	370.1	1,283.5	491.9	592.2	2,367.5
Oct	447.6	158.6	125.3	731.5	618.3	308.1	376.2	1,302.6	152.4	81.0	152.5	385.9	1,223.9	548.0	654.0	2,426.0
1992 Jan	467.6	175.0	147.0	789.6	692.7	326.9	436.7	1,456.3	188.9	88.4	163.2	420.5	1,336.2	590.7	747.0	2,673.9
Apr	431.9	189.9	168.3	790.0	694.5	320.0	497.5	1,502.0	171.6	87.5	175.1	434.1	1,297.5	598.2	840.8	2,736.5
July	457.7	180.9	184.7	823.3	650.2	317.9	540.2	1,506.3	182.8	86.4	180.3	429.5	1,282.6	586.1	905.3	2,774.0
Oct	464.4	159.7	195.5	819.7	652.1	314.3	572.9	1,539.3	163.7	90.5	187.0	441.2	1,293.1	565.7	965.6	2,814.4
MALE																
1990 Oct	220.5	59.5	60.9	340.9	322.7	121.6	227.3	671.7	80.1	34.6	116.1	230.8	624.4	215.8	404.3	1,244.4
1991 Jan	272.8	72.6	65.0	410.4	430.0	140.0	240.9	810.8	105.4	37.7	115.1	258.2	809.5	250.3	421.0	1,480.8
Apr	295.9	96.9	72.2	465.0	488.6	171.9	260.2	920.7	121.5	44.4	115.1	280.9	907.4	313.2	447.6	1,668.2
July	314.2	113.6	83.2	511.0	481.9	212.9	294.3	979.1	123.3	53.7	112.7	289.8	921.8	380.3	480.3	1,782.4
Oct	296.8	117.6	97.2	511.6	459.2	243.1	319.3	1,021.6	121.0	65.4	116.9	303.3	880.1	426.2	533.4	1,839.7
1992 Jan	315.8	128.0	115.4	559.3	521.7	255.2	372.6	1,149.4	134.8	71.3	126.4	332.6	976.1	454.8	614.4	2,045.4
Apr	285.0	136.0	132.8	563.8	513.7	248.3	424.8	1,186.8	137.2	70.2	136.3	343.7	951.2	454.9	694.0	2,100.1
July	300.7	130.4	145.2	576.3	477.4	247.9	461.6	1,186.9	128.1	69.3	140.9	338.4	912.8	448.1	747.8	2,108.7
Oct	307.1	117.1	153.5	577.8	482.7	244.6	490.4	1,217.6	129.5	72.6	146.4	348.6	926.5	434.9	790.4	2,151.9
FEMALE																
1990 Oct	111.8	24.0	20.2	156.0	113.8	39.5	44.8	198.2	22.4	10.1	38.4	71.0	249.0	73.7	103.5	426.2
1991 Jan	126.9	28.8	20.4	176.1	137.4	43.6	46.0	227.0	26.4	10.8	37.4	74.6	292.0	83.1	103.8	479.0
Apr	134.6	37.6	21.8	194.0	158.2	49.2	48.9	256.4	30.0	11.8	36.7	78.4	324.1	96.7	107.5	530.2
July	158.7	41.8	24.7	225.2	169.0	56.5	52.1	277.5	31.9	13.2	35.1	80.3	361.7	111.6	111.9	585.2
Oct	150.8	41.0	28.0	219.8	159.1	65.0	57.0	281.0	31.4	15.7	35.6	82.6	343.9	121.8	120.6	586.2
1992 Jan	151.8	47.0	31.5	230.3	171.0	71.7	64.1	306.8	34.1	17.1	36.8	88.0	360.1	135.9	132.5	628.5
Apr	136.9	53.9	35.4	226.2	170.7	71.8	72.6	315.2	34.3	17.3	38.8	90.4	346.3	143.3	146.9	636.5
July	157.0	50.5	39.5	247.0	172.8	70.0	78.6	321.4	34.6	17.1	39.3	91.1	369.8	138.0	157.4	665.3
Oct	157.3	42.6	42.0	241.9	169.4	69.7	82.5	321.6	34.1	17.9	40.6	92.7	366.6	130.7	165.2	662.5

See footnotes to tables 2.1 and 2.2.
* Including some aged under 18.

2.7 CLAIMANT UNEMPLOYMENT Age

UNITED KINGDOM		All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
MALE AND FEMALE										
1991	Oct	2,420.0	208.4	523.0	418.2	506.9	377.5	338.0	47.9	2,426.0
1992	Jan	2,666.4	219.0	570.6	465.2	567.4	423.6	367.2	53.4	2,673.9
	Apr	2,726.1	217.8	572.2	474.8	588.2	439.0	379.9	54.2	2,736.5
	July	2,761.0	221.1	602.2	475.1	593.4	439.8	377.8	51.6	2,774.0
	Oct	2,800.1	229.7	590.0	481.6	605.7	452.0	390.7	50.5	2,814.4
MALE										
1991	Oct	1,836.5	131.9	379.7	323.5	410.9	287.2	255.8	47.5	1,839.7
1992	Jan	2,041.3	140.9	418.4	362.5	462.8	324.2	279.7	52.9	2,045.4
	Apr	2,094.4	141.7	422.1	371.1	479.9	335.8	290.1	53.7	2,100.1
	July	2,101.6	142.1	434.2	369.7	482.0	335.2	287.2	51.2	2,108.7
	Oct	2,144.0	146.1	431.6	376.3	494.6	346.8	298.6	50.0	2,151.9
FEMALE										
1991	Oct	583.5	76.5	143.3	94.8	95.9	90.3	82.2	0.5	586.2
1992	Jan	625.1	78.1	152.2	102.8	104.6	99.5	87.5	0.5	628.5
	Apr	631.8	76.1	150.1	103.6	108.3	103.2	89.9	0.5	636.5
	July	659.4	79.0	168.0	105.4	111.4	104.6	90.6	0.5	665.3
	Oct	656.2	83.5	158.4	105.2	111.1	105.2	92.2	0.5	662.5

* Including some aged under 18.

2.8 CLAIMANT UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE									
1991	Oct	309.8	914.2	548.0	348.7	101.3	204.1	2,426.0	Thousand 654.0
1992	Jan	297.2	1,039.0	590.7	424.7	115.4	206.9	2,673.9	747.0
	Apr	302.4	995.1	598.2	497.1	134.9	208.8	2,736.5	840.8
	July	369.2	913.4	586.1	538.3	156.4	210.5	2,774.0	905.3
	Oct	345.4	947.7	565.7	553.7	184.8	217.1	2,814.4	955.6
Proportion of number unemployed									
1991	Oct	12.8	37.7	22.6	14.4	4.2	8.4	100.0	Per cent 27.0
1992	Jan	11.1	38.9	22.1	15.9	4.3	7.7	100.0	27.9
	Apr	11.0	36.4	21.9	18.2	4.9	7.6	100.0	30.7
	July	13.3	32.9	21.1	19.4	5.6	7.6	100.0	32.6
	Oct	12.3	33.7	20.1	19.7	6.6	7.7	100.0	34.0
MALE									
1991	Oct	218.7	661.4	426.2	282.9	83.4	167.1	1,839.7	Thousand 533.4
1992	Jan	206.3	769.9	454.8	348.7	95.9	169.9	2,045.4	614.4
	Apr	216.6	734.6	454.9	409.4	112.5	172.1	2,100.1	694.0
	July	243.8	669.0	448.1	442.5	131.2	174.1	2,108.7	747.8
	Oct	243.5	683.1	434.9	454.0	156.0	180.3	2,151.9	790.4
Proportion of number unemployed									
1991	Oct	11.9	35.9	23.2	15.4	4.5	9.1	100.0	Per cent 29.0
1992	Jan	10.1	37.6	22.2	17.0	4.7	8.3	100.0	30.0
	Apr	10.3	35.0	21.7	19.5	5.4	8.2	100.0	33.0
	July	11.6	31.7	21.2	21.0	6.2	8.3	100.0	35.5
	Oct	11.3	31.7	20.2	21.1	7.3	8.4	100.0	36.7
FEMALE									
1991	Oct	91.1	252.8	121.8	65.8	17.9	37.0	586.2	Thousand 120.8
1992	Jan	90.9	269.1	135.9	76.0	19.5	37.0	628.5	132.5
	Apr	85.8	260.5	143.3	87.7	22.4	36.8	636.5	146.9
	July	125.4	244.4	138.0	95.9	25.2	36.4	665.3	157.4
	Oct	102.0	264.6	130.7	99.7	28.8	36.7	662.5	165.2
Proportion of number unemployed									
1991	Oct	15.5	43.1	20.8	11.2	3.0	6.3	100.0	Per cent 20.6
1992	Jan	14.5	42.8	21.6	12.1	3.1	5.9	100.0	21.1
	Apr	13.5	40.9	22.5	13.8	3.5	5.8	100.0	23.1
	July	18.8	36.7	20.8	14.4	3.8	5.5	100.0	23.7
	Oct	15.4	39.9	19.7	15.0	4.3	5.5	100.0	24.9

Unemployment in counties and local authority districts at November 12 1992

	Male	Female	All	Rate +			Male	Female	All	Rate +		
				Percent employees and unemploy- ed	Percent workforce					Percent employees and unemploy- ed	Percent workforce	
SOUTHEAST												
Bedfordshire	18,939	5,936	24,875	10.7	9.5	Three Rivers	2,023	629	2,652			
Luton	8,055	2,256	10,311			Watford	2,954	963	3,917			
Mid Bedfordshire	2,797	996	3,793			Welwyn Hatfield	2,809	944	3,753			
North Bedfordshire	4,556	1,507	6,063			Isle of Wight	5,525	1,796	7,321	16.0	13.1	
South Bedfordshire	3,531	1,177	4,708			Medina	3,105	956	4,071			
Berkshire	21,514	6,670	28,184	7.9	7.0	South Wight	2,420	830	3,250			
Bracknell	2,596	844	3,440			Kent	56,029	15,593	71,622	12.4	10.5	
Newbury	3,233	1,159	4,392			Ashford	2,956	802	3,758			
Reading	5,161	1,241	6,402			Canterbury	4,209	1,120	5,329			
Slough	4,733	1,466	6,199			Dartford	2,830	821	3,651			
Windsor and Maidenhead	3,018	1,058	4,076			Dover	3,923	1,102	5,025			
Wokingham	2,773	902	3,675			Gillingham	4,036	1,148	5,184			
Buckinghamshire	18,090	5,757	23,847	8.8	7.6	Gravesham	4,145	1,179	5,324			
Aylesbury Vale	4,096	1,411	5,507			Maidstone	4,050	1,216	5,266			
Chiltern	1,858	573	2,431			Rochester-upon-Medway	7,064	2,038	9,102			
Milton Keynes	6,454	2,051	8,505			Sevenoaks	2,857	873	3,730			
South Buckinghamshire	1,305	474	1,779			Shepway	3,570	815	4,385			
Wycombe	4,377	1,248	5,625			Swale	5,073	1,466	6,539			
East Sussex	28,667	8,615	37,282	14.7	11.9	Thanet	5,877	1,446	7,323			
Brighton	9,087	2,708	11,795			Tonbridge and Malling	2,861	853	3,714			
Eastbourne	3,052	866	3,908			Tunbridge Wells	2,578	714	3,292			
Hastings	4,350	1,134	5,484			Oxfordshire	15,111	4,674	19,785	7.7	6.7	
Hove	4,024	1,405	5,429			Cherwell	3,375	1,130	4,505			
Lewes	2,840	866	3,696			Oxford	4,165	1,141	5,306			
Rother	2,406	725	3,131			South Oxfordshire	3,212	919	4,131			
Wealden	2,908	931	3,839			Vale of White Horse	2,501	799	3,300			
Essex	54,933	17,258	72,191	13.1	11.0	West Oxfordshire	1,858	685	2,543			
Basildon	6,870	2,135	9,005			Surrey	23,746	7,587	31,333			
Braintree	4,044	1,305	5,349			Elmbridge	2,568	863	3,431			
Brentwood	1,722	592	2,314			Epsom and Ewell	1,467	525	1,992			
Castle Point	3,232	978	4,210			Guildford	2,987	909	3,896			
Chelmsford	4,320	1,464	5,784			Mole Valley	1,679	561	2,240			
Colchester	4,951	1,538	6,489			Reigate and Banstead	2,781	805	3,586			
Epping Forest	3,644	1,369	5,013			Runnymede	1,848	607	2,455			
Harlow	3,290	1,208	4,498			Spelthorne	2,434	879	3,313			
Maldon	1,766	561	2,327			Surrey Heath	1,813	582	2,395			
Rochford	2,324	745	3,069			Tandridge	1,585	535	2,120			
Southend-on-Sea	7,276	2,085	9,361			Waverley	2,542	756	3,298			
Tendring	4,764	1,278	6,042			Woking	2,042	565	2,607			
Thurrock	5,170	1,418	6,588			West Sussex	19,942	5,503	25,445	8.6	7.3	
Utlesford	1,570	582	2,152			Adur	1,922	439	2,361			
Greater London	336,227	116,090	452,317	12.7	11.2	Arun	4,069	966	5,025			
Barking and Dagenham	6,947	1,980	8,927			Chichester	2,768	766	3,534			
Barnet	9,783	3,991	13,774			Crawley	2,458	735	3,293			
Bexley	7,833	2,602	10,435			Horsham	2,712	817	3,529			
Brent	15,661	5,425	21,086			Mid Sussex	2,843	910	3,753			
Bromley	8,937	2,918	11,855			Worthing	3,170	820	3,990			
Camden	10,074	4,200	14,274			EAST ANGLIA						
City of London	102	40	142			Cambridgeshire	20,016	6,626	26,642	9.1	7.9	
City of Westminster	8,171	3,340	11,511			Cambridge	3,212	1,018	4,230			
Croydon	12,796	4,123	16,919			East Cambridgeshire	1,386	492	1,878			
Ealing	12,275	4,344	16,619			Fenland	2,718	928	3,646			
Enfield	11,352	3,772	15,124			Huntingdon	3,749	1,554	5,303			
Greenwich	11,858	3,672	15,530			Peterborough	6,675	1,850	8,525			
Hackney	15,456	4,911	20,367			South Cambridgeshire	2,276	784	3,060			
Hammersmith and Fulham	9,086	3,636	12,722			Norfolk	24,078	7,727	31,805	10.7	8.9	
Haringey	15,295	5,426	20,721			Breckland	3,002	1,043	4,045			
Harrow	6,138	2,232	8,370			Broadland	2,203	731	2,934			
Havering	7,646	2,443	10,089			Great Yarmouth	4,360	1,492	5,852			
Hillingdon	7,236	2,438	9,674			North Norfolk	2,445	712	3,157			
Hounslow	8,074	3,045	11,119			Norwich	5,979	1,682	7,661			
Islington	12,254	4,646	16,900			South Norfolk	2,333	836	3,169			
Kensington and Chelsea	6,030	2,931	8,961			West Norfolk	3,756	1,231	4,987			
Kingston-upon-Thames	4,016	1,341	5,357			Suffolk	17,216	5,780	22,996	8.4	7.2	
Lambeth	19,069	6,615	25,684			Babergh	2,080	712	2,792			
Lewisham	15,632	5,246	20,878			Forest Heath	1,164	471	1,635			
Merton	6,587	2,192	8,779			Ipswich	4,174	1,075	5,249			
Newham	15,139	4,310	19,449			Mid Suffolk	1,544	560	2,104			
Newham	8,593	2,973	11,566			St Edmundsbury	2,459	911	3,370			
Richmond-upon-Thames	4,424	1,797	6,221			Suffolk Coastal	2,174	745	2,919			
Southwark	16,139	5,316	21,455			Waveney	3,621	1,306	4,927			
Sutton	5,576	1,780	7,356			SOUTHWEST						
Tower Hamlets	12,808	3,458	16,266			Avon	36,573	11,526	48,099	10.6	9.3	
Waltham Forest	11,922	3,931	15,853			Bath	3,247	1,175	4,422			
Wandssworth	13,318	5,016	18,334			Bristol	19,579	5,772	25,351			
Hampshire	53,423	15,015	68,438	10.5	9.1	Kingswood	2,783	785	3,568			
Basingstoke and Deane	4,040	1,334	5,374			Northavon	3,518	1,234	4,752			
East Hampshire	2,611	757	3,368			Wansdyke	1,991	720	2,711			
Eastleigh	2,864	816	3,680			Woodspring	5,455	1,840	7,295			
Fareham	2,707	868	3,575			Cornwall	20,192	6,896	27,088	17.0	13.1	
Gosport	2,729	967	3,696			Caradon	2,722	981	3,713			
Hart	1,797	571	2,368			Carrick	3,414	1,054	4,468			
Havant	5,004	1,270	6,274			Isles of Scilly	31	27	58			
New Forest	4,594	1,228	5,812			Kerrier	3,999	1,189	5,188			
Portsmouth	8,914	2,436	11,350			North Cornwall	2,843	1,044	3,887			
Rushmoor	2,418	748	3,166			Perwith	3,175	1,054	4,229			
Southampton	11,023	2,614	13,637			Restormel	4,008	1,537	5,545			
Test Valley	2,494	744	3,238			Devon	38,894	12,022	50,916	12.8	10.5	
Winchester	2,238	662	2,900			East Devon	2,718	838	3,556			
Hertfordshire	30,451	10,336	40,787	9.9	8.6	Exeter	4,023	1,073	5,096			
Broxbourne	3,034	1,174	4,208			Mid Devon	1,641	567	2,208			
Dacorum	3,897	1,253	5,150			North Devon	3,692	1,224	4,916			
East Hertfordshire	3,122	1,135	4,257			Plymouth	12,177	3,689	15,866			
Hertsmere	2,569	860	3,429									
North Hertfordshire	3,565	1,230	4,795									
St Albans	3,110	1,052	4,162									
Stevenage	3,368	1,096	4,464									

2.9 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at November 12 1992

	Male	Female	All	Rate +		Male	Female	All	Rate +		
				Per cent employees and unemployed	Per cent workforce				Per cent employees and unemployed	Per cent workforce	
South Hams	2,275	797	3,072			North West Leicestershire	2,284	730	3,014		
Teignbridge	3,431	1,039	4,470			Oadby and Wigston	1,044	316	1,360		
Torbay	5,643	1,557	7,200			Rutland	504	181	685		
Torridge	1,998	735	2,733			Lincolnshire	17,142	5,731	22,873	10.6	8.6
West Devon	1,296	503	1,799			Boston	1,401	446	1,847		
Dorset	23,508	6,932	30,440	12.4	10.2	East Lindsey	3,786	1,379	5,165		
Bournemouth	8,121	2,271	10,392			Lincoln	4,018	1,102	5,120		
Christchurch	1,307	388	1,695			North Kesteven	1,743	671	2,414		
East Dorset	1,979	563	2,542			South Holland	1,435	581	2,016		
North Dorset	1,044	346	1,390			South Kesteven	2,517	829	3,346		
Poole	5,259	1,340	6,599			West Lindsey	2,242	723	2,965		
Purbeck	1,205	440	1,645			Northamptonshire	18,224	6,040	24,264	9.4	8.2
West Dorset	2,166	751	2,917			Corby	2,421	743	3,164		
Weymouth and Portland	2,427	823	3,250			Daventry	1,424	595	2,019		
Gloucestershire	16,747	5,256	22,003	9.4	8.0	East Northamptonshire	1,657	531	2,188		
Cheltenham	3,412	921	4,333			Kettering	2,271	709	2,980		
Cotswold	1,669	609	2,278			Northampton	6,786	2,203	8,989		
Forest of Dean	2,032	755	2,787			South Northamptonshire	1,463	544	2,007		
Gloucester	4,199	1,138	5,337			Wellingborough	2,202	715	2,917		
Stroud	3,183	1,077	4,260			Nottinghamshire	41,795	11,581	53,376	12.0	10.5
Tewkesbury	2,252	756	3,008			Ashfield	4,222	1,081	5,303		
Somerset	14,048	4,750	18,798	10.4	8.5	Bassetlaw	3,733	1,190	4,923		
Mendip	3,168	1,116	4,284			Broxtowe	3,161	1,035	4,196		
Sedgemoor	3,215	1,070	4,285			Gedling	3,419	1,094	4,513		
South Somerset	3,839	1,392	5,231			Mansfield	4,174	1,004	5,178		
Taunton Deane	2,786	810	3,596			Newark	3,476	982	4,458		
West Somerset	1,040	362	1,402			Nottingham	16,965	4,292	21,257		
Wiltshire	16,454	5,517	21,971	9.2	8.0	Rushcliffe	2,645	903	3,548		
Kennet	1,695	640	2,335			YORKSHIRE AND HUMBERSIDE					
North Wiltshire	3,042	1,133	4,175			Humberside	36,232	10,704	46,306	12.6	11.0
Salisbury	2,762	963	3,725			Beverley	2,437	885	3,322		
Thamesdown	5,973	1,813	7,786			Boothferry	2,022	593	2,615		
West Wiltshire	2,982	968	3,950			Cleethorpes	2,392	687	3,079		
WEST MIDLANDS						East Yorkshire	2,551	933	3,484		
Hereford and Worcester	20,251	6,839	27,090	10.9	9.1	Glanford	1,873	598	2,471		
Bromsgrove	2,608	921	3,529			Great Grimsby	4,569	1,149	5,718		
Hereford	1,816	677	2,493			Holderness	1,518	505	2,123		
Leominster	973	319	1,292			Kingston-upon-Hull	15,814	4,018	19,832		
Malvern Hills	2,179	727	2,906			Scunthorpe	2,956	706	3,662		
Redditch	2,806	880	3,686			North Yorkshire	15,928	5,696	21,624	7.6	6.3
South Herefordshire	1,158	476	1,634			Craven	871	317	1,188		
Worcester	3,177	884	4,061			Hambleton	1,417	557	1,974		
Wychavon	2,379	907	3,286			Harrogate	2,569	957	3,526		
Wyre Forest	3,155	1,048	4,203			Richmondshire	682	364	1,046		
Shropshire	11,744	3,781	15,525	10.2	8.5	Ryedale	1,446	542	1,988		
Bridgnorth	1,236	450	1,686			Scarborough	3,709	1,255	4,964		
North Shropshire	1,139	439	1,578			Selby	1,975	779	2,754		
Oswestry	899	354	1,253			York	3,259	925	4,184		
Shrewsbury and Atcham	2,514	759	3,273			South Yorkshire	59,381	15,736	75,117	14.7	13.0
South Shropshire	877	321	1,198			Barnsley	9,328	2,900	11,628		
The Wrekin	5,079	1,458	6,537			Doncaster	13,461	3,639	17,100		
Staffordshire	33,486	10,591	44,077	10.8	9.4	Rotherham	11,324	2,852	14,176		
Cannock Chase	3,450	1,123	4,573			Sheffield	25,268	6,945	32,213		
East Staffordshire	3,230	1,033	4,263			West Yorkshire	76,243	21,766	98,009	10.6	9.4
Lichfield	2,543	886	3,429			Bradford	19,084	5,174	24,258		
Newcastle-under-Lyme	3,567	1,109	4,676			Calderdale	6,594	2,039	8,633		
South Staffordshire	3,194	1,109	4,303			Kirkstiles	12,387	3,732	16,119		
Stafford	2,983	1,031	4,014			Leeds	26,711	7,702	34,413		
Staffordshire Moorlands	2,057	729	2,786			Wakefield	11,467	3,119	14,586		
Stoke-on-Trent	9,468	2,544	12,012			NORTH WEST					
Tamworth	2,994	1,027	4,021			Cheshire	29,474	8,958	38,432	9.3	8.3
Warwickshire	15,019	5,355	20,374	10.3	8.8	Chester	1,091	368	1,459		
North Warwickshire	2,032	700	2,732			Congleton	1,836	724	2,560		
Nuneaton and Bedworth	4,708	1,515	6,223			Crewe and Nantwich	3,652	1,153	4,805		
Rugby	2,476	1,106	3,582			Ellesmere Port and Neston	2,834	812	3,646		
Stratford-on-Avon	2,326	865	3,191			Halton	5,788	1,596	7,384		
Warwick	3,477	1,169	4,646			Macclesfield	3,050	1,067	4,117		
West Midlands	132,530	38,096	170,616	14.0	12.6	Vale Royal	3,186	991	4,177		
Birmingham	57,696	16,134	73,830			Warrington	5,439	1,524	6,963		
Coventry	15,477	4,685	20,162			Greater Manchester	104,070	29,172	133,242	11.7	10.3
Dudley	11,964	3,759	15,723			Bolton	9,973	2,654	12,627		
Sandwell	15,598	4,342	19,940			Bury	4,871	1,567	6,438		
Solihull	6,823	2,298	9,121			Manchester	27,736	7,225	34,961		
Walsall	12,077	3,180	15,257			Oldham	8,425	2,512	10,937		
Wolverhampton	12,895	3,688	16,583			Rochdale	7,955	2,279	10,234		
EAST MIDLANDS						Salford	10,451	2,485	12,936		
Derbyshire	32,219	9,857	42,076	11.1	9.5	Stockport	8,297	2,433	10,730		
Amber Valley	2,824	976	3,800			Tameside	7,979	2,472	10,451		
Bolsover	2,869	759	3,628			Trafford	7,053	2,172	9,225		
Chesterfield	4,301	1,223	5,524			Wigan	11,330	3,373	14,703		
Derby	9,899	2,838	12,737			Lancashire	43,402	12,094	55,496	10.0	8.5
Derbyshire Dales	1,334	543	1,877			Blackburn	5,573	1,342	6,915		
Erewash	3,605	1,117	4,722			Blackpool	6,138	1,523	7,661		
High Peak	2,112	746	2,858			Burnley	2,926	726	3,652		
North East Derbyshire	3,506	1,018	4,524			Chorley	2,506	887	3,393		
South Derbyshire	1,769	637	2,406			Fylde	1,212	334	1,546		
Leicestershire	27,539	8,482	36,021	9.1	7.9	Hyndburn	2,046	571	2,617		
Blaby	1,808	615	2,423			Lancaster	4,383	1,373	5,756		
Charnwood	3,451	1,204	4,655			Pendle	2,197	625	2,822		
Harborough	1,316	478	1,794			Preston	5,241	1,269	6,510		
Hinckley and Bosworth	2,291	787	3,078			Ribble Valley	768	241	1,009		
Leicester	13,834	3,834	17,668			Rossendale	1,640	453	2,093		
Melton	1,007	337	1,344			South Ribble	2,559	785	3,344		
						West Lancashire	3,889	1,331	5,220		

CLAIMANT UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts at November 12 1992

	Male	Female	All	Rate +		Male	Female	All	Rate +	
				Per cent employees and unemployed	Per cent workforce				Per cent employees and unemployed	Per cent workforce
Wyre	2,324	604	2,928							
Merseyside	75,387	20,613	96,000	16.8	14.9					
Knowsley	31,910	2,480	12,390							
Liverpool	31,020	8,350	39,370							
Sefton	12,416	3,472	15,888							
St Helens	7,463	2,116	9,579							
Wirral	14,578	4,195	18,773							
NORTH										
Cleveland	28,826	7,067	35,893	16.0	14.4					
Hartlepool	4,955	1,144	6,099							
Langbaurgh	7,078	1,667	8,745							
Middlesbrough	8,472	2,004	10,476							
Stockton-on-Tees	8,321	2,252	10,573							
Cumbria	14,124	4,414	18,538	8.8	7.4					
Allerdale	3,251	1,119	4,370							
Barrow-in-Furness	3,076	814	3,890							
Carlisle	2,670	819	3,489							
Copeland	2,611	746	3,357							
Eden	750	292	1,042							
South Lakeland	1,766	624	2,390							
Durham	21,692	5,709	27,401	12.9	11.3					
Chester-le-Street	1,839	547	2,386							
Darlington	3,892	959	4,851							
Darwentside	3,559	893	4,452							
Durham	2,586	835	3,421							
Easington	3,466	761	4,227							
Sedgefield	2,999	832	3,831							
Teesdale	577	227	804							
Wear Valley	2,774	655	3,429							
Northumberland	9,593	2,901	12,494	12.6	10.5					
Alnwick	931	339	1,270							
Berwick-upon-Tweed	637	217	854							
Blyth Valley	3,070	817	3,887							
Castle Morpeth	1,189	415	1,604							
Tynedale	1,147	435	1,582							
Wansbeck	2,619	678	3,297							
Tyne and Wear	54,481	13,595	68,076	14.4	13.0					
Gateshead	9,161	2,266	11,427							
Newcastle upon Tyne	14,505	3,798	18,303							
North Tyneside	7,969	2,029	9,998							
South Tyneside	8,456	2,081	10,537							
Sunderland	14,390	3,421	17,811							
WALES										
Clwyd	12,666	3,617	16,283	10.8	8.9					
Alyn and Deeside	2,149	619	2,768							
Colwyn	1,671	514	2,185							
Delyn	1,875	501	2,376							
Glynwdr	1,012	364	1,376							
Rhuddlan	1,960	554	2,514							
Wrexham Maelor	3,999	1,065	5,064							
Dyfed	11,313	3,283	14,596	12.8	9.7					
Carmarthen	1,362	407	1,769							
Ceredigion	1,633	583	2,216							
Dinewr	1,194	365	1,559							
Llanelli	2,331	611	2,942							
Preseli	2,748	721	3,469							
South Pembrokeshire	2,045	596	2,641							
Gwent	16,152	4,139	20,291	11.7	10.2					
Blaenau Gwent	2,855	539	3,394							
Isiwyn	1,837	415	2,252							
Monmouth	1,952	690	2,642							
Newport	5,937	1,583	7,520							
Torfaen	3,571	912	4,483							
Gwynedd	9,391	3,092	12,483	14.7	11.5					
Aberconwy	1,817	581	2,398							
Arfon	2,579	722	3,301							
Dwyfor	968	353	1,321							
Meirionnydd	1,089	451	1,540							
Trys Mon - Isle of Anglesey	2,938	985	3,923							
Mid Glamorgan	21,234	4,819	26,053	13.7	11.9					
Cynon Valley	2,901	616	3,517							
Merthyr Tydfil	2,492	558	3,050							
Ogwr	4,875	1,321	6,196							
Rhondda	3,299	625	3,924							
Rhymney Valley	4,275	864	5,139							
Taff-Ely	3,392	835	4,227							
Powys	2,596	953	3,549	8.2	5.9					
Brecknock	1,040	326	1,366							
Montgomery	1,037	430	1,467							
Radnor	519	197	716							
South Glamorgan	16,518	4,061	20,579	10.4	9.3					
Cardiff	12,495	2,968	15,463							
Vale of Glamorgan	4,023	1,093	5,116							
West Glamorgan	12,660	2,886	15,546	11.1	9.8					
Afan	1,495	286	1,781							
Lliw Valley	1,741	429	2,170							
Neath	2,078	475	2,553							
Swansea	7,346	1,696	9,042							
SCOTLAND										
Borders Region	2,116	718	2,834	7.2	5.9					
Berwick	361	135	496							
Etrick and Lauderdale	665	210	875							
Roxburgh	733	261	994							
Tweeddale	357	112	469							
Central Region	8,925	2,764	11,689	10.7	9.4					
Clackmannan	1,603	506	2,109							
Falkirk	5,001	1,523	6,524							
Stirling	2,321	735	3,056							
Dumfries and Galloway Region	4,007	1,581	5,588	10.1	8.0					
Annandale and Eskdale	804	341	1,145							
Nithsdale	1,701	573	2,274							
Stewartry	456	215	671							
Wigtown	1,046	452	1,498							
Fife Region	12,123	3,969	16,092	12.6	11.0					
Dunfermline	4,651	1,436	6,087							
Kirkcaldy	6,045	1,926	7,971							
North East Fife	1,427	607	2,034							
Grampian Region	10,226	3,535	13,761	5.7	5.0					
Banff and Buchan	1,726	591	2,317							
City of Aberdeen	5,036	1,404	6,440							
Gordon	895	378	1,273							
Kincardine and Deeside	624	297	921							
Moray	1,945	865	2,810							
Highlands Region	7,632	2,804	10,436	12.3	10.1					
Badenoch and Strathspey	373	214	587							
Caithness	983	284	1,267							
Inverness	2,397	661	3,058							
Lochaber	688	360	1,048							
Nairn	447	151	598							
Ross and Cromarty	1,841	659	2,500							
Skye and Lochalsh	461	217	678							
Sutherland	442	258	700							
Lothian Region	25,987	7,740	33,727	9.3	8.3					
City of Edinburgh	15,841	4,769	20,610							
East Lothian	2,665	781	3,446							
Midlothian	2,521	729	3,250							
West Lothian	4,960	1,461	6,421							
Strathclyde Region	101,736	27,313	129,049	13.1	11.6					
Argyll and Bute	2,183	892	3,075							
Bearsden and Milngavie	708	280	988							
City of Glasgow	39,642	10,007	49,649							
Clydebank	2,418	584	3,002							
Clydesdale	1,982	605	2,587							
Cumbernauld and Kilsyth	2,231	635	2,866							
Cumnock and Doon Valley	2,430	566	2,996							
Cunninghame	6,304	1,872	8,176							
Dumbarton	3,124	882	4,006							
East Kilbride	2,648	936	3,584</							

2.10 CLAIMANT UNEMPLOYMENT

Area statistics

Unemployment in Parliamentary constituencies at November 12 1992

	Male	Female	All		Male	Female	All
SOUTH EAST							
Bedfordshire							
Luton South	5,189	1,376	6,565	Kensington	3,697	1,697	5,394
Mid Bedfordshire	2,999	1,058	4,057	Kingston-upon-Thames	2,272	788	3,060
North Bedfordshire	3,570	1,175	4,745	Lewisham East	4,127	1,382	5,509
North Luton	3,757	1,163	4,920	Lewisham West	5,073	1,719	6,792
South West Bedfordshire	3,424	1,164	4,588	Lewisham Deptford	4,432	2,145	6,577
Berkshire				Leyton	5,199	1,683	6,882
East Berkshire	3,170	1,045	4,215	Mitcham and Morden	4,103	1,212	5,315
Newbury	2,612	986	3,598	Newham North East	5,496	1,575	7,071
Reading East	3,373	849	4,222	Newham North West	4,737	1,444	6,181
Reading West	2,904	717	3,621	Newham South	4,906	1,291	6,197
Slough	4,733	1,466	6,199	Norwood	6,179	2,140	8,319
Windsor and Maidenhead	2,444	857	3,301	Old Bexley and Sidcup	1,766	640	2,406
Wokingham	2,278	750	3,028	Orpington	1,995	621	2,616
Buckinghamshire				Peckham	6,191	2,026	8,217
Aylesbury	2,903	975	3,878	Putney	3,203	1,249	4,452
Beaconsfield	1,858	846	2,704	Ravensbourne	1,849	650	2,499
Buckingham	1,656	610	2,266	Richmond-upon-Thames and Barnes	2,131	918	3,049
Chesham and Amersham	1,845	566	2,411	Romford	2,511	797	3,308
Milton Keynes N.E. CC	2,855	955	3,810	Ruislip-Northwood	1,679	606	2,285
Milton Keynes S.W. BC	3,599	1,096	4,695	Southwark and Bermondsey	5,883	1,826	7,709
Wycombe	3,374	909	4,283	Streatham	5,380	1,889	7,269
East Sussex				Surbiton	1,744	553	2,297
Bexhill and Battle	2,154	627	2,781	Sutton and Cheam	2,414	840	3,254
Brighton Kemplown	4,644	1,222	5,866	Tooting	4,893	1,898	6,791
Brighton Pavilion	4,444	1,486	5,930	Tottenham	8,960	2,870	11,830
Eastbourne	3,308	931	4,239	Twickenham	2,293	879	3,172
Hastings and Rye	4,855	1,307	6,162	Upminster	2,644	797	3,441
Hove	4,024	1,405	5,429	Uxbridge	2,609	845	3,454
Lewes	2,941	887	3,828	Vauxhall	7,510	2,586	10,096
Wealden	2,298	750	3,048	Walthamstow	3,983	1,287	5,270
Essex				Wanstead and Woodford	2,159	843	3,002
Basildon	4,792	1,424	6,216	Westminster North	5,132	2,098	7,230
Billerica	3,292	1,084	4,376	Wimbledon	2,484	980	3,464
Braintree	3,525	1,142	4,667	Woolwich	4,923	1,458	6,381
Brentwood and Ongar	2,111	709	2,820	Hampshire			
Castle Point	3,232	978	4,210	Aldershot	3,391	1,053	4,444
Chelmsford	3,235	1,091	4,326	Basingstoke	3,300	1,053	4,353
Epping Forest	2,808	1,072	3,880	East Hampshire	3,802	1,034	4,836
Harlow	3,727	1,388	5,115	Eastleigh	2,881	927	3,808
Harwich	4,004	1,046	5,050	Fareham	3,010	1,059	4,069
North Colchester	3,585	1,053	4,638	Gosport	4,273	1,066	5,339
Rochford	2,960	966	3,926	Havant	2,396	692	3,088
Saffron Walden	2,538	897	3,435	New Forest	2,325	768	3,093
South Colchester and Maldon	3,892	1,278	5,170	North West Hampshire	4,002	1,047	5,049
Southend East	3,965	1,121	5,086	Portsmouth North	5,643	1,593	7,236
Southend West	3,311	964	4,275	Portsmouth South	3,097	793	3,890
Thurrock	3,956	1,045	5,001	Romsey and Waterside	6,231	1,279	7,510
Greater London				Southampton Itchen	4,854	1,117	5,971
Barking	3,490	964	4,454	Southampton Test	2,372	690	3,062
Battersea	5,222	1,869	7,091	Hertfordshire			
Beckenham	3,074	1,007	4,081	Broxbourne	3,348	1,288	4,636
Bethnal Green and Stepney	6,289	1,653	7,942	Hertford and Stortford	2,549	925	3,474
Bexleyheath	2,362	825	3,187	Hertsmere	2,802	933	3,735
Bow and Poplar	6,519	1,805	8,324	North Hertfordshire	3,380	1,158	4,538
Brent East	6,082	1,985	8,067	South West Hertfordshire	4,478	816	5,294
Brent North	3,493	1,355	4,848	St Albans	2,467	839	3,306
Brent South	6,086	2,085	8,171	Stevenage	3,907	1,299	5,206
Brentford and Isleworth	3,576	1,426	5,002	Watford	3,471	1,129	4,600
Carshalton and Wallington	3,162	940	4,102	Welwyn Hatfield	2,838	950	3,788
Chelsea	2,333	1,234	3,567	West Hertfordshire	3,211	999	4,210
Chingford	2,740	981	3,721	Isle of Wight			
Chipping Barnet	2,214	852	3,066	Isle of Wight	5,525	1,796	7,321
Chislehurst	2,019	635	2,654	Kent			
City of London				Ashford	2,956	802	3,758
and Westminster South	3,141	1,282	4,423	Canterbury	3,087	811	3,898
Croydon Central	3,141	881	4,022	Dartford	3,375	1,011	4,386
Croydon North East	3,744	1,226	4,970	Dover	3,590	1,010	4,600
Croydon North West	3,796	1,287	5,083	Faversham	4,873	1,422	6,295
Croydon South	2,115	729	2,844	Folkestone and Hythe	3,570	815	4,385
Dagenham	3,457	1,016	4,473	Gillingham	4,121	1,166	5,287
Dulwich	4,065	1,464	5,529	Gravesham	4,145	1,179	5,324
Ealing North	3,827	1,251	5,078	Maidstone	3,106	915	4,021
Ealing Acton	3,808	1,396	5,204	Medway	4,090	1,247	5,337
Ealing Southall	4,640	1,697	6,337	Mid Kent	3,918	1,092	5,010
Edmonton	4,322	1,389	5,711	North Thanet	4,169	1,061	5,230
Eltham	3,355	990	4,345	Sevenoaks	2,312	683	2,995
Enfield North	4,187	1,300	5,487	South Thanet	3,278	812	4,090
Enfield Southgate	2,843	1,083	3,926	Tonbridge and Malling	2,861	853	3,714
Erith and Crayford	3,705	1,137	4,842	Tunbridge Wells	2,578	714	3,292
Feltham and Heston	4,498	1,620	6,118	Oxfordshire			
Finchley	2,464	1,096	3,560	Banbury	3,063	1,070	4,133
Fulham	4,121	1,743	5,864	Henley	1,891	573	2,464
Greenwich	3,580	1,224	4,804	Oxford East	3,510	901	4,411
Hackney North and Stoke Newington	7,463	2,456	9,919	Oxford West and Abingdon	2,371	781	3,152
Hackney South and Shoreditch	7,993	2,455	10,448	Wantage	2,106	604	2,710
Hammersmith	4,965	1,893	6,858	Witney	2,170	745	2,915
Hampstead and Highgate	4,080	2,003	6,083	Surrey			
Harrow East	3,520	1,301	4,821	Chertsey and Walton	2,444	782	3,226
Harrow West	2,618	931	3,549	East Surrey	1,585	535	2,120
Hayes and Harlington	2,948	987	3,935	Epsom and Ewell	1,995	674	2,669
Hendon North	2,634	1,003	3,637	Esher	1,579	539	2,118
Hendon South	2,471	1,040	3,511	Guildford	2,411	732	3,143
Holborn and St Pancras	5,994	2,197	8,191	Mole Valley	1,791	594	2,385
Hornchurch	2,491	849	3,340	North West Surrey	2,542	836	3,378
Hornsey and Wood Green	6,335	2,556	8,891	Reigate	2,253	656	2,909
Ilford North	2,629	913	3,542	South West Surrey	2,128	630	2,758
Ilford South	3,805	1,217	5,022	Spelthorne	2,434	879	3,313
Islington North	6,624	2,476	9,100	Woking	2,584	730	3,314
Islington South and Finsbury	5,630	2,170	7,800				

Unemployment in Parliamentary constituencies at November 12 1992

	Male	Female	All		Male	Female	All				
West Sussex											
Arundel	3,432	793	4,225	Leominster	2,122	728	2,850				
Chichester	2,768	766	3,534	Mid Worcestershire	3,729	1,231	4,960				
Crawley	2,978	895	3,873	South Worcestershire	2,483	888	3,371				
Horsham	2,712	817	3,529	Worcester	3,438	969	4,407				
Mid Sussex	2,323	719	3,042	Wyre Forest	3,155	1,048	4,203				
Shoreham	2,559	602	3,161	Shropshire							
Worthing	3,170	820	3,990	Ludlow	2,113	771	2,884				
EAST ANGLIA											
Cambridgeshire											
Cambridge	2,918	922	3,840	North Shropshire	2,380	925	3,305				
Huntingdon	3,085	1,233	4,318	Shrewsbury and Atcham	2,514	759	3,273				
North East Cambridgeshire	3,389	1,153	4,542	The Wrekin	4,737	1,326	6,063				
Peterborough	5,923	1,583	7,506	Staffordshire							
South East Cambridgeshire	1,966	734	2,700	Burton	3,230	1,033	4,263				
South West Cambridgeshire	2,735	1,001	3,736	Cannock and Burntwood	3,421	1,159	4,580				
Norfolk											
Great Yarmouth	4,360	1,492	5,852	Mid Staffordshire	2,660	933	3,593				
Mid Norfolk	2,325	798	3,123	Newcastle-under-Lyme	2,690	813	3,503				
North Norfolk	2,445	712	3,157	South Staffordshire	3,574	1,232	4,806				
North West Norfolk	3,024	939	3,963	Stafford	3,194	1,109	4,303				
Norwich North	2,797	778	3,575	Staffordshire Moorlands	2,488	819	3,317				
Norwich South	4,052	1,165	5,217	Stoke-on-Trent Central	3,613	998	4,611				
South Norfolk	2,333	836	3,169	Stoke-on-Trent North	3,570	934	4,504				
South West Norfolk	2,742	1,007	3,749	Stoke-on-Trent South	2,979	832	3,811				
Suffolk											
Bury St Edmunds	2,691	1,050	3,741	Warwickshire							
Central Suffolk	2,402	763	3,165	North Warwickshire	3,495	1,191	4,686				
Ipswich	3,316	872	4,188	Nuneaton	3,460	1,117	4,577				
South Suffolk	3,022	1,044	4,066	Rugby and Kenilworth	2,747	1,190	3,937				
Suffolk Coastal	2,174	745	2,919	Stratford-on-Avon	2,326	865	3,191				
Waveney	3,621	1,306	4,927	Warwick and Leamington	2,991	992	3,983				
SOUTH WEST											
Avon											
Bath	3,247	1,175	4,422	West Midlands							
Bristol East	4,308	1,240	5,548	Aldridge-Brownhills	2,820	869	3,689				
Bristol North West	3,951	1,094	5,045	Birmingham Edgbaston	3,642	1,196	4,838				
Bristol South	5,512	1,434	6,946	Birmingham Erdington	5,217	1,454	6,671				
Bristol West	4,613	1,746	6,359	Birmingham Hall Green	4,041	1,168	5,209				
Kingswood	3,501	943	4,444	Birmingham Hodge Hill	5,074	1,306	6,380				
Northavon	2,935	995	3,930	Birmingham Ladywood	6,554	1,827	8,381				
Wansdyke	2,509	884	3,393	Birmingham Northfield	5,306	1,450	6,756				
Weston-super-Mare	3,487	1,134	4,621	Birmingham Perry Barr	5,331	1,465	6,796				
Woodspring	2,510	881	3,391	Birmingham Small Heath	6,846	1,572	8,418				
Cornwall											
Falmouth and Camborne	4,339	1,210	5,549	Birmingham Sparkbrook	5,978	1,429	7,407				
North Cornwall	4,348	1,728	6,076	Birmingham Yardley	3,367	1,078	4,445				
South East Cornwall	3,349	1,199	4,548	Birmingham Selly Oak	4,099	1,321	5,420				
St Ives	4,344	1,499	5,843	Coventry North East	5,308	1,559	6,867				
Turo	3,812	1,260	5,072	Coventry North West	3,249	1,042	4,291				
Devon											
Exeter	4,023	1,073	5,096	Coventry South East	4,029	1,140	5,169				
Honiton	2,273	701	2,974	Coventry South West	2,891	944	3,835				
North Devon	3,814	1,270	5,084	Dudley East	4,807	1,365	6,172				
Plymouth Devonport	4,434	1,228	5,662	Dudley West	3,896	1,285	5,181				
Plymouth Drake	4,554	1,447	6,001	Halesowen and Stourbridge	3,261	1,109	4,370				
Plymouth Sutton	3,189	1,014	4,203	Meriden	4,447	1,352	5,799				
South Hams	3,322	1,112	4,434	Soihull	2,376	946	3,322				
Teignbridge	3,066	926	3,992	Sutton Coldfield	2,241	868	3,109				
Tiverton	2,969	795	3,764	Walsall North	4,782	1,137	5,919				
Torbay	4,556	1,228	5,784	Walsall South	4,495	1,174	5,669				
Torridge and West Devon	3,294	1,238	4,532	Warley East	3,855	1,095	4,950				
Dorset											
Bournemouth East	4,986	1,448	6,434	Warley West	3,538	1,013	4,551				
Bournemouth West	4,219	1,067	5,286	West Bromwich East	3,829	1,095	4,924				
Christchurch	2,332	702	3,034	West Bromwich West	4,376	1,139	5,515				
North Dorset	2,284	698	2,982	Wolverhampton North East	4,961	1,290	6,251				
Poole	4,175	1,096	5,271	Wolverhampton South East	4,127	1,112	5,239				
South Dorset	3,398	1,184	4,582	Wolverhampton South West	3,807	1,286	5,093				
West Dorset	2,114	737	2,851	EAST MIDLANDS							
Gloucestershire											
Cheltenham	3,691	1,006	4,697	Derbyshire							
Cirencester and Tewkesbury	2,723	941	3,664	Amber Valley	2,450	817	3,267				
Gloucester	4,301	1,177	5,478	Bolsover	3,354	874	4,228				
Stroud	3,275	1,131	4,406	Chesterfield	3,889	1,119	5,008				
West Gloucestershire	2,757	1,001	3,758	Derby North	3,617	1,028	4,645				
Somerset											
Bridgwater	3,081	1,000	4,081	Derby South	5,336	1,499	6,835				
Somerton and Frome	2,729	963	3,692	Erewash	3,469	1,082	4,551				
Taunton	2,895	848	3,743	High Peak	2,252	806	3,058				
Wells	2,765	1,019	3,784	North East Derbyshire	4,720	1,007	5,727				
Yeovil	2,578	920	3,498	South Derbyshire	2,715	948	3,663				
Wiltshire											
Devizes	2,992	1,040	4,032	West Derbyshire	1,704	677	2,381				
North Wiltshire	3,042	1,133	4,175	Leicestershire							
Salisbury	2,636	928	3,564	Blaby	2,286	774	3,060				
Swindon	4,678	1,413	6,091	Bosworth	2,445	842	3,287				
Westbury	3,108	1,003	4,111	Harborough	1,882	635	2,517				
WEST MIDLANDS											
Hereford and Worcester											
Bromsgrove	2,608	921	3,529	Leicester East	3,865	1,143	5,008				
Hereford	2,716	1,054	3,770	Leicester South	4,720	1,399	6,119				
				Leicester West	5,249	1,286	6,535				
				Loughborough	2,532	872	3,404				
				North West Leicestershire	2,533	831	3,364				
				Rutland and Melton	2,027	694	2,721				
				Lincolnshire							
				East Lindsey	3,476	1,240	4,716				
				Gainsborough and Horncastle	2,552	862	3,414				
				Grantham	2,531	885	3,416				
				Holland with Boston	2,092	719	2,811				
				Lincoln	4,531	1,294	5,825				
				Stamford and Spalding	1,960	731	2,691				
				Northamptonshire							
				Corby	3,299	1,013	4,312				
				Daventry	2,177	867	3,044				
				Kettering	2,512	807	3,319				
				Northampton North	3,595	1,115	4,710				
				Northampton South	3,660	1,282	4,942				
				Wellingborough	2,981	976	3,957				

2.10 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at November 12 1992

	Male	Female	All		Male	Female	All				
Nottinghamshire											
Ashfield	3,661	913	4,574	Littleborough and Saddleworth	2,372	828	3,200				
Bassetlaw	3,332	941	4,273	Makerfield	3,042	1,002	4,044				
Broxtowe	2,830	860	3,690	Manchester Central	7,173	1,646	8,819				
Gedling	3,585	940	4,525	Manchester Blackley	4,362	1,042	5,404				
Mansfield	2,863	978	3,841	Manchester Gorton	4,596	1,271	5,867				
Newark	6,883	1,821	8,704	Manchester Withington	4,416	1,427	5,843				
Nottingham East	5,356	1,170	6,526	Manchester Wythenshawe	4,286	1,014	5,300				
Nottingham North	4,726	1,301	6,027	Oldham Central and Royton	4,024	1,074	5,098				
Nottingham South	2,645	903	3,548	Oldham West	2,896	866	3,762				
Rushcliffe	3,321	876	4,197	Rochdale	3,891	1,034	4,925				
Sherwood				Salford East	4,712	1,039	5,751				
YORKSHIRE AND HUMBERSIDE											
Humberside											
Beverley	2,253	808	3,061	Stalybridge and Hyde	3,429	1,037	4,466				
Booth Ferry	2,648	856	3,504	Stockport	2,490	701	3,191				
Bridlington	3,727	1,252	4,979	Stretford	5,286	1,483	6,769				
Brigg and Cleethorpes	3,476	1,057	4,533	Wigan	3,923	1,171	5,094				
Grantham and Scunthorpe	3,745	934	4,679	Worsley	3,399	940	4,339				
Great Grimsby	4,569	1,149	5,718	Lancashire							
Kingston-upon-Hull East	4,897	1,221	6,118	Blackburn	4,584	937	5,521				
Kingston-upon-Hull West	5,842	1,457	7,299	Blackpool North	3,087	741	3,828				
Kingston-upon-Hull North	5,075	1,340	6,415	Blackpool South	3,051	782	3,833				
North Yorkshire											
Harrogate	1,899	649	2,548	Burnley	2,926	726	3,652				
Richmond	1,945	832	2,777	Chorley	2,616	947	3,563				
Ryedale	1,825	747	2,572	Fylde	1,473	430	1,903				
Scarborough	3,395	1,113	4,508	Hyndburn	2,046	571	2,617				
Selby	2,063	805	2,868	Lancaster	2,079	674	2,753				
Skipton and Ripon	1,541	625	2,166	Morecambe and Lunesdale	2,516	764	3,280				
York	3,259	925	4,184	Pendle	2,197	625	2,822				
South Yorkshire											
Barnsley Central	3,361	792	4,153	Preston	4,505	1,055	5,560				
Barnsley East	2,998	703	3,701	Ribble Valley	1,243	389	1,632				
Barnsley West and Penistone	2,969	805	3,774	Rossendale and Darwen	2,629	858	3,487				
Don Valley	3,845	1,107	4,952	South Ribble	2,559	785	3,344				
Doncaster Central	4,728	1,245	5,973	West Lancashire	3,779	1,271	5,050				
Doncaster North	4,888	1,287	6,175	Wreay	2,112	539	2,651				
Rother Valley	3,565	1,016	4,581	Merseyside							
Rotherham	4,080	924	5,004	Birkenhead	5,517	1,307	6,824				
Sheffield Central	6,421	1,567	7,988	Bootle	6,360	1,491	7,851				
Sheffield Attercliffe	3,569	944	4,513	Crosby	3,198	1,084	4,282				
Sheffield Brightside	4,948	1,099	6,047	Knowsley North	4,827	1,191	6,018				
Sheffield Hallam	2,572	1,032	3,604	Knowsley South	5,083	1,289	6,372				
Sheffield Heeley	4,483	1,231	5,714	Liverpool Broadgreen	5,119	1,376	6,495				
Sheffield Hillsborough	3,275	1,072	4,347	Liverpool Garston	4,245	1,165	5,410				
Wentworth	3,679	912	4,591	Liverpool Mossley Hill	4,348	1,324	5,672				
West Yorkshire											
Batley and Spēn	3,215	893	4,108	Liverpool Riverside	5,972	1,842	7,814				
Bradford North	4,966	1,275	6,241	Liverpool Walton	6,255	1,583	7,838				
Bradford South	3,827	1,005	4,832	Liverpool West Derby	5,081	1,260	6,341				
Bradford West	5,554	1,403	6,957	Southport	2,858	897	3,755				
Calder Valley	2,731	895	3,626	St Helens North	3,436	1,051	4,487				
Colne Valley	2,555	891	3,446	St Helens South	4,027	1,065	5,092				
Dewsbury	3,078	866	3,944	Wallasey	4,498	1,277	5,775				
Elmet	2,219	700	2,919	Wirral South	2,227	770	2,997				
Halifax	3,863	1,144	5,007	Wirral West	2,336	841	3,177				
Hemsworth	3,125	798	3,923	NORTH							
Huddersfield	3,539	1,082	4,621	Cleveland							
Keighley	2,515	830	3,345	Hartlepool	4,955	1,144	6,099				
Leeds Central	5,432	1,368	6,800	Langbaugh	4,325	1,138	5,463				
Leeds East	4,815	1,115	5,930	Middlesbrough	5,710	1,353	7,063				
Leeds North East	2,905	960	3,865	Redcar	4,698	1,189	5,887				
Leeds North West	2,377	814	3,191	Stockton North	4,940	1,189	6,129				
Leeds West	3,698	1,046	4,744	Stockton South	4,198	1,252	5,450				
Morley and Leeds South	2,897	870	3,767	Cumbria							
Normanton	2,362	758	3,120	Barrow and Furness	3,479	958	4,437				
Pontefract and Castleford	3,399	806	4,205	Carlisle	2,179	629	2,808				
Pudsey	2,032	677	2,709	Copeland	2,611	746	3,357				
Shipley	2,222	661	2,883	Penrith and the Border	1,681	676	2,357				
Wakefield	3,116	909	4,025	Westmorland	1,448	504	1,952				
NORTH WEST											
Cheshire											
City of Chester	3,010	831	3,841	Workington	2,726	901	3,627				
Congleton	1,973	776	2,749	Durham							
Crewe and Nantwich	3,515	1,101	4,616	Bishop Auckland	3,329	893	4,222				
Edisbury	2,578	828	3,406	City of Durham	2,586	835	3,421				
Ellesmere Port and Neston	3,123	916	4,039	Darlington	3,632	880	4,512				
Halton	4,611	1,289	5,900	Easington	3,012	671	3,683				
Macclesfield	1,880	681	2,561	North Durham	3,520	955	4,475				
Tatton	2,168	705	2,873	North West Durham	3,163	820	3,983				
Warrington North	3,428	905	4,333	Sedgefield	2,450	655	3,105				
Warrington South	3,188	926	4,114	Northumberland							
Greater Manchester											
Altrincham and Sale	2,091	688	2,779	Benwick-upon-Tweed	2,019	708	2,727				
Ashton-under-Lyne	2,995	893	3,888	Blyth Valley	3,070	817	3,887				
Bolton North East	3,145	782	3,927	Hexham	1,376	546	1,922				
Bolton South East	3,993	1,000	4,993	Wansbeck	3,128	830	3,958				
Bolton West	2,835	872	3,707	Tyne and Wear							
Bury North	2,272	680	2,952	Blaydon	2,936	772	3,708				
Bury South	2,599	887	3,486	Gateshead East	3,746	953	4,699				
Cheadle	1,781	634	2,415	Houghton and Washington	4,254	1,100	5,354				
Davyhulme	2,579	826	3,405	Jarrow	4,057	974	5,031				
Deinton and Reddish	3,539	1,027	4,566	Newcastle upon Tyne Central	3,531	1,054	4,585				
Eccles	3,251	771	4,022	Newcastle upon Tyne East	4,294	1,117	5,411				
Hazel Grove	2,042	613	2,655	Newcastle upon Tyne North	3,558	923	4,481				
Heywood and Middleton	3,197	989	4,186	South Shields	4,399	1,107	5,506				
Leigh	3,454	935	4,389	Sunderland North	5,508	1,139	6,647				
				Sunderland South	4,628	1,182	5,810				
				Tyne Bridge	5,601	1,245	6,846				
				Tynemouth	3,526	935	4,461				
				Wallsend	4,443	1,094	5,537				
				WALES							
				Clwyd							
				Alyn and Deeside	2,341	666	3,007				

Unemployment in Parliamentary constituencies at November 12 1992

	Male	Female	All		Male	Female	All
Clwyd North West	3,030	855	3,885	Highlands Region			
Clwyd South West	2,106	657	2,763	Caithness and Sutherland	1,425	542	1,967
Delyn	2,321	644	2,965	Inverness, Nairn and Lochaber	3,609	1,270	4,879
Wrexham	2,868	795	3,663	Ross, Cromarty and Skye	2,598	992	3,590
Dyfed				Lothian Region			
Cardarthen	2,314	698	3,012	East Lothian	2,665	781	3,446
Ceredigion and Pembroke North	2,125	744	2,869	Edinburgh Central	2,990	1,077	4,067
Llanelli	2,573	685	3,258	Edinburgh East	2,486	648	3,134
Pembroke	4,301	1,156	5,457	Edinburgh Leith	3,773	1,089	4,862
Gwent				Edinburgh Pentlands	2,140	650	2,790
Blaenau Gwent	2,732	512	3,244	Edinburgh South	2,430	728	3,158
Isliwyn	1,837	415	2,252	Edinburgh West	1,653	440	2,093
Monmouth	1,901	653	2,554	Linlithgow	2,645	717	3,362
Newport East	2,918	867	3,785	Livingston	2,684	881	3,565
Newport West	3,435	849	4,284	Mid Lothian	2,521	729	3,250
Torfaen	3,329	843	4,172	Strathclyde Region			
Gwynedd				Argyll and Bute	2,183	892	3,075
Caernarfon	2,444	747	3,191	Ayr	2,836	863	3,699
Conwy	2,660	800	3,460	Carrick Cumnoek and Doon Valley	3,568	927	4,495
Meirionnydd Nant Conwy	1,349	560	1,909	Clydebank and Milngavie	2,772	695	3,467
Ynys Mon	2,938	985	3,923	Clydesdale	2,885	811	3,696
Mid Glamorgan				Cumbernauld and Kilsyth	2,231	635	2,866
Bridgend	2,607	766	3,373	Cunninghame North	3,026	926	3,952
Caerphilly	3,505	740	4,245	Cunninghame South	3,278	946	4,224
Cynon Valley	2,901	616	3,517	Dumbarton	3,124	882	4,006
Merthyr Tydfil and Rhymney	3,262	682	3,944	East Kilbride	2,648	936	3,584
Ogmore	2,791	657	3,448	Eastwood	1,930	636	2,566
Pontypridd	2,869	733	3,602	Glasgow Cathcart	2,126	537	2,663
Rhondda	3,299	625	3,924	Glasgow Central	4,115	1,043	5,158
Powys				Glasgow Garscadden	3,249	696	3,945
Brecon and Radnor	1,559	523	2,082	Glasgow Govan	3,161	753	3,914
Montgomery	1,037	430	1,467	Glasgow Hillhead	3,169	1,182	4,351
South Glamorgan				Glasgow Maryhill	4,308	1,130	5,438
Cardiff Central	3,770	1,106	4,876	Glasgow Pollock	3,713	889	4,602
Cardiff North	1,945	494	2,439	Glasgow Provan	4,127	934	5,061
Cardiff South and Penarth	3,730	733	4,463	Glasgow Rutherford	3,327	847	4,174
Cardiff West	3,858	852	4,710	Glasgow Shettleston	3,890	893	4,783
Vale of Glamorgan	3,215	876	4,091	Glasgow Springburn	4,457	1,103	5,560
West Glamorgan				Greenock and Port Glasgow	3,797	755	4,552
Aberavon	2,010	409	2,419	Hamilton	3,418	791	4,209
Gower	1,950	568	2,518	Kilmarnock and Loudoun	3,436	1,036	4,472
Neath	2,225	496	2,721	Monklands East	2,969	782	3,751
Swansea East	3,026	591	3,617	Monklands West	2,364	588	2,952
Swansea West	3,449	822	4,271	Motherwell North	3,417	732	4,149
SCOTLAND				Motherwell South	2,978	716	3,694
Borders Region				Paisley North	2,824	785	3,609
Roxburgh and Berwickshire	1,094	396	1,490	Paisley South	2,631	700	3,331
Tweeddale, Etrick and Lauderdale	1,022	322	1,344	Renfrew West and Inverclyde	1,772	622	2,394
Central Region				Strathkelvin and Bearsden	2,007	650	2,657
Clackmannah	2,189	713	2,902	Tayside Region			
Falkirk East	2,476	710	3,186	Angus East	2,179	813	2,992
Falkirk West	2,295	712	3,007	Dundee East	3,654	1,110	4,764
Stirling	1,965	629	2,594	Dundee West	3,322	1,046	4,368
Dumfries and Galloway Region				North Tayside	1,489	643	2,132
Dumfries	2,060	754	2,814	Perth and Kinross	2,007	665	2,672
Galloway and Upper Nithsdale	1,947	827	2,774	Orkney and Shetland Islands	604	277	881
Fife Region				Western Isles	1,471	414	1,885
Central Fife	3,004	1,013	4,017	NORTHERN IRELAND			
Dunfermline East	2,725	807	3,532	Belfast East	2,960	968	3,928
Dunfermline West	2,229	693	2,922	Belfast North	5,463	1,404	6,867
Kirkcaldy	2,738	849	3,587	Belfast South	4,117	1,631	5,748
North East Fife	1,427	607	2,034	Belfast West	7,828	1,519	9,347
Grampian Region				East Antrim	4,147	1,275	5,422
Aberdeen North	2,269	560	2,829	East Londonderry	5,963	1,838	7,801
Aberdeen South	1,839	546	2,385	Fermanagh and South Tyrone	5,305	1,478	6,783
Banff and Buchan	1,726	591	2,317	Foyle	8,545	1,765	10,310
Gordon	1,273	515	1,788	Lagan Valley	3,769	1,289	5,058
Kincaid and Deeside	1,174	458	1,632	Mid-Ulster	5,727	1,727	7,454
Moray	1,945	865	2,810	Newry and Armagh	5,736	1,583	7,319
				North Antrim	4,075	1,283	5,358
				North Down	2,683	1,137	3,820
				South Antrim	3,214	1,291	4,505
				South Down	4,555	1,683	6,238
				Strangford	2,730	1,085	3,815
				Upper Bann	3,725	1,216	4,941

2.13 CLAIMANT UNEMPLOYMENT Students: regions

	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
MALE AND FEMALE														
1991 Nov 14	425	303	19	51	108	38	68	73	35	34	47	898	—	898
Dec 12	436	308	29	53	102	40	55	76	37	36	48	912	—	912
1992 Jan 9	445	316	23	60	99	42	56	81	33	33	50	922	—	922
Feb 13	463	321	17	58	105	39	65	86	38	32	46	949	—	949
Mar 12	474	316	15	54	100	48	68	88	41	31	45	964	—	964
Apr 9	513	330	19	59	107	55	79	96	42	35	50	1,055	—	1,055
May 14	493	317	18	58	112	53	76	98	40	37	55	1,040	—	1,040
June 11	508	329	22	65	121	59	97	96	39	40	77	1,124	—	1,124
July 9	765	411	51	154	297	112	245	202	107	136	158	2,227	—	2,227
Aug 13	878	486	48	153	280	117	240	213	111	129	155	2,324	—	2,324
Sept 10	800	466	43	136	285	112	229	207	125	127	104	2,168	—	2,168
Oct 8	628	419	23	81	163	64	210	101	46	58	65	1,439	—	1,439
Nov 12	668	475	43	71	155	59	153	82	40	50	58	1,379	—	1,379

Note: Students claiming benefit during a vacation are not included in the totals of the unemployed. From September 1990 the vast majority of students have no longer been entitled to claim unemployment related benefits, via Unemployment Benefit Offices, during their vacations.
* Included in South East.

2.14 CLAIMANT UNEMPLOYMENT Temporarily stopped: regions

	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
MALE AND FEMALE														
1991 Nov 14	233	46	46	296	1,166	164	442	481	137	154	1,668	4,787	700	5,487
Dec 12	283	73	53	183	1,227	321	604	485	122	175	769	4,222	1,350	5,572
1992 Jan 9	467	125	67	63	971	525	489	602	155	180	2,384	5,903	1,513	7,416
Feb 13	441	157	64	142	2,761	353	1,217	1,022	269	325	5,539	12,133	1,773	13,906
Mar 12	291	154	71	73	2,353	291	1,087	1,194	412	340	1,425	7,537	1,924	9,461
Apr 9	251	112	87	108	2,195	249	995	897	205	278	1,453	6,718	1,904	8,622
May 14	200	129	41	86	1,461	291	853	657	242	225	950	5,006	1,321	6,327
June 11	212	70	42	125	1,370	174	584	573	225	215	1,009	4,529	979	5,508
July 9	121	53	27	117	1,193	765	639	480	173	134	935	4,584	965	5,549
Aug 13	209	76	45	105	1,293	748	682	452	149	243	684	4,610	884	5,494
Sept 10	86	36	23	65	797	327	755	410	191	86	1,136	3,876	868	4,744
Oct 8	95	41	67	86	1,693	747	725	520	178	129	906	5,146	954	6,100
Nov 12	129	47	79	127	1,266	775	996	519	238	315	1,157	5,601	638	6,239

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

CLAIMANT UNEMPLOYMENT Rates by age **2.15**

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
MALE AND FEMALE								
1989 Oct	9.5	8.6	6.9	5.0	4.0	7.1	2.2	5.8
1990 Jan	10.4	9.3	7.1	5.1	4.1	6.9	2.2	5.9
Apr	9.8	8.9	6.9	5.0	4.0	6.6	2.1	5.7
July	9.8	9.5	6.9	5.0	3.9	6.2	2.0	5.7
Oct	10.8	9.4	7.2	5.2	4.0	6.3	2.1	5.9
1991 Jan	12.5	11.2	8.6	6.2	4.8	6.9	2.5	6.9
Apr	13.9	12.6	9.8	7.0	5.4	7.3	2.9	7.7
July	14.3	13.8	10.7	7.6	5.8	7.5	3.0	8.3
Oct	15.6	13.9	10.8	7.8	6.0	7.8	3.5	8.5
1992 Jan	16.4	15.2	12.0	8.8	6.7	8.5	3.9	9.4
Apr	17.8	15.8	12.2	9.0	6.8	9.0	3.8	9.7
July	18.0	16.7	12.2	9.1	6.8	8.9	3.6	9.8
Oct	18.7	16.3	12.4	9.2	7.0	9.2	3.5	10.0
MALE								
1989 Oct	10.9	10.5	8.3	6.6	5.3	8.9	3.0	7.2
1990 Jan	11.9	11.7	8.9	7.0	5.5	8.9	3.1	7.6
Apr	11.3	11.3	8.7	6.8	5.3	8.4	2.9	7.4
July	11.2	11.8	8.8	6.8	5.2	7.9	2.8	7.3
Oct	12.4	12.0	9.2	7.2	5.5	8.1	3.0	7.7
1991 Jan	14.7	14.5	11.2	8.7	6.6	9.0	3.6	9.1
Apr	16.6	16.4	12.8	9.9	7.4	9.7	4.2	10.3
July	17.3	17.6	13.9	10.6	8.0	9.8	4.5	10.9
Oct	18.3	18.1	14.1	11.0	8.2	10.3	4.9	11.3
1992 Jan	19.5	19.9	15.8	12.3	9.3	11.2	5.5	12.6
Apr	22.0	20.7	16.0	12.6	9.5	11.9	5.6	13.0
July	22.1	21.3	16.0	12.7	9.5	11.8	5.3	13.0
Oct	22.7	21.1	16.2	13.0	9.8	12.2	5.2	13.3
FEMALE								
1989 Oct	7.9	6.2	4.8	2.7	2.5	4.5	.1	3.8
1990 Jan	8.6	6.3	4.6	2.6	2.4	4.3	.1	3.7
Apr	8.1	5.9	4.4	2.5	2.3	4.1	.1	3.5
July	8.2	6.6	4.3	2.5	2.3	3.9	.1	3.5
Oct	9.0	6.1	4.3	2.4	2.2	3.8	.1	3.5
1991 Jan	9.9	7.0	4.9	2.8	2.6	4.0	.1	3.9
Apr	10.8	7.8	5.5	3.2	2.9	4.2	.1	4.4
July	10.9	9.0	6.1	3.5	3.2	4.3	0.1	4.8
Oct	12.5	8.7	6.0	3.5	3.2	4.5	0.1	4.8
1992 Jan	12.8	9.2	6.5	3.8	3.5	4.7	0.1	5.2
Apr	13.1	9.6	6.6	4.0	3.5	5.0	.1	5.3
July	13.6	10.7	6.7	4.1	3.8	5.0	.1	5.5
Oct	14.4	10.1	6.7	4.1	3.6	5.1	.1	5.5

* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18-year olds introduced in September 1988. See also note + to tables 2.1 and 2.2.
 Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid-1991 for 1991 and at the corresponding mid-year for earlier years. These rates are consistent with the unadjusted rates in table 2.1.
 2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2.18 UNEMPLOYMENT Selected countries

		THOUSAND									
		United Kingdom *	Australia ##	Austria #	Belgium ++	Canada ##	Denmark ++	Finland ++	France ++	Germany # (FR)	Greece +
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
Monthly											
1991	Nov	2,472	818	197	452	1,375	299	303	2,882	1,618	187
	Dec	2,552	920	224	459	1,384	303	341	2,919	1,731	207
1992	Jan	2,674	960	250	461	1,551	340	337	2,966	1,875	225
	Feb	2,710	998	235	451	1,575	332	344	2,938	1,863	220
	Mar	2,707	949	199	443	1,695	330	339	2,877	1,768	213
	Apr	2,737	911	185	439	1,552	319	342	2,824	1,747	187
	May	2,708	920	168	430	1,548	304	338	2,770	1,704	160
	June	2,678	914	153	436	1,553	292	370	2,753	1,716	168
	July	2,774	926	153	488	1,615	290	389	2,829	1,828	164
	Aug	2,846	906	157	506	1,590	310	377	2,896	1,822	161
	Sep	2,847	926	165	502	1,434	..	385	2,969	1,784	159
	Oct	2,814	903	189	501	1,433	..	404	3,009	1,830	..
	Nov	2,864	895	213	..	1,591	..	..	..	1,885	..
Percentage rate: latest month		10.1	10.5	6.5	12.0	11.5	11.1	16.2	10.7	6.9	4.1
latest month: change on a year ago		+1.4	+0.9	+0.4	+1.1	+1.4	+0.6	+4.9	+0.7	+0.9	+0.3
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
	1987	2,807	629	165	..	1,150	217	142	2,621	2,231	110
	1988	2,275	575	159	459	1,031	238	129	2,564	2,234	109
	1989	1,784	509	150	419	1,018	259	104	2,533	2,029	118
	1990	1,663	590	169	403	1,110	267	106	2,505	1,870	140
Monthly											
1991	Nov	2,518	894	186	443	1,423	303	301	2,826	1,676	184
	Dec	2,551	908	184	446	1,420	303	308	2,827	1,676	183
1992	Jan	2,607	894	186	450	1,429	303	314	2,860	1,694	192
	Feb	2,645	908	183	454	1,451	305	322	2,876	1,695	187
	Mar	2,653	900	176	457	1,525	305	334	2,858	1,723	190
	Apr	2,695	887	186	461	1,511	308	347	2,898	1,768	183
	May	2,716	906	192	466	1,536	310	362	2,913	1,784	179
	June	2,724	963	196	470	1,603	310	377	2,925	1,804	188
	July	2,760	960	195	474	1,606	314	390	2,911	1,824	185
	Aug	2,811	948	196	478	1,607	316	399	2,881	1,846	187
	Sep	2,843	928	202	482	1,567	..	405	2,911	1,872	188
	Oct	2,868	980	203	486	1,561	..	408	2,942	1,918	..
	Nov	2,909	980	..	..	1,645	..	..	..	1,947	..
Percentage rate: latest month		10.3	11.4	6.2	11.6	11.8	11.3	16.3	10.4	7.1	4.8
latest three months: change on previous three months		+0.4	+0.2	+0.2	+0.2	+0.1	+0.2	+1.1	N/C	+0.3	N/C
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	Oct	Oct	..	Oct	Oct	..	Sep	Sep	Sep	..	..
Per cent	10.2	11.2	..	8.1	11.2	..	13.3	10.3	4.7	..	..

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.
 2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.
 3 The following symbols apply only to the figures on national definitions.
 * The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see notes to table 2.1).
 + Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people and farmers.

UNEMPLOYMENT 2.18
Selected countries THOUSAND

Irish Republic +	Italy **	Japan **	Luxembourg #	Netherlands ++	Norway ++	Portugal #	Spain +	Sweden ##	Switzerland ++	United States ##	NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED	
											Year	Rate
260	..	1,310	2.6	317	99	296	2,327	141	46.4	8,286	1991 Nov	
269	..	1,270	2.5	322	107	297	2,329	159	52.8	8,569	1991 Dec	
277	2,713	1,410	2.8	316	121	309	2,336	181	60.9	9,949	1992 Jan	
278	..	1,370	2.8	314	115	313	2,338	178	65.2	10,161	1992 Feb	
279	..	1,510	2.7	314	113	313	2,327	187	68.0	9,691	1992 Mar	
281	2,622	1,410	2.6	299	118	313	2,286	185	71.0	8,945	1992 Apr	
270	..	1,420	2.4	286	105	309	2,218	196	73.4	9,169	1992 May	
280	..	1,330	2.4	278	118	308	2,187	209	75.4	10,095	1992 June	
291	..	1,340	2.5	274	130	310	2,143	245	80.2	9,845	1992 July	
293	..	1,440	2.6	288	122	315	2,134	259	84.4	9,390	1992 Aug	
287	..	..	2.9	..	105	319	2,195	229	90.8	9,090	1992 Sep
282	..	..	..	..	..	..	..	..	..	8,600	1992 Oct
286	..	..	..	..	..	..	..	..	..	8,848	1992 Nov
17.3	10.8	2.2	1.8	4.0	4.8	7.1	15.0	5.2	3.3	7.0	Percentage rate: latest month latest month: change on a year ago	
-2.2	-0.1	+0.1	+0.2	-0.3	+0.3	+0.7	-0.3	+2.1	+2.0	+0.4		
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED												
Annual averages												
247	..	1,729	2.7	..	32.3	319	2,924	84	21.9	7,412	1987	
241	2,885	1,552	2.5	432	49.9	306	2,858	72	19.5	6,696	1988	
232	2,656	1,417	2.3	391	83.5	312	2,550	62	15.1	6,521	1989	
225	2,751	1,344	2.1	345	93.2	307	2,349	70	16.0	6,884	1990	
Monthly												
265	..	1,380	2.5	312	105	292	2,300	142	46.7	8,602	1991 Nov	
266	..	1,410	2.4	297	108	292	2,291	162	49.2	8,891	1991 Dec	
269	2,655	1,390	2.5	307	104	295	2,274	167	51.0	8,929	1992 Jan	
273	..	1,320	2.7	304	105	296	2,273	175	58.0	9,244	1992 Feb	
276	..	1,360	2.6	313	108	298	2,280	188	63.7	9,242	1992 Mar	
281	2,679	1,320	2.7	310	120	305	2,264	194	68.5	9,155	1992 Apr	
276	..	1,400	2.6	304	116	308	2,243	205	75.0	9,504	1992 May	
281	..	1,390	2.7	292	119	314	2,238	224	80.7	9,975	1992 June	
289	..	1,410	2.7	281	133	318	2,220	244	86.5	9,760	1992 July	
290	..	1,450	2.8	..	115	325	2,203	250	93.2	9,700	1992 Aug	
291	..	..	2.9	..	114	329	2,232	222	102.0	9,572	1992 Sep
289	..	..	..	..	..	..	..	..	..	9,334	1992 Oct
292	..	..	..	..	..	..	..	..	..	9,193	1992 Nov
17.6	10.9	2.2	1.8	3.9	5.2	7.3	15.0	5.1	3.5	7.2	Percentage rate: latest month latest three months: change on previous three months	
+0.3	-0.1	+0.1	+0.1	-0.3	N/C	+0.3	-0.1	+0.4	+0.6	-0.3		
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)												
Nov	Jul	Sep	..	Sep	Aug	Aug	May	Oct	..	Oct	Latest month	
16.6	9.9	2.2	..	6.8	6.0	4.1	17.5	4.9	..	7.3	Per cent	

Numbers registered at employment offices. Rates are calculated as percentages of total employees.
 \$ Insured unemployed. Rates are calculated as percentages of total insured labour force.
 * Labour force sample survey. Rates are calculated as percentages of total labour force.
 ++ Numbers registered at employment offices. Rates are calculated as a percentage of total labour force.
 ## Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
 N/C No change

2.19 CLAIMANT UNEMPLOYMENT Flows: standardised, not seasonally adjusted *

THOUSAND

UNITED KINGDOM		INFLOW +						
Month Ending		Male and Female		Male		Female		
		All	Change since previous year	All	Change since previous year	All	Change since previous year	Married
1991	Nov 14	374.8	+35.1	266.2	+24.5	108.6	+10.6	38.1
	Dec 12	353.4	+25.0	258.5	+17.7	94.9	+7.3	33.7
1992	Jan 9	362.2	+34.8	249.5	+23.2	112.6	+11.7	41.1
	Feb 13	389.6	+1.9	274.6	-0.1	115.0	+2.0	41.3
	Mar 12	352.4	-25.7	249.3	-20.5	103.0	-5.2	38.9
	Apr 9	366.5	+7.3	261.6	+9.3	104.9	-2.0	40.3
	May 14	322.8	-11.9	228.9	-8.7	93.9	-3.2	36.5
	June 11	322.4	-3.9	226.8	-4.4	95.6	+0.5	34.8
	July 9	448.0	+6.1	296.2	+2.7	151.8	+3.4	42.3
	Aug 13	408.0	+22.2	275.2	+16.2	132.8	+6.1	43.4
	Sept 10	387.9	+15.6	264.6	+12.4	123.4	+3.2	39.7
	Oct 8	431.5	+44.3	301.3	+30.6	130.2	+13.7	41.3
	Nov 12	408.9	+34.1	291.0	+24.7	118.0	+9.4	41.2
UNITED KINGDOM		OUTFLOW +						
Month Ending		Male and Female		Male		Female		
		All	Change since previous year	All	Change since previous year	All	Change since previous year	Married
1991	Nov 14	335.1	+57.6	226.4	+40.2	108.8	+17.4	37.9
	Dec 12	266.8	+44.4	180.8	+31.0	86.0	+13.4	28.9
1992	Jan 9	229.8	+21.0	154.2	+14.7	75.6	+8.3	28.3
	Feb 13	357.9	+62.9	249.4	+47.2	108.5	+15.7	39.9
	Mar 12	355.6	+61.3	248.7	+44.8	106.9	+16.6	38.9
	Apr 9	335.0	+36.9	234.6	+30.4	100.4	+6.6	36.4
	May 14	347.6	+29.5	241.9	+22.2	105.7	+7.3	39.7
	June 11	354.6	+51.9	252.7	+41.3	101.9	+10.6	37.7
	July 9	344.3	+39.4	244.7	+32.1	99.5	+7.3	34.5
	Aug 13	346.0	+33.5	240.0	+24.9	106.1	+8.6	34.8
	Sept 10	385.9	+27.0	252.1	+17.7	133.8	+9.4	46.3
	Oct 8	467.2	+53.3	311.1	+36.3	156.2	+16.9	44.9
	Nov 12	365.9	+30.8	249.6	+23.2	116.3	+7.6	40.0

* 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 $\frac{1}{3}$ 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
rates only THOUSAND

INFLOW Month Ending	Age group									All ages
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	
MALE										
1992 June 11	2.5	21.5	48.1	37.4	27.1	38.1	29.2	11.2	5.8	220.8
July 9	2.8	31.6	83.9	46.3	31.5	42.6	31.9	12.1	6.0	288.7
Aug 13	3.0	28.3	68.3	44.9	30.6	42.1	34.1	12.7	5.5	269.5
Sept 10	2.9	31.5	60.6	42.1	29.7	41.4	32.0	11.8	5.5	257.5
Oct 8	3.0	34.1	68.0	49.2	34.4	47.9	36.8	13.8	7.0	294.3
Nov 12	2.9	25.6	62.6	48.8	35.4	49.5	39.0	14.2	7.1	285.1
FEMALE										
1992 June 11	2.1	13.6	23.4	15.0	8.8	14.2	11.9	3.3	—	92.2
July 9	2.3	23.2	52.2	20.5	11.5	17.9	13.9	3.7	—	145.3
Aug 13	2.4	19.6	39.5	19.5	11.2	18.6	14.7	3.9	—	129.4
Sept 10	2.2	23.5	31.8	18.0	10.5	16.2	12.9	3.7	—	118.9
Oct 8	2.3	25.1	33.5	19.4	11.2	16.7	13.9	3.9	—	126.1
Nov 12	2.2	16.8	30.3	19.0	10.9	16.9	14.8	4.0	—	114.9
Changes on a year earlier										
MALE										
1992 June 11	0.5	-1.4	-3.4	-2.1	—	-0.7	2.3	0.5	-1.9	-4.4
July 9	0.5	0.1	-0.5	-0.6	0.9	0.5	2.4	0.3	-0.9	2.7
Aug 13	0.5	0.6	2.2	2.3	2.0	2.1	5.8	1.4	-0.7	16.2
Sept 10	0.5	-1.4	1.6	1.4	2.1	2.6	4.6	1.2	-0.2	12.4
Oct 8	0.6	4.7	5.4	3.7	4.1	5.0	5.7	1.4	0.1	30.7
Nov 12	0.5	—	2.2	3.4	4.2	5.2	7.0	2.1	0.6	25.2
FEMALE										
1992 June 11	0.7	-0.4	-1.0	-0.4	-1.1	—	1.3	0.3	—	0.4
July 9	0.5	—	0.1	—	0.4	0.1	1.1	0.2	—	3.3
Aug 13	0.5	-0.1	1.9	0.4	0.8	1.2	1.4	0.2	—	6.1
Sept 10	0.5	-1.3	0.4	0.7	0.9	0.4	1.5	0.4	—	3.4
Oct 8	0.6	4.4	2.4	1.6	1.2	1.2	1.9	0.4	—	13.7
Nov 12	0.4	0.2	1.5	1.6	1.3	1.3	2.5	0.4	—	9.2

OUTFLOW Month Ending	Age group									All ages
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54 +	55-59 +	60 and over +	
MALE										
1992 June 11	1.5	17.7	52.6	40.7	29.2	40.3	30.1	11.8	8.1	231.9
July 9	1.6	17.2	52.2	39.6	27.9	38.5	29.0	10.8	7.9	224.6
Aug 13	1.6	16.8	53.7	37.4	26.6	36.3	27.5	10.6	7.5	217.8
Sept 10	1.9	19.0	58.6	39.7	27.7	38.3	28.3	10.6	6.9	231.0
Oct 8	2.3	32.9	77.8	47.2	32.5	43.4	31.0	11.4	7.7	286.0
Nov 12	1.8	18.9	54.4	38.8	27.6	38.1	29.0	10.9	7.3	226.8
FEMALE										
1992 June 11	1.2	12.0	25.4	16.2	9.3	14.5	12.0	3.6	0.1	94.3
July 9	1.3	12.1	25.8	15.5	9.2	13.1	10.6	3.1	0.1	90.8
Aug 13	1.4	12.7	30.3	15.8	9.1	13.3	10.8	3.2	0.1	96.7
Sept 10	1.7	14.7	38.1	19.3	11.3	18.7	14.5	4.0	0.1	122.4
Oct 8	1.9	26.3	45.4	21.4	12.4	18.4	14.1	3.9	0.1	143.9
Nov 12	1.6	15.2	30.8	17.3	10.3	15.1	12.3	3.5	0.1	106.3
Changes on a year earlier										
MALE										
1992 June 11	0.8	0.6	6.2	6.3	5.9	6.8	6.5	2.8	2.2	38.1
July 9	0.8	0.1	3.9	5.4	4.6	5.5	6.2	2.3	2.2	31.1
Aug 13	0.8	-0.8	2.3	3.6	3.7	4.2	4.9	2.0	1.9	22.7
Sept 10	0.9	-2.0	0.9	2.1	2.7	3.8	4.9	1.8	1.2	16.4
Oct 8	1.1	1.3	7.0	4.5	4.6	5.6	5.3	1.9	1.2	32.6
Nov 12	0.7	-0.1	3.2	3.0	3.0	3.7	4.8	1.7	1.1	21.0
FEMALE										
1992 June 11	0.7	0.1	1.4	1.4	1.2	2.0	2.4	0.7	—	9.9
July 9	0.6	0.3	0.9	0.9	1.0	1.0	1.6	0.5	—	6.9
Aug 13	0.8	—	1.0	1.3	1.1	1.6	2.2	0.6	—	8.5
Sept 10	0.8	-1.3	1.7	1.3	1.2	1.7	2.5	0.7	—	8.6
Oct 8	0.9	1.4	4.7	1.9	1.7	1.8	2.4	0.6	—	15.4
Nov 12	0.7	-0.1	1.4	0.9	1.1	0.9	1.5	0.4	—	6.8

* Flows figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.
+ The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

2.32 REDUNDANCIES IN GREAT BRITAIN

THOUSANDS

		1989 Spring	1990 Spring	1991 Spring	1992 Spring	1992 Summer
Now in employment (found new job since redundancy)	All	48	63	98	79	66
Not in employment	All	94	117	290	243	212
All people	All	142	181	388	322	278
	Men	94	118	268	217	185
	Women	48	64	121	105	92

Note: Figures are based on estimates from the the Labour Force Survey, and show the numbers of people who were made redundant in the three months prior to their interview. They differ from the estimates previously published in tables 2.30 and 2.31, which were based on statutory reports from employers.

2.33 REDUNDANCIES BY REGION

	Great Britain	Northern	Yorkshire and Hum- berside	East Midlands	East Anglia	South East	South East excluding Greater London	Greater London	South West	West Midlands	North West	Wales	Scotland
Redundancies (Thousands)													
All													
Spring 1990	181	..	20	17	..	61	35	26	11	17	18	11	12
Spring 1991	388	21	30	32	12	126	74	53	26	44	43	27	28
Spring 1992	322	19	31	32	15	101	64	37	25	32	32	17	19
Summer 1992	278	13	25	15	12	96	58	38	18	25	35	12	27
Redundancy rates (Redundancies per 1,000 employees)													
All													
Spring 1990	8.1	..	10.1	10.3	..	8.5	7.9	9.5	6.0	8.1	7.4	10.4	6.1
Spring 1991	17.8	18.4	15.5	19.4	14.1	17.8	16.5	20.0	14.7	21.2	17.7	26.3	14.4
Spring 1992	15.1	16.6	16.2	19.9	17.8	14.8	14.8	14.7	14.3	16.1	13.6	16.6	9.7
Summer 1992	13.0	11.5	13.1	9.4	15.0	14.0	13.3	15.3	10.1	12.4	14.9	12.1	13.7

2.34 REDUNDANCIES BY AGE

Years	16 to 24	25 to 34	35 to 44	45 to 54	55 and over	All ages
Redundancies (Thousands)						
Spring 1990	..	46	43	31	32	29
Spring 1991	..	99	101	78	57	53
Spring 1992	..	72	80	65	61	45
Summer 1992	..	69	65	52	51	41
Redundancy rates (Redundancies per 1,000 employees)						
Spring 1990	..	10.2	7.6	5.9	7.7	10.9
Spring 1991	..	23.5	17.8	15.0	13.8	20.4
Spring 1992	..	18.6	14.2	12.8	14.3	17.7
Summer 1992	..	17.9	11.5	10.3	11.8	16.2

2.35 REDUNDANCIES BY INDUSTRY

SIC	Agriculture	Energy and water supply	Mineral extraction	Metal goods etc	Other manu- facturing	Construction	Hotels, distribution	Transport, co- mmunication	Financial services	Other services
Redundancies (Thousands)										
Spring 1990 All	31	31	22	36	..	17	22
Spring 1991 All	20	67	60	52	72	..	45	37
Spring 1992 All	..	16	15	46	45	41	75	21	34	26
Summer 1992 All	14	43	40	33	62	15	29	31
Redundancy rates (Redundancies per 1,000 employees)										
Spring 1990 All	12.4	14.6	18.5	8.2	..	6.9	3.4
Spring 1991 All	25.7	28.3	29.7	46.3	16.4	15.3	18.1	5.7
Spring 1992 All	..	32.3	21.9	19.6	24.2	39.9	17.7	15.4	14.6	3.9
Summer 1992 All	19.4	18.5	21.4	32.0	14.5	11.1	12.3	4.6

2.36 REDUNDANCIES BY OCCUPATION

SOC	Managers and administrators	Professional	Associate professional and technical	Clerical and secretarial	Craft and related	Personal and protective services	Sales	Plant and machine operatives	Other
Redundancies (Thousands)									
Spring 1991	35	16	25	55	93	21	30	71	41
Spring 1992	36	13	20	53	69	16	27	48	33
Summer 1992	35	14	19	43	55	19	23	40	29
Redundancy rates (Redundancies per 1,000 employees)									
Spring 1991	12.8	7.6	13.1	14.2	33.1	9.8	16.6	30.1	19.8
Spring 1992	12.4	6.2	10.9	14.5	27.7	6.9	14.9	22.6	16.8
Summer 1992	11.8	6.4	10.0	11.6	21.9	8.2	12.5	18.5	14.8

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
1987	235.4			226.4		222.3		159.5	
1988	248.6			231.2		232.8		159.0	
1989	219.5			226.0		229.2		158.5	
1990	173.6			201.2		207.4		147.0	
1991	117.9			171.3		172.5		126.6	
1990	139.9	-8.6	-9.3	184.4	-4.3	194.5	-2.9	142.0	-1.2
	132.5	-7.4	-9.6	177.6	-5.8	180.5	-6.9	132.4	-4.0
1991	141.1	8.6	-2.5	192.7	2.0	181.3	-6.1	131.7	-4.4
	139.8	-1.3	-0.0	166.3	-6.0	167.6	-9.0	119.3	-7.6
	134.9	-4.9	0.8	166.8	-3.6	171.8	-2.9	126.9	-1.8
	120.0	-14.9	-7.0	181.3	-3.8	198.7	5.8	148.5	5.6
	109.8	-10.2	-10.0	179.8	4.5	197.1	9.8	147.9	9.5
	103.7	-6.1	-10.4	163.8	-1.0	170.2	-5	125.0	-0.6
	105.6	1.9	-4.8	166.2	-5.0	164.6	-11.4	122.6	-8.6
	108.0	2.4	-6	168.1	-3.9	165.5	-10.5	121.5	-8.8
	110.0	2.0	2.1	168.4	1.5	166.7	-1.2	121.4	-1.2
	107.3	-2.7	0.6	167.9	0.6	168.2	1.2	122.7	0.0
	111.8	4.5	1.3	164.1	-1.3	156.3	-3.1	114.0	-2.5
	123.3	11.5	4.4	170.4	0.6	161.7	-1.7	117.9	-1.2
1992	119.1	-4.2	3.9	175.2	2.4	176.6	2.8	127.9	1.7
	120.0	0.9	2.7	163.9	-0.1	163.2	2.3	115.0	0.3
	120.2	0.2	-1.0	169.9	-0.2	169.2	2.5	121.9	1.3
	117.8	-2.4	-0.4	160.3	-5.0	168.0	-2.9	122.3	-1.9
	115.2	-2.6	-1.6	158.6	-1.8	166.2	1.0	121.7	2.2
	112.5	-2.7	-2.6	169.1	-0.3	171.4	0.7	128.9	2.3
	112.6	0.1	-1.7	164.5	1.4	165.0	-1.0	125.1	0.9
	108.4	-4.2	-2.3	156.5	-0.7	159.1	-2.4	121.1	-0.2
	100.1	-8.3	-4.1	156.1	-4.3	161.6	-3.3	125.0	-1.3
	97.6	-2.5	-4.4	161.0	-1.6	159.1	-1.9	127.4	0.4
	100.8	2.6	-2.5	155.5	-0.3	149.0	-3.4	120.3	-0.3

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies nationally are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4 1/2 week month.
 *Excluding vacancies on Government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland).
 Figures on the current basis are available back to 1980. For further details, see *Employment Gazette*, October 1985, page 143.

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
1990														
Nov	34.2	9.6	3.7	11.2	11.0	8.8	10.2	18.5	8.7	10.3	18.7	135.3	4.6	139.9
Dec	32.5	9.3	3.7	11.1	10.4	8.5	9.5	17.8	7.7	10.2	16.8	128.2	4.3	132.5
1991														
Jan	33.3	9.6	3.8	12.2	11.1	8.7	10.0	19.4	8.8	10.7	19.1	136.8	4.3	141.1
Feb	32.0	9.5	3.6	12.5	10.1	8.0	9.1	19.0	8.0	10.5	22.6	135.5	4.3	139.8
Mar	31.3	9.8	3.5	11.8	9.7	7.2	8.6	18.1	7.5	9.6	23.5	130.8	4.1	134.9
	28.1	9.0	3.4	10.0	8.2	7.1	8.1	16.7	6.8	8.6	18.9	116.0	4.0	120.0
Apr	26.3	8.2	2.8	8.6	7.8	6.8	7.9	15.0	5.9	7.1	17.5	105.8	4.0	109.8
May	24.2	7.2	2.8	7.7	7.8	6.2	7.2	14.2	5.4	7.0	17.2	99.5	4.2	103.7
June														
July	26.2	7.8	2.9	8.3	7.4	6.4	7.1	14.6	5.4	6.8	16.5	101.5	4.1	105.6
Aug	27.9	8.0	2.9	8.8	7.4	6.7	7.2	14.5	5.7	6.8	16.0	103.9	4.1	108.0
Sept	28.7	7.9	3.0	9.0	7.1	6.7	7.0	14.7	6.2	7.0	16.5	105.9	4.1	110.0
	26.6	6.1	3.0	9.4	6.6	6.9	7.1	13.6	6.2	7.2	17.0	103.4	3.9	107.3
Oct	28.0	7.0	3.2	9.7	6.6	6.9	7.3	14.2	6.7	7.9	17.4	107.9	3.9	111.8
Nov	28.5	8.4	3.7	10.4	8.2	7.5	8.2	15.8	6.7	8.8	17.5	119.1	4.2	123.3
Dec														
1992														
Jan	32.0	9.1	3.6	9.7	7.6	7.0	7.7	14.9	6.5	8.2	17.8	115.0	4.1	119.1
Feb	32.1	8.7	3.7	9.5	7.8	7.3	7.9	14.5	6.3	8.4	18.6	116.0	4.0	120.0
Mar	31.6	8.4	3.7	9.2	8.2	7.8	7.8	14.5	6.0	8.6	18.5	115.9	4.3	120.2
	30.3	8.2	3.5	8.4	8.0	7.5	7.7	14.5	5.6	8.9	19.5	113.8	4.0	117.8
Apr	27.9	7.8	3.5	8.3	7.7	7.5	7.6	14.4	5.7	8.8	19.7	111.1	4.1	115.2
May	27.3	7.7	3.2	7.8	7.5	7.7	7.5	14.2	6.0	8.3	19.2	108.5	4.0	112.5
June														
July	28.2	7.9	3.4	8.1	7.2	7.6	7.6	14.3	5.9	8.2	18.1	108.5	4.1	112.6
Aug	26.7	7.7	3.3	8.1	6.9	7.1	6.9	13.7	5.8	8.0	17.6	104.1	4.3	108.4
Sept	24.5	7.0	3.0	7.8	5.9	5.9	6.5	12.7	5.4	7.6	16.8	95.9	4.3	100.1
	23.0	6.3	2.7	7.4	5.1	6.0	6.7	12.9	5.1	7.3	17.2	93.3	4.3	97.6
Oct														
Nov	23.3	6.8	2.9	7.6	5.5	6.1	6.8	12.7	5.2	7.6	18.4	96.0	4.8	100.8

* See footnote to table 3.1.
 + Included in South East.

3.3 VACANCIES

Regions: vacancies remaining unfilled at jobcentres and careers offices

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	THOUSAND United Kingdom
Vacancies at Jobcentres: total +														
1987	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988 } Annual	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1989 } averages	71.7	23.6	8.3	18.5	20.5	12.9	13.3	24.4	10.7	13.8	21.7	215.8	2.6	218.4
1990 }	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	189.1	3.4	172.5
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	116.9
1991 Nov	30.6	8.3	3.3	8.8	8.0	7.6	8.0	15.5	6.5	7.6	18.2	114.2	2.9	117.0
1991 Dec	26.7	7.3	2.9	7.2	7.1	6.6	6.8	13.5	5.4	7.0	15.9	99.0	2.8	101.7
1992 Jan	24.2	7.0	2.6	6.6	6.3	5.8	6.3	12.4	5.0	6.6	14.4	90.1	2.6	92.7
1992 Feb	25.6	7.0	2.9	7.3	6.4	6.1	6.6	12.7	5.4	7.1	15.8	95.8	2.7	98.5
1992 Mar	27.6	7.2	3.1	8.6	6.8	6.9	6.9	13.1	5.5	7.8	16.9	103.3	2.9	106.3
1992 Apr	29.7	8.1	3.5	9.8	7.4	7.1	7.3	14.3	5.9	9.0	20.1	114.0	3.0	117.0
1992 May	30.1	8.3	3.9	10.8	7.6	7.6	7.8	14.9	6.3	9.7	20.7	119.4	3.2	122.6
1992 June	32.2	8.5	4.0	10.9	8.0	8.2	8.4	15.2	7.2	9.9	20.9	124.8	3.2	128.0
1992 July	30.2	7.7	3.6	9.1	7.1	7.5	7.7	13.9	6.5	9.1	18.4	113.3	3.1	116.4
1992 Aug	27.2	7.1	3.4	8.3	6.6	7.0	7.0	13.7	6.0	8.4	17.8	105.2	3.1	108.4
1992 Sept	29.1	8.1	3.6	8.9	7.4	7.4	7.9	15.0	5.9	8.5	18.9	112.5	3.4	115.9
1992 Oct	30.3	9.3	3.5	8.2	7.8	7.8	8.8	16.3	5.8	8.2	19.8	116.5	3.7	120.2
1992 Nov	26.1	8.0	3.0	6.6	6.9	6.8	7.4	14.0	5.0	7.3	19.2	102.3	3.6	105.9
Vacancies at careers offices														
1987	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1988 } Annual	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1989 } averages	14.4	7.5	1.0	1.6	2.7	1.5	1.2	1.4	0.5	0.4	0.8	25.5	1.3	26.8
1990 }	9.4	5.0	0.6	1.1	2.3	1.0	1.1	1.5	0.5	0.3	1.1	18.8	0.6	17.6
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
1991 Nov	2.2	1.3	0.3	0.4	1.2	0.2	0.4	0.5	0.2	0.1	0.6	6.1	0.3	7.4
1991 Dec	2.1	1.3	0.2	0.3	1.1	0.2	0.3	0.5	0.2	0.1	0.4	5.4	0.3	5.7
1992 Jan	2.0	1.1	0.1	0.4	1.1	0.2	0.3	0.5	0.2	0.1	0.5	5.3	0.3	5.6
1992 Feb	2.1	1.2	0.2	0.3	0.9	0.2	0.3	0.5	0.3	0.1	0.4	5.4	0.3	5.7
1992 Mar	2.0	1.1	0.3	0.3	1.4	0.2	0.4	0.5	0.3	0.1	0.6	6.1	0.3	6.4
1992 Apr	2.0	0.9	0.3	0.4	1.4	0.2	0.5	0.5	0.3	0.1	0.5	6.2	0.3	6.5
1992 May	2.3	1.1	0.4	0.4	1.5	0.3	0.6	0.6	0.3	0.1	0.6	7.1	0.3	7.4
1992 June	5.1	3.1	0.4	0.4	1.6	0.5	0.5	0.8	0.3	0.1	0.7	10.4	0.4	10.8
1992 July	4.8	3.0	0.4	0.5	1.4	0.4	0.5	0.6	0.3	0.1	0.7	9.7	0.3	10.1
1992 Aug	3.3	1.8	0.3	0.5	1.4	0.4	0.5	0.6	0.3	0.1	0.5	7.8	0.3	8.1
1992 Sept	3.2	1.7	0.3	0.4	1.4	0.4	0.5	0.7	0.3	0.1	0.5	7.7	0.4	8.1
1992 Oct	2.2	1.3	0.2	0.4	0.7	0.4	0.4	0.5	0.3	0.1	0.6	5.8	0.4	6.2
1992 Nov	2.1	1.3	0.2	0.3	0.5	0.2	0.3	0.4	0.2	0.0	0.5	4.8	0.4	5.2

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.

INDUSTRIAL DISPUTES 4.1 Stoppages of work

Stoppages in progress: industry

United Kingdom SIC 1980	12 months to October 1991			12 months to October 1992		
	Stoppages	Workers involved	Working days lost	Stoppages	Workers involved	Working days lost
Agriculture, forestry and fishing	2	100	#	-	-	-
Coal extraction	38	6,500	36,000	11	2,600	8,000
Coke, mineral oil and natural gas	2	200	2,000	-	-	-
Electricity, gas, other energy and water	3	2,400	4,000	4	4,000	8,000
Metal processing and manufacture	4	800	3,000	3	300	8,000
Mineral processing and manufacture	3	400	5,000	3	300	1,000
Chemicals and man-made fibres	-	-	-	1	100	#
Metal goods nes	10	1,000	17,000	9	1,500	6,000
Engineering	43	15,700	121,000	27	11,300	47,000
Motor vehicles	13	3,200	6,000	13	6,300	7,000
Other transport equipment	15	16,200	43,000	7	3,500	9,000
Food, drink and tobacco	8	2,800	16,000	5	10,100	10,000
Textiles	1	-	#	2	200	#
Footwear and clothing	6	900	1,000	1	500	1,000
Timber and wooden furniture	2	100	#	-	-	-
Paper, printing and publishing	7	300	1,000	7	900	5,000
Other manufacturing industries	5	1,200	6,000	5	400	7,000
Construction	19	7,800	20,000	12	5,300	22,000
Distribution, hotels and catering, repairs	6	800	8,000	-	-	-
Transport services and communication	56	17,400	79,000	14	5,500	9,000
Supporting and misc. transport services	2	200	1,000	1	400	1,000
Banking, finance, insurance, business services and leasing	4	3,700	7,000	2	1,700	2,000
Public administration, education and health services	144	90,900	368,000	111	72,900	313,000
Other services	20	4,200	40,000	12	5,300	39,000
All industries and services	413*	176,600	786,000	250*	133,100	504,000

* Some stoppages which affected more than one industry group have been counted under each of the industries but only once in the total for all industries and services.
Less than 50 workers involved.
Less than 500 working days lost.

Stoppages: October 1992

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	18	11,800	75,000
of which, stoppages:			
Beginning in month	11	8,900*	22,000
Continuing from earlier months	7	2,900	53,000

* All 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 1992 are provisional.

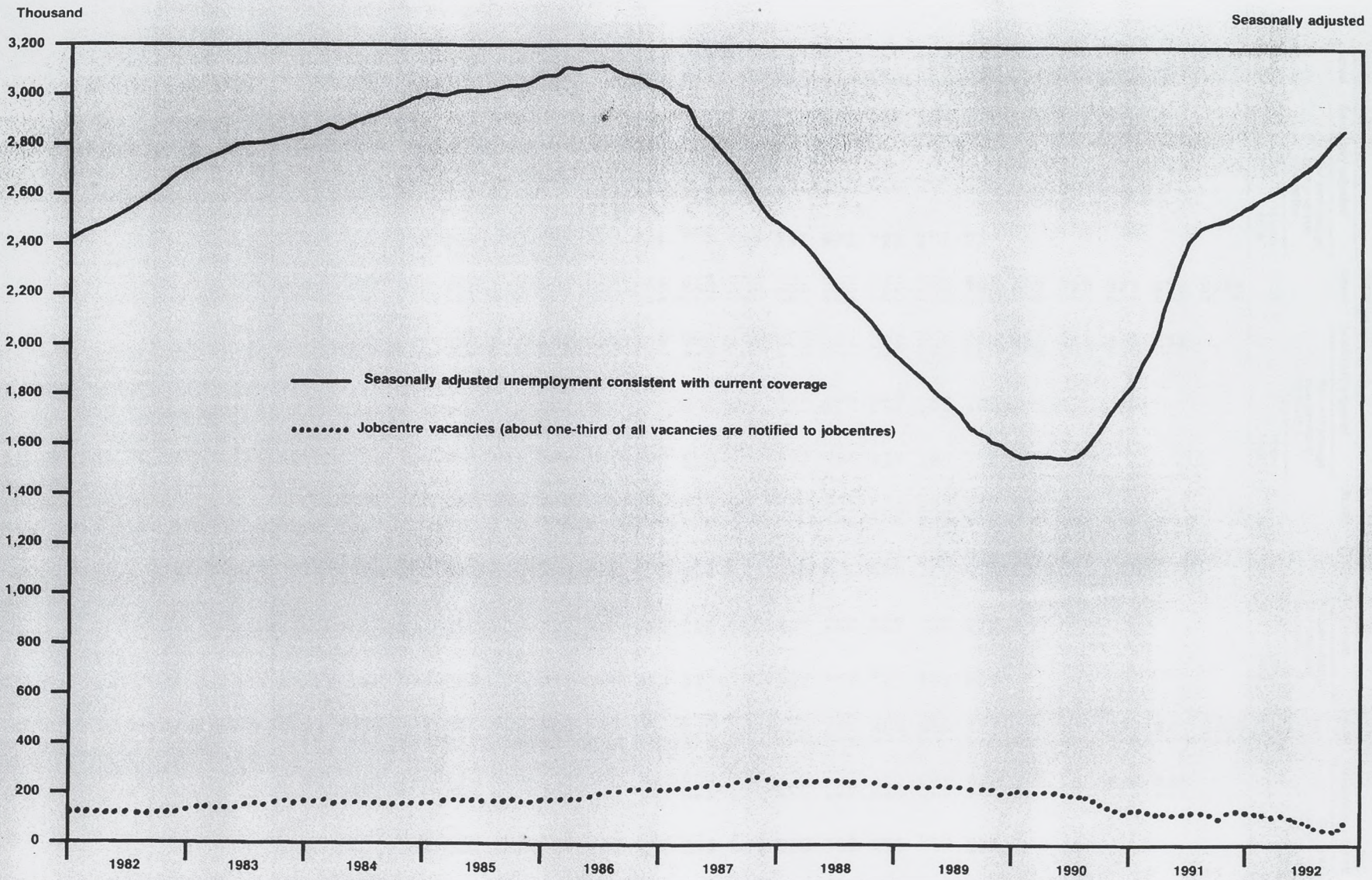
Stoppages in progress: cause

United Kingdom	12 months to October 1992		
	Stoppages	Workers involved	Working days lost
Pay, wage-rates and earnings levels	89	41,100	144,000
extra-wage and fringe benefits	7	12,600	13,000
Duration and pattern of hours worked	8	2,700	3,000
Redundancy questions	48	39,000	217,000
Trade union matters	12	1,300	10,000
Working conditions and supervision	30	15,900	60,000
Manning and work allocation	36	11,000	23,000
Dismissal and other disciplinary measures	20	9,400	33,000
All causes	250	133,100	504,000

INDUSTRIAL DISPUTES 4.2 Stoppages of work*: summary

United Kingdom SIC 1980	Number of stoppages:		Number of workers (Thousand)			Working days lost in all stoppages in progress in period (Thousand)					
	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
1985	887	903	643	791	6,402	4,143	590	31	50	197	1,391
1986	1,053	1,074	538	720	1,320	143	895	38	33	190	622
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	1,90	94	953	24	14	177	641
1991	357	369	175	176	761	29	181	1	14	60	476
1990 Oct	61	77	18	19	54	5	10	-	-	9	29
1990 Nov	41	62	18	20	65	6	11	-	5	16	26
1990 Dec	27	45	9	12	40	3	5	-	-	4	28
1991 Jan	20	32	7	8	44	5	2	-	4	2	32
1991 Feb	27	37	14	16	36	4	3	-	-	4	25
1991 Mar	34	46	40	41	55	1	4	-	3	2	46
1991 Apr	44	54	12	38	105	-	11	-	2	2	90
1991 May	48	65	20	22	105	2	50	-	-	32	21
1991 Jun	30	50	7	11	53	-	32	-	1	4	16
1991 Jul	37	57	10	12	57	1	13	-	1	13	28
1991 Aug	28	46	10	12	64	12	6	-	-	-	46
1991 Sep	29	40	11	13	78	1	28	-	4	-	44
1991 Oct	27	42	17	21	84	4	24	-	-	-	55
1991 Nov	18	38	12	15	46	-	3	-	-	1	42
1991 Dec	15	29	15	17	34	-	3	-	-	-	31
1992 Jan	22	35	18	22	56	1	14	-	-	1	41
1992 Feb	23	37	5	7	24	1	10	-	-	-	13
1992 Mar	27	38	11	12	35	2	3	1	4	-	25
1992 Apr	19	33	7	9	24	4	8	-	-	7	17
1992 May	13	24	10	11	28	-	4	-	-	-	18
1992 Jun	32	40	10	12	32	-	11	-	3	-	18
1992 Jul	20	37	12	14	36	-	10	-	-	1	25
1992 Aug	19	28	10	12	52	-	4	-	1	1	46
1992 Sep	11	22	11	18	62	-	4	-	-	-	58
1992 Oct	11	18	9	12	75	-	3	-	13	-	58

* See Definitions page at the end of the Labour Market Data section for notes on coverage. Figures for 1992 are provisional.



EARNINGS 5.1
Average earnings index: all employees: main industrial sectors

GREAT BRITAIN 1988=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	Actual	Seasonally adjusted	Actual	Seasonally adjusted				
															Per cent change over previous 12 months	
													Under-lying *	Under-lying *		
1988=100																
1988 Annual averages	100.0		100.0		100.0		100.0		100.0		100.0					
1989	109.1		108.7		109.1		109.1		108.9		108.9					
1990	119.7		118.9		119.4		119.4		119.4		119.4					
1991	129.3		128.7		129.7		129.7		128.5		128.5					
1988 Jan	95.4	96.1	95.8	96.6	95.8	96.5	95.8	96.5	95.4	96.3	95.4	96.3				
Feb	95.5	96.7	95.6	96.3	95.3	96.0	95.3	96.0	96.0	97.1	96.0	97.1				
Mar	98.3	97.5	98.0	97.7	97.8	97.8	97.8	97.8	96.6	97.4	96.6	97.4				
Apr	97.8	97.9	98.8	98.0	98.9	98.2	98.9	98.2	97.3	97.6	97.3	97.6				
May	98.4	98.6	99.3	98.9	99.5	99.2	99.5	99.2	98.0	98.2	98.0	98.2				
June	99.8	99.3	100.6	99.5	100.4	99.5	100.4	99.5	99.6	99.2	99.6	99.2				
July	101.3	100.2	101.1	99.9	101.3	100.1	101.3	100.1	101.3	100.4	101.3	100.4				
Aug	100.3	100.9	99.5	100.9	99.9	100.9	99.9	100.9	100.5	100.8	100.5	100.8				
Sept	100.9	101.5	100.2	101.3	100.5	101.5	100.5	101.5	100.6	101.4	100.6	101.4				
Oct	101.7	102.6	101.8	102.6	101.9	102.7	101.9	102.7	101.2	102.3	101.2	102.3				
Nov	103.7	103.5	103.6	103.5	103.7	103.4	103.7	103.4	103.6	103.5	103.6	103.5				
Dec	106.9	105.2	105.5	104.4	105.3	104.3	105.3	104.3	107.9	105.6	107.9	105.6				
1989 Jan	104.2	105.0	9.3	9	104.2	105.1	8.8	8¼	104.2	105.0	8.8	8¼	104.2	105.2	9.2	9
Feb	104.6	105.9	9.5	9¼	105.0	105.8	9.9	8½	104.9	105.8	10.2	8¼	104.4	105.7	8.9	9¼
Mar	107.3	106.5	9.2	9½	105.7	105.4	7.9	8¼	106.0	106.0	8.4	8¼	107.8	106.5	9.3	9½
Apr	107.3	107.4	9.7	9¼	107.8	106.9	9.1	8½	107.9	107.2	9.2	8¼	107.1	107.4	10.0	9¼
May	107.5	107.7	9.2	9	108.0	107.6	8.8	8¼	108.1	107.8	8.7	8¼	107.2	107.3	9.3	9
June	109.1	108.4	9.2	8¾	109.4	108.2	8.7	8½	109.6	108.6	9.1	8¼	108.5	108.1	9.0	8½
July	110.3	109.1	8.9	8¼	110.3	109.1	9.2	8½	110.8	109.5	9.4	9	109.7	108.8	8.4	8¼
Aug	109.1	109.6	8.6	8¼	108.3	109.8	8.8	8¼	109.2	110.3	9.3	9¼	108.7	109.0	8.1	8½
Sept	110.7	111.3	9.7	9	109.5	110.7	9.3	8¾	109.8	110.9	9.3	9	110.4	111.2	9.7	8¾
Oct	111.7	112.6	9.7	9¼	110.6	111.5	8.7	9	111.0	111.8	8.9	9¼	111.6	112.9	10.4	9
Nov	113.2	112.9	9.1	9¼	112.2	112.1	8.3	8¼	112.9	112.5	8.8	9	112.7	112.5	8.7	8¼
Dec	114.7	112.9	7.3	9¼	113.8	112.7	8.0	8½	114.3	113.3	8.6	9	114.3	111.9	6.0	8
1990 Jan	113.8	114.7	9.2	9½	112.7	113.6	8.1	8¾	113.2	114.1	8.7	9¼	113.9	115.0	9.3	9¼
Feb	114.0	115.4	9.0	9½	113.9	114.7	8.4	9¼	114.3	115.1	8.8	9½	113.7	115.0	8.8	9¼
Mar	117.4	116.5	9.4	9½	116.8	116.5	10.5	9½	117.0	117.0	10.4	9¼	117.2	115.8	8.7	9¼
Apr	117.3	117.5	9.4	9¾	117.2	116.2	8.7	9½	117.4	116.6	8.8	9¾	116.9	117.2	9.1	9½
May	118.5	118.8	10.3	9¾	117.9	117.5	9.2	9¼	118.2	117.9	9.3	9¾	118.6	118.8	10.7	9¾
June	120.5	119.9	10.6	10	120.1	118.8	9.8	9½	120.7	119.7	10.2	9¾	119.8	119.4	10.5	10
July	121.2	120.0	10.0	10¼	120.8	119.5	9.5	9½	121.3	119.9	9.5	10	120.5	119.5	9.8	10
Aug	120.9	121.6	10.9	10	118.8	120.5	9.7	9½	119.7	120.9	9.6	9¾	121.1	121.5	11.5	10
Sept	121.3	122.0	9.6	10	120.2	121.6	9.8	9½	121.0	122.1	10.1	9¾	120.6	121.5	9.3	10
Oct	121.7	122.7	9.0	9¾	120.8	121.7	9.1	9¼	121.6	122.4	9.5	9¾	120.9	122.2	8.2	9¾
Nov	123.8	123.5	9.4	9¾	123.0	122.9	9.6	9½	123.3	123.3	9.6	9¾	123.0	122.8	9.2	9¾
Dec	126.3	124.2	10.0	9¼	125.1	123.8	9.8	9½	125.2	124.1	9.5	9¾	126.3	123.7	10.5	9½
1991 Jan	124.3	125.2	9.2	9½	123.4	124.4	9.5	9¼	124.3	125.2	9.7	9½	123.8	125.0	8.7	9½
Feb	124.7	126.2	9.4	9¼	124.3	125.1	9.1	8¾	125.2	126.1	9.6	9	123.8	125.3	9.0	9
Mar	127.5	126.5	8.6	9	126.1	125.8	8.0	8½	126.8	126.9	8.5	9	127.6	126.1	8.9	8¾
Apr	127.4	127.5	8.5	8¾	128.0	126.9	9.2	8½	128.6	127.7	9.5	9	126.1	126.4	7.8	8¼
May	128.1	128.4	8.1	8½	127.7	127.3	8.3	8¼	129.2	128.9	9.4	9	127.1	127.3	7.2	8
June	129.2	128.5	7.2	8	129.7	128.3	8.0	8¼	130.3	129.2	7.9	8¼	127.9	127.4	6.7	7½
July	130.5	129.1	7.6	7¾	130.0	128.5	7.5	8¼	130.8	129.3	7.8	8½	129.5	128.5	7.5	7½
Aug	130.8	131.5	8.1	7¾	128.7	130.6	8.4	8	130.2	131.4	8.7	8¼	130.4	130.8	7.7	7½
Sept	130.8	131.7	8.0	7¾	129.2	130.6	7.4	8	130.9	132.1	8.2	8½	130.1	131.1	7.9	7½
Oct	130.9	132.0	7.6	7½	130.8	131.8	8.3	8	131.7	132.6	8.3	8½	129.8	131.3	7.4	7¼
Nov	133.3	133.0	7.7	7½	132.6	132.4	7.7	8	133.8	133.4	8.2	8	132.7	132.5	7.9	7¼
Dec	134.5	132.3	6.5	7¼	134.1	132.7	7.2	7¾	134.8	133.7	7.7	8	133.6	130.8	5.7	7
1992 Jan	133.0	134.0	7.0	7¼	132.7	133.8	7.6	7¾	133.9	134.9	7.7	7¾	132.3	133.5	6.8	7
Feb	134.0	135.7	7.5	7½	134.0	134.9	7.8	8¼	135.0	136.1	7.9	8¼	133.3	134.9	7.7	7½
Mar	138.6	137.6	8.8	7½	139.1	138.8	10.3	8	140.0	140.0	10.3	8	137.6	136.0	7.9	7¼
Apr	135.3	135.5	6.3	7	134.4	133.3	5.0	7½	135.9	135.1	5.8	7½	134.7	135.0	6.8	7
May	136.3	136.6	6.4	6¼	136.6	136.1	6.9	6¼	137.7	137.4	6.6	6½	135.4	135.6	6.5	6½
June	137.1	136.3	6.1	6¼	137.3	135.8	5.8	6¼	138.3	137.1	6.1	6½	135.8	135.3	6.2	6¼
July	137.8	136.4	5.7	6	138.1	136.6	6.3	6¼	139.2	137.6	6.4	6½	136.7	135.5	5.4	6
Aug	137.3	138.0	4.9	5¾	137.1	139.1	6.5	6	138.1	139.4	6.1	6¼	136.5	136.9	4.7	5¾
Sept	137.3	138.2	4.9	5¾	136.6	138.1	5.7	6	137.7	139.0	5.2	6	136.5	137.5	4.9	5½
Oct P	138.9	140.1	6.1	5½	139.1	140.2	6.4	6	140.2	141.2	6.5	5¾	137.7	139.2	6.0	5½

Note: * For a note on the underlying rate of change see Statistical Update, *Employment Gazette*, December 1992, page 608.
 (1) The seasonal adjustment factors currently used are based on data up to April 1991.
 (2) Figures for years 1984-89 on a 1985=100 basis were published in *Employment Gazette*, October 1989; the 1985=100 series was discontinued after July 1989.

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 man- ufacturing	Mineral extraction and manu- facturing	Chemicals and man-made fibres	Mechanical eng- ineering	Electrical, electronic and instru- ment engi- neering (33,34,37)	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
1988=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	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
1989 } averages	108.0	113.3	110.3	109.8	107.2	109.4	109.0	109.8	109.5	109.9	112.7	107.9	109.3
1990 } averages	120.0	125.0	126.7	121.6	115.5	119.1	122.6	119.3	119.5	119.5	125.6	117.5	121.7
1991 } averages	132.1	141.9	140.4	134.2	122.8	125.9	134.0	130.2	129.5	129.1	136.2	124.7	134.6
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.2	96.4
1988 Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	96.8	95.0
1988 Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	96.9	95.6
1988 Apr	95.5	104.4	97.0	98.4	107.1	98.2	98.2	98.7	98.3	98.6	98.9	98.6	99.3
1988 May	95.2	98.5	100.5	101.2	93.8	99.8	98.7	99.3	99.0	100.4	98.9	98.8	100.5
1988 June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	105.2	94.9	100.2	101.3
1988 July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	101.7	100.1
1988 Aug	109.4	101.8	100.0	103.7	111.3	99.0	99.2	99.3	99.5	100.7	95.4	99.3	98.8
1988 Sept	114.2	103.7	99.0	101.6	96.4	101.0	99.0	99.9	100.4	100.2	100.6	100.8	100.2
1988 Oct	116.3	104.8	101.4	102.4	111.5	101.4	99.8	101.8	101.6	100.5	102.0	101.4	101.6
1988 Nov	98.6	104.5	109.1	102.7	97.0	102.6	108.2	104.0	102.6	105.5	103.9	105.6	104.6
1988 Dec	101.3	103.8	107.6	101.6	104.5	106.6	111.9	105.6	105.1	106.2	110.8	102.6	106.8
1989 Jan	96.4	106.7	106.6	100.7	107.9	104.8	102.5	104.9	105.0	105.2	108.1	104.6	104.2
1989 Feb	95.2	107.2	104.0	101.8	99.8	106.6	104.8	106.8	105.5	107.1	108.2	105.9	102.7
1989 Mar	98.5	111.0	104.0	106.6	99.6	105.5	103.7	107.1	107.2	109.3	112.2	103.9	104.9
1989 Apr	102.1	112.3	105.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	111.6
1989 May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	109.4	111.5	107.4	109.6
1989 June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
1989 July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
1989 Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	107.5	108.9
1989 Sept	126.3	115.1	110.0	110.9	103.0	111.1	108.5	110.2	110.7	108.7	112.9	109.2	110.2
1989 Oct	120.4	117.2	110.1	113.0	118.6	110.8	109.6	111.6	112.0	110.1	114.3	109.5	110.9
1989 Nov	111.6	122.2	120.5	114.9	104.2	112.6	117.5	113.2	113.5	112.2	115.5	111.3	113.4
1989 Dec	108.3	119.6	118.9	114.4	109.6	114.2	120.8	115.6	113.6	119.4	115.7	110.8	115.9
1990 Jan	104.3	124.7	123.1	112.6	111.5	112.6	115.7	114.4	113.5	109.3	115.3	112.7	112.7
1990 Feb	103.8	124.5	118.2	113.3	104.9	114.4	117.2	116.2	115.4	109.4	118.1	113.3	114.1
1990 Mar	108.1	124.5	120.4	114.8	107.9	115.7	117.7	118.9	118.4	122.8	123.8	115.5	115.4
1990 Apr	110.8	124.2	121.6	116.3	121.2	117.9	120.2	116.9	116.2	122.0	121.7	116.1	120.5
1990 May	110.6	121.7	123.3	118.7	109.4	119.3	120.9	118.4	117.9	118.4	125.3	117.0	122.3
1990 June	122.6	123.1	125.3	126.5	119.8	121.4	123.4	119.9	119.2	122.3	127.7	118.8	123.9
1990 July	124.9	122.5	130.7	124.3	131.8	121.8	121.9	121.5	119.9	121.3	127.3	119.0	124.3
1990 Aug	133.3	125.9	129.2	127.2	112.6	118.3	122.7	118.2	119.0	119.4	127.3	118.0	122.2
1990 Sept	139.3	125.9	130.8	125.8	114.7	119.6	122.0	120.0	121.2	119.1	127.3	118.9	123.7
1990 Oct	136.0	128.3	130.4	126.9	122.0	120.5	122.3	120.7	122.1	121.5	127.9	118.9	122.9
1990 Nov	126.5	131.1	131.4	126.8	113.0	122.6	130.2	122.3	123.5	124.0	132.1	121.4	127.3
1990 Dec	120.1	123.7	135.8	125.4	117.7	124.8	136.9	124.7	124.7	125.0	132.8	120.6	130.9
1991 Jan	118.7	137.8	139.6	125.7	123.2	122.3	126.3	124.2	123.6	124.5	135.0	119.9	127.0
1991 Feb	122.0	141.0	131.5	127.8	114.9	121.9	129.7	126.6	125.3	124.8	132.4	121.8	128.4
1991 Mar	120.9	142.7	136.0	126.4	116.9	122.2	135.4	127.8	127.3	124.9	135.7	122.0	131.3
1991 Apr	129.9	139.3	140.0	127.8	127.2	123.7	129.9	129.1	127.1	139.4	139.2	122.6	135.5
1991 May	126.4	140.6	140.8	140.9	119.5	125.8	130.7	129.2	129.4	126.7	133.2	123.9	135.9
1991 June	127.1	142.2	141.7	129.0	119.8	128.0	131.6	131.6	132.1	131.2	135.5	124.4	135.5
1991 July	134.4	139.7	145.1	133.4	128.6	127.5	132.4	131.0	131.0	131.3	136.0	127.4	134.5
1991 Aug	160.4	141.5	140.8	140.8	125.9	126.5	134.6	130.5	129.3	124.9	136.2	124.3	134.3
1991 Sept	147.6	140.7	140.4	146.1	120.8	127.2	135.5	130.6	129.6	127.0	135.3	126.7	134.7
1991 Oct	137.6	141.8	141.1	136.2	130.1	127.3	136.8	132.6	131.7	129.1	139.8	125.9	135.0
1991 Nov	130.4	152.7	141.1	139.1	121.8	128.5	140.6	134.5	133.0	131.5	139.0	128.0	141.3
1991 Dec	129.7	142.8	146.5	137.6	125.2	130.2	144.5	135.1	134.6	134.3	137.6	129.4	141.5
1992 Jan	126.6	156.2	142.1	136.5	130.1	128.0	139.7	134.7	134.6	133.8	139.4	129.2	137.8
1992 Feb	121.4	155.7	143.4	137.1	124.2	129.3	138.9	136.0	134.9	137.8	140.3	130.6	139.6
1992 Mar	128.1	158.9	155.8	137.7	126.2	130.4	150.4	140.5	140.1	141.5	144.0	134.5	149.7
1992 Apr	137.1	161.3	142.8	142.4	134.5	130.0	138.9	135.8	135.9	137.6	140.3	132.3	140.6
1992 May	139.6	153.4	144.2	144.3	126.3	131.7	139.4	136.4	138.2	152.0	140.5	133.3	143.3
1992 June	138.3	149.5	147.7	143.6	126.9	133.6	140.7	138.8	139.0	144.1	142.1	135.0	143.7
1992 July	140.7	155.4	147.6	143.7	139.7	132.7	141.3	140.8	139.0	142.8	141.5	136.0	142.9
1992 Aug	148.9	151.5	146.4	141.9	124.8	133.5	141.6	139.1	137.3	138.2	146.7	134.9	142.9
1992 Sept	151.6	151.6	145.6	142.8	125.4	132.7	140.0	138.7	137.5	136.4	143.0	135.2	143.7
1992 Oct P	143.1	146.9	146.3	150.1	140.4	133.2	141.4	146.4	138.3	137.1	146.7	134.4	145.3

* England and Wales only.
Note: Figures for the years 1985 to 1989 on a 1985=100 basis were published in *Employment Gazette*, October 1989; the 1985=100 series was discontinued after July 1989.

EARNINGS 5.3
Average earnings index: all employees: by industry (unadjusted)

Textiles	Leather, footwear and clothing (44,45)	Paper products printing and publishing (47)	Rubber, plastics, timber and other manufacturing (46,48,49)	Construction (50)	Distribution and repairs (61,62,64,65,67)	Hotels and catering (66)	Transport and communication + (71,72,75-77,79)	Banking, finance insurance and business services (81-82, 83pt-84pt)	Public administration (91-92pt)	Education and health services (93,95)	Other services # (92pt,94,96 pt,97,98pt)	Whole economy	GREAT BRITAIN SIC 1980
(40)	(44,45)	(47)	(46,48,49)	(50)	(61,62,64,65,67)	(66)	(71,72,75-77,79)	(81-82, 83pt-84pt)	(91-92pt)	(93,95)	(92pt,94,96 pt,97,98pt)	1988=100	
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	1988 } 1989 } Annual 1990 } averages 1991 }
107.4	107.1	106.1	107.7	111.8	108.6	107.6	107.6	109.9	108.8	108.6	111.3	109.1	
117.6	115.8	113.5	117.5	124.6	117.3	118.4	118.8	121.2	120.7	118.0	122.9	119.7	
128.1	123.7	121.6	126.0	134.6	124.7	128.8	128.6	129.4	130.0	129.1	132.7	129.3	
96.2	97.0	94.9	95.0	93.4	95.6	96.0	97.3	95.7	95.2	93.0	97.8	95.4	1988 Jan Feb Mar
96.3	97.5	95.5	96.5	93.9	96.1	95.1	96.6	96.8	97.2	93.5	95.9	95.5	
98.7	100.0	98.0	98.5	98.7	100.1	97.0	97.8	100.0	98.3	97.1	96.3	98.3	
98.6	100.6	97.7	96.7	96.7	98.2	97.6	99.3	98.7	96.6	94.1	96.8	97.8	Apr May June
98.9	100.1	99.7	99.7	96.9	99.2	99.1	98.9	98.8	97.9	94.5	99.0	98.4	
101.7	101.6	102.2	101.5	100.4	100.5	99.8	98.7	100.3	98.6	99.0	100.6	99.8	
102.6	101.0	101.3	102.5	101.7	99.7	100.2	100.4	100.9	101.6	103.6	102.2	101.3	July Aug Sept
99.8	100.6	101.3	100.2	99.0	99.9	99.7	100.2	99.6	100.2	102.8	100.2	100.3	
100.6	99.3	102.1	101.1	102.1	101.0	100.5	102.2	98.6	100.5	101.1	101.4	100.9	
101.3	100.2	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8	100.9	101.7	Oct Nov Dec
103.5	101.0	102.6	102.5	106.1	102.1	103.1	103.2	106.1	105.9	101.8	101.9	103.7	
101.6	101.5	102.4	104.1	107.8	106.3	109.9	102.8	106.0	104.3	118.7	106.6	106.9	
102.4	104.0	101.6	102.9	104.7	104.7	103.7	102.7	105.0	104.7	102.8	107.8	104.2	1989 Jan Feb Mar
103.1	104.7	101.6	102.2	106.0	105.0	103.6	103.0	105.1	105.9	102.7	104.7	104.6	
102.0	106.6	103.5	105.0	111.2	109.5	106.5	103.8	114.7	106.2	103.2	106.8	107.3	
104.7	105.3	104.9	104.9	108.3	109.4	104.6	106.7	108.3	106.0	104.4	107.7	107.3	Apr May June
107.2	107.1	105.8	106.7	108.6	107.6	106.2	106.0	107.3	106.6	107.8	107.6	107.5	
110.6	108.4	107.7	109.5	112.8	109.2	106.8	105.8	108.5	106.9	110.3	112.2	109.1	
109.6	108.8	107.2	109.1	112.3	108.1	106.6	109.1	111.5	106.8	111.7	114.2	110.3	July Aug Sept
107.8	106.2	106.8	107.6	109.3	107.5	107.5	107.2	108.0	106.3	113.8	110.5	109.1	
108.7	107.8	108.8	109.4	114.0	110.1	108.0	107.6	107.5	110.7	114.6	114.1	110.7	
109.3	108.5	107.7	108.2	113.9	108.4	108.9	117.1	109.5	114.6	110.8	114.4	111.7	Oct Nov Dec
112.7	109.0	108.3	110.4	118.0	109.1	111.1	111.9	115.6	115.9	110.6	116.7	113.2	
110.6	109.2	109.3	111.2	121.5	114.3	117.6	110.6	118.1	115.1	110.2	118.6	114.7	
111.7	112.3	108.6	111.9	118.0	111.7	112.2	114.7	116.2	114.7	111.7	117.7	113.8	1990 Jan Feb Mar
112.1	112.5	108.7	115.7	117.7	112.8	111.6	112.1	115.4	116.5	110.3	118.6	114.0	
115.0	113.8	111.4	116.3	123.2	117.6	114.1	114.2	124.3	116.6	111.7	118.5	117.4	
114.1	113.3	111.5	115.0	122.5	117.1	115.4	115.6	119.4	115.7	113.8	124.0	117.3	Apr May June
117.5	116.1	112.1	118.0	121.6	117.0	119.3	116.3	120.3	118.2	120.2	119.3	118.5	
119.9	116.4	114.3	118.0	126.1	117.7	118.9	120.7	121.7	121.0	118.0	122.0	120.5	
118.9	116.9	114.5	118.3	126.8	117.7	118.2	120.9	122.8	120.8	119.9	125.4	121.2	July Aug Sept
118.4	115.1	114.7	116.4	123.2	117.5	120.1	117.8	119.5	124.4	125.4	124.9	120.9	
120.0	116.8	116.5	119.3	125.1	118.4	120.0	118.6	119.5	123.4	122.0	124.2	121.3	
119.7	117.1	115.8	118.8	127.0	117.7	120.0	119.6	120.6	126.3	120.6	122.9	121.7	Oct Nov Dec
122.1	118.6	116.7	121.1	131.3	118.7	121.9	122.1	126.6	125.7	121.3	127.3	123.8	
121.4	120.6	117.1	123.4	132.6	123.8	129.6	133.1	128.3	125.2	121.3	129.7	126.3	
120.8	119.1	117.0	120.3	129.7	120.1	123.6	125.1	126.5	125.7	122.3	125.8	124.3	1991 Jan Feb Mar
121.9	120.1	116.1	122.8	130.8	120.8	124.3	124.8	123.7	126.5	122.6	128.5	124.7	
123.1	121.9	118.0	122.9	131.9	125.5	124.3	125.9	134.9	126.9	123.5	130.7	127.5	
124.5	122.6	119.1	123.7	133.4	124.3	125.0	126.5	126.8	125.7	126.4	129.7	127.4	Apr May June
126.7	123.6	120.1	125.6	132.1	124.8	127.6	126.8	127.6	127.5	127.9	130.6	128.1	
129.7	125.8	122.5	127.9	137.4	125.7	129.8	125.7	129.4	126.9	129.1	132.3	129.2	
132.9	124.8	123.4	127.2	137.0	125.5	128.7	127.8	129.0	131.7	133.9	130.8	130.5	July Aug Sept
130.6	123.3	122.9	125.4	132.5	124.8	132.1	130.6	128.3	131.1	136.3	134.9	130.8	
129.7	123.9	124.0	126.8	134.8	125.1	129.6	133.7	127.5	133.7	131.8	133.4	130.8	
131.6	125.5	123.5	128.1	135.5	123.6	129.6	131.7	128.3	136.0	130.0	135.6	130.9	Oct Nov Dec
132.0	126.7	125.5	129.3	137.8	128.4	131.8	133.2	135.2	134.5	131.4	138.2	133.3	
133.9	126.6	127.2	132.1	142.4	128.1	138.6	131.9	135.7	134.2	134.1	142.1	134.5	
133.2	126.3	124.6	128.7	136.9	126.5	132.7	132.4	134.2	134.1	133.2	137.6	133.0	1992 Jan Feb Mar
135.1	127.9	124.8	133.3	138.5	128.5	132.6	133.1	135.9	134.9	133.1	139.0	134.0	
138.7	129.9	128.5	138.0	143.3	133.8	134.7	134.5	147.4	136.7	134.7	139.0	138.6	
133.0	125.2	127.1	130.1	137.9	130.0	137.2	133.4	135.0	134.6	138.6	139.6	135.3	Apr May June
138.0	129.0	128.4	132.2	137.7	129.1	137.9	135.8	136.0	134.4	140.9	139.3	136.3	
140.2	130.3	129.0	133.7	142.1	129.5	134.7	138.1	134.6	137.4	141.3	137.7	137.1	
141.1	131.2	129.8	134.3	141.7	130.0	136.3	139.7	135.8	135.4	144.7	136.0	137.8	July Aug Sept
141.2	131.7	131.2	133.0	138.5	128.8	136.0	136.1	134.3	137.9	146.4	138.0	137.3	
138.8	130.0	130.1	134.3	140.4	128.8	136.3	137.3	133.8	141.0	143.1	138.8	137.3	
140.6	131.8	131.4	134.0	142.7	128.6	136.2	140.4	135.3	144.4	143.1	139.3	138.9	Oct P

* Excluding sea transport.
Excluding private domestic and personal services.

5.4 EARNINGS AND HOURS Average earnings and hours: manual employees: by industry *

UNITED KINGDOM SIC 1980 Class	Metal process- ing and manu- facturing (21-22)	Mineral extrac- tion and manu- facturing (23-24)	Chemicals and manmade fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engi- neering etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)
MALE (full-time on adult rates)									
Weekly earnings									
1985	180.15	172.96	187.19	167.86	160.26	170.94	174.76	156.56	£ 173.18
1986	198.21	184.98	201.37	176.15	167.36	184.09	186.36	168.16	186.47
1987	219.89	198.94	215.84	192.92	179.27	210.58	197.89	184.19	197.82
1988	238.17	216.29	234.67	212.22	198.04	226.97	213.22	197.33	211.36
1989	253.44	229.61	255.71	229.02	217.18	247.11	231.45	212.40	229.59
1990	265.23	248.83	279.94	245.92	228.76	263.70	252.23	228.41	251.04
1991 *	279.02	261.77	294.50	258.71	240.66	277.41	275.87	240.29	264.08
Hours worked									
1985	41.9	45.3	42.7	43.0	42.3	40.4	42.1	42.9	45.1
1986	41.8	45.1	42.9	42.3	41.8	40.2	41.8	42.8	44.9
1987	42.8	45.3	43.3	43.6	42.6	41.8	42.3	43.6	45.0
1988	42.8	45.4	43.4	44.2	42.7	42.3	43.3	43.6	45.1
1989	42.7	45.0	43.6	43.8	43.3	42.3	42.8	43.3	45.0
1990	41.6	44.1	43.0	42.8	41.4	41.2	42.6	43.0	44.7
1991 *									
Hourly earnings									
1985	429.6	382.2	438.5	390.6	379.2	422.8	414.8	364.9	pence 383.7
1986	473.6	410.5	469.1	416.1	400.6	457.8	445.9	392.6	415.7
1987	513.7	439.3	498.3	442.1	420.8	503.5	467.9	422.8	439.2
1988	556.2	476.4	541.3	479.7	459.5	536.8	492.6	452.7	468.3
1989	594.0	509.8	586.1	523.4	501.3	584.0	541.3	490.5	509.9
1990	638.2	563.7	651.7	574.6	552.1	639.8	616.3	531.6	561.7
1991 *									
FEMALE (full-time on adult rates)									
Weekly earnings									
1985	111.45	106.43	118.44	118.10	109.74	126.39	126.63	105.55	£ 114.20
1986	113.84	112.92	130.58	125.38	117.27	140.86	127.86	115.19	123.21
1987	124.44	121.14	137.88	131.67	127.08	155.14	138.76	123.99	130.64
1988	137.36	131.60	147.78	147.78	139.18	174.17	151.51	133.24	144.28
1989	144.26	139.90	164.11	159.79	148.50	197.97	166.95	145.28	156.58
1990	152.48	152.88	177.25	171.79	162.56	207.23	177.75	155.76	167.98
1991 *	162.70	163.12	189.13	183.30	173.45	221.11	189.66	166.20	179.23
Hours worked									
1985	38.5	38.4	38.5	39.0	38.6	38.1	38.2	38.1	38.7
1986	38.9	38.1	39.1	38.8	38.9	38.0	38.9	38.7	39.0
1987	39.0	38.8	39.1	39.4	39.0	39.0	39.4	39.3	38.7
1988	39.4	38.8	39.8	40.0	39.6	40.8	39.6	39.4	39.7
1989	39.6	38.8	40.0	39.7	39.5	40.5	39.0	39.0	40.1
1990	39.2	38.1	39.2	38.8	39.5	39.1	38.2	39.2	39.0
1991 *									
Hourly earnings									
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	pence 274.2
1985	289.2	277.0	308.0	302.9	284.3	331.6	331.2	277.3	295.0
1986	293.0	296.1	333.9	323.0	301.5	370.9	328.3	297.3	316.1
1987	312.2	312.4	352.5	334.4	326.0	397.9	352.3	315.8	337.7
1988	348.8	339.0	371.5	369.8	351.5	427.4	383.0	338.5	363.5
1989	364.2	360.6	410.6	402.6	375.6	489.0	427.7	372.5	390.0
1990	389.4	401.7	452.7	443.3	411.9	529.7	465.6	397.6	430.3
1991 *									
ALL (full-time on adult rates)									
Weekly earnings									
1985	177.90	165.23	174.30	165.16	142.68	167.87	172.71	145.58	£ 156.17
1986	195.68	175.69	187.43	173.36	148.97	181.07	183.24	157.31	168.55
1987	216.75	189.58	201.11	189.24	159.36	206.97	195.23	172.10	178.69
1988	234.83	205.75	217.86	207.98	174.46	223.16	210.12	184.24	192.27
1989	250.12	218.09	237.12	224.52	190.97	243.88	228.53	197.81	209.25
1990	261.78	236.72	260.62	241.39	205.28	259.82	258.80	212.59	227.61
1991 *	275.65	249.27	274.43	254.18	216.16	273.59	272.52	223.86	239.67
Hours worked									
1985	41.8	44.5	41.9	42.8	41.0	40.3	42.0	41.9	43.3
1986	41.8	44.2	42.2	42.1	40.7	40.1	41.6	42.0	43.2
1987	42.7	44.5	42.5	43.4	41.5	41.2	42.2	42.7	43.2
1988	42.7	44.6	42.7	44.0	41.5	42.2	43.1	42.7	43.6
1989	42.6	44.2	42.9	43.5	41.9	42.2	42.6	42.4	43.7
1990	41.5	43.4	42.2	42.6	40.7	41.1	42.4	42.1	43.1
1991 *									
Hourly earnings									
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	pence 360.8
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3
1988	549.9	461.5	510.6	473.1	420.4	529.1	487.5	431.2	441.2
1989	587.5	493.0	552.9	516.2	456.0	578.0	536.6	466.9	479.2
1990	631.0	545.7	617.0	567.3	503.9	632.6	610.8	504.5	528.1
1991 *									

* 1991 figures are explained in more detail in an article in April issue of *Employment Gazette*, pp 292-309. Previous articles can be found in the April 1991, May 1990, April 1989, April 1988, and March 1988 issues, and in February issues for earlier years.

5.5 EARNINGS Index of average earnings: non-manual workers

GREAT BRITAIN April of each year April 1970=100		Manufacturing industries +								
Weights	1984	1985	1986	1987	1988	1989	1990	1991		
FULL TIME ADULTS *										
Men	689	604.5	657.5	724.7	776.8	854.3	939.4	1032.0	1113.6	
Women	311	743.9	807.2	869.4	947.0	1039.4	1162.5	1287.5	1421.1	
Men and women	1,000	627.3	682.0	748.4	804.6	883.7	975.9	1073.8	1163.9	

* Men aged 21 and over and women aged 18 and over whose pay was not affected by absence. Adjusted for change in classification of non-manual employees due to adoption of Standard Occupational Classification from 1991.

+ Adjusted for change in Standard Industrial Classification from 1983.

5.6 EARNINGS AND HOURS

Average weekly and hourly earnings and hours: full time manual and non-manual employees on adult rates

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings		Weekly earnings (£)		Hours	Hourly earnings	
April of each year			excluding those whose pay was affected by absence				excluding those whose pay was affected by absence			
	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence		Including overtime pay and overtime hours	Excluding overtime pay and overtime hours	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence		Including overtime pay and overtime hours	Excluding overtime pay and overtime hours
ADULTS										
Manual occupations										
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40
1986	163.9	168.6	43.7	3.88	3.75	159.5	163.2	43.6	3.75	3.63
1987	176.2	181.1	43.8	4.13	3.99	169.4	173.5	43.8	3.98	3.85
1988	188.7	195.5	44.3	4.41	4.24	182.2	187.2	44.2	4.25	4.11
1989	204.1	212.1	44.5	4.76	4.58	203.2	209.2	44.4	4.59	4.44
1990+	223.3	231.1	44.3	5.20	5.00	216.2	221.2	44.3	5.01	4.84
1991	223.9	231.9	44.3	5.22	5.03	218.2	223.3	44.4	5.04	4.87
1992	232.7	241.9	42.9	5.62	5.44	230.2	236.2	43.6	5.43	5.27
1992	250.2	258.9	43.2	5.98	5.79	244.3	250.7	43.7	5.76	5.60
Non-manual occupations										
1985	200.0	201.5	38.8	5.11	5.08	182.9	184.6	37.7	4.79	4.76
1986	220.3	221.8	38.7	5.61	5.58	199.1	200.9	37.7	5.22	5.19
1987	235.7	237.6	38.8	5.99	5.97	215.0	217.4	37.8	5.63	5.60
1988	258.4	260.3	38.9	6.52	6.49	237.9	240.7	37.9	6.22	6.19
1989	284.3	286.5	39.0	7.19	7.17	261.9	264.9	37.9	6.89	6.83
1990+	313.3	315.1	38.9	7.89	7.86	288.4	291.2	37.9	7.51	7.49
1991	305.1	307.6	39.4	7.61	7.59	284.3	287.3	38.0	7.38	7.36
1992	330.0	333.5	38.9	8.39	8.38	309.1	312.5	37.8	8.10	8.09
1992	351.6	355.5	39.0	8.90	8.89	330.8	334.6	37.8	8.68	8.67
All occupations										
1985	169.2	174.7	41.9	4.12	4.05	167.4	171.0	40.4	4.17	4.13
1986	183.1	188.6	41.9	4.44	4.38	181.2	184.7	40.4	4.51	4.47
1987	196.0	202.0	42.0	4.74	4.68	194.9	198.9	40.4	4.85	4.81
1988	212.7	219.4	42.3	5.09	5.02	213.6	218.4	40.6	5.29	5.26
1989	231.7	239.5	42.5	5.55	5.48	234.3	239.7	40.7	5.81	5.79
1990	255.1	262.8	42.4	6.09	6.01	258.0	263.1	40.5	6.37	6.34
1991	271.3	280.7	41.3	6.69	6.62	278.9	284.7	40.0	7.00	6.98
1992	290.7	299.7	41.5	7.09	7.02	298.5	304.6	39.9	7.50	7.49
MEN										
Manual occupations										
1985	167.5	172.6	44.6	3.87	3.74	159.8	163.6	44.5	3.68	3.57
1986	178.4	183.4	44.5	4.12	3.99	170.9	174.4	44.5	3.93	3.81
1987	191.2	195.9	44.7	4.38	4.24	182.0	185.5	44.6	4.17	4.04
1988	206.8	212.3	45.2	4.69	4.52	196.3	200.6	45.0	4.46	4.32
1989	223.8	230.6	45.5	5.06	4.89	212.9	217.8	45.3	4.81	4.66
1990+	243.7	250.0	45.2	5.51	5.32	233.1	237.2	45.2	5.25	5.09
1991	245.1	251.4	45.3	5.55	5.36	235.4	239.5	45.4	5.28	5.12
1992	254.5	261.8	43.7	5.98	5.80	248.4	253.1	44.4	5.70	5.54
1992	272.5	279.7	44.0	6.35	6.17	262.9	268.3	44.5	6.05	5.89
Non-manual occupations										
1985	230.7	232.0	39.3	5.82	5.81	223.5	225.0	38.6	5.75	5.73
1986	254.4	255.7	39.3	6.41	6.40	243.4	244.9	38.6	6.27	6.26
1987	271.9	273.7	39.4	6.84	6.84	263.9	265.9	38.7	6.80	6.79
1988	299.1	300.5	39.4	7.45	7.44	292.1	294.1	38.7	7.49	7.48
1989	329.6	331.5	39.6	8.22	8.23	321.3	323.6	38.8	8.23	8.24
1990+	362.3	364.1	39.6	9.03	9.04	352.9	354.9	38.7	9.02	9.02
1991	348.2	351.0	40.1	8.57	8.59	344.0	346.4	38.9	8.72	8.74
1992	375.5	379.2	39.5	9.43	9.45	372.8	375.7	38.7	9.55	9.56
1992	399.3	403.2	39.5	9.99	10.01	397.2	400.4	38.6	10.21	10.23
All occupations										
1985	187.2	192.6	42.9	4.44	4.39	187.9	192.4	41.9	4.53	4.50
1986	202.3	207.8	42.9	4.79	4.74	203.4	207.5	41.8	4.89	4.87
1987	217.0	222.3	43.0	5.11	5.07	219.4	224.0	41.9	5.27	5.26
1988	236.3	242.3	43.3	5.50	5.44	240.6	245.8	42.1	5.74	5.73
1989	257.3	264.6	43.6	5.98	5.94	263.5	269.5	42.3	6.28	6.29
1990	282.2	289.2	43.4	6.55	6.50	290.2	296.2	42.2	6.88	6.89
1991	299.5	308.1	42.1	7.20	7.15	312.9	318.9	41.5	7.55	7.57
1992	319.8	328.3	42.3	7.82	7.58	333.6	340.1	41.4	8.07	8.10
WOMEN										
Manual occupations										
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69
1987	113.8	118.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33
1990+	145.2	152.8	40.5	3.77	3.69	142.2	148.0	39.8	3.72	3.66
1991	145.2	152.8	40.5	3.77	3.69	142.2	148.4	40.0	3.71	3.65
1992	152.8	162.1	40.0	4.06	3.98	152.5	159.2	39.7	4.01	3.95
1992	165.6	174.4	40.2	4.34	4.25	163.3	170.1	39.8	4.28	4.21
Non-manual occupations										
1985	125.5	128.8	37.4	3.37	3.35	132.4	133.8	36.6	3.59	3.58
1986	135.8	138.7	37.4	3.63	3.61	144.3	145.7	36.7	3.91	3.89
1987	147.7	149.1	37.5	3.92	3.89	155.4	157.2	36.8	4.18	4.16
1988	161.6	163.3	37.6	4.30	4.28	172.9	175.5	36.9	4.68	4.65
1989	181.3	182.8	37.6	4.82	4.80	192.5	195.0	36.9	5.22	5.20
1990+	201.6	202.8	37.6	5.31	5.29	213.0	215.5	36.9	5.76	5.73
1991	199.7	201.2	37.7	5.25	5.23	211.7	214.3	36.9	5.72	5.70
1992	219.3	221.8	37.6	5.86	5.83	233.8	236.8	36.8	6.38	6.36
1992	235.6	237.7	37.7	6.26	6.24	253.2	256.5	36.8	6.90	6.88
All occupations										
1985	110.6	114.7	38.8	2.94	2.92	123.9	126.4	37.3	3.34	3.32
1986	119.2	123.2	38.8	3.16	3.13	134.7	137.2	37.3	3.63	3.61
1987	128.2	133.4	39.0	3.39	3.36	144.9	148.1	37.5	3.88	3.86
1988	138.4	144.3	39.2	3.66	3.62	160.1	164.2	37.6	4.31	4.29
1989	152.7	159.1	39.1	4.04	4.00	178.1	182.3	37.6	4.80	4.78
1990	170.3	177.1	39.1	4.48	4.44	197.0	201.5	37.5	5.30	5.28
1991	184.2	192.9	38.8	4.94	4.91	217.2	222.4	37.4	5.91	5.89
1992	199.3	207.1	38.9	5.28	5.24	235.8	241.1	37.3	6.40	6.38

Note: * Results for manufacturing industries relate to divisions 2.3, and 4 of the 1980 Standard Industrial Classification.
 + Manual and non-manual results for each year up to and including 1989 together with the first row of figures for 1990 are based on the List of Key Occupations for Statistical Purposes (KOS). Results for 1991 onwards together with the second row of figures for 1990 are based on the Standard Occupational Classification (SOC). See the 'Technical Note' on page 610 of the November 1991 issue of the *Employment Gazette*.

UNIT WAGE COSTS * 5.8
All employees: index for main industrial sectors

UNITED KINGDOM		Manufacturing	Per cent change from a year earlier	Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy	Per cent change from a year earlier
1980		80.1	22.3	101.8	85.6	79.9	85.0	75.2	21.7
1981		87.5	9.3	106.6	91.3	91.8	91.8	82.3	9.4
1982		91.2	4.2	106.5	93.4	89.8	93.4	86.6	5.2
1983		91.7	0.5	100.4	91.9	91.1	92.3	89.6	3.5
1984		94.5	3.1	86.8	95.4	95.5	95.7	94.9	5.9
1985		100.0	5.8	100.0	100.0	100.0	100.0	100.0	5.4
1986		104.0	4.0	99.1	103.2	103.2	103.7	104.6	4.6
1987		105.9	1.8	100.3	106.2	108.2	107.1	109.3	4.5
1988		108.6	2.5	108.2	110.2	115.7	112.3	117.1	7.1
1989		113.6	4.6	128.4	119.8	133.8	...	128.2	9.5
1990		123.2	8.5	138.9	130.6	146.4	...	141.1	10.1
1991		132.6	7.6	144.9	137.3	155.6	...	151.9	7.8
1986	Q1	104.9	8.3	...	...	...	...	103.6	5.7
	Q2	104.0	5.8	...	...	...	...	104.4	5.9
	Q3	104.0	3.0	...	...	...	...	104.6	3.3
	Q4	103.1	-0.7	...	...	...	...	105.8	3.6
1987	Q1	105.8	0.9	...	...	...	...	106.9	3.2
	Q2	105.4	1.3	...	...	...	...	108.4	3.8
	Q3	105.5	1.4	...	...	...	...	109.6	4.8
	Q4	106.9	3.7	...	...	...	...	112.3	6.1
1988	Q1	107.8	1.9	...	...	...	...	113.8	6.5
	Q2	108.9	3.3	...	...	...	...	115.6	6.6
	Q3	108.2	2.6	...	...	...	...	118.1	7.8
	Q4	109.4	2.3	...	...	...	...	121.1	7.8
1989	Q1	110.3	2.3	...	...	...	...	123.9	8.9
	Q2	112.5	3.3	...	...	...	...	126.9	9.8
	Q3	114.6	5.9	...	...	...	...	129.4	9.6
	Q4	116.9	6.9	...	...	...	...	132.7	9.6
1990	Q1	119.0	7.9	...	...	...	...	135.7	9.5
	Q2	120.2	6.8	...	...	...	...	139.2	9.7
	Q3	124.5	8.6	...	...	...	...	143.3	10.7
	Q4	129.1	10.4	...	...	...	...	146.1	10.1
1991	Q1	131.1	10.2	...	...	...	...	149.1	9.9
	Q2	132.2	10.0	...	...	...	...	151.5	8.8
	Q3	132.3	6.3	...	...	...	...	153.0	6.8
	Q4	134.8	4.4	...	...	...	...	154.2	5.5
1992	Q1	136.5	4.1	...	...	...	...	159.0	6.6
	Q2	134.2	1.5	...	...	...	...	158.0	4.3
	Q3	134.8	1.9	...	...	...	...	157.6	3.0
1990	Oct	127.6	9.6	...	...	...	...	...	...
	Nov	130.2	11.0	...	...	...	...	...	...
	Dec	129.6	10.9	...	...	...	...	...	...
1991	Jan	129.7	9.7	...	...	...	...	...	...
	Feb	132.1	11.0	...	...	...	...	...	...
	Mar	131.5	9.9	...	...	...	...	...	...
	Apr	132.4	11.7	...	...	...	...	...	...
	May	132.0	10.1	...	...	...	...	...	...
	Jun	132.1	8.2	...	...	...	...	...	...
	Jul	130.3	6.3	...	...	...	...	...	...
	Aug	133.3	7.2	...	...	...	...	...	...
	Sep	133.2	5.3	...	...	...	...	...	...
	Oct	135.0	5.8	...	...	...	...	...	...
	Nov	134.6	3.4	...	...	...	...	...	...
	Dec	134.7	3.9	...	...	...	...	...	...
1992	Jan	135.9	4.8	...	...	...	...	...	...
	Feb	135.1	2.9	...	...	...	...	...	...
	Mar	138.5	5.3	...	...	...	...	...	...
	Apr	132.5	0.1	...	...	...	...	...	...
	May	135.6	2.7	...	...	...	...	...	...
	Jun	134.7	2.0	...	...	...	...	...	...
	Jul	134.3	3.1	...	...	...	...	...	...
	Aug	135.8	1.9	...	...	...	...	...	...
	Sep	134.2	0.8	...	...	...	...	...	...
	Oct	135.5	0.4	...	...	...	...	...	...
1990	Oct	126.1	9.1	...	...	...	...	...	...
	Nov	128.1	9.9	...	...	...	...	...	...
	Dec	129.1	10.4	...	...	...	...	...	...
1991	Jan	129.8	10.5	...	...	...	...	...	...
	Feb	130.5	10.5	...	...	...	...	...	...
	Mar	131.1	10.2	...	...	...	...	...	...
	Apr	132.0	10.9	...	...	...	...	...	...
	May	132.0	10.6	...	...	...	...	...	...
	Jun	132.2	10.0	...	...	...	...	...	...
	Jul	131.5	8.2	...	...	...	...	...	...
	Aug	131.9	7.2	...	...	...	...	...	...
	Sep	132.3	6.3	...	...	...	...	...	...
	Oct	133.8	6.1	...	...	...	...	...	...
	Nov	134.3	4.8	...	...	...	...	...	...
	Dec	134.8	4.4	...	...	...	...	...	...
1992	Jan	135.1	4.0	...	...	...	...	...	...
	Feb	135.2	3.7	...	...	...	...	...	...
	Mar	136.5	4.1	...	...	...	...	...	...
	Apr	135.4	2.6	...	...	...	...	...	...
	May	135.5	2.7	...	...	...	...	...	...
	Jun	134.2	1.5	...	...	...	...	...	...
	Jul	134.9	2.6	...	...	...	...	...	...
	Aug	134.9	2.3	...	...	...	...	...	...
	Sep	134.8	1.9	...	...	...	...	...	...
	Oct	135.2	1.0	...	...	...	...	...	...

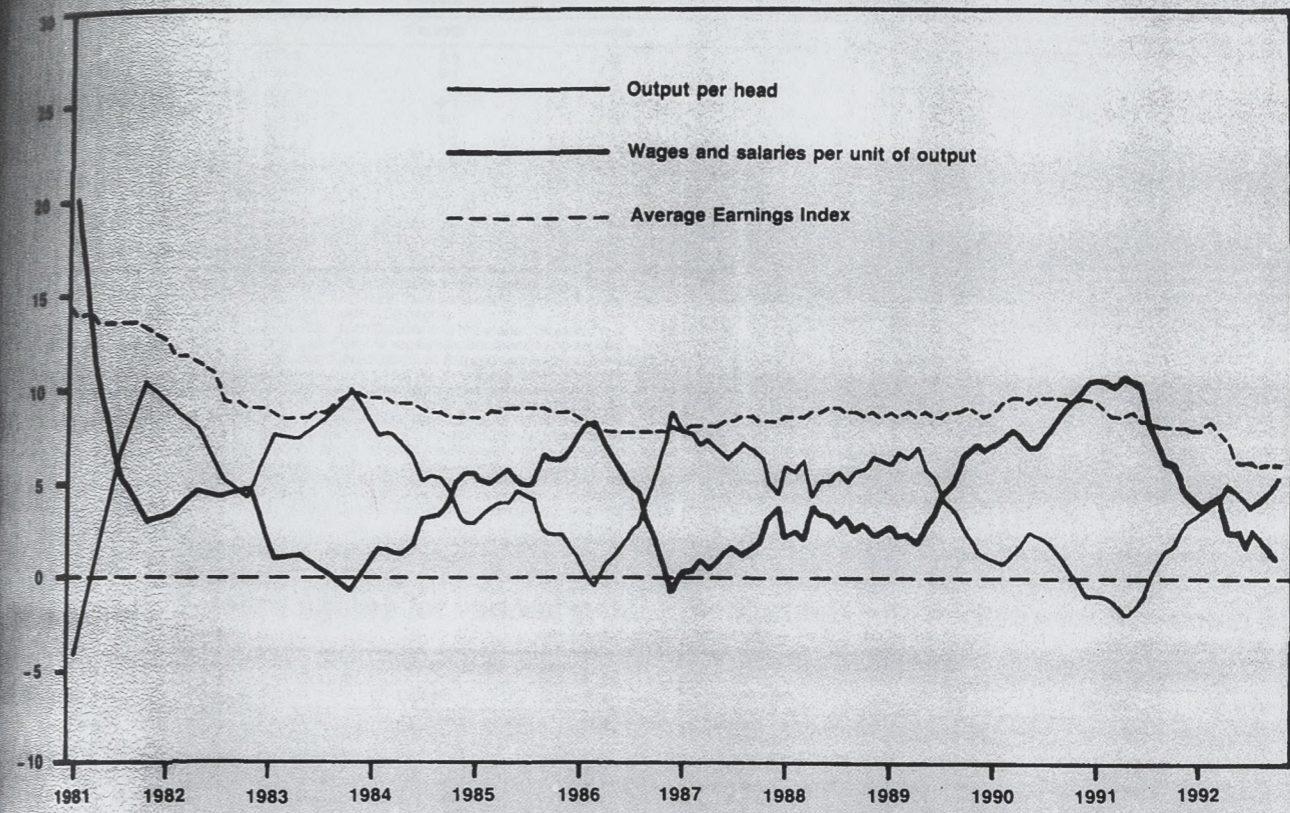
Source: Central Statistical Office.
Note: Manufacturing is based on seasonally adjusted monthly statistics of average earnings, employed labour force and output. Other sectors are based on national accounts data of wages and salaries, employment and output.
* Wages and salaries per unit of output.

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

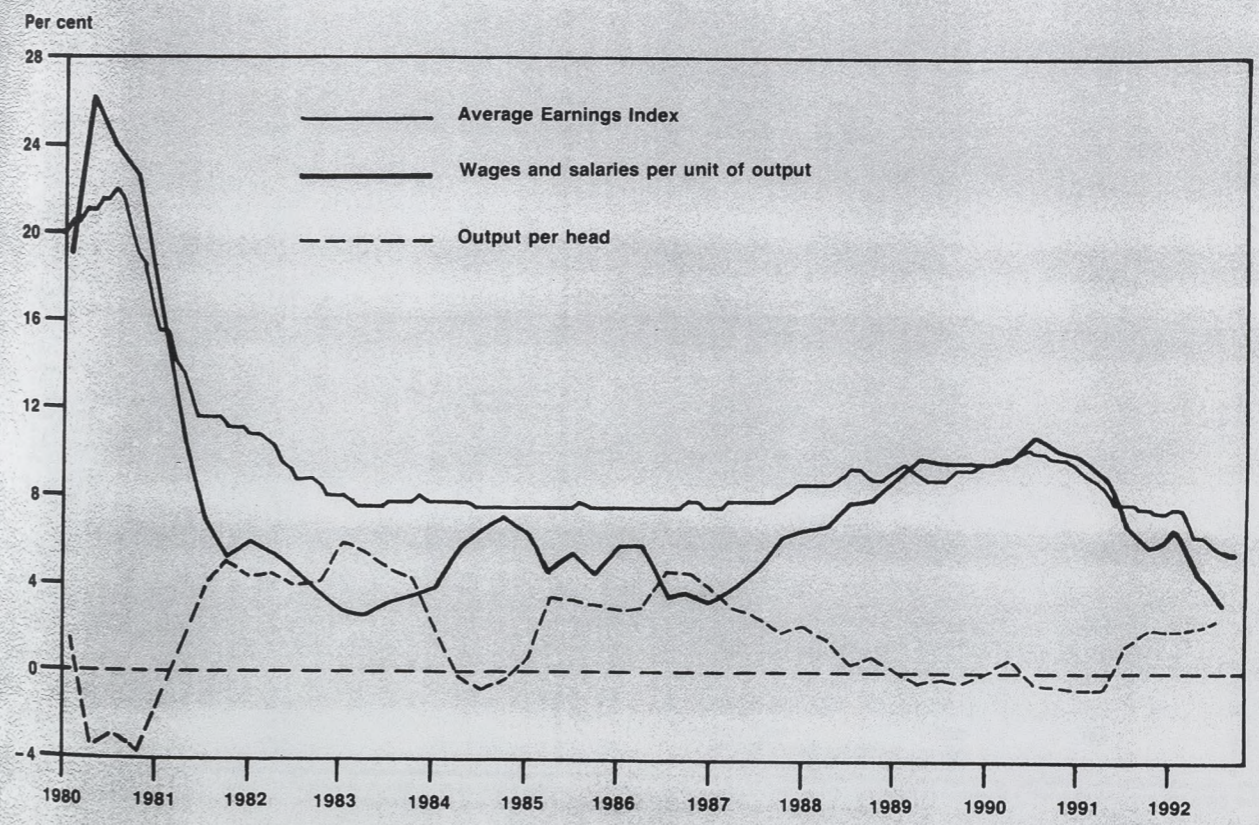
	Great Britain (1,2)	Belgium (7,8)	Canada (8)	Denmark (6,8)	France (4)	Germany (FR) (8)	Greece (8)	Irish Republic (8)	Italy (4)	Japan (2,5)	Netherlands (4)	Spain (2,8,9)	Sweden (6,8)	United States (8,10)
Annual averages														
1984	91.7	96	96	95.3	94.6	96	83	92	90.2	97.0	95	90.9	93.0	96
1985	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100.0	100.0	100
1986	107.7	102	103	104.8	104.3	104	113	107	104.8	101.6	102	110.9	107.4	102
1987	116.3	104	106	114.5	107.2	108	124	113	111.6	103.1	103	119.3	114.3	104
1988	126.2	105	110	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107
1989	137.2	111	116	127.7	114.7	117	176	124	125.6	114.0	106	136.3	135.7	110
1990	150.1	116	122	133.8	119.9	123	210	131	134.7	120.1	109	148.2	148.5	114
1991	162.4	122	128	139.8	125.1	130	246	138	147.9	124.4	113	160.3	155.4	117
Quarterly averages														
1990														
Q2	148.3	116	122	134.1	119.4	124	207	128	133.6	120.7	109	146.1	149.6	113
Q3	152.1	115	122	134.3	120.6	125	211	129	135.8	118.1	110	148.8	149.1	114
Q4	155.0	120	125	135.9	121.7	126	224	131	137.9	121.8	109	152.5	150.9	115
1991														
Q1	157.9	119	127	136.1	123.2	126	230	133	142.0	121.1	111	155.0	152.5	116
Q2	160.9	120	128	140.9	124.4	132	241	135	146.7	125.7	112	158.7	155.1	117
Q3	163.9	121	128	140.7	125.8	133	251	136	150.3	122.5	114	161.2	155.8	118
Q4	167.0	127	130	141.6	126.7	134	261	138	152.5	125.5	114	165.6	158.2	119
1992														
Q1	171.4	124	132	141.1	127.6	..	..	..	155.0	124.6	116	167.3	158.3	119
Q2	170.5	127	133	145.3	129.1	..	..	..	155.5	128.6	118	171.4	163.5	120
Q3	174.1	..	..	..	130.2	..	..	..	..	..	118	..	..	120
Monthly														
1990														
Oct	153.6	..	125	135.1	121.7	126	..	..	135.9	119.7	109	..	149.3	115
Nov	155.1	..	126	135.1	..	..	..	..	138.7	121.5	109	..	149.9	115
Dec	156.2	120	127	137.6	..	..	..	..	139.0	124.0	109	..	153.5	116
1991														
Jan	157.0	..	128	136.1	123.2	126	..	..	141.7	121.0	111	..	151.5	116
Feb	157.9	..	129	135.5	..	..	..	..	142.1	121.4	111	..	152.1	116
Mar	158.8	119	130	136.7	..	..	..	..	142.2	120.9	111	..	153.7	116
Apr	160.1	..	130	139.9	124.4	132	..	..	142.7	121.5	112	..	153.9	116
May	160.7	..	130	141.8	..	..	..	..	148.5	122.7	113	..	156.3	117
Jun	161.9	120	130	140.9	..	..	..	..	148.7	132.8	113	..	154.9	117
Jul	162.2	..	127	143.6	125.8	133	..	..	149.9	120.8	114	..	156.1	118
Aug	164.8	..	127	138.6	..	..	..	..	150.6	124.2	114	..	154.7	117
Sep	164.8	121	129	139.8	..	..	..	..	150.6	122.6	114	..	156.5	118
Oct	166.3	..	129	140.7	126.7	134	..	..	150.6	123.3	114	..	156.3	118
Nov	167.1	..	130	140.8	..	..	..	..	153.5	124.8	114	..	157.3	119
Dec	167.5	127	131	143.4	..	..	..	..	153.5	128.4	114	..	160.9	119
1992														
Jan	168.9	..	131	140.7	127.6	..	..	..	155.0	126.7	115	..	158.7	118
Feb	170.2	..	132	140.5	..	..	..	..	155.0	123.4	116	..	158.1	119
Mar	175.2	124	133	142.1	..	..	..	..	155.1	123.6	116	..	158.1	119
Apr	168.2	..	133	144.7	129.1	..	..	..	155.3	123.6	118	..	162.2	120
May	171.8	..	133	144.8	..	..	..	..	155.4	124.2	117	..	164.0	120
Jun	171.4	127	132	146.4	..	..	..	..	155.7	138.0	118	..	164.4	120
Jul	172.4	..	131	148.0	130.2	..	..	..	155.9	123.8	118	..	165.6	120
Aug	175.5	..	132	143.4	..	..	..	..	155.9	122.1	118	..	162.0	120
Sep	174.3	..	..	..	..	..	..	..	..	..	118	..	..	121
Oct	176.9	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier														
Annual averages														
1985	9	4	4	5	6	4	20	9	11	3	5	10	8	4
1986	8	2	3	5	4	4	13	7	5	2	2	11	7	2
1987	8	2	3	9	3	4	10	6	6	1	1	8	6	2
1988	9	1	4	7	3	5	18	4	6	5	1	6	8	3
1989	9	6	5	5	4	4	21	5	6	6	2	7	10	3
1990	9	5	5	5	5	5	19	6	7	5	3	9	9	4
1991	8	5	5	4	4	6	17	5	10	4	4	8	5	3
Quarterly averages														
1990														
Q2	9	5	6	5	4	6	20	6	7	7	3	10	10	4
Q3	10	5	5	5	5	6	20	5	7	3	4	9	9	4
Q4	10	3	5	5	5	6	19	5	7	6	3	8	8	4
1991														
Q1	9	5	7	4	5	6	14	6	.8	4	4	7	6	4
Q2	8	5	5	5	4	6	16	5	10	4	3	9	4	4
Q3	8	5	5	5	4	6	19	5	11	4	4	8	4	4
Q4	8	6	4	4	4	6	17	5	11	3	5	9	5	3
1992														
Q1	9	4	4	4	4	..	..	..	..	9	3	5	8	4
Q2	6	6	..	..	4	..	..	..	..	6	2	5	8	3
Q3	6	..	..	..	3	..	..	..	..	..	..	4	5	3
Monthly														
1990														
Oct	9	..	5	4	5	6	..	..	7	6	3	..	8	5
Nov	10	..	5	4	..	..	..	..	7	5	3	..	8	4
Dec	10	3	6	4	..	..	..	..	7	6	3	..	9	4
1991														
Jan	9	..	6	4	5	5	..	..	8	1	4	..	8	5
Feb	9	..	7	4	..	..	..	..	8	6	4	..	4	4
Mar	8	5	7	4	..	..	..	..	8	4	4	..	5	3
Apr	9	..	7	5	5	6	..	..	9	4	3	..	5	3
May	8	..	6	6	..	..	..	..	10	4	4	..	5	4
Jun	8	3	6	5	..	..	..	..	10	5	4	..	3	3
Jul	8	..	5	5	4	6	..	..	10	2	4	..	4	4
Aug	8	..	5	5	..	..	..	..	11	7	4	..	5	4
Sep	7	5	6	4	4	..	..	..	11	3	5	..	4	3
Oct	8	..	6	4	4	6	..	..	11	3	5	..	5	3
Nov	8	..	5	4	..	..	..	..	11	3	5	..	5	3
Dec	7	6	3	4	..	..	..	..	10	4	4	..	5	3
1992														
Jan	8	..	2	3	4	..	..	..	9	5	4	..	5	2
Feb	8	..	2	4	..	..	..	..	9	2	5	..	4	3
Mar	10	4	2	4	..	..	..	..	9	2	5	..	3	3
Apr	5	..	2	4	4	..	..	..	9	2	5	..	5	3
May	7	..	2	4	..	..	..	..	9	2	5	..	5	3
Jun	6	6	2	4	..	..	..	..	5	1	4	..	5	3
Jul	6	..	3	3	3	..	..	..	5	4	4	..	6	3
Aug	7	..	4	3	..	..	..	..	4	2	4	..	6	2
Sep	6	..	..	..	..	..	..	..	..	..	4	..	5	3
Oct	6	..	..	..	..	..	..	..	..	..	4	..	..	3

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

Earnings and output per head: manufacturing - increases over previous year



Earnings and output per head: whole economy - increases over previous year



6.1 RETAIL PRICES

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

(Source: Central Statistical Office)

		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
1991	Nov	135.6	0.4	1.6	4.3	4.3	1.6	
	Dec	135.7	0.1	1.2	4.5	0.2	1.3	
1992	Jan	135.6	-0.1	1.3	4.1	-0.1	1.3	
	Feb	136.3	0.5	1.6	4.1	0.5	1.6	
	Mar	136.7	0.3	1.6	4.0	0.3	1.3	
	Apr	138.8	1.5	2.7	4.3	1.6	2.7	
	May	139.3	0.4	2.7	4.3	0.4	2.8	
	Jun	139.3	0.0	2.7	3.9	0.1	2.9	
	Jul	138.8	-0.4	2.4	3.7	-0.2	2.7	
	Aug	138.9	0.1	1.9	3.6	0.1	2.3	
	Sep	139.4	0.4	2.0	3.6	0.4	2.4	
	Oct	139.9	0.4	0.8	3.6	0.3	1.1	
	Nov	139.7	-0.1	0.3	3.0	-0.1	0.6	

There was a fall in mortgage interest rates between October and November. The prices of motor vehicles also decreased although within motoring costs there were offsetting rises in petrol prices. There were some increases for tobacco and household goods.

Food: The group index fell by 0.1 per cent between October and November. Seasonal food prices fell, unusually for a November as many fresh fruit and vegetables continued to be in good supply. The fall of 0.2 per cent in the month reflected cheaper potatoes and eggs although there were price increases for some fresh fruit and vegetables and fish. The index for non-seasonal food fell by 0.2 per cent over the month. There were price reductions for poultry, milk products, imported lamb, biscuits and cakes but beef, bacon, butter and some processed vegetables were dearer.

Catering: The index rose by 0.3 per cent over the month, reflecting price increases across the group.

Alcoholic drinks: Prices fell by 0.1 per cent on average over the month as some Christmas discounts for off-sales began to take effect.

Tobacco: The index rose by 0.8 per cent in November as price increases for some brands of cigarettes began to feed into the index.

Housing: A decrease of 1.2 per cent between October and November mainly reflected reductions in mortgage interest rates.

Fuel and light: On average, prices rose by 0.1 per cent over the month. There were further increases in the price of heating oil but a further phased reduction in gas prices.

Household goods: Overall, prices increased by 0.5 per cent in November. This mainly reflected some further price recoveries following earlier sales reductions particularly for furniture and furnishings. There were increases for some household consumables and pet food prices although there were a number of sales for some bigger electrical appliances.

Personal goods and services: The group index rose by 0.4 per cent over the month. There were some small increases for professional services.

Clothing and footwear: Prices fell by 0.4 per cent on average over the month. There were some special offers especially on women's clothing although there were also some increases as more new stocks arrived in the shops.

Personal goods and services: On average, prices rose by 0.3 per cent between October and November.

Motoring expenditure: There was no change to the group index. The effect of increases in petrol prices was offset by reductions in the prices of second hand cars.

Fares and other travel costs: This index rose by 0.3 per cent between October and November reflecting increases in miscellaneous travel costs.

Leisure goods: Price increases across the group pushed the index up by 0.3 per cent.

Leisure services: The index fell by 0.3 per cent over the month. This was mainly due to some reduced charges for entertainment such as dancing.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for November 10

(Source: Central Statistical Office)

	Index Jan 1987=100	Percentage change over			Index Jan 1987=100	Percentage change over	
		1 month	12 months			1 month	12 months
ALL ITEMS	139.7	-0.1	3.0	Tobacco	147.1	0.8	8.5
Food and catering	132.4	0.0	1.5	Cigarettes	148.0		9
Alcohol and tobacco	149.5	0.2	6.2	Tobacco	140.8		8
Housing and household expenditure	145.1	-0.5	2.7	Housing	160.4	-1.2	3.5
Personal expenditure	129.2	-0.1	1.7	Rent	170.7		9
Travel and leisure	138.4	0.1	4.0	Mortgage interest payments	177.0		-5
All items excluding seasonal food	140.5	-0.1	3.4	Rates and community charges	136.6		13
All items excluding food	142.1	-0.1	3.5	Water and other payments	191.8		10
Seasonal food	106.3	-0.2	-12.4	Repairs and maintenance charges	145.1		3
Food excluding seasonal	130.9	-0.2	2.4	Do-it yourself materials	142.3		3
All items excluding housing	135.6	0.1	3.0	Dwelling insurance & ground rent	199.9		-1
All items exc mortgage interest	137.9	0.1	3.6	Fuel and Light	127.8	0.1	-0.4
Consumer durables	116.8	0.0	-0.4	Coal and solid fuels	118.6		2
Food	127.3	-0.1	0.4	Electricity	142.7		2
Bread	134.7		4	Gas	114.6		-4
Cereals	134.9		0	Oil and other fuels	116.7		-1
Biscuits and cakes	135.9		3	Household goods	127.9	0.5	2.0
Beef	126.8		1	Furniture	128.6		1
Lamb	108.0		9	Furnishings	124.2		0
of which, home-killed lamb	105.9		12	Electrical appliances	113.3		0
Pork	122.8		2	Other household equipment	131.2		0
Bacon	137.9		5	Household consumables	145.8		5
Poultry	110.0		2	Pet care	121.7		4
Other meat	123.2		-2	Household services	138.5	0.4	3.9
Fish	129.5		2	Postage	138.2		0
of which, fresh fish	145.2		2	Telephones, telemessages, etc	120.6		0
Butter	127.2		2	Domestic services	152.7		5
Oil and fats	124.7		-1	Fees and subscriptions	148.4		7
Cheese	135.7		10	Clothing and footwear	121.1	-0.4	-0.6
Eggs	112.3		0	Men's outerwear	121.8		-1
Milk fresh	139.5		4	Women's outerwear	111.6		-2
Milk products	137.1		2	Children's outerwear	119.5		-1
Tea	91.1	149.7	-2	Other clothing	136.9		2
Coffee and other hot drinks	153.3		0	Footwear	124.2		0
Soft drinks	136.5		4	Personal goods and services	144.6	0.3	5.5
Sugar and preserves	122.7		4	Personal articles	115.1		2
Sweets and chocolates	118.7		-5	Chemists goods	149.5		5
Potatoes	95.5		-17	Personal services	172.6		9
of which, unprocessed potatoes	108.3		-9	Motoring expenditure	140.3	0.0	4.2
Vegetables	99.1		-14	Purchase of motor vehicles	127.3		0
of which, other fresh vegetables	114.0		-15	Maintenance of motor vehicles	156.0		6
Fruit	110.5		-20	Petrol and oil	137.1		4
of which, fresh fruit	135.2		2	Vehicles tax and insurance	175.0		15
Other foods	150.7	0.3	5.2	Fares and other travel costs	146.1	0.3	5.6
Catering	150.0		5	Rail fares	152.2		7
Restaurant meals	154.6		7	Bus and coach fares	155.9		5
Take-aways and snacks	150.2		6	Other travel costs	134.8		5
Alcoholic drink	150.7	-0.1	5.1	Leisure goods	121.6	0.3	1.8
Beer	155.1		5	Audio-visual equipment	82.6		-5
on sales	157.7		5	Records and tapes	112.6		2
off sales	137.2		4	Toys, photographic and sport goods	121.0		1
Wines and spirits	144.5		5	Books and newspapers	155.3		6
on sales	150.9		5	Gardening products	138.0		3
off sales	139.8		5	Leisure services	153.0	-0.3	5.9
				Television licences and rentals	118.4		1
				Entertainment and other recreation	173.5		8

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

RETAIL PRICES 6.3
Average retail prices of selected items

Average retail prices on November 10 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 November 10 1992

Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS				Margarine			
Beef: home-killed, per lb				Soft 500g tub	316	46	32- 85
Best beef mince	654	158	128- 202	Low fat spread, 250g	324	47	44- 52
Topside	650	270	238- 312	Cheese			
Brisket (without bone)	516	203	170- 226	Cheddar type, per lb	324	178	155- 219
Rump steak	669	352	279- 399	Eggs			
Stewing steak	642	185	172- 276	Size 2 (65-70g), per dozen	304	119	99- 146
Lamb: home-killed, per lb				Size 4 (55-60g), per dozen	266	105	84- 118
Loin (with bone)	656	247	199- 280	Milk			
Shoulder (with bone)	630	110	88- 140	Pasteurised, per pint	348	34	27- 31
Leg (with bone)	611	201	179- 229	Skimmed, per pint	343	33	27- 31
Lamb: imported (frozen), per lb				Tea			
Loin (with bone)	272	177	149- 279	Loose, per 125g	325	65	46- 79
Leg (with bone)	274	167	149- 198	Tea bags, per 250g	326	137	75- 159
Pork: home-killed, per lb				Coffee			
Leg (foot off)	526	132	99- 189	Pure, instant, per 100g	650	124	65- 157
Loin (with bone)	642	179	149- 209	Ground (filter fine), per 8oz	310	137	89- 209
Shoulder (with bone)	540	150	129- 178	Sugar			
Bacon, per lb				Granulated, per kg	329	64	59- 69
Streaky*	503	145	119- 175	Fresh vegetables			
Gammon	488	241	179- 296	Potatoes, old loose, per lb			
Back, vacuum packed	436	222	159- 299	White	446	12	9- 17
Back, not vacuum packed	440	215	189- 249	Red	281	14	10- 16
Ham				Potatoes, new loose, per lb	538	21	11- 32
Ham (not shoulder), per 4oz	511	75	57- 95	Tomatoes, per lb	713	53	48- 75
Sausages, per lb				Cabbage, greens, per lb	648	38	22- 59
Pork	523	110	89- 142	Cabbage, hearted, per lb	683	24	19- 35
Beef	435	110	84- 125	Cauliflower, each	711	48	39- 55
Canned meats				Brussels sprouts, per lb	684	35	25- 49
Corned beef, 12oz can	315	84	76- 89	Carrots, per lb	715	17	14- 19
Chicken: roasting, oven ready, per lb				Onions, per lb	714	22	15- 29
Frozen	310	70	62- 80	Mushrooms, per 4oz	698	33	25- 37
Fresh or chilled	613	89	79- 129	Cucumber, each	716	57	49- 65
Fresh and smoked fish, per lb				Lettuce - iceberg, each	674	85	65- 95
Cod filets	512	306	265- 340	Fresh fruit			
Mackerel, whole	491	102	80- 145	Apples, cooking, per lb	704	36	29- 45
Kippers, with bone	533	123	108- 189	Apples, dessert, per lb	712	39	25- 45
Canned fish				Pears, dessert, per lb	691	45	39- 49
Red salmon, half size can	317	143	125- 165	Oranges, each	687	21	13- 35
Bread				Bananas, per lb	720	44	39- 49
White loaf, sliced, 800g	355	54	39- 74	Grapes, per lb	608	94	59- 149
White loaf, unwrapped, 800g	330	73	65- 79	Items other than food			
White loaf, unsliced, 400g	347	47	43- 52	Draught bitter, per pint	824	134	117- 153
Brown loaf, sliced, 400g	339	50	42- 54	Draught lager, per pint	834	149	132- 168
Brown loaf, unsliced, 800g	329	77	71- 83	Whisky per nip	842	104	92- 116
Flour				Gin, per nip	840	103	92- 115
Self raising, per 1.5kg	323	63	49- 73	Cigarettes 20 king size filter	5,359	211	175- 227
Butter				Coal, per 50kg	442	633	500- 770
Home produced, per 250g	317	66	59- 72	Smokeless fuel per 50kg	540	895	725- 1085
New Zealand, per 250g	317	61	59- 63	4-star petrol, per litre	656	52	50- 54
Danish, per 250g	306	73	69- 78	Derv per litre	604	47	45- 50
				Unleaded petrol ord. per litre	658	48	45- 50
				Super unleaded petrol, per litre	372	50	48- 52

* Or Scottish equivalent.

6.4 RETAIL PRICES General index of retail prices

(Source: Central Statistical office)

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All Items except food	All Items except seasonal food +	All Items except housing	All Items except mortgage interest	National- ised Industries**	Consumer durables	Food	Catering		Alcoholic drink	
									All	Seasonal +	Non- seasonal + food		
1987	Weights	1,000	833	974	843	956	57	139	187	26	141	46	78
1988		1,000	837	975	840	958	54	141	163	25	138	50	78
1989		1,000	846	977	825	940	46	135	154	23	131	49	83
1990		1,000	842	976	815	925	—	132	158	24	134	47	77
1991		1,000	849	976	808	924	—	128	151	24	127	47	77
1992		1,000	848	978	828	936	—	127	152	22	130	47	80
1987	Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0	102.8	101.7
1988		106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	105.0	109.6	106.9
1989		115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	105.0	111.6	116.5	112.9
1990		125.1	127.4	126.4	119.2	122.1	—	111.3	119.4	116.4	119.9	126.4	123.8
1991		133.5	135.1	133.8	128.3	130.3	—	114.8	125.6	121.6	126.3	139.1	139.2
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	109.9
1990	Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	116.0	121.2	116.3
1990	Nov 13	130.0	131.7	130.4	122.7	125.9	—	113.8	121.3	114.5	122.4	130.8	128.3
	Dec 11	129.9	131.4	130.2	122.6	125.9	—	114.1	122.1	119.2	122.6	131.4	128.6
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
	Feb 12	130.9	132.2	131.1	123.5	126.7	—	111.8	124.4	125.9	124.0	132.8	130.9
	Mar 12	131.4	132.8	131.6	123.9	127.2	—	113.0	124.4	124.4	124.4	133.3	131.5
	Apr 16	133.1	134.5	133.3	127.6	129.3	—	115.2	125.9	125.6	125.8	137.9	139.3
	May 14	133.5	135.1	133.8	128.5	130.2	—	116.0	125.6	122.5	126.2	139.1	140.1
	Jun 11	134.1	135.5	134.3	129.3	130.9	—	116.1	126.9	126.0	127.1	139.9	140.9
	Jul 16	133.8	135.4	134.2	129.2	130.9	—	113.2	125.3	117.3	126.8	140.7	142.0
	Aug 13	134.1	135.6	134.4	129.8	131.4	—	113.9	126.4	121.6	127.3	141.2	142.6
	Sep 10	134.6	136.4	135.2	130.4	132.0	—	116.2	125.4	114.9	127.4	142.0	143.2
	Oct 15	135.1	136.9	135.6	131.1	132.7	—	116.9	125.6	116.1	127.4	142.6	143.6
	Nov 12	135.6	137.3	135.9	131.7	133.1	—	117.3	125.8	121.3	127.8	143.2	143.4
	Dec 10	135.7	137.4	136.0	131.8	133.2	—	117.6	127.2	122.7	128.0	143.7	142.9
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
	Feb 11	136.3	137.8	136.6	132.3	133.8	—	114.4	129.1	126.0	129.7	144.8	144.6
	Mar 10	136.7	138.2	137.0	133.0	134.5	—	115.7	129.4	124.8	130.2	145.3	145.2
	Apr 14	138.8	140.7	139.2	134.4	136.7	—	116.2	128.9	122.4	130.1	146.3	147.1
	May 12	139.3	141.2	139.7	134.9	137.1	—	116.4	129.5	120.9	131.0	147.2	147.9
	Jun 9	139.3	141.3	139.9	135.0	137.2	—	116.4	129.0	117.4	131.0	147.9	148.4
	Jul 14	138.8	141.1	139.6	134.3	136.7	—	113.1	127.2	105.8	130.9	148.3	149.2
	Aug 11	138.9	141.2	139.7	134.4	136.9	—	113.5	127.5	107.0	131.1	148.8	149.6
	Sep 8	139.4	141.8	140.3	134.9	137.3	—	116.0	127.1	104.0	131.1	149.6	150.1
	Oct 13	139.9	142.3	140.7	135.5	137.8	—	116.8	127.4	106.5	131.1	150.2	150.9
	Nov 10	139.7	142.1	140.5	135.6	137.9	—	116.8	127.3	106.3	130.9	150.7	150.7

+ 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 6.7.

RETAIL PRICES 6.4

General index of retail prices

(Source: Central Statistical Office)

	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		
38	157	61	73	44	74	38	127	22	47	30	1987	Weights
36	160	55	74	41	72	37	132	23	50	29	1988	
34	175	54	71	41	73	37	128	23	47	29	1989	
32	185	50	71	40	69	39	131	21	48	30	1990	
30	192	46	70	45	63	38	141	20	48	30	1991	
28	172	47	77	48	59	40	143	20	47	32	1992	
100.1	103.3	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6	1987	Annual averages
103.4	112.5	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1	1988	
106.4	135.3	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1	1989	
113.6	163.7	115.9	115.4	119.6	115.0	122.7	120.9	123.4	112.4	124.5	1990	
129.9	160.8	125.1	122.5	129.5	118.5	133.4	129.9	135.5	117.7	138.8	1991	
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
116.9	169.7	120.8	118.0	124.0	118.6	126.1	125.4	126.1	114.9	129.2	1990	Nov 13
117.6	169.6	120.5	118.5	124.0	118.6	126.2	123.0	126.2	115.1	129.6		Dec 11
118.2	170.6	121.6	116.7	125.5	114.2	127.2	122.8	130.8	114.9	130.7	1991	Jan 15
118.3	171.4	121.6	118.2	125.6	115.2	128.4	122.8	132.2	115.7	130.8		Feb 12
118.4	172.2	120.2	119.5	126.1	116.8	129.0	123.6	132.7	115.3	130.8		Mar 12
132.1	161.8	121.3	121.6	128.5	119.3	131.9	128.1	133.6	117.2	137.8		Apr 16
133.2	159.6	123.5	123.2	129.0	119.8	132.9	129.9	134.9	118.1	138.4		May 14
133.3	158.9	125.7	123.6	129.0	120.0	133.5	130.5	136.5	117.8	139.0		Jun 11
133.3	157.2	127.2	122.4	130.2	115.6	135.3	132.2	136.7	118.0	139.7		Jul 16
133.2	156.1	127.6	123.8	130.2	115.8	135.9	132.5	137.2	118.2	140.1		Aug 13
133.2	156.0	128.0	124.8	131.0	120.1	136.1	132.9	137.4	118.2	144.5		Sep 10
133.3	154.8	128.0	124.8	132.6	121.5	137.0	134.5	137.8	119.1	144.6		Oct 15
135.6	155.0	128.3	125.4	133.3	121.8	137.1	134.7	138.3	119.5	144.5		Nov 12
137.0	155.5	128.0	126.1	133.0	121.9	136.9	134.3	138.1	119.8	144.6		Dec 10
137.4	156.0	127.7	123.9	135.3	115.7	138.4	134.0	140.9	119.3	145.5	1992	Jan 14
137.5	156.5	127.8	125.0	135.3	117.2	139.2	135.0	141.4	119.9	145.6		Feb 11
137.5	155.1	127.6	126.3	135.5	118.9	139.9	136.4	141.8	120.4	145.8		Mar 10
145.7	161.1	127.8	126.4	136.6	120.0	141.3	139.1	142.6	120.8	149.6		Apr 14
146.1	161.4	128.2	126.9	136.6	120.0	141.8	140.0	142.9	121.1	150.0		May 12
146.1	161.1	128.3	126.8	136.6	120.3	142.0	140.3	145.0	120.9	150.2		Jun 9
146.0	161.5	128.4	125.1	138.1	115.5	143.1	140.3	144.9	120.7	150.2		Jul 14
145.9	161.8	127.8	126.0	137.9	115.4	143.2	140.0	145.0	120.9	150.4		Aug 11
145.9	162.1	127.5	127.1	137.7	120.0	143.9	139.3	145.2	121.0	153.7		Sep 8
145.9	162.3	127.7	127.3	138.0	121.6	144.2	140.3	145.7	121.2	153.4		Oct 13
147.1	160.4	127.8	127.9	138.5	121.1	144.6	140.3	146.1	121.6	153.0		Nov 10

Note: The structures of the published components of the index were recast in February 1987. (See General Notes under table 6.7.)

6.5

RETAIL PRICES

General index of retail prices: percentage changes on a year earlier

(Source: Central Statistical Office)

		All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1988	Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
1988	Jan 17	7.5	4.4	6.3	6.0	4.1	19.9	6.0	4.1	5.0	4.7	5.8	5.2	7.4	2.2	8.2
1990	Jan 16	7.7	8.0	7.2	5.8	2.6	17.0	6.1	4.2	5.4	4.6	7.4	4.0	4.1	4.8	6.7
1990	Nov 13	9.7	6.9	9.5	11.2	8.1	17.9	10.1	5.5	7.7	5.0	8.1	9.0	7.8	4.5	9.1
	Dec 11	9.3	6.6	9.4	11.3	8.7	17.1	9.5	5.6	7.6	4.8	7.6	7.9	7.8	4.6	9.5
1991	Jan 15	9.0	5.9	9.1	11.5	9.1	17.0	9.9	4.2	7.9	3.1	7.3	6.8	11.3	4.4	9.3
	Feb 12	8.9	6.3	9.0	11.8	9.1	16.8	10.6	4.8	7.6	2.5	7.5	6.4	8.9	4.7	9.1
	Mar 12	8.2	5.7	8.9	11.6	9.2	14.0	9.2	4.9	8.0	3.1	7.3	6.6	9.2	3.9	9.0
	Apr 16	6.4	6.0	11.3	14.7	17.5	-2.2	8.6	6.2	9.7	3.7	8.9	7.8	9.7	5.1	12.2
	May 14	5.3	4.6	11.3	13.2	16.0	-4.3	8.0	7.0	9.4	3.6	9.2	8.8	10.2	5.3	12.2
	Jun 11	5.8	5.8	11.1	13.4	15.9	-5.2	8.4	7.0	9.0	4.1	9.4	8.8	10.3	4.9	12.0
	Jul 16	5.5	5.5	10.7	12.9	15.9	-7.0	9.0	6.7	9.1	2.8	10.2	9.5	10.1	5.3	12.3
	Aug 13	4.7	5.3	10.6	12.5	15.7	-8.2	7.6	7.0	9.0	1.8	9.7	7.3	9.9	5.1	12.3
	Sep 10	4.1	4.2	10.0	12.4	15.6	-8.8	7.1	6.9	7.6	3.2	9.0	5.2	9.9	4.7	13.2
	Oct 15	3.7	4.3	9.7	12.0	14.4	-10.0	5.0	6.5	7.6	3.3	9.1	5.5	9.4	4.3	12.6
	Nov 12	4.3	4.5	9.5	11.8	16.0	-8.7	6.2	6.3	7.5	2.7	8.7	7.4	9.7	4.0	11.8
	Dec 10	4.5	4.2	9.4	11.1	16.5	-8.3	6.2	6.4	7.3	2.8	8.5	9.2	9.4	4.1	11.6
1992	Jan 14	4.1	4.5	9.2	10.9	16.2	-8.6	5.0	6.2	7.8	1.3	8.8	9.1	7.7	3.8	11.3
	Feb 11	4.1	3.8	9.0	10.5	16.2	-8.7	5.1	5.8	7.7	1.7	8.4	9.9	7.0	3.6	11.3
	Mar 10	4.0	4.0	9.0	10.4	16.1	-9.9	6.2	5.7	7.5	1.8	8.4	10.4	6.9	4.4	11.5
	Apr 14	4.3	2.4	6.1	5.6	10.3	-0.4	5.4	3.9	6.3	0.6	7.1	8.6	6.7	3.1	8.6
	May 12	4.3	3.1	5.8	5.6	9.7	1.1	3.8	3.0	5.9	0.2	6.7	7.8	5.9	2.5	8.4
	Jun 9	3.9	1.7	5.7	5.1	9.6	1.4	2.1	2.6	5.9	0.2	6.4	7.5	6.2	2.6	8.1
	Jul 14	3.7	1.5	5.4	5.1	9.5	2.7	0.9	2.2	6.1	-0.1	5.8	6.1	6.0	2.3	7.5
	Aug 11	3.6	0.9	5.4	4.9	9.5	3.7	0.2	1.8	5.9	-0.3	5.4	5.7	5.7	2.3	7.4
	Sep 8	3.6	1.4	5.4	4.8	9.5	3.9	-0.4	1.8	5.1	-0.1	5.7	4.8	5.7	2.4	6.4
	Oct 13	3.6	1.4	5.3	5.1	9.5	4.8	-0.2	2.0	4.1	0.1	5.3	4.3	5.7	1.8	6.1
	Nov 10	3.0	0.4	5.2	5.1	8.5	3.5	-0.4	2.0	3.9	-0.6	5.5	4.2	5.6	1.8	5.9

Notes: See notes under table 6.7.

6.6

RETAIL PRICES

Indices for pensioner households: all items (except housing)

(Source: Central Statistical Office)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
January 1987=100													
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9	
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7	
1989	108.0	110.0	111.0	113.2	108.2	110.4	111.3	113.4	109.0	111.2	112.0	113.7	
1990	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6	
1991	123.8	127.4	128.5	129.9	123.7	128.0	128.9	130.4	123.4	128.5	129.8	131.5	
1992	130.8	132.2	131.6	...	131.5	133.2	132.6	...	132.3	134.8	134.5	...	

RETAIL PRICES 6.7

Group indices: annual averages

(Source: Central Statistical office)

UNITED KINGDOM	All items (excluding housing)	Food	Catering	Alcoholic drink	Tobacco	Fuel and light	Household goods	Household Services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
January 1987=100														
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	111.3	113.4	109.0	111.2	112.0	113.7	100.4
1988	104.8	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6	103.3
1989	110.6	123.8	127.4	128.5	129.9	123.7	128.0	128.9	130.4	123.4	128.5	129.8	131.5	106.1
1990	118.9	130.8	126.4	122.3	113.8	131.5	116.5	116.4	115.3	132.3	124.1	121.7	124.8	111.2
1991	127.4	126.1	139.2	137.4	130.2	124.5	123.9	126.7	119.7	143.6	135.0	134.3	134.2	119.2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101.2	101.1	102.8	101.8	100.1	99.1	102.2	100.9	101.2	102.3	103.0	102.8	103.4	100.5
1988	105.0	104.7	109.6	106.7	103.4	101.4	106.1	103.8	104.5	108.8	107.4	108.7	109.4	103.7
1989	110.9	111.0	116.5	112.4	106.4	106.8	110.5	107.9	109.4	118.3	114.2	115.2	116.3	106.7
1990	119.1	120.4	126.3	123.1	113.7	115.7	115.8	114.9	115.5	127.6	122.8	122.1	124.6	112.1
1991	127.8	126.2	138.9	138.5	129.9	124.7	123.2	125.0	120.5	140.4	133.2	135.7	133.6	120.6
GENERAL INDEX OF RETAIL PRICES														
1987	101.6	101.1	102.8	101.7	100.1	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6
1988	105.8	104.6	109.6	106.9	103.4	101.5	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1
1989	111.5	110.5	116.5	112.9	106.4	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1
1990	119.2	119.4	126.4	123.8	113.6	115.9	115.4	119.6	115.0	122.7	120.9	123.4	112.4	124.5
1991	128.3	125.6	139.1	139.2	129.9	125.1	122.5	129.5	118.5	133.4	129.9	135.5	117.7	138.8

Notes: 1. The General Index covers the goods and services purchased by all households, apart from those in the top 4 per cent of the income distribution and pensioner households deriving at least three-quarters of their total income from state benefits.

General Notes - Retail Prices

The responsibility for the Retail Prices Index was transferred in July 1989 from the Employment Department to the Central Statistical Office. For the immediate future the RPI will continue to be published in *Employment Gazette*.

Structure

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

Definitions

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

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

6.8 RETAIL PRICES Selected countries

(Source: CENTRAL STATISTICAL OFFICE)

1985=100	United Kingdom	European Community	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxemburg
Annual averages											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	103.5	101.3	103.6	99.9	123.0	108.8	102.7	103.8	105.8	100.3
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.7	104.1	112.7	101.4	162.6	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.3	107.3	118.1	104.2	184.9	128.2	112.7	113.9	123.8	105.1
1990	133.3	122.9	111.0	121.2	107.0	222.6	136.8	116.5	117.6	131.8	109.0
1991	141.1	129.0	114.6	124.1	110.7	265.9	145.0	120.0	121.3	140.2P	112.4
Monthly											
1991 Oct	142.8	130.9	115.6	125.1	112.0	280.7	148.1	121.1	..	142.3	113.4
Nov	143.4	131.4	115.9	125.7	112.5	285.2	148.3	121.5	122.9	143.3	114.0
Dec	143.5	131.6	115.7	125.3	112.6	290.1	148.4	121.6	..	143.7	114.1
1992 Jan	143.4	132.1	116.0	125.1	113.1	290.4	150.6	121.9	..	144.6	114.5
Feb	144.1	132.8	116.4	125.7	113.8	291.2	151.6	122.2	124.0	145.2	114.5
Mar	144.5	133.2	116.4	126.2	114.2	297.1	152.2	122.5	..	145.8	115.0
Apr	146.7	134.0	116.5	126.4	114.5	301.6	152.1	122.8	..	146.3	115.1
May	147.3	134.5	117.0	127.3	115.0	301.6	152.5	123.2	124.9	147.0	115.7
Jun	147.3	134.6	117.3	127.3	115.2	306.7	152.5	123.3	..	147.4	115.9
Jul	146.7	134.7P	117.9	126.7	115.2	301.0	153.0	123.6	..	147.6P	116.2
Aug	146.8	135.0P	117.7	126.8	115.4	305.2	154.3	123.7	125.6	147.7P	116.3
Sep	147.4	135.5P	117.9	127.3	115.7	317.7	155.6	123.8	..	148.1P	116.4
Oct	147.9	136.1P	118.1	127.2	116.1	325.4	155.7	124.1P	..	149.1P	117.0
Nov	147.7	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											
Annual averages											
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	Per cent 4.1
1986	3.4	3.5	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	0.3
1987	4.2	3.3	1.6	4.1	0.2	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.3	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	2.8	13.7	6.8	3.7	4.1	6.3	3.3
1990	9.4	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.7
1991	5.9	5.0	3.2	2.4	3.5	19.5	6.0	3.0	3.1	6.4P	3.1
Monthly											
1991 Oct	3.7	4.3	2.2	1.8	3.5	17.7	5.5	2.5	..	6.0	2.4
Nov	4.3	4.7	2.8	2.3	4.2	18.0	5.8	3.0	3.6	6.0	2.6
Dec	4.5	4.8	2.8	2.3	4.2	18.0	5.6	3.1	..	6.1	2.6
1992 Jan	4.1	4.6	2.3	2.1	4.0	18.1	5.9	2.9	..	6.1	2.9
Feb	4.1	4.7	2.3	2.3	4.3	18.2	6.7	3.0	3.7	5.7	2.8
Mar	4.0	4.8	2.7	2.6	4.8	18.3	6.8	3.2	..	5.4	3.0
Apr	4.3	4.8	2.8	2.5	4.6	16.0	6.5	3.1	..	5.4	3.6
May	4.3	4.8	2.8	2.5	4.6	15.8	6.5	3.1	3.6	5.5	3.6
Jun	3.9	4.5	2.6	2.3	4.3	15.1	6.2	3.0	..	5.4	3.6
Jul	3.7	4.1P	2.6	2.2	3.3	13.6	5.2	2.9	..	5.2P	3.3
Aug	3.6	4.1P	2.1	2.1	3.5	15.3	5.7	2.7	2.8	4.9P	3.1
Sep	3.6	4.0P	2.3	2.0	3.6	15.3	5.6	2.6	..	4.7P	3.0
Oct	3.6	4.0P	2.2	1.6	3.7	15.9	5.2	2.4P	..	4.7P	3.2
Nov	3.0	..	..	..	..	..	..	..	..	..	..

Source: 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 Selected countries 6.8

(Source: Central Statistical office)

	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada	1985=100	
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1985	Annual averages
	100.2	111.7	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1	1986	
	99.9	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7	1987	
	100.7	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1	1988	
	101.7	151.0	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7	1989	
	104.3	170.9	121.5	106.9	113.2	111.3	135.4	135.1	127.3	124.4	1990	
	108.4	189.5	126.6	110.4	119.8	115.0	140.0	147.8	132.6	131.4	1991	
Monthly	110.5	193.3	127.8	111.8	120.9	115.7	141.1	149.7	133.3	131.7	1991	Oct
	110.7	194.3	128.1	112.0	122.4	115.9	141.2	150.4	133.4	132.2		Nov
	110.6	195.5	128.2	111.4	122.1	115.7	141.2	150.1	134.0	131.6		Dec
	110.3	197.2	128.4	111.2	122.6	117.3	141.2	149.7	134.7	132.2	1992	Jan
	110.7	199.9	128.9	111.1	123.5	118.4	141.5	149.8	135.0	132.3		Feb
	111.4	201.6	129.5	111.7	123.9	118.7	142.8	150.4	135.4	132.8		Mar
	111.9	204.8	129.7	112.8	124.0	118.7	143.1	150.8	135.9	132.9		Apr
	112.0	206.9	129.9	112.9	124.4	119.1	143.3	150.9	136.0	133.1		May
	111.8	207.7	130.4	112.8	124.9	119.5	143.6	150.6	136.3	133.4		Jun
	112.4	208.7	130.7	112.0	124.5	120.9	143.7	150.4	136.1	133.7		Jul
	113.3	209.7	131.0	112.3	124.9	121.4	143.3	150.5	135.9	133.7		Aug
	113.9	209.9	131.4	112.8R	125.0	120.6	144.0	152.6	136.4	133.6		Sep
	114.1	210.7	131.9	112.9	125.2	120.4	144.3	152.9	136.9	133.8		Oct
	..	..	..	..	..	..	..	..	..	..		Nov
Per cent	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2		Increases on a year earlier
	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.1		Annual averages
	-0.4	9.4	3.7	0.1	1.4	1.4	8.7	4.2	3.4	4.4		1985
	0.9	9.6	4.1	0.7	2.0	1.9	6.7	5.8	5.1	4.0		1986
	1.1	12.8	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0		1987
	2.6	13.2	5.4	3.1	5.4	3.2	4.2	10.5	6.1	4.8		1988
	3.9	10.9	4.2	3.3	5.8	3.3	3.4	9.4	4.2	5.6		1989
	..	..	..	..	..	..	..	..	..	..		1990
	..	..	..	..	..	..	..	..	..	..		1991
	4.5	9.2	2.9	2.7	5.1	2.7	2.5	7.8	3.2	4.4		Monthly
	4.8	9.0	3.0	3.1	5.5	3.3	2.6	8.0	3.3	4.2		1991
	4.9	8.9	3.1	2.7	5.2	3.1	2.9	7.9	3.9	3.8		Oct
	..	..	..	..	..	..	..	..	..	..		Nov
	4.1	8.6	2.6	1.8	4.9	3.9	2.4	5.2	2.9	1.6		Dec
	4.3	8.0	2.8	2.0	4.6	4.1	2.3	2.4	2.6	1.7		1992
	4.3	8.5	3.2	2.0	4.9	4.1	2.5	2.4	2.8	1.6		Jan
	..	..	..	..	..	..	..	..	..	..		Feb
	4.4	9.6	3.2	2.4	4.8	4.0	2.4	2.1	2.8	1.7		Mar
	4.3	9.8	3.0	2.0	4.2	4.3	2.4	2.1	2.4	1.3		Apr
	4.0	9.6	3.1	2.3	4.2	4.0	2.5	2.0	2.7	1.1		May
	..	..	..	..	..	..	..	..	..	..		Jun
	3.1	9.6	3.2	1.7	3.8	4.0	2.5	1.9	2.6	1.3		Jul
	3.6	9.2	3.1	1.7	3.5	3.8	2.3	2.0	2.3	1.2		Aug
	3.5	9.3	3.0	2.0	3.5	3.9	2.0	2.4	2.6	1.3		Sep
	..	..	..	..	..	..	..	..	..	..		Oct
	3.3	9.0	3.2	1.1	3.5	4.0	2.2	2.2	2.7	1.6		Nov

7.1 LABOUR FORCE SURVEY

Economic activity+, not seasonally adjusted

GREAT BRITAIN	In employment #					ILO unemployed #†	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers**	All ++				
ALL									
Spring 1979	22,218	1,762	..	..	24,210	..	..	..	41,146
Spring 1981	21,187	2,177	..	..	23,606	..	..	..	41,940
Spring 1983	20,236	2,295	355	..	22,944	..	..	..	42,394
Spring 1984	20,454	2,618	315	..	23,387	3,094	26,481	16,194	42,675
Spring 1985	20,629	2,714	396	..	23,739	2,968	26,708	16,244	42,952
Spring 1986	20,703	2,726	396	..	23,828	2,990	26,797	16,347	43,144
Spring 1987	20,755	2,996	488	..	24,247	2,879	27,126	16,303	43,429
Spring 1988	21,419	3,142	520	..	25,085	2,376	27,461	16,138	43,600
Spring 1989	22,055	3,426	481	..	25,962	1,978	27,941	15,804	43,745
Spring 1990	22,254	3,472	448	..	26,175	1,869	28,044	15,802	43,846
Spring 1991	21,876	3,318	408	..	25,601	2,302	27,903	16,000	43,903
Spring 1992	21,396	3,131	357	179	25,064	2,649	27,713	16,342	44,054
Summer 1992	21,485	3,135	330	176	25,127	2,797	27,923	16,156	44,079
Estimated changes									
Spring 1992 - Summer 1992	89	..	-27	..	63	148	211	-186	25
Per cent	0.4	..	-7.6	..	0.3	5.6	0.8	-7.1	0.1
MALE									
Spring 1979	13,179	1,429	..	..	14,743	..	..	..	19,684
Spring 1981	12,212	1,726	..	..	14,093	..	..	..	20,087
Spring 1983	11,571	1,747	212	..	13,565	..	..	..	20,332
Spring 1984	11,537	1,978	195	..	13,710	1,838	15,548	4,942	20,489
Spring 1985	11,572	2,029	252	..	13,853	1,788	15,642	4,996	20,637
Spring 1986	11,490	2,046	268	..	13,806	1,800	15,592	5,115	20,746
Spring 1987	11,399	2,234	313	..	13,951	1,717	15,669	5,217	20,886
Spring 1988	11,727	2,358	327	..	14,413	1,398	15,811	5,168	20,980
Spring 1989	11,866	2,608	303	..	14,777	1,148	15,924	5,141	21,065
Spring 1990	11,943	2,628	289	..	14,860	1,091	15,950	5,183	21,133
Spring 1991	11,647	2,512	248	..	14,407	1,434	15,841	5,327	21,168
Spring 1992	11,248	2,353	236	53	13,890	1,785	15,676	5,579	21,255
Summer 1992	11,341	2,352	221	53	13,966	1,867	15,833	5,435	21,268
Estimated changes									
Spring 1992 - Summer 1992	93	..	-16	..	76	82	158	-144	13
Per cent	0.8	..	-6.6	..	0.5	4.6	1.0	-2.6	0.1
FEMALE									
Spring 1979	9,039	333	..	..	9,467	..	..	..	21,462
Spring 1981	8,975	451	..	..	9,512	..	..	..	21,852
Spring 1983	8,665	549	143	..	9,379	..	..	..	22,062
Spring 1984	8,918	639	120	..	9,678	1,256	10,933	11,253	22,186
Spring 1985	9,057	685	144	..	9,886	1,180	11,066	11,249	22,315
Spring 1986	9,214	680	128	..	10,023	1,190	11,205	11,192	22,397
Spring 1987	9,356	762	175	..	10,296	1,161	11,457	11,086	22,543
Spring 1988	9,692	785	193	..	10,672	978	11,650	10,970	22,620
Spring 1989	10,189	819	178	..	11,186	831	12,016	10,664	22,680
Spring 1990	10,311	845	159	..	11,315	779	12,094	10,620	22,713
Spring 1991	10,229	806	160	..	11,194	868	12,062	10,673	22,735
Spring 1992	10,148	778	121	126	11,174	863	12,037	10,762	22,799
Summer 1992	10,144	783	109	124	11,160	930	12,090	10,721	22,811
Estimated changes									
Spring 1992 - Summer 1992	..	..	-12	..	-13	66	53	-41	12
Per cent	..	..	-9.8	..	-0.1	7.7	0.4	-0.4	0.1

* Less than 10,000 in cell: estimate not shown.
 + Since 1984 the definitions used in the Labour Force Survey (LFS) have been fully in line with international recommendations. For details see "The quarterly Labour Force Survey: a new dimension to labour market statistics", *Employment Gazette*, October 1992, pp 483-490.
 # People in full time education who also did some paid work in the reference week have been classified as in employment since spring 1983.
 § Those on employment and training programmes have been classified as in employment since spring 1983.
 ** Unpaid family workers have been classified as in employment since spring 1992.
 ++ Includes those who did not state whether they were employees or self-employed.
 ## The definition of unemployment recommended by the International Labour Organisation (ILO) was first used in spring 1984.

LABOUR FORCE SURVEY
Economic activity +, 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 +	All +				
ALL									
Spring 1984	20,587	2,627	328	..	23,542	3,105	26,647	16,033	42,680
Spring 1985	20,758	2,723	408	..	23,889	2,980	26,869	16,085	42,954
Spring 1986	20,827	2,739	410	..	23,976	2,981	26,957	16,191	43,148
Spring 1987	20,878	3,009	502	..	24,389	2,890	27,279	16,151	43,430
Spring 1988	21,535	3,154	534	..	25,222	2,385	27,607	15,993	43,800
Spring 1989	22,171	3,433	495	..	26,099	1,983	28,082	15,663	43,745
Spring 1990	22,379	3,477	462	..	26,318	1,871	28,189	15,658	43,847
Spring 1991	22,008	3,323	420	..	25,751	2,301	28,051	15,854	43,905
Spring 1992	21,524	3,138	369	179	25,209	2,649	27,858	16,199	44,057
Summer 1992	21,387	3,136	348	176	25,048	2,758	27,806	16,263	44,069
Estimated changes									
Spring 1992 - Summer 1992	-136	..	-20	..	-161	109	-52	63	12
Per cent	-0.6	..	-5.5	..	-0.6	4.1	-0.2	0.4	0.0
MALE									
Spring 1984	11,607	1,980	203	0	13,790	1,848	15,639	4,851	20,490
Spring 1985	11,639	2,032	260	0	13,931	1,798	15,730	4,908	20,637
Spring 1986	11,554	2,055	278	0	13,886	1,796	15,682	5,066	20,748
Spring 1987	11,462	2,246	324	0	14,032	1,724	15,756	5,130	20,886
Spring 1988	11,783	2,372	338	0	14,492	1,401	15,893	5,087	20,980
Spring 1989	11,924	2,620	314	0	14,858	1,146	16,004	5,061	21,065
Spring 1990	12,006	2,641	300	0	14,946	1,085	16,031	5,103	21,134
Spring 1991	11,716	2,527	257	0	14,500	1,424	15,924	5,247	21,170
Spring 1992	11,318	2,368	245	53	13,983	1,775	15,758	5,499	21,257
Summer 1992	11,260	2,351	230	53	13,894	1,850	15,743	5,522	21,265
Estimated changes									
Spring 1992 - Summer 1992	-58	-17	-15	..	-89	75	-15	23	..
Per cent	-0.5	-0.7	-6.2	..	-0.6	4.2	-0.1	0.4	..
FEMALE									
Spring 1984	8,980	647	125	0	9,751	1,257	11,008	11,181	22,190
Spring 1985	9,119	691	148	0	9,958	1,181	11,139	11,177	22,317
Spring 1986	9,273	684	132	0	10,090	1,186	11,275	11,125	22,400
Spring 1987	9,416	763	178	0	10,357	1,166	11,523	11,021	22,544
Spring 1988	9,752	782	196	0	10,730	984	11,714	10,906	22,620
Spring 1989	10,247	813	181	0	11,241	936	12,077	10,602	22,680
Spring 1990	10,373	836	163	0	11,372	785	12,158	10,556	22,713
Spring 1991	10,291	797	163	0	11,251	877	12,128	10,607	22,735
Spring 1992	10,206	770	124	126	11,226	874	12,100	10,701	22,801
Summer 1992	10,127	785	119	124	11,154	909	12,063	10,741	22,804
Estimated changes									
Spring 1992 - Summer 1992	-79	15	..	..	-72	35	-37	41	..
Per cent	-0.8	1.9	..	..	-0.6	4.0	-0.3	0.4	..

* Less than 10,000 in cell: estimate not shown.
+ See corresponding notes to table 7.1
The seasonally adjusted estimates may be subject to revision as more quarterly data become available.

7.3 LABOUR FORCE SURVEY Economic activity* by age, not seasonally adjusted

THOUSAND

GREAT BRITAIN	All aged 16 and over			Age groups					50-64 (Male) 50-59 (Female)	65 and over (Male) 60 and over (Female)
	All	Male	Female	16-19	20-24	25-34	35-49			
In employment *										
Spring 1984	23,387	13,710	9,678	1,917	2,937	5,155	7,879	4,777	722	
Spring 1985	23,739	13,853	9,886	1,976	3,075	5,280	8,053	4,684	672	
Spring 1986	23,828	13,806	10,023	1,927	3,086	5,412	8,166	4,598	640	
Spring 1987	24,247	13,951	10,296	1,985	3,186	5,624	8,262	4,545	644	
Spring 1988	25,085	14,413	10,672	2,072	3,227	5,973	8,570	4,575	668	
Spring 1989	25,962	14,777	11,186	2,081	3,350	6,311	8,785	4,669	765	
Spring 1990	26,175	14,860	11,315	1,917	3,264	6,563	8,950	4,717	764	
Spring 1991	25,601	14,407	11,194	1,707	3,022	6,537	8,958	4,617	761	
Spring 1992	25,064	13,890	11,174	1,505	2,826	6,471	8,932	4,535	794	
Summer 1992	25,127	13,966	11,160	1,548	2,858	6,489	8,927	4,518	788	
ILO unemployed *										
Spring 1984	3,094	1,838	1,256	541	632	726	691	447	58	
Spring 1985	2,968	1,788	1,180	484	592	730	702	411	49	
Spring 1986	2,990	1,800	1,190	495	607	754	682	406	46	
Spring 1987	2,879	1,717	1,161	434	523	762	680	437	42	
Spring 1988	2,376	1,398	978	326	437	621	551	401	40	
Spring 1989	1,878	1,148	831	239	352	530	455	349	52	
Spring 1990	1,869	1,091	779	250	325	501	444	314	35	
Spring 1991	2,302	1,434	868	298	439	620	553	352	40	
Spring 1992	2,649	1,785	863	298	494	729	684	414	31	
Summer 1992	2,797	1,867	930	420	537	733	668	411	28	
Economically inactive										
Spring 1984	16,194	4,942	11,253	1,090	833	1,600	1,666	2,235	8,770	
Spring 1985	16,244	4,996	11,249	1,018	841	1,560	1,636	2,260	8,930	
Spring 1986	16,347	5,155	11,192	971	854	1,552	1,664	2,273	9,034	
Spring 1987	16,303	5,217	11,086	931	832	1,510	1,666	2,241	9,122	
Spring 1988	16,138	5,168	10,970	881	822	1,477	1,584	2,232	9,142	
Spring 1989	15,804	5,141	10,664	840	717	1,425	1,570	2,176	9,076	
Spring 1990	15,802	5,183	10,620	859	727	1,417	1,519	2,156	9,125	
Spring 1991	16,000	5,327	10,673	854	798	1,470	1,557	2,165	9,156	
Spring 1992	16,342	5,579	10,762	1,011	899	1,534	1,555	2,194	9,148	
Summer 1992	16,156	5,435	10,721	809	804	1,545	1,610	2,218	9,170	
Economic activity rate †									per cent	
Spring 1984	62.1	75.9	49.3	69.3	81.1	78.6	83.7	70.0	8.2	
Spring 1985	62.2	75.8	49.6	70.7	81.3	79.4	84.3	69.3	7.5	
Spring 1986	62.1	75.2	50.0	71.4	81.2	79.9	84.2	68.8	7.1	
Spring 1987	62.5	75.0	50.8	72.2	81.7	80.9	84.3	69.0	7.0	
Spring 1988	63.0	75.4	51.5	73.1	81.7	81.7	85.2	69.0	7.2	
Spring 1989	63.9	75.6	53.0	73.4	83.8	82.8	85.5	69.8	8.3	
Spring 1990	64.0	75.5	53.2	71.6	83.2	83.3	86.1	70.0	8.1	
Spring 1991	63.6	74.8	53.1	70.1	81.3	83.0	85.9	69.6	8.0	
Spring 1992	62.9	73.8	52.8	64.0	78.7	82.4	86.1	69.3	8.3	
Summer 1992	63.3	74.4	53.0	70.9	80.9	82.4	85.6	69.0	8.2	
ILO unemployment rate ‡									per cent	
Spring 1984	11.7	11.8	11.5	22.0	17.7	12.3	8.1	8.6	7.4	
Spring 1985	11.1	11.4	10.7	19.7	16.2	12.2	8.0	8.1	6.8	
Spring 1986	11.1	11.5	10.6	20.4	16.4	12.2	7.7	8.1	6.7	
Spring 1987	10.6	11.0	10.1	17.9	14.1	11.9	7.6	8.8	6.2	
Spring 1988	8.7	8.8	8.4	13.6	11.9	9.4	6.0	8.1	5.6	
Spring 1989	7.1	7.2	6.9	10.3	9.5	7.8	4.9	7.0	6.3	
Spring 1990	6.7	6.8	6.4	11.5	9.1	7.1	4.7	6.2	4.3	
Spring 1991	8.3	9.1	7.2	14.9	12.7	12.7	8.7	7.1	5.0	
Spring 1992	9.6	11.4	7.2	16.4	14.9	10.1	7.1	8.4	3.8	
Summer 1992	10.0	11.8	7.7	21.3	15.8	10.1	7.0	8.3	3.5	

* See corresponding note to table 7.1

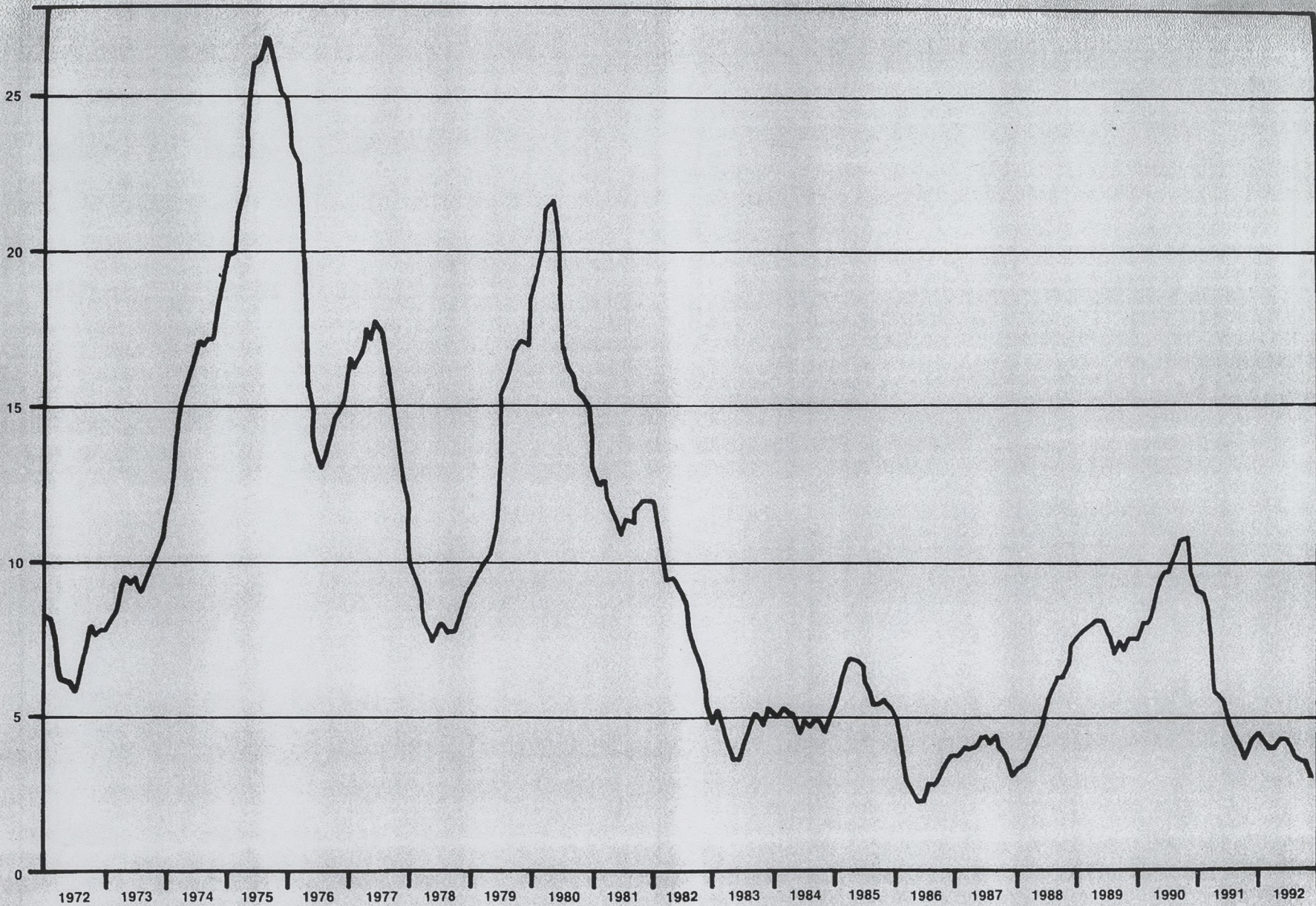
† The economic activity rate is the percentage of people aged 16 and over who are economically active.

‡ The ILO unemployment rate is the percentage of economically active people who are unemployed on the ILO measure.

RETAIL PRICES INDEX
Increases over previous year



Per cent



8.1 TOURISM Employment in tourism-related industries in Great Britain

		THOUSAND					
		Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services	All
		661	662	663	665, 667	977, 979	
Self-employed*							
1981		48.0	51.7	1.6	36.4	18.4	156.1
Employees in employment							
1986	Mar	215.3	249.9	137.1	226.5	322.0	1150.8
	June	229.2	259.8	138.2	270.5	370.9	1268.6
	Sept	227.7	264.3	138.5	268.4	362.0	1280.9
	Dec	225.2	263.4	139.2	232.3	331.2	1191.2
1987	Mar	223.8	257.0	138.4	220.9	328.5	1168.6
	June	240.4	263.1	136.9	265.4	375.1	1280.9
	Sept	242.2	264.1	139.9	270.1	367.0	1283.3
	Dec	245.9	274.5	143.3	245.5	348.3	1257.5
1988	Mar	245.3	274.3	139.3	240.9	352.7	1252.4
	June	265.1	289.3	140.5	281.2	373.5	1349.7
	Sept	266.9	304.5	139.5	287.3	374.3	1371.6
	Dec	269.9	313.1	144.9	251.7	346.3	1325.8
1989	Mar	268.4	316.4	139.9	259.1	343.2	1327.0
	June	290.1	326.2	140.4	301.0	373.3	1431.0
	Sept	295.3	329.1	143.3	310.6	378.0	1456.4
	Dec	296.3	336.3	144.5	282.1	343.1	1402.3
1990	Mar	294.3	325.5	140.9	281.6	346.5	1388.8
	June	306.4	337.2	142.5	323.1	394.8	1503.8
	Sept	310.7	335.9	145.1	329.2	392.7	1513.6
	Dec	302.9	328.6	150.4	302.2	365.8	1450.0
1991	Mar	287.1	310.8	146.0	296.1	361.8	1401.7
	June	296.0	317.3	145.7	325.6	401.8	1486.4
	Sept	282.3	322.9	145.4	326.6	406.3	1483.4
	Dec	281.4	305.4	144.0	282.3	379.6	1392.6
1992	Mar	276.6	299.8	141.9	282.2	382.9	1383.4
	June	296.5	318.6	141.8	321.2	408.6	1486.8
	Sept	289.5	313.6	140.4	316.3	400	1459.9
CHANGES:							
Sep 1992-1991							
no. (thousands)		7.2	-9.3	-5.0	-10.3	-6.3	-23.5
Percentage		2.6	-2.9	-3.4	-3.2	-1.6	-1.6

* Based on Census of Population.

In addition the Labour Force Survey showed the following estimates (thousands) of self-employed in all tourism industries; (1982 not available).

1981	163	1986	211	1990	190
1983	159	1987	200	1991 P	183
1984	167	1988	204		
1985	190	1989	191		

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

8.2 TOURISM Overseas travel and tourism: earnings and expenditure

		£ MILLION AT CURRENT PRICES					
		Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
1982		3,188		3,640		-452	
1983		4,003		4,090		-87	
1984		4,614		4,663		-49	
1985		5,442		4,871		571	
1986		5,553		6,083		-530	
1987		6,260		7,280		-1,020	
1988		6,184		8,216		-2,032	
1989		6,945		9,357		-2,412	
1990		7,785		9,916		-2,131	
1991		7,168		9,834		-2,666	
		Overseas visitors to the UK		UK residents abroad		Balance	
		Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1990	Q1	1,374	2,034	1,698	2,490	-324	-456
	Q2	1,858	1,941	2,531	2,521	-673	-580
	Q3	2,822	1,912	3,752	2,408	-930	-495
	Q4	1,731	1,898	1,935	2,498	-204	-600
1991	Q1	1,119	1,658	1,572	2,312	-453	-655
	Q2	1,692	1,793	2,383	2,481	-691	-688
	Q3	2,596	1,771	3,838	2,466	-1,242	-695
	Q4	1,781	1,946	2,041	2,576	-280	-630
1992	Q1	1,345	1,984	1,945	2,863	-600	-879
	Q2 (e)	1,820	1,924	2,695	2,788	-875	-864
	Q3 (e)	2,625	1,802	4,205	2,693	-1,580	-891
1991	Jan	408	560	507	770	-99	-211
	Feb	282	524	446	748	-164	-225
	Mar	429	575	619	794	-190	-220
	Apr	477	583	746	906	-269	-324
	May	586	635	698	795	-111	-160
	June	628	576	940	779	-312	-203
	July	835	578	1,093	815	-258	-238
	Aug	977	595	1,436	829	-459	-235
	Sept	784	599	1,309	821	-525	-223
	Oct	647	614	1,046	855	-399	-242
	Nov	596	711	574	883	22	-173
	Dec	518	622	421	837	96	-216
1992	Jan	494	656	657	961	-163	-305
	Feb	368	657	587	972	-219	-315
	Mar	483	671	701	930	-218	-259
	Apr (e)	570	678	810	952	-240	-274
	May (e)	620	633	885	994	-265	-361
	Jun (e)	630	613	1,000	842	-370	-229
	Jul (e)	850	583	1,210	900	-360	-317
	Aug (e)	995	595	1,580	909	-585	-314
	Sep (e)	780	624	1,415	884	-635	-260

(e) Rounded to the nearest £5 million.

For further details see Business Monitors MQ6 and MA6 Overseas Travel and Tourism, available from HMSO.

Source: International Passenger Survey

Overseas travel and tourism: visits to the UK by overseas residents **8.3**

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987	15,566		3,394	9,317	2,855
1988	15,799		3,272	9,669	2,859
1989	17,338		3,481	10,689	3,168
1990	18,021		3,749	10,645	3,627
1991	16,664		2,772	10,880	3,013
1991 Q1	2,775	3,781	391	1,860	523
Q2	4,187	4,153	750	2,752	685
Q3	5,809	4,203	986	3,700	1,122
Q4	3,894	4,528	644	2,567	682
1992 Q1	3,284	4,548	616	2,040	627
Q2 (e)	4,470	4,388	890	2,830	750
Q3 (e)	5,860	4,211	1,120	3,550	1,190
1991 Jan	992	1,280	171	586	236
Feb	769	1,287	80	565	123
Mar	1,014	1,215	141	709	164
Apr	1,288	1,402	178	924	186
May	1,436	1,432	256	935	245
June	1,463	1,319	316	893	255
July	1,939	1,361	349	1,223	367
Aug	2,204	1,398	359	1,458	388
Sept	1,666	1,444	279	1,019	367
Oct	1,449	1,439	312	853	285
Nov	1,272	1,535	187	881	204
Dec	1,173	1,553	145	834	193
1992 Jan	1,178	1,503	223	708	247
Feb	948	1,521	159	614	175
Mar	1,158	1,524	234	718	206
Apr (e)	1,490	1,476	210	1,070	210
May (e)	1,460	1,449	330	880	250
Jun (e)	1,520	1,463	350	880	290
Jul (e)	1,930	1,329	390	1,180	360
Aug (e)	2,300	1,460	390	1,470	440
Sep (e)	1,630	1,422	340	900	390

Notes: See table 8.2.

Visits abroad by UK residents **8.4**

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986	24,949		1,167	21,877	1,905
1987	27,447		1,559	23,678	2,210
1988	28,828		1,823	24,519	2,486
1989	31,030		2,218	26,128	2,684
1990	31,182		2,349	25,817	3,016
1991	30,497		2,321	25,383	2,793
1991 Q1	5,089	7,439	366	4,071	651
Q2	7,824	7,540	595	6,577	652
Q3	11,290	7,496	777	9,686	826
Q4	6,295	8,022	583	5,048	664
1992 Q1	6,022	8,854	480	4,733	808
Q2 (e)	8,980	7,988	630	7,660	690
Q3 (e)	12,040	8,118	910	10,210	920
1991 Jan	1,674	2,575	132	1,277	264
Feb	1,414	2,378	92	1,162	160
Mar	2,001	2,485	142	1,632	226
Apr	2,671	2,939	188	2,218	265
May	2,290	2,408	167	1,936	188
June	2,863	2,193	240	2,424	199
July	3,304	2,521	207	2,881	222
Aug	4,275	2,499	269	3,676	292
Sept	3,710	2,476	269	3,129	274
Oct	3,029	2,558	327	2,428	274
Nov	1,901	2,708	143	1,558	200
Dec	1,364	2,755	112	1,062	190
1992 Jan	1,862	2,821	181	1,386	294
Feb	1,786	2,944	128	1,406	252
Mar	2,374	3,089	171	1,941	262
Apr (e)	2,900	3,122	210	2,470	280
May (e)	2,990	2,392	210	2,580	200
Jun (e)	3,090	2,474	270	2,610	210
Jul (e)	3,640	2,796	220	3,180	240
Aug (e)	4,470	2,614	320	3,790	360
Sep (e)	3,930	2,708	370	3,240	320

Notes: See table 8.2.

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

	1989	1990	1991	1991				1992				
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Total all countries	17,338	18,021	16,664	2,775	4,187	5,809	3,684	3,284				
North America												
USA	2,842	3,048	2,250	316	609	801	524	504				
Canada	639	701	521	75	140	186	120	112				
Total	3,481	3,749	2,772	391	750	986	644	616				
European Community												
Belgium/Luxembourg	618	572	681	115	174	212	179	108				
France	2,261	2,309	2,292	490	634	682	486	444				
Federal Republic of Germany	2,027	1,878	2,080	311	571	702	487	391				
Italy	708	714	714	92	125	376	122	113				
Netherlands	940	993	1,070	158	283	350	279	194				
Denmark	259	231	236	51	54	71	59	66				
Greece	128	134	116	26	31	33	26	26				
Spain	622	605	619	115	125	228	150	136				
Portugal	95	105	100	23	22	30	25	23				
Irish Republic	1,302	1,317	1,314	238	323	472	281	242				
Total	8,960	8,858	9,222	1,620	2,343	3,156	2,103	1,743				
Other Western Europe												
Austria	148	154	156	20	40	66	30	28				
Switzerland	424	446	428	80	108	129	112	72				
Norway	481	474	444	29	61	92	86	48				
Sweden	166	134	103	50	109	137	148	75				
Finland	222	306	253	54	60	87	35	14				
Total	1,728	1,787	1,658	241	409	544	464	297				
Other countries												
Middle East	457	473	427	95	85	168	79	84				
North Africa	93	81	73	12	15	32	15	16				
South Africa	145	177	175	32	43	65	35	29				
Eastern Europe	165	310	259	36	51	119	53	41				
Japan	505	571	440	74	91	154	124	84				
Australia	535	629	449	89	107	159	95	83				
New Zealand	123	128	107	20	32	31	24	10				
Latin America	179	187	197	32	45	62	58	51				
Rest of World	966	1,073	886	133	217	335	202	148				
Total	3,168	3,627	3,013	523	685	1,122	682	627				

Notes: See table 8.2.

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

	1989	1990	1991	1991				1992				
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Total all countries	31,030	31,182	30,479	5,089	7,824	11,290	6,295	6,022				
North America												
USA	1,879	1,986	2,023	326	517	641	539	447				
Canada	339	363	298	40	78	136	44	34				
Total	2,218	2,349	2,321	366	595	777	583	480				
European Community												
Belgium/Luxembourg	831	958	975	189	269	255	263	242				
France	6,480	6,865	7,386	1,318	1,904	2,838	1,326	1,571				
Federal Republic of Germany	1,672	1,796	1,713	331	443	531	407	365				
Italy	1,300	1,195	1,150	176	286	491	196	223				
Netherlands	1,125	1,216	1,400	233	479	346	340	214				
Denmark	183	187	184	37	52	58	37	28				
Greece	1,635	1,633	1,652	23	446	344	240	19				
Spain	6,202	5,096	4,887	731	1,218	1,976	963	893				
Portugal	1,006	982	1,090	141	253	458	238	165				
Irish Republic	2,010	2,123	2,097	352	518	756	472	356				
Total	22,424	22,032	22,535	3,532	5,867	8,654	4,482	4,076				
Other Western Europe												
Yugoslavia	554	655	127	31	81	13	3	3				
Austria	696	746	595	203	135	179	79	256				
Switzerland	609	611	605	153	113	237	103	203				
Norway/Sweden/Finland	339	384	363	63	89	124	87	76				
Gibraltar/Malta/Cyprus	1,101	1,087	949	77	247	371	254	93				
Others	406	304	209	13	45	110	41	25				
Total	3,704	3,786	2,849	539	710	1,033	566	657				
Other countries												
Middle East	226	252	178	22	46	62	48	60				
North Africa	387	342	231	29	24	89	90	85				
Eastern Europe	323	417	501	79	117	231	75	101				
Australia/New Zealand	249	272	260	102	64	44	50	111				
Commonwealth Caribbean	276	283	290	69	72	78	72	62				
Rest of World including Cruise	1,223	1,449	1,314	351	330	323	329	389				
Total	2,684	3,016	2,775	651	652	826	664	808				

Notes: See table 8.2.

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

TOURISM 8.7
THOUSAND

	Total visitors	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	12,646	7,580	5,067	5,876	2,295	2,193	2,283
1979	12,486	7,614	4,872	5,529	2,395	2,254	2,308
1980	12,421	7,323	5,098	5,478	2,565	2,319	2,058
1981	11,452	6,889	4,563	5,037	2,453	2,287	1,675
1982	11,536	6,911	4,724	5,265	2,393	2,410	1,568
1983	12,464	7,561	4,803	5,818	2,566	2,560	1,530
1984	13,644	8,515	5,129	6,385	2,863	2,626	1,770
1985	14,449	9,413	5,036	6,666	3,014	2,890	1,890
1986	13,897	8,851	5,046	5,919	3,286	2,946	1,746
1987	15,566	10,335	5,231	6,828	3,564	3,179	1,996
1988	15,799	10,967	4,832	6,655	4,096	3,178	1,870
1989	17,338	11,829	5,509	7,286	4,363	3,497	2,193
1990	18,021	12,814	5,207	7,700	4,494	3,616	2,211
1991	16,664	11,341	5,323	6,942	4,133	3,498	2,092
Percentage change 1990/1989	-8	-11	2	-10	-8	-3	-5
1990 Q1	3,319	2,574	745	1,174	1,069	737	339
Q2	4,525	3,068	1,458	2,124	1,108	858	436
Q3	6,305	4,211	2,094	2,993	1,140	1,195	977
Q4	3,872	2,962	911	1,410	1,176	826	460
1991 Q1	2,775	2,022	753	886	861	692	335
Q2	4,187	2,718	1,469	1,815	1,075	866	430
Q3	5,809	3,753	2,056	2,798	1,022	1,154	835
Q4	3,894	2,848	1,046	1,443	1,175	785	491
1992 Q1	3,284	2,510	774	1,135	854	838	456

Notes: See table 8.2.

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

TOURISM 8.8
THOUSAND

	Total visitors	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	13,443	8,416	5,028	8,439	2,261	1,970	774
1979	15,466	9,760	5,706	9,827	2,542	2,166	931
1980	17,507	10,748	6,759	11,666	2,690	2,317	834
1981	19,046	11,374	7,672	13,131	2,748	2,378	797
1982	20,611	12,031	8,580	14,224	2,769	2,529	1,090
1983	20,994	12,361	8,634	14,568	2,886	2,559	982
1984	22,072	13,934	8,137	15,246	3,155	2,689	982
1985	21,610	13,732	7,878	14,898	3,188	2,628	896
1986	24,949	16,380	8,569	17,896	3,249	2,774	1,029
1987	27,447	19,369	8,077	19,703	3,639	3,051	1,054
1988	28,828	21,026	7,802	20,700	3,957	3,182	990
1989	31,030	21,925	9,105	21,847	4,505	3,485	1,193
1990	31,182	21,474	9,708	21,255	4,807	3,963	1,157
1991	30,497	20,173	10,324	20,630	4,770	3,882	1,215
Percentage change 1990/1989	-2	-6	6	-3	-1	-2	5
1990 Q1	5,274	4,022	1,252	3,127	1,068	861	218
Q2	8,255	5,575	2,660	5,695	1,258	951	321
Q3	11,485	7,538	3,947	8,745	1,134	1,347	260
Q4	6,198	4,338	1,860	3,688	1,347	804	358
1991 Q1	5,089	3,571	1,518	3,101	963	817	206
Q2	7,824	4,961	2,863	5,223	1,321	978	302
Q3	11,290	7,243	4,046	8,548	1,123	1,305	313
Q4	6,295	4,398	1,897	3,757	1,362	782	393
1992 Q1	6,022	4,250	1,772	3,692	1,163	868	299

Notes: See table 8.2.

Overseas travel and tourism: visitor nights

TOURISM 8.9
THOUSAND

	Overseas visitors to the UK		UK residents going abroad	
	Overseas visitors to the UK	UK residents going abroad	Overseas visitors to the UK	UK residents going abroad
1978	149.1	176.4	1989 Q1	31.5
1979	154.6	205.0	Q2	38.5
1980	146.0	227.7	Q3	79.1
1981	135.4	251.1	Q4	37.4
1982	136.3	261.7		
1983	145.0	264.4	1990 Q1	31.8
1984	154.5	277.5	Q2	43.4
1985	167.0	270.0	Q3	80.3
1986	158.2	310.2	Q4	40.9
1987	178.2	347.3		
1988	172.9	366.9	1991 Q1	30.5
1989	186.5	390.2	Q2	39.9
1990	196.4	384.3	Q3	71.9
1991	180.8	372.8	Q4	38.5
Percentage change 1991/1990	-7.9	-3.0	1992 Q1	32.1

9.2 OTHER FACTS AND FIGURES

Numbers of people benefiting from Government employment measures

Measure	England
Business and Enterprise Support as at 11 October 1992	33,400

Note: Community industry figures which were formally provided in Table 9.2 are no longer being published as they now form part of Youth Training.

9.3 OTHER FACTS AND FIGURES

Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, 3 October 1992 - 6 November 1992 +
Registered as disabled on 7 April 1992 #

4,257
372,089

+ Not including placings through displayed vacancies.
Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications.

9.5 OTHER FACTS AND FIGURES

Regional Selective Assistance: July-September 1992 *

	North East	North West	Yorkshire and Humberside	East Midlands	West Midlands	South West	England	Scotland	Wales	Great Britain
Number of Offers	33	69	22	5	30	11	170	36	24	230
Value of Offers (£,000)	6,275	5,649	2,799	431	1,301	5,582	22,037	19,601	5,413	47,051

Note: Enquiries should be directed to the Department of Trade and Industry, tel 071-215 2597.
* Date of first payment.

Regional Selective Assistance: Offers of £75,000 or more: July-Sep 1992*

9.6

Region and company	Travel-to-work area	Assistance offered (£)	Project category +	SIC 1980 description
EAST MIDLANDS				
Edwards International Ltd	Corby	250,000	A	Food retailing
Polystyrene UK Ltd	Corby	150,000	B	Plastics packaging products
Total		400,000		
NORTH EAST				
Industrial Bearings Systems Ltd	Bishop Auckland	80,000	A	Ball, needle & roller bearings
Polystyrene UK Ltd	Bishop Auckland	85,000	A	Bolts, springs & non precn chains
Levensol-Rand Co Ltd	Newcastle upon Tyne	610,000	B	Compressors & fluid power equipment
Morton Group Ltd	Newcastle upon Tyne	300,000	A	Metal furniture & safes
Purples Ltd	Newcastle upon Tyne	200,000	A	Plastics packaging products
Tyne & Wear Laser Cutting Ltd	Newcastle upon Tyne	85,000	A	Metal-working machine tools
Burner (Offshore) Eng Ltd	Stockton-on-Tees	77,000	A	Fabricated constructional steelwork
Fairclough Eng Ltd	Stockton-on-Tees	550,000	A	Other building products
Samsung Electronics Manuf (UK) Ltd	Stockton-on-Tees	3,000,000	A	Electronic equipment nes
Raydel Ltd	Sunderland	300,000	A	Motor vehicle parts
Tony Harrison Holdings Ltd	Sunderland	150,000	A	Compressors & fluid power equipment
TRW Repa Ltd	Sunderland	250,000	A	Motor vehicle parts
Total		5,687,000		
NORTH WEST				
Earl Plastics (R Hartley E Livesey)	Accrington & Rossendale	78,000	A	Plastics products nes
Lucas Automotive Ltd	Accrington & Rossendale	510,000	B	Electrical equip for vehicles etc
Lancashire Print Finishers Ltd	Blackburn	85,000	A	Other printing & publishing
Bury Cooper Whitehead Ltd	Bolton & Bury	80,000	B	Other miscellaneous textiles
Fairtech	Liverpool	90,000	A	Stationary
Norstead Leisure Ltd	Liverpool	1,000,000	A	Hotel trade
Saton Healthcare Group Ltd	Liverpool	300,000	A	Pharmaceutical products
Chase Lastomer (UK) Ltd	Manchester	85,000	A	Other rubber products
Dreamland Appliances Ltd	Oldham	98,000	A	Domestic-type electric appliances
Caunce Holdings Ltd	Preston	89,000	A	Fabricated constructional steelwork
Husco International Ltd	Widnes & Runcorn	750,000	A	Compressors & fluid power equipment
Tian Wheel International Ltd	Wigan & St Helens	170,000	A	Finished metal products nes
Vastflex Ltd	Wigan & St Helens	200,000	A	Photographic materials & chemicals
W.T. Mather Ltd	Wigan & St Helens	450,000	B	Miscellaneous foods
Wigan Shotblasting Services Ltd	Wigan & St Helens	89,000	A	Heat & surface treatment of metals
Grasshopper Clothing Ltd	Workington	85,000	A	Female light outerwear, lingerie etc
Total		4,159,000		
SOUTH WEST				
Ranco Controls Ltd	Bodmin & Liskeard	400,000	A	Electric instruments & control syst
Murata MFG Co Ltd	Plymouth	4,860,000	A	Non-active components for elec eqp
Total		5,260,000		
WEST MIDLANDS				
MBM Fabricad Ltd	Birmingham	300,000	A	Metal doors, windows, etc
Mereway Developments Ltd	Birmingham	95,000	A	Wooden & upholstered furniture
Siemens Lighting Ltd	Birmingham	400,000	B	Electric lighting equipment
Total		795,000		
YORKSHIRE AND HUMBERSIDE				
Hield Bros Ltd	Bradford	100,000	B	Woollen & worsted industry
Noel Village (Steel Founder)	Doncaster	240,000	A	Ferrous metal foundries
Foodservice Co Ltd	Scunthorpe	950,000	A	Fd, drnk & tob procssng, pkgng mach
The Stanely Works Ltd	Sheffield	400,000	B	Wooden & upholstered furniture
Tyzack Transmission Components Ltd	Sheffield	600,000	B	Motor vehicle parts
Total		2,290,000		
SCOTLAND				
Quality Oilfield Products (UK) Ltd	Arbroath	140,000	A	Industrial valves
Ayrshire Community Airport Project	Ayr	240,000	A	Services to air transport
Abel Eastern Foods Ltd	Bathgate	850,000	A	Bread & flour confectionery
Careshare Holdings Ltd	Bathgate	75,000	A	Soc welfare, charitable & comm servs
David A. Hall Ltd	Bathgate	4,000,000	A	Bacon curing & meat processing
Dynamic Imaging Ltd	Bathgate	320,000	A	Medical & surgical equipment
Royalite Plastics Ltd	Bathgate	136,000	A	Plastics semi-manufactures
Nimmo Quality Meat Produce (Drongan)	Cumnock & Sanquhar	500,000	A	Wholesale dist of food, drnk & tob
Farmor Eng Co Ltd	Dundee	500,000	A	Forging, pressing & stamping
Pennon Ltd	Dundee	95,000	A	Soft drinks
Tristar Training Services Ltd	Dundee	120,000	A	Education nes & vocational training
James Callander & Son Ltd	Falkirk	140,000	B	Wholesale distrib of building mats
Aqua Technik (Water Eng) Ltd	Glasgow	320,000	A	Water supply industry
Barr & Stroud Ltd	Glasgow	4,175,000	B	Optical precision instruments
Dawnfresh Seafoods Ltd	Glasgow	2,500,000	A	Fish processing
H Morris & Co Ltd	Glasgow	900,000	B	Wooden & upholstered furniture
Motorola Ltd	Glasgow	800,000	A	Active components & sub-assemblies
Taylor Freezer (Scotland)	Glasgow	95,000	A	Refrigerating & ventilating equip
Electroconnect Ltd	Glasgow	750,000	A	Electronic equipment nes
High Speed Production Ltd	Irvine	380,000	A	Forging, pressing & stamping
Steel Branch Fittings Ltd	Kilmarnock	80,000	A	Boilers & process plant fabrictns
Aortech (Europe) Ltd	Lanarkshire	125,000	A	Radio & electronic capital goods
Calderdale Eng Services Ltd	Lanarkshire	330,000	A	Constuction & earth-moving equipment
Phillips TMC Ltd	Lanarkshire	300,000	A	Telegraph & telephone apparatus
Solaglas Ltd	Lanarkshire	800,000	B	Flat glass
Telmag Magnetic Components Ltd	Lanarkshire	600,000	B	Basic electrical equipment
Total		19,271,000		
WALES				
Warwill Ltd	Blaenau Gwent Abergavenny	300,000	A	Ferrous metal foundries
Carters (J & A) Ltd	Brigend	90,000	A	Other vehicles
John Curran Ltd	Cardiff	230,000	A	Aerospace equip manuf & repair
Seal Technology Systems	Cardiff	350,000	A	Other rubber products
Shanning Laser Systems Ltd	Llanelli	75,000	A	Optical precision instruments
Awa (UK) Ltd	Merthyr & Rhymney	550,000	A	Electronic equipment nes
R-Tek Ltd	Merthyr & Rhymney	1,000,000	A	Plastics products nes
CMB Foodcan PLC	Neath & Port Talbot	1,142,000	A	Packaging products of metal
Dawnpac Ltd	South Pembrokeshire	500,000	A	Fd, drnk & tob procssng, pkgng mach
Betts & Co	Wrexham	600,000	A	Plastics packaging products
Ferroperm (UK) Ltd	Wrexham	150,000	A	Non-active components for elec eqp
Total		4,987,000		

* Date of first payment.

+ A = Employment created, B = Employment safeguarded.

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
● Employment and workforce							
Workforce: UK and GB							
Quarterly series	M(Q)	Jan 93	1.1				
Labour force estimates, projections		May 91	269				
Employees in employment							
Industry: GB							
All industries: by division, class or group	Q	Jan 93	1.4				
: time series, by order group	M	Jan 93	1.2				
Manufacturing: by division, class or group	M	Jan 93	1.3				
Occupation							
Administrative, technical and clerical in manufacturing	A	Jul 91	1.10				
Local authorities manpower	Q	Jan 93	1.7				
Region: GB							
Sector: numbers and indices	Q	Jan 93	1.5				
Self-employed: by region	Q	Apr 90	224				
: by industry		Apr 90	222				
Census of Employment							
UK and regions by industry (Sept 1989)		Apr 91	209				
GB and regions by industry (Sept 1989)		May 91	308				
International comparisons	Q	Nov 92	1.9				
Apprentices and trainees							
Manufacturing industries: by industry	D	Aug 89	1.14				
: by region	D	Aug 89	1.15				
Employment measures	M	Jan 93	9.2				
Registered disabled in the public sector	A	Feb 92	61				
Labour turnover in manufacturing	D	Mar 90	1.6				
Trade union membership	A	Jun 91	337				
● Claimant unemployment and vacancies							
Claimant unemployment							
Summary: UK	M	Jan 93	2.1				
: GB	M	Jan 93	2.2				
Age and duration: UK	M(Q)	Jan 93	2.5				
Broad category: UK	M	Jan 93	2.1				
Detailed category: UK and GB	Q	Jan 93	2.2				
Region: summary	Q	Dec 92	2.6				
Age: time series UK	M(Q)	Jan 93	2.7				
: estimated rates	M	Jan 93	2.15				
Duration: time series UK	M(Q)	Jan 93	2.8				
Region and area							
Time series summary: by region	M	Jan 93	2.3				
: assisted areas, travel-to work areas	M	Jan 93	2.4				
: counties, local areas	M	Jan 93	2.9				
: parliamentary constituencies	M	Jan 93	2.10				
Age and duration: summary	Q	Dec 92	2.6				
Flows							
UK, time series	M	Jan 93	2.19				
GB, time series	D	May 84	2.19				
Age time series	M	Jan 93	2.20				
Regions and duration	D	Oct 88	2.23/24/26				
Age and duration	D	Oct 88	2.21/22/25				
Students: by region	M	Jan 93	2.13				
Disabled jobseekers: GB	M	Jan 93	9.3				
International comparisons	M	Jan 93	2.18				
Ethnic origin		Mar 90	125				
Temporarily stopped							
Latest figures: by UK region	M	Jan 93	2.14				
Vacancies							
Unfilled, inflow, outflow and placings seasonally adjusted	M	Jan 93	3.1				
Unfilled seasonally adjusted by region	M	Jan 93	3.2				
Unfilled unadjusted by region	M	Jan 93	3.3				
● Redundancies							
Confirmed: GB time series	D	Sep 92	2.30				
Regions	D	Sep 92	2.30				
Industries	D	Sep 92	2.31				
In Great Britain	M	Jan 93	2.32				
by region	M	Jan 93	2.33				
by age	M	Jan 93	2.34				
by industry	M	Jan 93	2.35				
by occupation	M	Jan 93	2.36				
Advance notifications	S(M)	Feb 91	48				
Payments: GB latest quarter	D	Jul 86	284				
● Earnings and hours							
Average earnings							
Whole economy (New series) index	M	Jan 93	5.1				
Main industrial sectors	M	Jan 93	5.3				
Industries	M	Jan 93	5.3				
Underlying trend	Q(M)	Jul 91	364				
New Earnings Survey (April estimates)	A	Nov 90	571				
Latest key results							
Time series	M(A)	Jan 93	5.6				
Average weekly and hourly earnings and hours worked [Manual workers]							
Manufacturing and certain other industries							
Summary (Oct)	B(A)	Jan 93	5.4				
Detailed results	A	Apr 91	227				
Holiday entitlements	A	Apr 90	222				
Average earnings: non-manual employees	M(A)	Jan 93	5.5				
Manufacturing							
International comparisons	M	Jan 93	5.9				
Agriculture	A	May 90	253				
Coal-mining	A	May 90	253				
Overtime and short-time: manufacturing							
Latest figures: industry	M	Jan 93	1.1				
Regions: summary	Q	Dec 92	1.13				
Hours of work: manufacturing	M	Jan 93	1.1				
● Output per head							
Output per head: quarterly and annual indices	M(Q)	Jan 93	1.8				
Wages and salaries per unit of output							
Manufacturing index, time series	M	Jan 93	5.8				
Quarterly and annual indices	Q	Jan 93	5.8				
● Labour costs							
Survey results 1988	Quadrennial	Dec 90	431				
Per unit of output	Q	Dec 92	5.7				
● Retail prices							
General index (RPI)							
Latest figures: detailed indices	M	Jan 93	6.2				
: percentage changes	M	Jan 93	6.2				
Recent movements and the index							
excluding seasonal foods	M	Jan 93	6.1				
Main components: time series and weights	M	Jan 93	6.4				
Changes on a year earlier: time series	M	Jan 93	6.5				
Annual summary	A	May 89	242				
Revision of weights	A	Apr 89	197				
Pensioner household indices							
All items excluding housing	M(Q)	Jan 93	6.6				
Group indices: annual averages	M(A)	Jan 93	6.7				
Revision of weights	A	Jun 91	351				
Food prices	M	Jan 93	6.3				
London weighting: cost indices	D	May 82	267				
International comparisons	M	Jan 93	6.8				
● Labour Force Survey							
Economic activity: not seasonally adjusted	M	Jan 93	7.1				
Economic activity: seasonally adjusted	M	Jan 93	7.2				
Economic activity by age: not seasonally adjusted	M	Jan 93	7.3				
● Industrial disputes: stoppages of work							
Summary: latest figures	M	Jan 93	4.1				
: time series	M	Jan 93	4.2				
Latest year and annual series	A	Jul 89	349				
Industry							
Monthly: broad sector time series	M	Nov 92	4.1				
Annual: detailed	A	Jul 90	337				
: prominent stoppages	A	Jul 90	344				
Main causes of stoppage							
Cumulative	M	Jan 93	4.1				
Latest year for main industries	A	Jul 90	341				
Size of stoppages	A	Jul 90	342				
Days lost per 1,000 employees in recent years by industry	A	Jul 90	339				
International comparisons	A	Dec 92	653				
● Tourism							
Employment in tourism: by industry							
Time series GB	M	Jan 93	8.1				
Overseas travel: earnings and expenditure	M	Jan 93	8.2				
Overseas travel: visits to the UK by overseas residents	M	Jan 93	8.3				
Visits abroad by UK residents	M	Jan 93	8.4				
Overseas travel and tourism							
Visits to the UK by country of residence	Q	Jan 93	8.5				
Visits abroad by country visited	Q	Jan 93	8.6				
Visits to the UK by mode of travel and purpose of visit	Q	Jan 93	8.7				
Visits abroad by mode of travel and purpose of visit	Q	Jan 93	8.8				
Visitor nights	Q	Jan 93	8.9				
● YTS							
Entrants: regions	D	Oct 90	9.1				
● Regional aid							
Selective Assistance by region	Q	Jan 93	9.5				
Selective Assistance by region and company	Q	Jan 93	9.6				
Development Grants by region	Q	Nov 92	9.7				
Development Grants by region and company	Q	Nov 92	9.8				

* 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 are listed below.

GENERAL ENQUIRIES

The latest published Employment Department statistics are available from the Public Enquiry Office **071-273 6969**

Press Enquiries **071-273 4961**

FOR STATISTICAL INFORMATION ON:

Employment **0928 792563**

Employment census **0923 815312**

Employment Training and Youth Training **0742 597714**

Industrial disputes **0928 792825**

Labour Force Survey; labour force projections **071-273 5585**

Monthly Average Earnings Index **0928 794547**

New Earnings Survey (annual): levels of earnings and hours worked for groups of workers (males and females, industries, occupations, part-time and full-time); distribution of earnings; composition of earnings; hours worked **0928 794603/4**

Redundancies **071-273 5530**

Retail Prices Index (Central Statistical Office)
Ansafo service **0923 800511**
Enquiries **0923 800002**

Skills surveys and research into skills shortages **0742 594216**

Small firms; self employment **0742 594420**

Tourism
overseas and domestic, including day visits; tourism income and expenditure; tourism employment;
International Passenger Survey **071-273 5507**

Trade union membership **0928 792825**

Unemployment (claimant count) **071-273 5532**

Unit wage costs, productivity, international comparisons of earnings and labour costs **071-273 5535**

Vacancies notified to Jobcentres **071-273 5532**

Vocational qualifications **0742 597812**

Wage rates, basic hours **071-273 5571**

Workforce training **0742 593489**

Youth Cohort Study **0742 594194**

FOR ADVICE ON:

Sources of labour market statistics **071-273 5532**

Travel-to-Work Areas (TTWAs), composition and review of **071-273 5530**

Labour market analysis and research related to qualifications, skills and training **0742 594952**

FOR ACCESS TO DETAILED INFORMATION, INCLUDING ON-LINE:

NOMIS (the National On-line Manpower Information System) **091-374 2468/2490**

Quantime Ltd (on-line and other access to Labour Force Survey data) **071-625 7111**

Skills and Enterprise Network **0742 594075**

Union density across the employed workforce



Photo: Shelia Gray/FORMAT

This article uses information from the 1991 Labour Force Survey to present a comprehensive analysis of the relationship between union density and both job-related and personal characteristics. By **Mark Beatson** and **Shaun Butcher**, Economics, Research and Evaluation Division, Employment Department.

Key findings

- Union density amongst those in employment, as measured by the Labour Force Survey, fell from 34 per cent in 1989 to 33 per cent by 1991. Union density amongst men was 42 per cent, compared to 32 per cent for women.
- Employees are far more likely to be union members than the self-employed or people on work-related government training programmes. 96 per cent of union members were employees in 1991.
- Part-time and temporary employees are far less likely to be union members than full-time or permanent employees.
- Across occupations, union density was highest amongst associate health professionals (74 per cent) and teaching professionals (70 per cent).
- Across industries, union density ranged from 92 per cent in railways to seven per cent in repairs. Union density appears to be highest in public sector industries (and industries that used to belong to the public sector).
- Union density was considerably higher in workplaces with 25 or more employees.
- Union density was relatively low amongst young people, but higher amongst older age groups. Density also increases steadily with length of service. Half of all employees who had been in their current job for 10 years or more were union members.
- The ethnic minority group with the highest union density was West Indian/Guyanese (46 per cent), compared with white (33 per cent), Indian (33 per cent), Pakistani/Bangladeshi (25 per cent) and other minority groups (23 per cent).
- Union density was highest in the North (46 per cent) and lowest in East Anglia (25 per cent).
- Industry, length of service, workplace size, occupation, employment status and region of residence appear to be key factors in accounting for variation in union density across the employed workforce.

The Labour Force Survey (LFS) is a rich source of information on the economic activity and personal characteristics of the adult population. Since 1989, a question has been added asking people in employment at the time of the survey whether or not they are members of a trade union. This enables us to look in detail at the characteristics of individual trade union members, and to see how union density — the proportion of a particular group who are members of a trade union — varies across the workforce in employment.

In this article, we take forward previous analyses of the LFS union membership data¹ by looking at a wider range of personal characteristics. New analyses include the relationships between union density and managerial responsibilities, qualifications, and marital status. We also attempt to draw some inferences, based upon the data presented, about the relative role of personal characteristics and job-related characteristics in accounting for variation in union density across the employed workforce.

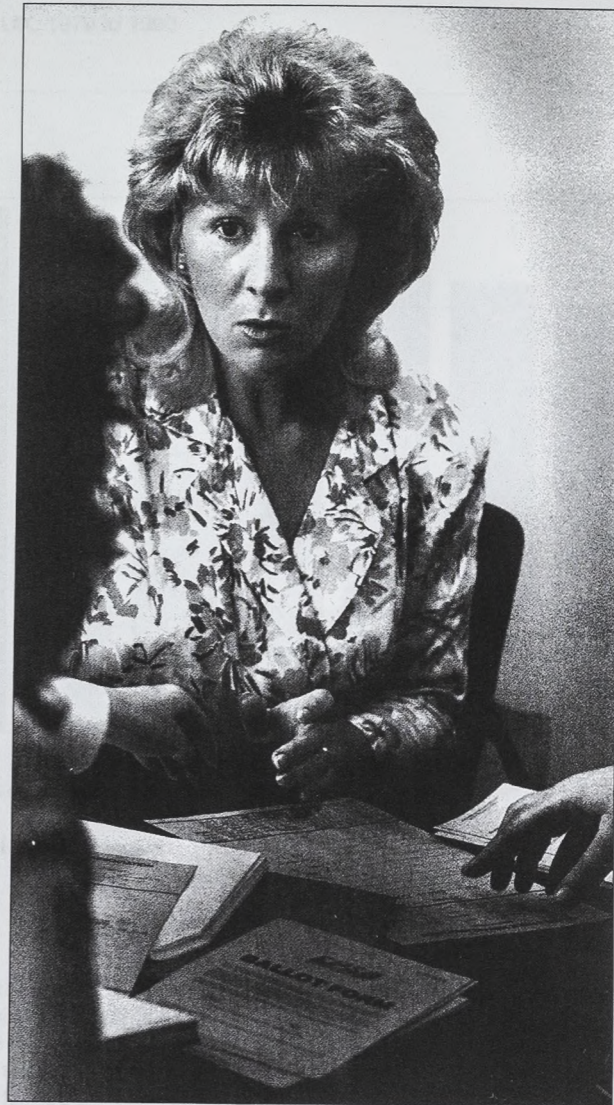
Comparisons with other sources of information

The LFS is one of three principal sources of information on union membership in Britain. The others are the Workplace Industrial Relations Survey (WIRS) series and the statistics based upon data supplied by the Certification Officer (CO data). Each of these data sources differ in how the data are collected, who they are collected from, and who they cover. Each also has its own strengths and weaknesses.

The LFS is a large and nationally representative survey of individuals aged 16 and over. Since 1989, all respondents who were in employment during the 'reference week' of the survey were asked if they were a member of a trade union or a staff association. Thus information on union membership in the LFS only relates to people in employment at the time of the survey. Unemployed, retired and otherwise inactive union members are excluded. In addition, being a sample survey, estimates are inevitably subject to sampling error. The strength of the LFS, though, lies in its focus on the individual union member and in its wealth of detail on personal and job-related characteristics. In addition, its large sample size means that we can look at patterns of union membership amongst quite small groups in the labour market.

The WIRS series is another survey-based measure of trade union membership. Surveys were carried out in 1980, 1984 and 1990, although comprehensive estimates of trade union density are only available from the 1984 and 1990 surveys². WIRS is a survey of some 2,000 workplaces in England, Scotland and Wales. Data are collected on the number of employees who are union members at each of the establishments surveyed. Again, estimates of union density are subject to sampling error. In addition, though, the survey only covers establishments with 25 or more employees, and agriculture and deep coal mining are excluded. Only employees are included. Thus the WIRS series covers only a sub-set of the workforce in employment. Its strength lies in the wealth of information that is collected on workplace characteristics and industrial relations practices.

The third main source of data is derived from information supplied by the Certification Officer for Trade Unions and Employers' Organisations, which is in turn based upon trade unions' own administrative records. Thus estimates of union



CPSA head office staff despatching ballot papers.

Photo: Joanne O'Brien/FORMAT

density derived from the CO data are not subject to sampling error. The CO data include all trade union members, not just those in employment.

The way the data are collected, however, does mean that people who are members of two unions are counted twice. Apart from its comprehensiveness, the strength of the CO data is that we have a long time series. The data were first collected in 1892. The main drawback with the content of the CO data is the lack of detail on the characteristics of individual union members.

This brief review of the principal data sources available on trade union membership reveals that each source has its own strengths and weaknesses. The choice of which source of information to use is largely determined by the research question to be studied. In this article, we present data from the LFS since the focus is on the individual characteristics of union members, and the LFS is clearly the best data source available for this type of analysis.

Recent trends in union density

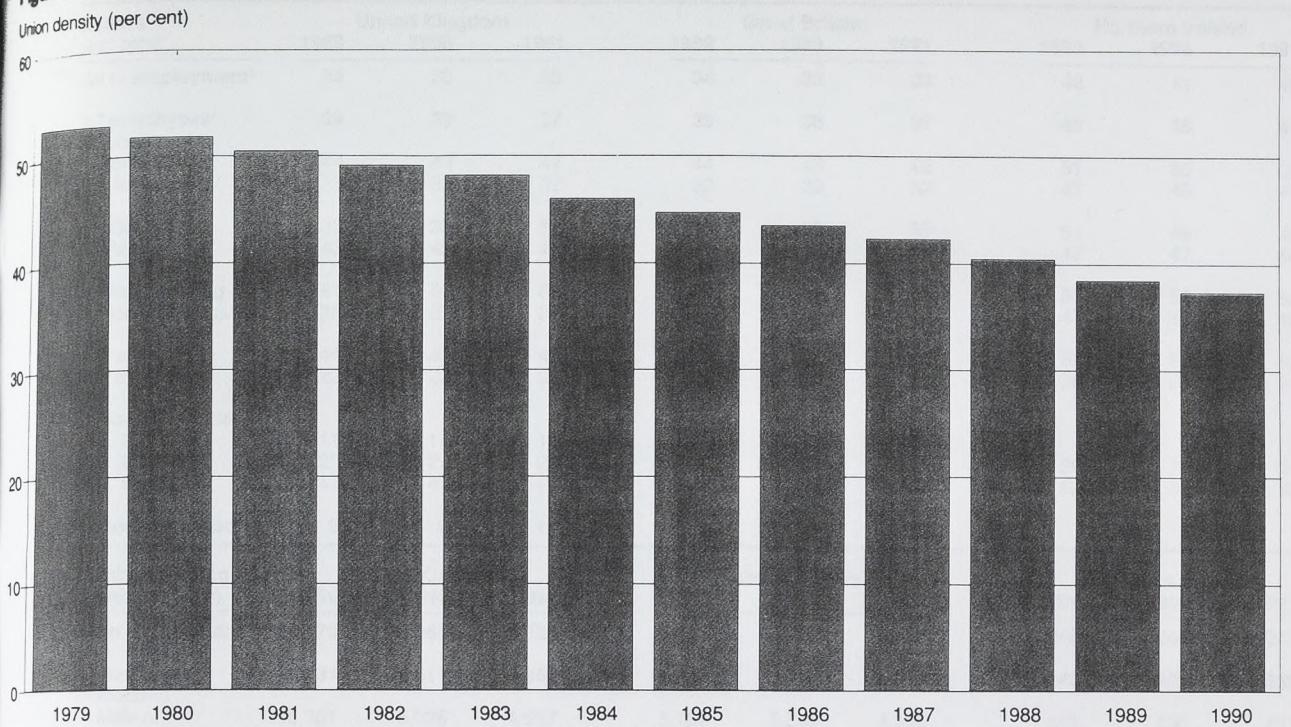
The analysis in this article is essentially cross-sectional, looking at union density across those in employment at one point in time. To begin with, though, it is useful to put this analysis into context by considering the trend in unionisation over the 1980s.

Estimates of union density based on the CO data series are presented in figure 1. The CO series is the only data source that records trends in union density over a long period. The time series is for the UK and measures total union membership as a percentage of all those in civilian employment³. On this measure, union density peaked in the late 1970s at 53 per cent. Since 1979 union density has fallen consistently; the latest estimate, for 1990, was 37 per cent.

This is broadly in line with estimates from WIRS. Between 1984 and 1990, union density as measured by WIRS fell from 58 per cent to 48 per cent. We would expect the WIRS measure to be higher because the measure excludes significant sectors of the workforce where union density is known to be low: the agricultural sector, establishments with less than 25 employees, the self-employed, and people on work-based government training programmes. The omission of Northern Ireland from WIRS, where union density is relatively high, is not sufficient to offset the effect of these exclusions. It is noticeable, though, that the change in union density between 1984 and 1990 is similar on both measures (down 10 percentage points in the WIRS series, compared to a fall of 9 percentage points in the CO series).

A question on union membership was added to the LFS in 1989. A brief overview of results is given in table 1. Over the period between 1989 and 1991, union density amongst all in employment in the UK fell slightly, from 34 per cent to 33 per cent. Union density as measured by the LFS was about four percentage points less than the CO measure of density in 1989

Figure 1 Trends in union density in the UK: 1979 to 1990



Union density is defined as total union membership expressed as a percentage of the civilian workforce in employment (workforce in employment minus HM forces)

Sources: Union membership data derived from CO records; employment data from ED statistics.

and 1990. A simple comparison between the two measures cannot be made, but this difference is explicable. It arises chiefly from the differences in coverage between the two measures set out above. A more detailed comparison of the two measures was presented in a previous *Employment Gazette* feature⁴.

Explanations of the decline in union density during the 1980s can be grouped under three broad headings. One approach stresses the importance of changes in macro-economic variables, such as wage inflation and unemployment⁵. Another approach has been to consider the role of structural change in the composition of the workforce, highlighting changes over the 1980s in the composition of employment — away from industries, occupations and regions with relatively high levels of unionisation and towards industries, occupations and regions where union density has tended to be relatively low. A recent study found that shifts in the composition of employment by sex, full-time/part-time status, industry, occupation, region and workplace size could together account for about 30 per cent of the decline in trade union density observed between 1983 and 1989⁶. The third broad approach to explaining the decline in union density concentrates on changes in the industrial relations environment in which unions operate, looking at changes in the legislative framework, employers' and unions' recognition and recruitment strategies, and the effect of social norms on the decision to join a trade union⁷.

There is no consensus as to the relative strengths of these competing explanations, although it is reasonable to conclude that all have a part to play. As this article is primarily cross-sectional, looking across the workforce at one point in time, it cannot directly examine the causes of changes in union density over time. This analysis is, however, of some relevance to structural explanations of change in trade union membership, in that such explanations require there to be considerable variation in union density across the workforce. This article does serve to

illustrate the wide range in patterns of unionisation amongst those in employment.

An overview of the LFS union membership data

Table 1 provides an overview of key LFS results for 1989, 1990 and 1991. Results are presented for the UK, Great Britain, and Northern Ireland. Over this two year period, union density amongst all in employment in the UK fell from 34 per cent to 33 per cent. The fall was slightly greater amongst employees, as there was a small rise in density amongst the self-employed.

Focusing just on employees, some clear patterns are evident. Men are more likely to be union members than women, and full-time employees are roughly twice as likely to belong to a union as part-time employees. There is also a clear link between union density and establishment size: union density is much lower in small workplaces. At a very broad level, the distinctions across industry and occupation are less clear-cut. Manual employees are more likely to be union members than non-manuals, and density is higher in manufacturing industries than elsewhere. In both cases, though, the gap is small and has narrowed over the period 1989-91.

The bottom panel of table 1 presents LFS estimates of the numbers of people who are members of trade unions. Between 1989 and 1991, the number of trade union members in the UK who were in employment fell by 350 thousand (3.8 per cent).

The remainder of this article concentrates on measures of union density rather than the numbers of people who are trade union members. However, some analysis is also presented of the composition of total union membership.

In addition, the remainder of this article presents data for Great Britain rather than for the UK. This is consistent with usual practice for the presentation of LFS results in the *Employment Gazette*.

Table 1 Union membership in the United Kingdom, Great Britain and Northern Ireland: summary table 1989-91 (Spring)

Density (per cent) ^a	United Kingdom			Great Britain			Northern Ireland		
	1989	1990	1991	1989	1990	1991	1989	1990	1991
All in employment^b	34	33	33	34	33	33	42	41	40
All employees^c	39	38	37	39	38	37	49	48	47
of which:									
Men	44	43	42	44	43	42	51	50	50
Women	33	32	32	33	32	32	47	45	44
Non-manual	35	35	35	35	35	35	51	48	49
Manual	43	42	41	43	42	41	47	47	46
Manufacturing	41	40	39	41	40	38	55	52	52
Non-manufacturing	38	37	37	38	37	37	47	47	46
Full-time ^d	44	43	42	43	42	42	54	52	52
Part-time ^d	22	22	22	22	21	22	28	28	24
Size of workplace ^e									
Under 6	11	12	11	11	12	11	-	-	-
6 to 24	23	23	23	23	23	23	26	24	24
Over 24	49	47	47	48	47	47	62	60	58
All self-employed	9	9	10	9	9	10	*	*	*

Number of union members (000s)	United Kingdom			Great Britain			Northern Ireland		
	1989	1990	1991	1989	1990	1991	1989	1990	1991
All in employment^b	9,079	8,965	8,729	8,831	8,719	8,488	248	246	241
All employees^c	8,731	8,611	8,350	8,491	8,375	8,117	240	236	233
of which:									
Male	5,301	5,226	4,967	5,167	5,096	4,836	133	130	131
Female	3,430	3,385	3,384	3,324	3,279	3,281	106	106	102
Full-time ^d	7,596	7,502	7,202	7,382	7,293	6,992	214	209	210
Part-time ^d	1,135	1,110	1,148	1,109	1,083	1,125	25	27	23
All self-employed	321	336	345	313	327	338	*	*	*

Source: Labour Force Survey

a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.
 b Includes those on government schemes and those who did not report their employment status.
 c Includes those who did not provide information on one or more of the dimensions in the table.
 d Full-time/part-time status is based on respondents' self-assessment, not hours usually worked.
 e For Northern Ireland workplaces with under 6 employees are combined with those having between 6 and 24 employees.
 - No value.
 * Cell size too small to provide a reliable estimate.

Table 2 Union density by employment status and sex: 1989-91 (Spring)

Density (per cent) ^a	1989			1990			1991		
	All	Men	Women	All	Men	Women	All	Men	Women
All in employment^b	34	37	30	33	36	30	33	36	30
All employees^c	39	44	33	38	43	32	37	42	32
of which:									
Full-time ^d	43	45	40	42	44	39	42	43	39
Part-time ^d	22	12	23	21	11	23	22	13	23
Permanent	40	44	34	39	44	33	38	43	33
Temporary	18	22	15	17	19	15	17	18	16
All self-employed^c	9	10	7	9	10	8	10	11	9
of which:									
Full-time ^d	10	10	9	9	10	9	11	11	10
Part-time ^d	7	11	5	10	15	7	8	10	7
All on Government schemes	5	6	*	4	4	*	7	8	*

Source: Labour Force Survey

a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.
 b Includes those on Government schemes and those who did not report their employment status.
 c Includes those who did not provide information on one or more of the dimensions in the table.
 d Full-time/part-time status is based on respondents' self-assessment, not hours usually worked.
 * Cell size too small to provide a reliable estimate.

Table 3

Union density by occupational group, sex and employment status

Great Britain, Spring 1991

Density (per cent) ^a	All persons				Men				Women			
	Employees		Self em- ployed	All in employ- ment ^b	Employees		Self em- ployed	All in employ- ment ^b	Employees		Self em- ployed ^b	All in employ- ment
	Full time ^c	Part time ^c			Full time ^c	Part time ^c			Full time ^c	Part time ^c		
All occupations ^d	42	22	10	33	43	13	11	36	39	23	9	30
Corporate managers and administrators	29	16	*	27	29	*	*	28	29	15	*	25
Managers/proprietors in agriculture & services	17	*	11	14	16	*	13	15	18	*	6	12
Science & engineering professionals	34	*	*	31	35	*	*	31	31	*	*	27
Health professionals	49	*	45	47	53	*	46	50	42	*	*	43
Teaching professionals	82	39	*	70	82	39	*	75	82	38	*	66
Other professional occupations	36	34	11	30	31	*	11	26	45	36	*	40
Science and engineering associated professionals	36	*	*	34	36	*	*	34	37	*	-	32
Health associated professionals	81	70	*	74	76	*	*	70	82	70	*	74
Other associated professionals	43	20	23	35	43	*	25	37	44	21	19	33
Clerical occupations	41	22	*	35	44	*	*	41	38	23	*	32
Secretarial occupations	21	11	*	17	41	*	-	38	20	11	*	16
Skilled construction trades	35	-	3	14	35	-	3	14	*	-	-	*
Skilled engineering trades	57	*	14	51	57	*	14	52	47	*	-	40
Other skilled trades	41	19	5	31	41	*	6	31	41	21	-	31
Protective service occupations	54	*	*	51	53	*	*	52	58	*	-	43
Personal service occupations	35	19	10	25	36	*	*	29	34	20	11	24
Buyers, brokers & sales representatives	20	*	*	16	20	*	*	17	18	*	*	15
Other sales occupations	16	13	*	14	17	*	*	12	16	14	*	14
Industrial plant & machinery operatives/assemblers	53	29	*	48	56	*	*	52	44	32	*	40
Drivers and mobile crane operatives	52	*	14	44	52	*	14	44	44	*	*	31
Other occupations in agriculture, forestry & fishing	13	*	*	11	14	*	*	12	*	*	*	*
Other elementary occupations	55	24	*	36	58	11	*	45	43	26	*	28

Source: Labour Force Survey

a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.

b Includes those on government schemes and those who did not report their employment status.

c Full-time/part-time status is based on respondents' self-assessment, not hours usually worked.

d Includes those who did not state their occupation.

- No value.

* Cell size too small to provide a reliable estimate.

Union density and employment status

Trade union membership is concentrated amongst employees. Of the 8.5 million union members in employment in 1991, 8.1 million (96 per cent) were employees. Table 2 shows that union density was 37 per cent amongst employees in 1991, compared with 10 per cent amongst the self-employed and only seven per cent amongst people on work-related government training programmes. Table 2 also suggests that the decline in union density between 1989 and 1991 occurred amongst employees rather than non-employees.

Full-time employees were far more likely to be union members than part-time employees. Similarly, union density amongst permanent employees was more than twice as high as it was amongst temporary employees.

Union density was higher for men than for women in every employment category apart from part-time employees. Here, union density for women was 23 per cent in 1991, compared to 12 per cent for men. Women, of course, are far more likely to work part-time than men, and the higher density amongst female part-time employees probably reflects differences between men and women in the types of part-time work that they do.

Union density and job-related characteristics

Union density varies considerably by occupation, as shown in table 3. This article uses the 1991 Standard Occupational Classification (SOC), so the occupational analysis is on a different basis to that presented in previous articles featuring LFS union

membership data.

Whilst there is no simple link between union density and occupational status, the highest levels of union density by occupation occur amongst certain occupations commonly associated with the public sector: associate health professionals (74 per cent) and teaching professionals (70 per cent). By contrast, occupational groups with low levels of union density - below 20 per cent - are clustered in private service and agricultural occupations.

Across occupations, differences in density between men and women were less pronounced for full-time employees than they were for all in employment, a consequence of the higher proportion of women who work part-time. Indeed, in several occupations, mainly at the associate professional level, density amongst female full-time employees was higher than for their male counterparts. Other interesting findings are the very high level of density recorded for part-time employees in the associate health professional category (70 per cent) and self-employed health professionals (45 per cent). This probably reflects the role of professional associations in the health sector⁸.

A detailed analysis of union density by industry is presented in table 4. Density levels range from 92 per cent in railways to seven per cent in repairs. Table 1 suggests that differences between manufacturing and service industries are quite small; instead, the key factor connecting industries with high levels of union density appears to be public sector status. Except for certain parts of manufacturing industry where union presence

Table 4 Union density by industry, sex and employment status

Great Britain, Spring 1991												
Density (per cent) ^a	All persons				Men				Women			
	Employees		Self employ- ed	All in employ- ment ^b	Employees		Self employ- ed	All in employ- ment ^b	Employees		Self employ- ed	All in employ- ment ^b
	Full time ^c	Part time ^c			Full time ^c	Part time ^c			Full time ^c	Part time ^c		
All industries^d	42	22	10	33	43	13	11	36	39	23	9	30
0 Agriculture, forestry, fishing	12	8	18	15	13	*	20	16	*	*	*	9
1 All energy and water supply of which:	74	*	*	71	77	-	*	75	56	*	-	53
11 Coal extraction, solid fuels	91	-	-	89	91	-	-	91	*	-	-	*
12-15 Coke, oil, gas extraction & nuclear	39	-	*	36	44	-	*	42	*	-	-	*
16 Electricity and gas: production & distribution	84	*	-	81	87	-	-	85	70	*	-	69
17 Water supply	75	*	-	73	78	-	-	77	*	*	-	*
2-4 All manufacturing of which:	40	17	6	36	43	*	8	40	30	19	-	26
21-22 Metal extraction & manufacture	57	-	*	54	59	-	*	58	*	-	-	*
23-24 Mineral extraction & manufacture	45	*	*	41	48	-	*	45	29	*	-	24
25-26 Chemicals & fibres	36	*	-	34	40	-	-	39	25	*	-	23
31 Metal goods	34	*	*	31	35	*	*	32	29	*	-	25
32 Mechanical engineering	37	*	*	35	40	*	*	38	19	*	-	18
33 Office machinery and data processing equipment	12	-	-	11	12	-	-	11	*	-	-	*
34 Electric and electronic engineering	37	*	*	34	37	-	*	35	35	*	-	32
35 Vehicles	58	*	-	55	61	*	-	58	39	*	-	36
36 Transport equipment	62	*	*	59	64	*	-	62	43	*	-	40
37 Instrument engineering	25	*	*	22	28	-	*	25	*	-	-	*
41-42 Food, drink and tobacco	43	37	*	41	45	*	*	42	39	43	*	39
43 Textiles	38	*	-	34	42	-	-	39	33	*	-	28
44-45 Leather, clothing and footwear	36	*	*	30	32	*	*	27	39	*	-	32
46 Timber and furniture	22	*	*	15	23	*	*	17	*	*	-	*
47 Paper, printing and publishing	44	*	*	37	52	*	*	47	27	*	-	20
48-49 Rubber, plastics and other manufacturing	32	*	*	27	36	*	*	33	17	*	-	14
5 Construction	30	*	6	19	32	*	6	20	15	*	*	10
6-9 All services of which:	43	23	11	33	43	14	12	36	42	24	10	31
61-63 Wholesale distribution	15	11	*	13	16	*	*	14	13	*	-	11
64-65 Retail distribution	18	14	6	15	19	8	7	14	17	16	*	15
66 Hotels and catering	12	9	9	10	10	*	*	8	15	10	*	11
67 Repairs	10	*	*	7	11	*	*	7	*	*	-	*
71 Railways	92	*	-	92	93	*	-	93	*	*	-	*
72-76 Other transport	48	*	15	40	53	*	16	45	29	*	-	23
7901 Postal services	91	44	*	82	92	*	*	90	83	41	*	60
7902 Telecommunications	74	*	*	72	76	*	*	75	66	*	-	66
81 Banking and finance	51	35	*	48	49	-	*	47	53	36	*	48
82 Insurance	41	*	*	37	43	*	*	37	39	*	*	36
83 Business services	10	*	9	9	13	*	10	12	6	*	*	5
84 Renting and moveables	12	*	*	10	16	*	*	13	*	*	-	*
85 Owning & dealing in real estate	48	*	*	39	48	*	*	39	49	*	-	40
9111 National Government	65	44	*	61	68	*	*	64	62	47	*	58
9112 Local government	72	40	*	64	73	*	*	70	70	40	*	59
912-919 Fire, police, justice, defence, social security	54	29	-	52	54	*	-	54	54	31	-	49
92 Sanitary services	52	13	*	30	57	*	*	40	*	14	-	18
931 Higher education	66	34	*	55	67	*	*	61	65	36	-	49
932 Schools	77	34	*	59	81	*	*	76	75	34	*	53
933-936 Other education	53	28	*	34	62	*	*	40	42	*	*	29
94 Research and development	43	*	-	37	42	*	*	39	44	*	-	36
951 Hospitals	74	54	*	65	74	*	*	72	73	54	-	64
952-956 Other medical	47	27	40	37	63	*	50	55	41	27	*	31
97 Entertainment and leisure	38	24	10	28	36	*	*	30	39	24	8	27
96-98-99 Other services	45	16	31	34	48	*	34	40	39	17	24	27

a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.
 b Includes those on government schemes and those who did not report their employment status.
 c Full-time/part-time status is based on respondents' self-assessment, not hours usually worked.
 d Includes those who did not state their industry.
 * No value.
 * Cell size too small to provide a reliable estimate.

has traditionally been strong - metal extraction and manufacture, motor vehicles, and transport equipment - all the industries where union density was above 50 per cent in 1991 are those where employment is largely or wholly in the public sector (or in industries that used to be in the public sector, such as telecommunications). The industrial sectors where union density is low - below 20 per cent - are found in the private service sector (plus agriculture and construction). Between these two extremes lies most of manufacturing industry as well as the banking, finance and insurance industries.



Catering workers voting on a NUPE matter.

Photo: Judy Harrison/FORMAT

Union density amongst full-time employees was four percentage points lower for women than for men. But differences between men and women in union density do vary across industries. In several industries dominated by the public sector (national and local government, fire, defence and social security, schools, hospitals), plus banking and finance, union density was roughly the same for male and female full-time employees. These are all industries where women account for a substantial share of employment. Indeed, the data provide some indications that, in general, there is little difference between the union densities of male and female full-time employees in industries where women account for a large proportion of total employment. Conversely, in industries where women account for only a small proportion of total employment, female employees are much less likely to be union members than their male counterparts⁹.

Table 5 focuses on one particular aspect of the relationship between union membership and the types of jobs that people do. This is the link between union density and managerial or supervisory responsibility. The LFS enables us to divide employees into three groups: managers, foremen/supervisors, and people with no managerial or supervisory responsibilities. Union density was higher in 1991 amongst foremen/supervisors (46 per cent) than it was among people with no managerial or supervisory responsibilities (37 per cent). Managers were less likely to be union members.

The high level of union density amongst foremen/supervisors probably reflects entry routes into these types of job. Such positions are typically held by people who have progressed from more junior positions within the firm; as such, they are likely to possess considerable seniority which, as we shall see, is positively

related to union membership. In contrast, employees in many managerial grades will have entered these jobs by different routes. Employees in managerial positions may also be less likely than other employees to have a recognised trade union available for them to join.

Although density varies significantly by broad industrial classification, the relationship between union density for foremen/supervisors and union density for people with no managerial or supervisory responsibilities is broadly constant across industries. Managers, however, are far more likely to be trade union members in certain industrial sectors than others. Union density is high amongst managers in energy and water supply, transport and communication, and other services. These industry classifications cover most of the public (and former public) sector, suggesting that union membership amongst managers is primarily a public sector phenomenon.

In table 6, we present data on union density across both industrial and occupational groupings. Generally, differences in union density between the various occupational groups hold across industries, but density levels can vary widely for the same occupational group depending upon the industry in which the person works. For example, density amongst craft and related occupations ranged from 89 per cent in energy and water supply to 16 per cent in distribution, hotels and catering, and repairs; density in professional occupations ranged from 68 per cent in other services to 16 per cent in banking, finance and business services.

Table 6 also shows the clear link between union density and workplace size, with union membership far more common in large workplaces. The relationship holds across all occupational

Table 5 Union density by managerial responsibilities and broad industry division

Density (per cent) ^a	Broad industry division (with SIC code)						
	0 Agriculture, forestry & fishing	1 Energy & water supply	2 Mineral extraction etc	3 Metal goods, engineering, vehicles	4 Other manufact- uring	5 Construction	6 Distribution, hotels, catering & repairs
All in employment^b	15	71	41	38	32	19	13
All employees ^c	11	73	42	39	35	28	14
of which:							
Manager	*	60	16	15	17	14	12
Foreman/supervisor	*	80	51	41	40	36	18
Not manager/supervisor	11	72	46	44	38	30	15
All self-employed	18	*	*	*	5	6	6

a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.
 b Includes those on government schemes and those who did not report their employment status.
 c Includes those who did not provide information on their managerial responsibilities.
 * Cell size too small to provide a reliable estimate

Table 6 Union density by occupation, broad industry division, sex and size of workplace

Density (per cent) ^a	Broad industry division (with SIC code)								
	0 Agriculture, forestry & fishing	1 Energy & water supply	2 Mineral extraction etc	3 Metal goods, engineering, vehicles	4 Other manufact- uring	5 Construction	6 Distribution, hotels, catering & repairs	7 Transport & commun- ication	8 Banking, finance & insurance
All in employment^{bc}	15	71	41	38	32	19	13	55	23
of which:									
Managers & administrators	22	59	17	14	16	15	10	38	23
Professional occupations	*	53	29	29	22	26	13	41	14
Associate professional & technical occupations	*	64	31	29	27	25	13	66	22
Clerical & secretarial occupations	*	65	24	23	21	13	15	43	27
Craft & related occupations	*	87	54	49	31	19	12	74	24
Personal & protective service occupations	*	*	*	*	*	*	9	67	24
Sales occupations	*	*	*	15	18	*	12	32	30
Plant & machine operatives	*	74	59	54	48	26	27	46	24
Other occupations	10	82	50	38	34	21	18	81	*
All employees^c	11	73	42	39	35	28	14	59	26
of which:									
Managers & administrators	*	59	17	14	17	15	12	40	26
Professional occupations	*	56	29	31	22	29	*	42	16
Associate professional & technical occupations	*	66	33	30	31	27	14	66	25
Clerical & secretarial occupations	*	66	25	24	22	14	16	44	28
Craft & related occupations	*	89	58	52	39	39	6	77	28
Personal & protective service occupations	*	*	*	*	*	*	9	70	25
Sales occupations	*	*	*	15	18	*	13	*	36
Plant & machine operatives	*	75	59	55	49	33	28	57	25
Other occupations	11	85	50	38	35	27	18	82	*

a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.
 b Includes those on government schemes and those who did not report their employment status.
 c Includes those who did not provide information on their occupation.
 * Cell size too small to provide a reliable estimate

groups. It is noticeable that, even in quite small workplaces with between six and 24 employees, union density amongst professional and associate professional employees was over 50 per cent.

Another way of looking at the LFS trade union membership data is to map out the occupational and industrial composition of total trade union membership. This is done in figures 2 and 3. Figure 2 reveals that, in 1991, over a third of all employed trade union members worked in managerial, professional or associate professional occupations. Traditional 'blue-collar' occupational groups - craft and related, plant and machine operatives, other occupations - accounted for less than 40 per cent of trade union membership. The most striking finding from figure 3 is that other services, which includes national and local government, education and health, accounted for 40 per cent of trade union membership,

whereas the sector only formed 27 per cent of total employment.

Figures 2 and 3 show how far the composition of trade union membership has moved from its original base amongst manual workers in manufacturing industry. Data based on union membership records¹⁰ suggests that, in 1948, only 23 per cent of union members were non-manual workers. While not exactly comparable, the LFS indicates that a small majority of employed union members, (53 per cent in 1991), are non-manual workers. Similarly, 44 per cent of union members worked in manufacturing in 1948, compared with only 24 per cent in 1991. Much of this change in the composition of union membership has been the result of industrial and occupational shifts in employment, but it also reflects the marked increases in union density that took place during the 1970s amongst non-manual workers in manufacturing industry and amongst public sector workers.

	8 Banking, finance & insurance	9 Other services	2-4 All manufact- uring	6-9 All services	0-9 All industries	Density(per cent) ^a
7 Transport & communi- cation						
55	23	47	36	33	33	All in employment ^b
59	26	50	38	37	37	All employees ^c of which:
44	26	61	16	36	31	Manager
67	37	61	42	47	46	Foreman/supervisor
61	24	46	42	35	37	Not manager/supervisor
16	9	19	6	11	10	All self-employed

Source: Labour Force Survey

0 Other services	2-4 All manufact- uring	6-9 All services	0-9 All industries	Size of workplace					All in employment ^{bc}
				Men	Women	Under 6 employees	6 to 24 employees	Over 24 employees	
47	36	33	33	36	30	11	22	46	All in employment ^{bc}
46	15	23	22	23	19	10	17	31	of which:
65	28	51	47	42	55	25	51	53	Managers & administrators
60	29	49	46	38	53	26	35	54	Professional occupations
42	23	32	30	41	27	7	20	38	Associate professional & technical occupations
46	42	33	35	35	31	10	22	56	Clerical & secretarial occupations
35	41	30	30	41	25	11	19	46	Craft & related occupations
24	15	15	14	15	14	4	9	25	Personal & protective service occupations
48	52	39	47	49	40	16	22	58	Sales occupations
34	39	36	33	40	27	12	20	49	Plant & machine operatives
50	38	37	37	42	32	11	23	47	Other occupations
51	16	29	26	26	24	10	18	32	All employees ^c
68	29	57	52	47	59	28	54	53	of which:
66	31	54	50	42	57	27	37	55	Managers & administrators
43	23	33	31	42	27	7	20	38	Professional occupations
52	47	40	46	47	36	12	24	57	Associate professional & technical occupations
38	2	32	32	42	26	11	20	46	Clerical & secretarial occupations
16	16	15	5	16	15	3	9	25	Craft & related occupations
50	53	45	50	53	41	16	23	59	Personal & protective service occupations
36	39	37	36	45	28	12	20	49	Sales occupations
									Plant & machine operatives
									Other occupations

Source: Labour Force Survey

Union density and personal characteristics

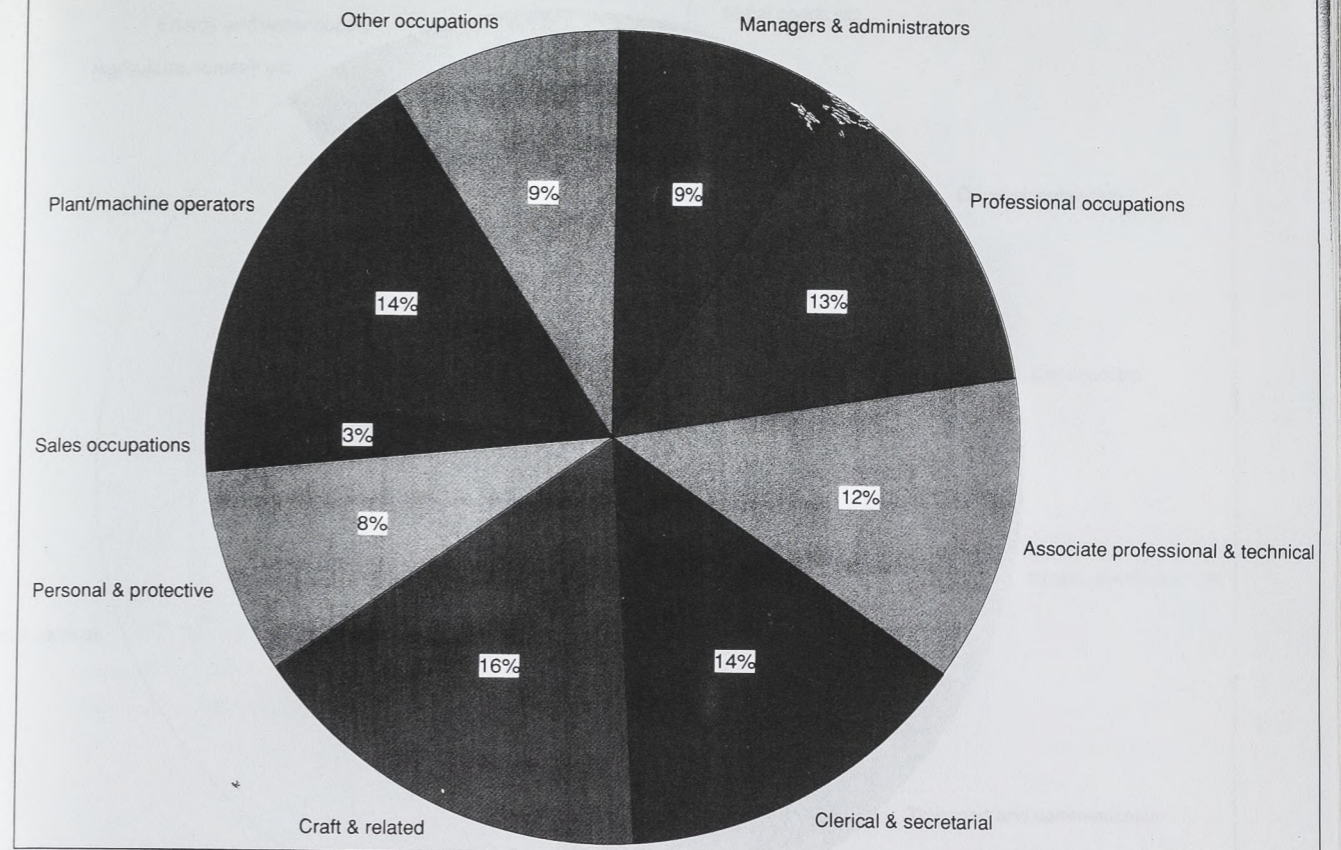
Men are more likely than women to be members of a trade union. Table 1 shows that, in 1991, 42 per cent of men in employment were trade union members, compared to 32 per cent of women. However, women form a larger proportion of trade union membership today than they did in the past. In 1948, less than one-fifth of union members were women¹¹; the 1991 LFS suggested that the figure has now risen to two-fifths.

Union density also varies by age group, as illustrated in figure 4. Amongst young people, density is quite low, but it increases quite sharply from the 25-29 year old category onwards. Both figure 4 and table 7 suggest that the relationship between density and age is different for men and women. Men and women under 25 are equally likely to be trade union members; however, whereas the peak age category for men is 55-59, union density

amongst women between the ages of 25 and 59 remains pretty flat at around 35 per cent. This difference in density-age profiles would appear to be at least partly due to a greater incidence of part-time work amongst women after the age of 25. Union density is low amongst people over state retirement age who remain in work.

Figure 5 profiles union density by length of time in current job, for employees only. The positive relationship between length of service and union density is evident. Over half of all employees who had been in their current job for over 10 years were union members. A number of reasons have been suggested for this relationship. One is that employees who have not been with their employer for long may not have had the opportunity to join a union. Similarly, employees who do not expect to remain in their current job for long may not feel it is worthwhile joining a union.

Figure 2 Union membership by occupational group Great Britain, 1991



Source: Labour Force Survey 1992

Table 7 Union density by length of service, age group and sex

Great Britain, Spring 1991															
Density (per cent) ^a	Aged 16-24			Aged 25-34			Aged 35-49			Aged 50 or over			All of working age ^b		
	All	M	W	All	M	W	All	M	W	All	M	W	All	M	W
All in employment^c	20	21	20	34	35	33	37	41	32	37	40	33	33	36	30
All employees^d	22	23	22	37	40	35	42	50	35	42	47	35	37	42	32
<i>of which length of service:</i>															
Under 1 year	13	14	12	20	22	18	19	25	15	18	22	13	17	19	15
Between 1 & 2 years	19	20	19	26	29	22	25	31	21	22	25	18	23	26	20
Between 2 & 5 years	30	28	31	36	37	34	32	36	29	24	30	19	31	34	29
Between 5 & 10 years	40	40	41	47	45	49	43	45	41	34	37	31	42	43	41
Over 10 years	*	*	-	59	57	63	61	64	57	55	59	49	58	61	54
All self-employed	5	5	*	9	9	10	11	11	9	12	13	8	10	11	9

^a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.
^b Men aged 16-64, women aged 16-59.
^c Includes those on government schemes and those who did not report their employment status.
^d Includes those who did not provide information on their length of service.
 - No value.
 * Cell size too small to provide a reliable estimate.

Source: Labour Force Survey

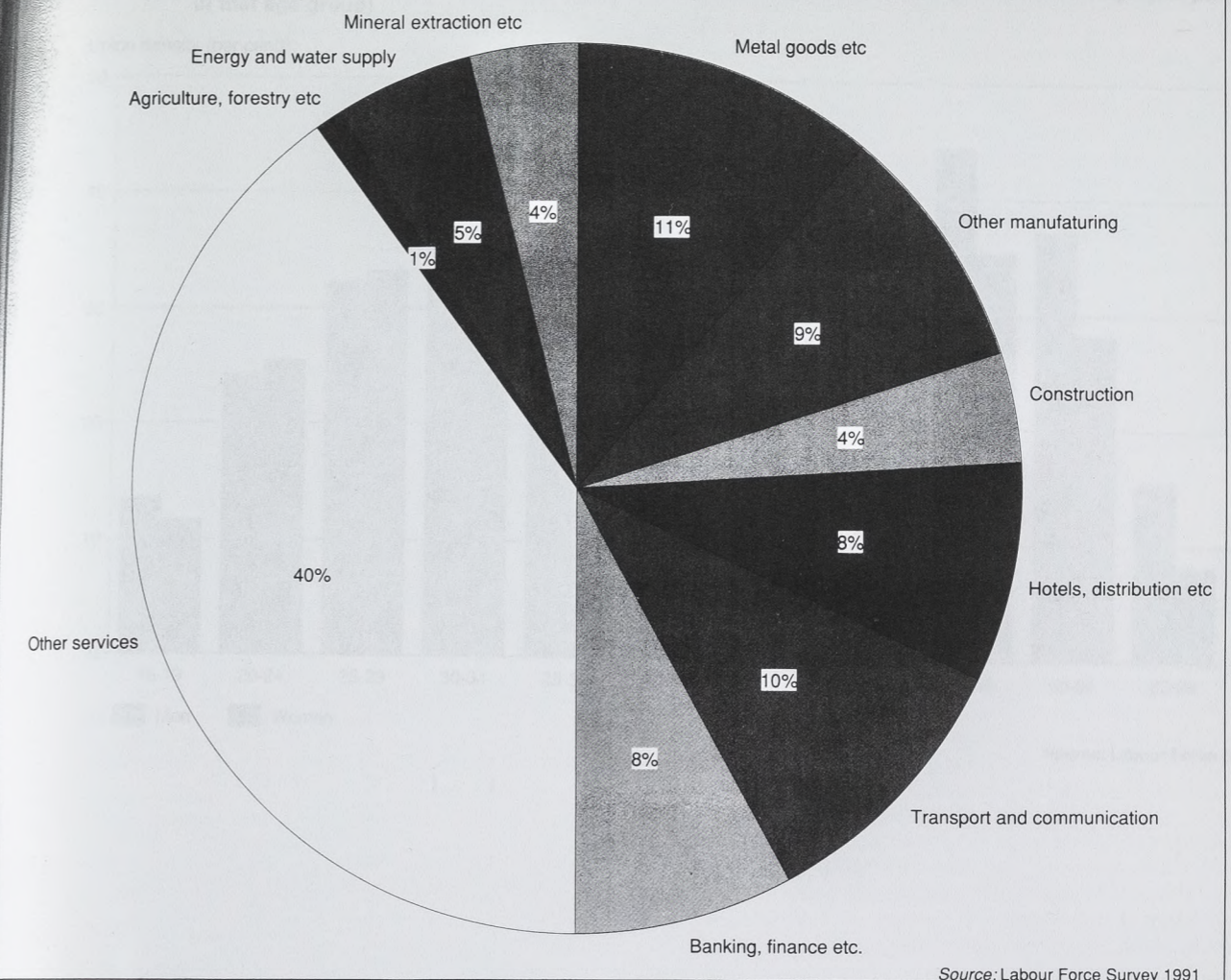
This may partly explain why young people, who tend to change jobs most often, are less likely to be union members than older employees. Another factor is that unions may find it more difficult to recruit members in industries where turnover is high (and hence average length of service is low). Finally, union activities at the workplace may themselves reduce turnover (and thus increase average length of service). Unions can provide a voice for employee dissatisfaction, so that disaffected employees are less likely to leave their job; also, the formalisation of personnel procedures usually seen in unionised establishments may tend to reduce the level of dismissals¹².

Table 7 also suggests that the relationship between union density and length of service holds across different age groups.

Thus one reason why union density is high amongst the over 50s is that they tend to have been in their current jobs longer than younger employees. For any given length of service, it is employees aged between 35 and 49 who are most likely to be in a union.

In table 8, we examine the role of family characteristics and commitments. One hypothesis¹³ is that union density ought to be higher amongst people with family commitments — that is, married people and people with dependent children — because security of income is more important to them and, to the extent that unions act to increase job security and reduce turnover, union membership may be a means of achieving added security of income. Table 8, however, suggests that matters are more complicated. Union density is as high amongst divorced or

Figure 3 Union membership by industry Great Britain, 1991



Source: Labour Force Survey 1991

Table 8 Union density by marital status, sex and presence of dependent children aged under 16 Great Britain, Spring 1991

Density (per cent) ^a	All			With dependent children aged under 16 ^b	Without dependent children aged under 16 ^b
	M	W			
All in employment^c	33	36	30	34	33
of which:					
Married or cohabiting	35	38	32	35	36
Single	26	27	25	26	26
Divorced or separated	35	40	31	27	37
Widowed	29	39	26	*	29
All employees	37	42	32	39	36
of which:					
Married or cohabiting	40	46	34	40	40
Single	29	30	27	28	29
Divorced or separated	39	48	34	30	43
Widowed	32	46	28	*	32

Source: Labour Force Survey

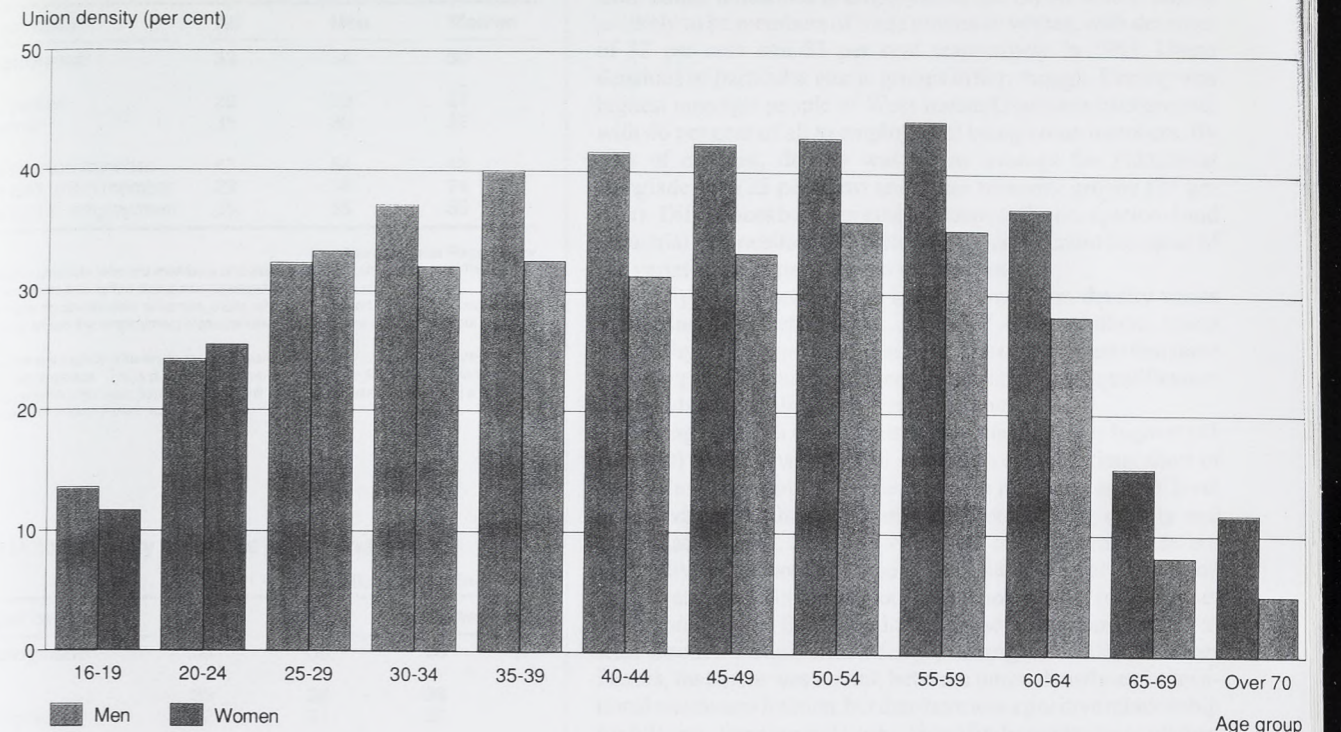
^a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.
^b People with dependent children are defined as those who are either the head of a family unit, or married to the head of a family unit, who have dependent children under the age of 16. Those in employment living in households where there are dependent children, but who are not the head, or married to the head, of the family unit, are counted as not having dependent children.
^c Includes those on government schemes and those who did not report their employment status.
 * Cell size too small to provide a reliable estimate.

separated people as it is amongst those who are currently married or cohabiting, although density is lower amongst unmarried people and widows/widowers.

The presence of dependent children in the household has no effect on union density amongst the unmarried and those who are married or cohabiting. Divorced or separated people, though, are less likely to be union members if they have dependent children. The lack of a simple relationship between family commitments and union density is corroborated in a study which found no independent effect for family commitments once other factors had been taken into account¹⁴.

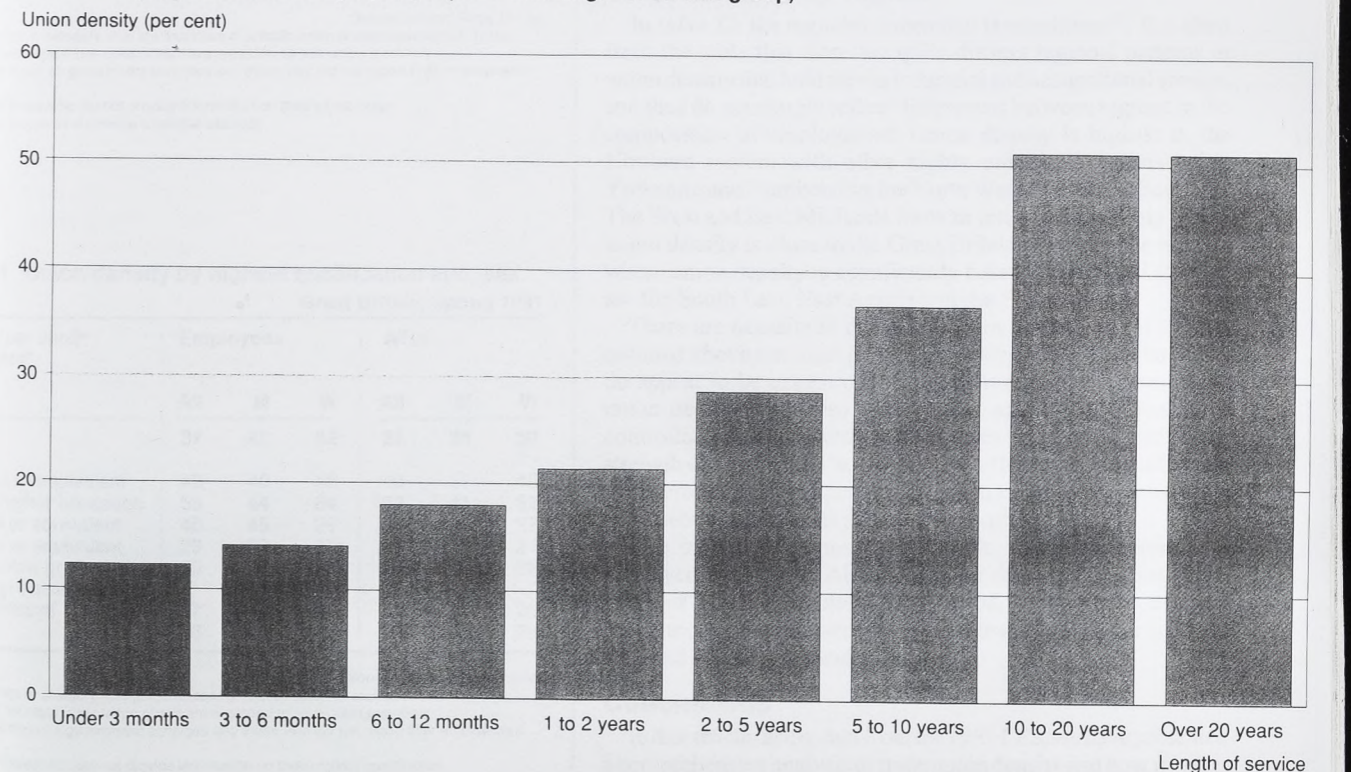
Another aspect of the relationship between family characteristics and union density, though, is whether the union membership decisions of household members are inter-related. One theory of trade union membership says that union membership may be a 'social custom' and that individuals can gain positive, intangible benefits from compliance with the custom¹⁵. One possible transmission mechanism for these 'social custom' effects would be via members of a household. Table 9 explores this for married and cohabiting people. Married and cohabiting people are more likely to be union members than unmarried people. In addition, though, men and women whose partners are union members are more likely to be union members themselves than those whose partner was either not in a union or not in employment. We would not regard table 9 as conclusive evidence, but it does suggest that the behaviour and attitudes of other members of the household may be a relevant factor in an individual's decision whether or not to join a union.

Figure 4 Union density by age and sex Great Britain, 1991 (Union members as a proportion of all employed people in that age group)



Source: Labour Force Survey 1991

Figure 5 Union density by length of service Great Britain, 1991 (Union members as a proportion of all employed people in that length of service group)



Source: Labour Force Survey 1991

Table 9 Union density by union membership status of partner and sex
Great Britain, Spring 1991

Density (per cent) ^a	All	Men	Women
All in employment^b	33	36	30
of which:			
Has no partner	28	29	27
Has partner ^c	35	38	32
of which:			
Partner is union member	47	54	42
Partner isn't union member	29	34	24
Partner isn't in employment	35	35	35

Source: Labour Force Survey

- ^a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.
^b Includes those on government schemes, those who did not report their marital status, and those for whom the employment status or union status of the spouse was not provided.
^c These figures are slightly different to those presented in table 9 for married/cohabiting persons in employment. This is due to the presence in the table 9 sample of married or cohabiting persons who were part of a family unit which was classified as being a one-person family, or a lone-parent family.

Table 10 Union density by ethnic origin and sex
Great Britain, Spring 1991

Density (per cent) ^a	All	Men	Women
All in employment^{b,c}	33	36	30
of which:			
White	33	36	30
Minority groups	32	31	32
of which:			
West Indian/Guyanese	46	43	48
Indian	33	35	31
Pakistani/Bangladeshi	25	26	*
Other minority groups	23	23	22
All employees^c	37	42	32
of which:			
White	37	42	32
Minority groups	37	38	36
of which:			
West Indian/Guyanese	50	49	50
Indian	40	45	34
Pakistani/Bangladeshi	32	34	*
Other minority groups	27	27	27

Source: Labour Force Survey

- ^a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.
^b Includes those on government schemes and those who did not report their employment status.
^c Includes those who did not provide information on their ethnic origin.
* Cell size too small to provide a reliable estimate

Table 11 Union density by highest qualification and sex
Great Britain, Spring 1991

Density (per cent) ^a employment ^b	Employees			All in		
	All	M	W	All	M	W
All^c	37	42	32	33	36	30
of which:						
Degree or equivalent	43	40	49	40	37	46
Other higher education	55	44	64	52	41	62
A level or equivalent	40	45	29	35	38	27
O level or equivalent	29	33	26	26	29	24
CSE below grade 1	30	37	23	27	32	22
Other professional/ vocational	37	48	26	33	42	25
None	36	43	29	32	35	28

Source: Labour Force Survey

- ^a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.
^b Includes those on government schemes and those who did not report their employment status.
^c Includes those who did not provide information on their highest qualification.

whether or not to join a union.

Table 10 examines union density across ethnic groups. People from ethnic minorities in employment are, on the whole, almost as likely to be members of trade unions as whites, with densities of 32 per cent and 33 per cent respectively in 1991. Union densities of particular ethnic groups differ, though. Density was highest amongst people of West Indian/Guyanese background, with 46 per cent of all in employment being union members. By way of contrast, density was below average for Pakistanis/Bangladeshis (25 per cent) and other minority groups (23 per cent). Differences between ethnic groups in the occupational and industrial composition of employment may account for some of the variation in density across ethnic groups.

Finally in this section, we look at how union density varies with educational attainment. Table 11 cross-tabulates union density by highest qualification held. The data suggests that there is no simple relationship between union density and qualification that holds across all those in employment.

Amongst men in employment, union density was highest (41 per cent) for men with higher education qualifications short of degree level, and lowest (29 per cent) for men with one 'O' level or equivalent, with no systematic pattern linking density and qualification level. Amongst women in employment, there is a clear divide between women who have higher education qualifications and other women, with union density in the former group much higher than in the latter. These findings are consistent with Booth's study¹⁶ which found, having controlled for other factors, that there was no link between union density and educational attainment for men, but that there was a positive relationship for full-time female employees. These findings may be explained by the greater concentration of highly qualified women in certain occupations — teaching, health professionals and health associate professionals — where union density is high.

Figure 6 shows the composition of union membership by highest qualification held. Over half of trade union members who were in employment possessed at least one 'A' level or an equivalent qualification, with one in eight being graduates. Only a quarter of trade union members had no qualifications at all, about the same proportion as for the employed workforce as a whole.

Union density by region

In table 12, the regional dimension is considered¹⁷. It is clear from the table that there are quite distinct regional patterns in union density that hold across industrial and occupational groups, and thus do not simply reflect differences between regions in the composition of employment. Union density is highest in the Northern region, with other highly unionised regions being Yorkshire and Humberside, the North West, Wales and Scotland. The West and East Midlands form an intermediate group where union density is close to the Great Britain average. The regions where union density is significantly below the national average are the South East, East Anglia and the South West.

There are occasional deviations from the ranking of regions outlined above amongst particular groups of workers, but these do appear to be exceptions. Consistent regional differences in union density have also been picked up in studies that have controlled for other factors. Differences between regions in the strength with which the 'social custom' of trade union membership is adhered to and regional variations in trade union recognition have been put forwards as potential explanations¹⁸.

The regional composition of trade union membership is displayed in figure 7. Although union density is highest in the north of England, Wales and Scotland, the majority of trade union members who were in employment lived in the south of England and the midlands.

Conclusions

In this article, using data from the 1991 LFS, we have presented a comprehensive analysis of trade union density and how it varies

Table 12 Union density by sex, industry, occupation and region

Density (per cent) ^a	Employees										
	South East	East Anglia	South West	West Midlands	East Midlands	Yorks & Humbs	North West	North	Wales	Scotland	Great Britain
All persons^c	30	28	32	40	39	42	43	51	46	43	37
<i>of which:</i>											
Men	34	32	38	44	43	47	47	58	49	46	42
Women	25	23	25	35	34	36	39	43	43	38	32
<i>Of which industry (with SIC code):</i>											
0 Agriculture, forestry and fishing *											11
1 Energy and water supply	64	68	58	80	86	84	77	83	77	57	73
2 Mineral extraction etc	19	*	37	46	43	47	48	66	65	51	42
3 Metal goods, engineering, vehicles	25	30	37	49	37	44	46	58	56	44	39
4 Other manufacturing	25	33	33	32	36	39	40	59	42	41	35
5 Construction	19	27	22	25	26	34	34	46	36	31	28
6 Distribution, hotels, catering and repairs	11	11	12	16	17	16	18	23	13	16	14
7 Transport and communication	58	48	61	54	55	62	64	60	63	67	59
8 Banking, finance and insurance	20	19	27	25	27	34	34	34	38	34	26
9 Other services	43	35	41	55	53	57	59	61	60	58	50
2-4 All manufacturing	24	30	35	44	37	42	44	60	53	44	38
6-9 All services	31	26	31	37	38	41	43	46	44	43	37
<i>Of which occupation:</i>											
Managers and administrators	22	23	26	23	28	29	28	37	35	32	25
Professional occupations	43	43	48	55	52	65	63	63	63	58	52
Associate professional and technical occupations	41	39	49	53	45	60	57	68	66	61	50
Clerical and secretarial occupations	24	24	29	31	31	36	41	44	42	38	31
Craft and related occupations	37	37	38	52	48	48	46	62	51	49	46
Personal and protective service occupations	29	16	23	35	35	36	34	42	36	38	32
Sales occupations	13	10	13	19	16	15	17	24	21	15	15
Plant & machine operatives	41	34	45	52	48	52	57	66	60	54	50
Other occupations	32	24	27	35	39	41	44	45	43	36	36

a Percentage in category who are members of a trade union or staff association. Those who did not report their union status are regarded as non-union members.
 b Includes those on government schemes and those who did not report their employment status.
 c Includes those who did not provide information on one or more of the dimensions in the table.
 * Cell size too small to provide a reliable estimate.

across a range of individual and job-related characteristics.

Such an analysis, looking across the employed workforce at one point in time, cannot by itself explain the decline in trade union membership and density since the end of the 1970s. However, it does enable us to draw some inferences about what are the key employment-related variables associated with whether or not an individual is a trade union member. Changes in these key variables over time may, of course, be one reason for changes in aggregate union density.

Tables 1 to 12 and figures 2 to 7 examine the relationship between union density and a range of variables, and show that union density varies quite substantially across different groups in the labour market. This variation is measured and summarised in table 13. The table presents estimates of the coefficient of variation, a measure of the amount of dispersion there is between union density and a given variable across the employed workforce. The higher the value of this coefficient, the greater is the dispersion of union density in relation to the variable in question.



Photo: Shelia Gray/FORMAT

Measured in this way, union density varies most across different sizes of workplace. Other factors with a high coefficient of variation are a person's employment status (that is whether they are a full-time or part-time employee, self-employed, or a trainee), a person's age, and a person's length of service in their current job. In contrast, union density appears to vary much less by ethnic origin, region of residence and marital status.

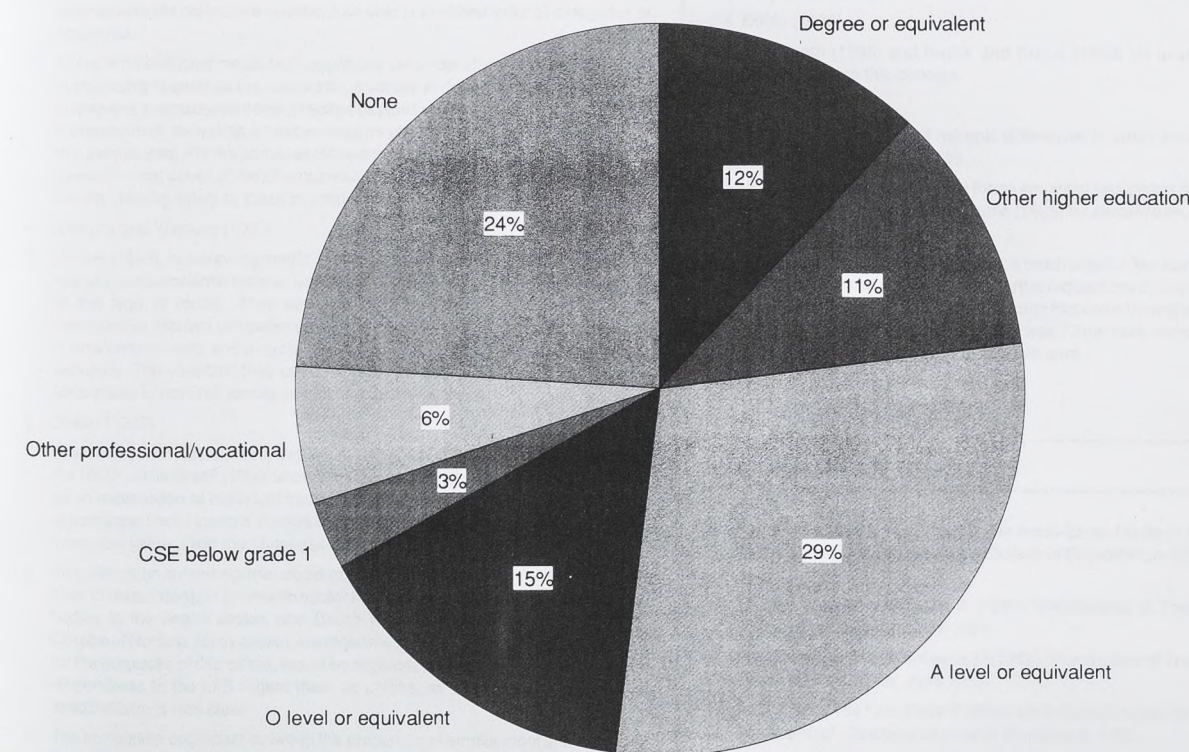
Since some of these variables are strongly related with each other, as well as with union density (for example, older age groups also tend to have longer lengths of service in their current job), techniques that consider the effects of variables simultaneously are necessary to pick out which variables are the key ones in accounting for variation in union density across the employed workforce. Results suggest that characteristics associated in the main with a person's job - industry, length of service, size of workplace, occupation, region and employment status - are especially important.

In this context, the shifts that have taken place since the late 1970s in the composition of employment - industrial and

All in employment ^a											Density (per cent) ^a
South East	East Anglia	South West	West Midlands	East Midlands	Yorks & Humbs	North West	North	Wales	Scotland	Great Britain	
27	25	28	36	34	38	39	46	41	39	33	All persons^c
29	29	31	38	36	42	41	50	41	40	36	of which:
24	21	23	32	32	34	36	40	40	36	30	Men
											Women
		19	*	*	19	*	*	*	*	15	<i>Of which industry (with SIC code):</i>
62	68	57	76	84	84	75	82	75	55	71	0 Agriculture, forestry & fishing
18	*	35	44	42	47	46	64	64	48	41	1 Energy & water supply
											2 Mineral extraction etc
24	29	35	48	35	42	44	57	54	43	38	3 Metal goods, engineering, vehicles
22	31	30	29	33	35	37	55	39	37	32	4 Other manufacturing
13	17	13	18	17	26	25	38	23	26	19	5 Construction
											6 Distribution, hotels, catering & repairs
10	11	11	14	15	14	16	21	13	14	13	7 Transport & communication
55	44	58	49	50	59	56	55	56	60	55	8 Banking, finance & insurance
19	18	25	23	24	30	30	30	33	30	23	9 Other services
41	32	38	51	50	54	55	57	57	55	47	
23	29	33	42	35	40	41	57	50	41	36	2-4 All manufacturing
29	24	28	34	34	38	39	42	40	40	33	6-9 All services
											<i>Of which occupation:</i>
19	21	21	21	24	24	24	30	27	25	22	Managers & administrators
39	38	42	50	47	60	58	58	59	54	47	Professional occupations
											Associate professional & technical occupations
7	36	43	48	42	55	52	59	61	58	46	Clerical & secretarial occupations
23	24	28	29	29	35	39	42	41	37	30	Craft & related occupations
25	29	25	41	38	41	35	53	39	40	35	Personal & protective service occupations
27	16	22	33	33	34	32	39	34	37	30	Sales occupations
12	10	12	17	15	14	16	23	19	14	14	Plant & machine operatives
37	33	41	49	46	50	53	64	57	49	47	Other occupations
30	22	24	32	36	37	42	42	38	34	33	

Source: Labour Force Survey

Figure 6 Union membership by highest qualification Great Britain, 1991



Source: Labour Force Survey 1991

Table 13 Variation in union density by individual and job-related characteristics

Great Britain, Spring 1991	
Characteristic Variation	Coefficient of (per cent) ^a
Employment status	18.0
Occupation	9.4
Industry	8.7
Size of workplace	23.6
Age	11.5
Length of service	14.1
Marital status	6.0
Ethnic origin	2.2
Highest qualification held	7.2
Region	5.8

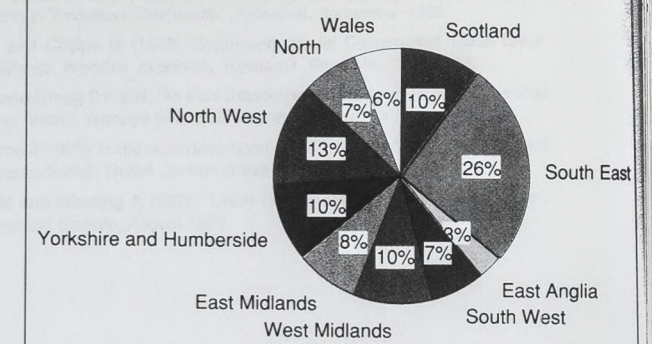
^a The coefficient of variation is a measure of dispersion defined as the standard deviation divided by the mean. It is conventionally expressed as a percentage.

The measure used in this table weights the measure by the number of people in employment in each category.

occupational shifts, the move away from full-time employee status towards other forms of employment, the growing proportion of people employed in smaller workplaces, as well as changing regional patterns of employment — clearly have a role to play in accounting for the decline in aggregate union density.

There are important factors additional factors that we have not been able to incorporate into our analysis. The industrial and occupational analyses suggest that union membership is far more common in the public sector than in the private sector. In

Figure 7 Union membership by region Great Britain, 1991



Source: Labour Force Survey 1991

addition, the LFS does not yet contain information on whether there is a recognised union at the workplace that the individual can join, and other sources of information suggest that the availability of a union is a key determinant of whether an individual becomes a union member¹⁹. Even so, it does seem clear that any explanation of changes in aggregate union density since the 1970s must pay careful attention to the substantial degree of variation in union density observed across the employed workforce. ■

Footnotes

- 1 See Stevens and Wareing (1990); Bird, Stevens and Yates (1991); and Bird, Kiro Singh and Stevens (1992).
- 2 See Millward, Stevens, Smart and Hawes (1992) for details of the latest survey. The estimates of union density derived from the 1984 and 1990 surveys are not comparable with results from the 1980 survey. This is because the 1980 survey questionnaire did not include questions on union membership for all categories of employee.
- 3 There is no definitive measure of aggregate union density. Although total union membership is used as the numerator, a variety of denominators are in usage: employees in employment only, employees plus the self-employed, the workforce in employment, as well as a narrow measure of the labour force (employees plus the unemployed). For the purposes of this article, since the LFS union membership question is not asked of the unemployed, we concentrate on measures of union density relating solely to those in employment.
- 4 Stevens and Wareing (1990).
- 5 Disney (1990), in reviewing trends in union density over the 1980s, stresses the role of macroeconomic factors. Carruth and Disney (1987) is a recent example of this type of model. They separate out year-on-year changes in union membership into two components: a 'trend' component influenced by changes in total employment, and a 'cycle' component which varies with the state of the economy. The variables they use to model the cyclical component are wages (expressed in nominal terms), prices and unemployment.
- 6 Green (1992).
- 7 Freeman and Pelletier (1990) explore the effects of changes in legislation during the 1980s, while Green (1990) underlines the importance of trade union availability as an explanation of individual trade union membership. This heading can also encompass 'social custom' models of trade union membership, which stress the intangible value union members gain from being a union member.
- 8 The distinction between professional associations and trade unions may be less clear to respondents in the health sector than elsewhere. The major professional bodies in the health sector, (the British Medical Association and the Royal College of Nursing, for example), are registered with the Certification Officer and, for the purposes of this article, would be regarded as unions. However, whether respondents to the LFS regard them as unions, as distinct from professional associations, is less clear.
- 9 The correlation coefficient between the proportion of employment in an industry that is female and the difference in union density between female and male full-time employees was 0.498.

- 10 Waddington (1992).
- 11 Waddington (1992).
- 12 The 1990 WIRS provides some evidence that union presence at the workplace reduces dismissals unrelated to redundancy. Workplaces where no unions were recognised "... dismissed some two and a half times as many workers employed per thousand as did those where trade unions were recognised". Millward, Stevens, Smart and Hawes (1992), page 199.
- 13 See Booth (1986).
- 14 Booth (1986).
- 15 See Booth (1985) and Naylor and Cripps (1988) for examples of theoretical models utilising this concept.
- 16 Booth (1986).
- 17 An earlier exploration of regional differences in union density can be found in Millward and Stevens (1988).
- 18 See Naylor and Gregg (1989) for an empirical application of the 'social custom' approach and Beaumont and Harris (1989) for evidence on regional differences in union recognition.
- 19 The British Social Attitudes Survey, a much smaller (but representative) sample survey of adults aged 18 and over, contains questions on both union membership and recognition. The 1989 survey records that union density amongst employees in workplaces with recognised unions was 73 per cent, compared with a density in non-unionised workplaces of four per cent.

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Technical note

The Labour Force Survey (LFS) is a survey of around 65,000 private households throughout the United Kingdom. The survey was conducted once every two years between 1973 and 1983, and once every year between then and 1991, always in the spring. From Spring 1992 onwards, the survey is being conducted on a quarterly basis. The results of the survey are grossed to national population estimates using data produced by OPCS in Great Britain and the Department of Economic Development in Northern Ireland.

The LFS question

A union membership question was first added to the LFS in 1989. The exact question wording was as follows:

- Are you a member of
A trade union?
A staff association?
Both?
or Neither?

The question is asked of all individuals in employment (or away temporarily) during the reference week, either as employees or self-employed, and of people on government work-related training programmes who were based with an employer during the reference week.

Proxy response

Two separate questionnaires are completed for each eligible household in the survey. One deals with household composition and is completed only once for each household. The other covers economic activity and related matters and is asked of each individual in the household aged 16 and over. If any of these are not present at the time of the survey, the questions are asked of the person who gave the household information, provided that person feels able to answer and that he or she is a relative.

Proxy information was collected for 33 per cent of responding adults in the 1991 survey. The effect of this proxy information on the accuracy of the information collected is difficult to estimate. There is little reason to believe that the reliability of the union membership question will be significantly affected, but, if any bias does exist, it is difficult to assess whether it leads to over-reporting or under-reporting of union membership.

Sampling Error

The LFS results presented in this article are all subject to sampling error.

The use of stratified cluster sampling in the design of the survey means that, on balance, the sampling error associated with the results is slightly greater than that from a simple random sample of the same size. This 'design factor' is likely to be slightly larger for the trade union membership results because of the geographical, and possibly household, clustering of trade union members suggested by tables 10 and 13.

Definitions

Membership: For the purposes of this article, in common with previous analyses of trade union membership data, people who said that they were either members of a trade union or members of a staff association are counted as trade union members. This is because both are organisations of workers whose primary purpose is to regulate relations between members and their employers, and information from other sources suggests that most members of staff associations are recognised by employers for bargaining purposes and are certified as independent.

Density

As highlighted in the main text, the definition of union density adopted in this article is simply the number of people in a given group who are members of a trade union, a staff association or both expressed as a proportion of the total number of people in that group. For example, union density amongst the self-employed is defined as the number of self-employed union members divided by the total number of people who are self-employed. This definition of density will vary from others commonly used; for example, the definition of union density derived from aggregated data obtained from the Certification Officer includes unemployed and retired union members amongst the numerator but not the denominator, thus inflating the density estimate.

Industry and Occupation: The industrial classification adopted is the 1980 Standard Industrial Classification.

The occupational classification used is the 1991 Standard Occupational Classification. Previous analyses of the LFS trade union membership question used the 1980 OPCS Classification of Occupations, so occupational analyses are not directly comparable with those presented in previous articles.

Region: Respondents are classified according to the standard region in which they live, rather than the region in which they work, although the vast majority of respondents live and work in the same region.

Further Information

More detailed tables containing estimates of numbers of union members as well as of union density are available on request. Readers who would like a copy should write to:

EMRU General Office
Level 1
Caxton House
Tothill Street
LONDON SW1H 9NF
Tel: 071-273-5596

- The tables are also available as spreadsheet files in Lotus Symphony v2.2 format. Readers who would like the data in this format should write to the above address enclosing one blank, formatted 3.5" high-density double-sided diskette. The diskette will be scanned for computer viruses before it is returned.

The pay of young people in Wages Council trades since the 1986 Wages Act

by the
Employment Market Research Unit

THE INTRODUCTION of a measure to abolish the wages councils in the Trade Union Reform and Employment Rights Bill currently before Parliament has given rise to interest in the effects which abolition is likely to have on pay. Data from the New Earnings Survey (NES) can be used to show what happened to the pay of young people aged under 21 after the 1986 Wages Act. They are the most recent group to be taken out of wages council control.

This feature compares figures for the gross weekly pay of young people recorded in the NES for April 1986, just before they were removed from minimum wage legislation by the Wages Act¹, with those from later NES's. The feature presents figures for the most recent NES which took place in April 1992. It also presents figures from the April 1989 NES, the mid-point of the period between the April 1986 NES and the latest NES for April 1992².

It is not possible to use the NES to identify precisely all young people in wages council industries. Although the NES records whether an employee is currently covered by a Wages Council Order, it does not identify which young people would have been subject to statutory minimum rates if the 1986 Wages Act had not been introduced. Moreover, the coverage of individual councils does not closely match the Standard Industrial Classification or the Standard Occupational Classification used by the NES.

However, some 90 per cent of wages council workers are in the five largest wages councils. The "Big Five" councils cover just two industries. Two of these councils are

Key findings

- **Between 1986 and 1992 the gross weekly pay of young males and young females grew by over two-fifths in each of the main wages council trades.**
- **The growth in gross weekly pay was consistently higher amongst young females than young males.**
- **Amongst the main wages council trades, all bar one of the groups examined experienced significant growth in real pay between 1986 and 1992.**
- **Nor is there evidence of systematic falls in the pay of young people relative to the pay of employees aged 21 years and over in the period following the Wages Act.**

in 'retailing' and three are in the hotel and catering industry. Since the "Big Five" cover most workers in these two industries, it is possible to get a good indication of changes in the pay of young people formerly covered by Wages Council Orders by looking at certain categories in the NES³.

The industry and occupation headings used in the tables in this feature comprise mainly workers in wages council industries. The figures for occupations provide an alternative way of looking at the movements in pay amongst young people formerly covered by the wages councils, and in the case of

young females in hairdressing, provide information for a group not covered by the retail and hotel and catering councils⁴.

There is one other general point to record about the content of this feature. Since the 1986 Wages Act was introduced there have been many important changes in the labour market for young people. These include the decline in the population of under 21 year olds, and steady increases in their participation in full-time education. The Wages Act has therefore been but one of several important factors affecting the pay of young people since 1986.

The definition of pay

Before turning to the figures it is important to be clear about the definitions in this feature. There are many different definitions of pay that could be adopted for analysis of this kind⁵. However, all the figures in this feature are based on gross weekly pay, including overtime⁶, as this provides information about the changes in actual gross pay of young people.

The feature also presents figures for changes in 'real' pay where the figures for changes in gross weekly pay have been deflated by changes in the retail price index (RPI). It should also be noted that the figures refer to the average pay of particular groups. They do not, therefore, cover changes in the distribution of pay amongst young people.

Lastly, all the figures presented here are confined to full-time employees. The NES is regarded as a comprehensive source of information on the pay of young >

people in full-time employment.

However, as it omits many employees earning below the income tax threshold, it does not provide comprehensive coverage of part-time workers. For this reason the feature does not present figures for young part-timers.

Changes in gross pay

Table 1 presents figures for the growth in gross pay of under 21 year old males and under 21 year old females working as full-time employees. The figures are given for the period 1986 to 1992. It should be noted that in the remainder of this feature under 21 year olds are

referred to as 'young people'.

The table shows that between 1986 and 1989 average gross pay of all full-time young males increased by around one-quarter (26 per cent) while the corresponding increase for all full-time young females was around 30 per cent.

In this period the gross pay of young full-timers also increased in each of the main wages council trades. There was, however, a good deal of variation between the main trades in the scale of those increases. It is also noticeable that the increases were consistently higher for females than for males.

Amongst the wages council trades the highest increases in gross pay for young full-timers were in 'retail distribution'. In this industry the gross pay of young males increased by around 28 per cent between 1986 and 1989, while the corresponding increase for young females was around a third. These figures were slightly higher than the average increases for all young males and all young females.

On the other hand, the lowest increases in the wages council trades were in 'hotels and catering' where the gross pay of young males increased by just over one-tenth (12.6 per cent) and the gross pay of young females increased by ►

Table 1 Changes in pay of young people in the main wages council trades 1986 to 1992

	Percentage changes in average gross weekly pay including overtime			
	1986-1989		1986-1992	
	Gross terms	Real terms ^a	Gross terms	Real terms ^a
Full-time male employees	(%)	(%)	(%)	(%)
Aged under 21 years				
Sales assistants etc (occupation)	20.6	3.1	55.5	9.5
Hotels & catering (industry)	12.6	-3.7	41.6	-0.3
Retail distribution (industry)	28.0	9.4	57.2	10.6
All industries	26.0	7.7	54.1	8.5
Full-time female employees				
Aged under 21 years				
Sales assistants etc (occupation)	27.2	8.7	59.7	12.4
Hairdressers (occupation)	30.9	11.9	54.5	8.8
Hotels & catering (industry)	26.2	7.9	47.1	3.5
Retail distribution (industry)	32.8	13.5	62.7	14.5
All industries	30.9	11.9	61.8	13.9

Source: New Earnings Survey

^a This column gives figures for gross weekly pay deflated by changes in the retail price index.

Table 2 The pay of young people in the main wages council trades 1986 to 1992

	Age	Average gross weekly pay including overtime						Percentage point change in pay of people aged under 21 years old relative to those aged 21 years and over	
		1986		1989		1992		1986-89 (%)	1986-92 (%)
		Pay £ per week	Under 21s divided by 21 & over (%)	Pay £ per week	Under 21s divided by 21 & over (%)	Pay £ per week	Under 21s divided by 21 & over (%)		
Full-time male employees									
Sales assistants etc (occupation)	Under 21	90.4	67.1	109.0	63.8	140.6	71.4	-3.3	4.3
	21 & over	134.7		170.8		196.9			
Hotels & catering (industry)	Under 21	96.6	63.2	108.8	57.1	136.8	58.6	-6.1	-4.6
	21 & over	152.9		190.7		233.5			
Retail distribution (industry)	Under 21	91.5	52.4	117.1	50.6	143.8	51.3	-1.8	-1.1
	21 & over	174.7		231.5		280.3			
All industries	Under 21	104.9	49.8	132.2	48.3	161.7	47.0	-1.5	-2.8
	21 & over	210.7		273.7		343.8			
Full-time female employees									
Sales assistants etc (occupation)	Under 21	81.3	86.2	103.4	87.6	129.8	86.3	1.4	0.1
	21 & over	94.3		118.1		150.4			
Hairdressers (occupation)	Under 21	56.3	65.1	73.7	70.5	87.0	67.9	5.4	2.8
	21 & over	86.5		104.5		128.1			
Hotels & catering (industry)	Under 21	85.1	84.4	107.4	82.2	125.2	74.7	-2.2	-9.7
	21 & over	100.8		130.7		167.5			
Retail distribution (industry)	Under 21	83.2	74.1	110.5	74.7	135.4	71.9	0.6	-2.2
	21 & over	112.3		148.0		188.2			
All industries	Under 21	89.5	63.1	117.2	62.3	144.8	58.7	-0.8	-4.4
	21 & over	141.8		188.1		246.5			

Source: New Earnings Survey

91

around one-quarter (26.2 per cent). The table shows that the growth in pay for young males was significantly lower in 'hotels and catering' than the average for all young males.

Table 1 also presents figures for the growth in gross pay between 1986 and 1992. It shows that in that period the gross pay of young males and young females grew by two-fifths or more in each of the main wages council trades.

As in the period 1986 to 1989, the growth of gross pay was consistently higher among young females than young males. Amongst both sexes the highest rates of growth were in 'retail distribution' where the pay of young males increased by over 55 per cent and that of young females increased by over three-fifths.

Changes in real pay

Table 1 also gives figures for the growth in 'real' pay over the period 1986 to 1992. The figures for the growth in 'real' pay refer to the figures for gross weekly pay, adjusted for changes in the RPI. It can be seen in table 1 that the gross pay of all young males increased by 7.7 per cent in real terms between 1986 and 1989; while the corresponding increase for all young females was 11.9 per cent.

Amongst the wages council trades, all but one of the groups in table 1 experienced significant growth in real pay between 1986 and 1989. For young males the largest increase in real pay was in 'retail distribution' (9.4 per cent). However, those in 'hotels and catering' experienced lower pay increases than the rate of inflation. The value of their gross pay fell in real terms by 3.7 per cent between 1986 and 1989.

Young females experienced significant increases in real pay in each of the wages council trades between 1986 and 1989. The highest increases were in retail distribution (13.5 per cent); whilst the lowest increases were in 'hotels and catering' (8 per cent).

It can also be seen that, bar one exception, young people in each of the main wages council trades experienced significant real increases in pay between 1986 and 1992. The exception was amongst young males in 'hotels and catering' where pay was roughly static in real terms over that period.

Changes in relative pay

The figures for changes in gross pay of young people not only reflect factors affecting the pay of that particular age group, but also more general factors that determine movements in pay across all groups of workers in different industries.

More specific information on movements in the pay of young people is given in table 2. This provides details of changes in the gross weekly pay of young full-timers relative to the gross weekly pay of full-timers aged 21 years and over. This ratio is referred to below as the relative pay of young people.

One of the more noticeable features of the table is that the figures do not appear to reveal any clear patterns over the period. The table shows that between 1986 and 1989 the relative pay of all young males fell by 1.5 percentage points. Over this period young males in each of the wages council trades saw their relative pay decline by similar or slightly larger amounts.

The relative pay of all young females fell by just under one percentage point between 1986 and 1989. However, young females in 'retail distribution', and those employed as 'hairdressers' and 'sales assistants', saw their pay rise relative to the pay of those aged 21 years and over.

Over the period 1986 to 1992 the results were also mixed. There is, however, no widespread evidence that the relative pay of young people fell in the wages council trades, when compared with the figures for the relative pay of all young full-timers.

Table 2 shows that in this period the relative pay of all young males fell by 2.8 percentage points. This percentage point reduction was lower than the corresponding reduction for young males in 'hotels and catering'. However, this does not apply to the figures for young males in 'retail distribution' and amongst 'sales assistants'. Indeed, amongst the latter there was a rise in relative pay between 1986 and 1992.

Finally, amongst young females relative pay fell by 4.4 percentage points between 1986 and 1992. In the wages council trades noticeable features include a comparatively large reduction in the relative pay of young females in 'hotels and catering'; and a rise in relative pay amongst young females employed as 'hairdressers'. ■

Footnotes

- 1 The Wages Act 1986 considerably reduced the influence of Wages Councils. It removed the Councils' ability to set separate rates for different grades and categories of worker and to determine a range of conditions of employment, including holiday pay and entitlements. Young people aged under 21 were taken out of Wages Council regulation entirely.
- 2 The timing of settlement dates may result in erratic movements in pay from one survey to the next. This is because pay settlements may not be agreed and implemented at the same time each year, while the NES is always in April. This introduces a margin for error into the figures presented in this feature.
- 3 It is acknowledged that this approach is approximate. There are certain groups of workers covered by Wages Council Orders which are not included in the broad groupings. Conversely, some workers such as florists and butchers will be included in the figures presented here, although they are not within the scope of the Wages Councils.
- 4 The margins for error associated with the figures for changes in pay up to 1992 are probably higher amongst the occupational groups than amongst the industry groupings. This is because in 1991 there was a change in the occupational coding used in the New Earnings Survey. The figures for occupational changes in pay between 1986 and 1992 may therefore partly reflect definitional changes in occupational groupings.
- 5 The figures for other definitions of pay, such as gross hourly earnings excluding overtime, are also of interest. An analysis of the range of different definitions of pay is, however, outside the scope of this feature.
- 6 The figures for gross weekly pay used in this feature are for employees whose earnings were not affected by absence.



A selection of Parliamentary Questions put to Employment Department Ministers. They are arranged by subject matter. The date on which they were answered is given at the end of each PQ

Employment Department Ministers



Gillian Shephard
Secretary of State



Michael Forsyth
Minister of State



Patrick McLoughlin
Parliamentary Under Secretary of State



Viscount Ullswater
Parliamentary Under Secretary of State

Employment Training

John Butcher (Coventry South West) asked the Secretary of State for Employment what considerations underlie her policy of restricting places on the ET scheme to unemployed people between the ages of 18 and 49 years; and if she will raise the upper limit.

Patrick McLoughlin Employment Training is open to unemployed people up to the age of 59 who meet the eligibility conditions. However, those aged 50 and over do not fall within any categories of unemployed people who have priority for places. Under Training for Work, which is to replace Employment Training from April 1993, age will not be a factor in determining priority.

(December 2)

Joan Walley (Stoke on Trent North) asked the Secretary of State for Employment if she will list all current employment training schemes currently available to those out of work; what is the rate of allowance in each case; and how many male and females were taking part in each scheme at 1 November.

Patrick McLoughlin: Employment Training is the training programme for unemployed people. At October 1992, the latest date for which information is available, there were about 122,000 people in training in Great Britain. The allowance paid to a trainee is equivalent to their benefit entitlement immediately before joining the programme plus £10 a week. During April-June 1992, the latest period available, sixty-eight per cent of Employment Training entrants were men and thirty-two per cent women.

(November 27)

Training and promotion prospects for women

Kate Hoey (Vauxhall) asked the Secretary of State for Employment what measures the Government is taking to improve training and promotion prospects for women.

Patrick McLoughlin: The Government is committed to the improvement of training and promotion prospects for everyone in the labour market. It has welcomed the National Education and Training Targets and the emphasis they place on acquiring skills.

The introduction of the Training and Enterprise Councils (TECs) has meant a training environment which is flexible and geared towards the achievement of vocational qualifications in their working lives.

Labour market returners, the majority of whom are women, have and will continue to have, special access arrangements within adult training programmes run by TECs. The programmes also provide flexible training that allows women to reconcile their domestic commitments with their training.

The Government takes every opportunity to encourage employers to make the best use of their resources. This includes supporting the employer-led Opportunity 2000 campaign. We promote the development of people in work through the Investors in People initiative, which applies to all people. In addition this year, we have introduced a new National Training Award that recognises training and development of specific benefit to women.

In the new year, my right hon. Friend, the Secretary of State, intends to launch a series of regional 'opportunity shops' to promote women's participation in the world of work and beyond.

(December 1)

Factory Inspector recruits

Andrew F Bennett (Denton and Reddish) asked the Secretary of State for Employment what is the maximum current annual quota of factory inspectorate new recruits; and if she will ensure that the capacity for training recruits is not an artificial barrier to recruitment.

Patrick McLoughlin: The Health and Safety Executive estimates that it is possible at maximum to train 90 newly-recruited Factory and Agricultural Inspectors each year.

There have been two competitions per annum in recent years to enable planned targets to be met. The rate at which new inspectors can be absorbed into the system is determined not only by institutional training capacity but also by the time of qualified inspectors taken up in training them on the job.

(December 2)

Coal mining

Sam Galbraith (Strathkelvin and Bearsden) asked the Secretary of State for Employment what assessment she has made of the reasons for the increase in the death and injury rate in the coal mining industry for the years 1987-88 and 1989-90.

Patrick McLoughlin: Any increase in accident rates is of concern, but it is not appropriate to compare two years in isolation. A relatively small change in the number of accidents can disproportionately affect accident rates.

The British Coal 'all accident rate' for 1990-91 of 29.34 per cent 100,000 manshifts is the lowest ever recorded and this is the clearest indication of the continuing progress in reducing accidents achieved by British Coal in co-operation with the workforce, workers' representatives and the Health and Safety Executive's Mines Inspectorate.

(December 1)

Sam Galbraith (Strathkelvin and Bearsden) asked the Secretary of State for Employment how many (a) informations were laid and (b) convictions were obtained under the Health and Safety at Work etc Act 1974 in the coal mining industry in each of the last five years; and what was the average fine.

Patrick McLoughlin: The information requested is as follows:

Year	Informations laid	Convictions
1987	9	3
1988	3	2
1989	51	6
1990	24	3
1991	0	0

The average fine for the above convictions was £1,543

(December 1)

Asbestosis

Tam Dalyell (Linlithgow) asked the Secretary of State for Employment if she will make a statement on the work of the Health and Safety Executive in relation to asbestosis.

Patrick McLoughlin: the Health and Safety Executive enforces a comprehensive package of legislation designed to protect workers from contracting asbestosis and other asbestos-related diseases. The asbestos regulations and their associated Approved Codes of Practice (ACoPs) have recently been revised to implement three EC Directives; they will come into force on 1 January 1993. The changes to the ACoPs introduce technical revisions to improve overall standards for all work with asbestos, especially the treatment and removal of asbestos insulation.

(November 26)

Parental leave

Gwyneth Dunwoody (Crewe and Nantwich) asked the Secretary of State for Employment if she will make a statement on the proposal by the European Commission for a European parental leave directive providing parents with three months paid leave following the birth of a child.

Patrick McLoughlin: The Government believes that such matters are best dealt with voluntarily, between employers and employees, according to their particular circumstances and remains strongly opposed to the introduction of any such prescriptive measures.

(November 24)

CFCs and HCFCs

Simon Hughes (Southwark and Bermondsey) asked the Secretary of State for Employment if she will implement a refrigerant recycling and reclaim policy covering all equipment currently using CFCs and HCFCs; if she will publish targets for departmental re-use and recycling; if she will implement an equipment conversion and replacement programme for all departmental uses of CFCs and HCFCs; and if she will make a statement.

Patrick McLoughlin: It is part of the Department's environmental policy to eliminate where possible the use of toxic or ozone-depleting chemicals. This is being achieved by replacing equipment which uses such substances with alternatives which do not contain ozone-depleting chemicals, as and when they are due for replacement. The use by the Department of ozone-depleting chemicals is minimal but we pay due regard to proper disposal methods and are taking steps to ensure staff are aware of them.

(December 1)

Staggered work-hours

Elfyn Llwyd (Meirionnydd Nant Conwy) asked the Secretary of State for Employment what proposals her Department has to encourage employers to stagger work-hours of employees as a means of alleviating passenger congestion.

Patrick McLoughlin: None. It is for employers and employees to agree between themselves what patterns of work best suit their needs.

(December 1)

Young people

Jon Owen Jones (Cardiff Central) asked the Secretary of State for Employment by reference to what costs to the trainee the youth training allowance is calculated; and when it was last increased.

Patrick McLoughlin: The minimum weekly allowances paid to young people on Youth Training are £29.50 for 16 year olds and £35 for those who are 17 or older. The minimum allowance for 16 year olds was last increased in July 1988; the £35 was set in April 1986.

Many trainees receive more than these minimum allowances because employers are encouraged to supplement payments to trainees. It is in their interests to do this because it helps them to recruit and retain trainees in whom they are investing quality training.

A young person who is living at home with their parents should find the allowance adequate for their needs. Young People who find the allowance to be insufficient may be able to obtain additional support by making a claim for Income Support.

(December 1)

Douglas French (Gloucester) asked the Secretary of State for Employment what assessment she has made of the effectiveness of the YT scheme.

Michael Forsyth: More than three-quarters of all young people who complete their YT training go into a job, further education or training. I am concerned, however, about the operation of the YT Guarantee, and my right hon. Friend has taken steps to ensure that every TEC meets its obligations.

(December 1)

Andrew Robathan (Blaby) asked the Secretary of State for Employment when she last met the TEC chairmen to discuss progress on young people's unemployment.

Patrick McLoughlin: My right hon. Friend meets TEC chairmen frequently to discuss with them arrangements they are making to meet the vocational needs of young people.

(December 1)

Charles Hendry (High Peak) asked the Secretary of State for Employment what support is given by her Department to support training initiatives for young homeless people.

Patrick McLoughlin: All young people under 18 not in full time education or employment are guaranteed the offer of a suitable training place on Youth Training if they want one. There is no requirement for trainees to have a permanent address.

Bank holidays

David Evans (Welwyn Hatfield) asked the Secretary of State for Employment when she expects to make an announcement on United Kingdom bank holidays.

Michael Forsyth: The Government are today issuing a consultation document on the future of the May Day holiday in England, Wales and Northern Ireland, having received a number of representations over the years suggesting that the holiday be moved to a new date. Any change could come into effect from 1995.

(December 1)

Departmental running costs

Iain Sproat (Harwich) asked the Secretary of State for Employment what progress she has made in achieving the target of a reduction of one and a half per cent in her Department's running costs for the present financial year, in the first half of this financial year; and what specifically has been saved, by what means and in what areas of her responsibility.

Michael Forsyth: The Department's spending plans for 1992-93, including its proposals for achieving at least a one and a

half per cent reduction in administrative costs through efficiency gains during 1992/93 are summarised in the Departmental Report (CM 1906) published in February 1992. We hope to make efficiency gains in a number of areas, including:

- improved procurement procedures;
- rationalisation of the estate;
- improved administration procedures;
- investment in and better control of telecommunications;
- implementation of Internal Audit and Management Services reviews;
- improvements in staff training; and
- investment in Information Technology.

Savings will be generated over a full 12 month period and the attainment of planned targets is assessed following the end of each financial year. Specific figures on savings to date are unavailable. However, at the end of the first six months of the current financial year there is every indication that the attempted savings will be realised.

(December 1)

Help for the unemployed

Nigel Waterson (Eastbourne) asked the Secretary of State for Employment what plans she has to increase the opportunities available to help unemployed people.

Patrick McLoughlin: my right hon. Friend, the Secretary of State announced a new framework of employment and training measures to help unemployed people back to work. The new arrangements, which will begin in April 1993, offer the widest range of help to unemployed people that we have ever provided. We expect there to be almost half a million more opportunities on our programmes in 1993-94 than in this year.

(December 1)

Unfair or arbitrary dismissal

Andrew Mackinlay (Thurrock) asked the Secretary of State for Employment what action she proposes to take to protect people employed for less than two years from unfair or arbitrary dismissal.

Michael Forsyth: Many people without two years service are already protected against unfair dismissals, for example, for trade union reasons or on grounds of race or sex.

(December 1)

Employment agencies

Graham Riddick (Colne Valley) asked the Secretary of State for Employment if she will make a statement on the systems of licensing employment agencies; why it is necessary to have such licences; and what plans she has to abolish them.

Patrick McLoughlin: My right hon. Friend, the Secretary of State is responsible only for the licensing system in the Employment Agencies Act 1973. We believe

that some arrangement of this kind is necessary to safeguard the interests of users. Experience has shown that such protection is real.

Nevertheless, we are always concerned to reduce the number of licences involved in business activities wherever possible. We shall therefore keep the operation of the 1973 Act under review.

Licensing systems for seamen's and nurses's agencies are matters for my right hon. Friend the Secretary of State for Transport and my right hon. Friend the Secretary of State for Health respectively.

(November 24)

ACAS and privatisation

Graham Riddick (Colne Valley) asked the Secretary of State for Employment whether she has any plans to privatise ACAS.

Michael Forsyth: ACAS will continue as an independent body charged with improving industrial relations, but, following representations from my hon. Friend and others, its duty to extend collective bargaining will be removed.

(December 1)

Percentage unemployed

Malcolm Bruce (Gordon) asked the Secretary of State for Employment what percentage of Britain's workforce is currently unemployed; and what percentage of the European Community's workforce is currently unemployed.

Michael Forsyth: The latest available and most up to date figures are published by the OECD. These show an unemployment rate for the United Kingdom of 10.2 per cent for October 1992 compared with an EC average, excluding Denmark, Greece and Luxembourg, of 9.4 per cent for September 1992.

(December 1)

Employment rights

Mike Watson (Glasgow Central) asked the Secretary of State for Employment what studies she has made of the employment rights for employees in the United Kingdom relative to those in other EC member countries; and whether she will make a statement.

Michael Forsyth: in 1991 the Department commissioned a study of race discrimination legislation in EC Member States and it also regularly collects comparative information on employment rights. The results show that Britain leads on race discrimination law and practice and British workers enjoy an extensive range of employment rights that compares well with other EC countries.

(December 1)

Jobclubs

Gyles Brandreth (City of Chester) asked the Secretary of State for Employment if she will make statement on the performance indicators used in the evaluation of jobclubs.

Patrick McLoughlin: The overall indicator for Jobclubs is the degree to which they improve unemployed people's chances of finding work. Our most recent survey (1989), found that attending a Jobclub increased an individual's chance of finding a full-time job by about 50 per cent. Information is also collected monthly to measure the performance of individual Jobclubs. This includes the number of entrants to the programme and the number of job placings. Information on cost is collected quarterly.

(December 1)

Public appointments for women

Marjorie Mowlam (Redcar) asked the Secretary of State for Employment what are her objectives for the numbers of women to be appointed to public bodies in order to fulfil her percentage targets by 1996; and what number of men will be appointed to public bodies over the same period.

Patrick McLoughlin: The goal is that by 1996 30 per cent of the public appointments made by my Department should be held by women. The current objectives to achieve this goal were announced on November 16 in Public Appointments and Equal Opportunities, which is available in the Library. It is, however, not possible to forecast the numbers of men and women who will be appointed over this period.

(November 24)

Local Initiative Fund

Andrew Mitchell (Gedling) asked the Secretary of State for Employment what plans she has to provide further support for the Local Initiative Fund.

Gillian Shephard: I am pleased to tell my hon. Friend that the Local Initiative Fund, which allows TECs and LECs to develop new ideas in support of training and business growth, will be increased by £12 million in 1993-94.

(December 1)

Changing prejudices and habits

STARTING WITH the statement that equal opportunities is about changing people's prejudices and habits, *The Equal Opportunities Handbook* argues that at the heart of human resource management and development lies equality of opportunity.

With well over 200 pages, plus extensive annexes, *The Equal Opportunities Handbook* deals with just about every angle on its subject. Starting with Part 1, covering background, it goes through law and practice, policy, AIDS and the gay community, discrimination in the workplace and so on. Part 3 of the book deals with EO in the European Community, enabling the reader to make comparisons between member countries.

Part 4, with the positive title *The Way Forward*, states that although European countries have come a long way since women got the right to vote, there is little room for complacency.

● *The Equal Opportunities Handbook* by Helen Collins. Blackwell Publishers, 108 Cowley Road, Oxford OX4 1JF, tel 0865 791100. Price £25 pbk.

Work and mental illness

BASED ON the proceedings of a joint Department of Health/CBI conference on Promoting Mental Health at Work, this book is aimed at health professionals, personnel officers and senior managers interested in finding out more about mental health at work.

Data on the prevalence, causes, consequences and cost of mental ill health is presented in an easy-to-read format. There is also useful discussion on such matters as counselling, work problems and excessive stress.

The book also includes some short but pithy case studies which illustrate some diverse instances of mental ill-health caused as a direct result of workplace circumstances.

● *Prevention of Mental Ill-health*



Where the buck stops

THIS NEW video, which deals with managers' and supervisors' responsibilities under the Health and Safety at Work Act, takes a humorous approach to a very serious problem.

Released as part of their 'Safety Scenes' range of safety training packages by Training Media Group, it was developed in conjunction with 'Health and Safety at Work'.

The issue of the video is very timely, as this month sees the reinforcement of legal responsibilities of line managers under new EC safety directives. It takes an unusual and imaginative approach to this subject and is intended to leave a lasting impression on all who see it.

The story is based on the misadventures of Gavin, who receives serious injuries at work as a direct result of the negligence of his manager, John. John is only interested in passing the buck — everyone is responsible except him — but finally has to admit that it might have been his fault after all.

The package includes extensive support material in the form of a managers' guide designed for use by either a trainer or non-specialist manager and also includes a self-study option.

● *Whose fault is it anyway?*, Training Media Group Ltd, 427 High Road, Tottenham, London N17 6QN, tel 081-801 1321. Price £275 plus VAT.

at Work, edited by Rachel Jenkins and Natalie Coney. HMSO Publications Centre, PO Box 276, London SW8 5DT, tel 071-873 9090.

Employing people in Europe

AIMED AT making managers more conversant with the key principles of employment law in the countries in which they may be operating, this book covers 24 European countries.

Dealing with countries in the EC, EFTA, Eastern Europe and Scandinavia it provides understanding on the different and complex employment laws

and lists useful addresses and telephone numbers for further information.

Sections on each country are written by specialist practitioners with the intention of providing practical problem-solving for every manager concerned with employing workers in Europe.

● *European Employment Law: A Handbook for Managers* by Trowers and Hamlin. Pitman Publishing, 128 Long Acre, London WC2E 9AN, tel 071-379 7383. Price £35 hbk.

An unseen revolution?

IN WHAT is claimed to be the first comprehensive study of the most important change in

working practice since automation this book looks at the emergence of the part-time economy.

The author says that only one in three employees now works a 'normal' five-day week, the rest working part-time, flexitime or at home. She argues the case that the part-time economy, whilst offering opportunity to the worker and cost-saving and flexibility to employers, also opens the door to exploitation at work and undermines welfare rights.

● *About Time* by Patricia Hewitt. Rivers Oram Press, 144 Hemingford Road, London N1 1DE, tel 071-607 0823. Price £9.95 pbk, £22 hbk.

RESEARCH PUBLICATIONS

The Employment Department carries out a considerable programme of research on employment, training and industrial relations issues.

RES 2: New Developments in Employee Involvement

M MARCHINGTON, J GOODMAN, A WILKINSON AND P ACKERS, UNIVERSITY OF MANCHESTER INSTITUTE OF SCIENCE AND TECHNOLOGY.

This paper presents the findings from 25 case studies conducted at 38 separate sites over a two-year period, from June 1989 to May 1991.

The principle aim of the research was to examine the operation of a diverse range of employee involvement techniques, including the impact on organisations and their employees.

RES 3: Entrepreneurship in Cleveland 1979-1989: A Study of the Effects of the Enterprise Culture

D J STOREY AND A STRANGE, CENTRE FOR SMALL AND MEDIUM SIZED ENTERPRISES, WARWICK BUSINESS SCHOOL, UNIVERSITY OF WARWICK.

The 1980s can be seen as the decade in which the 'Enterprise Culture' became established as a central feature of economic policy in Britain. This report investigates how public policies to promote the growth and development of new and small firms operated in the county of Cleveland during the 1980s.

Replicating a survey of firms in Cleveland

The results of much of this research were published in the ED Research Paper Series and the Training Agency Research and Development Series.

carried out by Storey in 1979, it enables a direct comparison to be made between the characteristics and behaviour of new Cleveland firms in the two decades.

RES 4: Alcohol consumption and sickness absence - an analysis of 1984 General Household Survey data.

LYNDA JOEMAN, SOCIAL SCIENCE RESEARCH BRANCH, EMPLOYMENT DEPARTMENT.

This study forms part of a programme of research into alcohol misuse at the workplace commissioned between 1989 and 1991. It uses data from the General Household Survey in order to investigate whether there is a relationship between alcohol consumption and sickness absence from work taking various factors into account, including occupation, industrial sector, sex, age, smoking behaviour and general health characteristics.

Research publications can be obtained free from: Employment Department, Research Management, Room W441, Moorfoot, Sheffield S1 4PQ, tel 0742 593932. Publications will be sent as soon as they are available.

A new, combined series has now been introduced under the title 'ED Research Series' (RES). Below are the first publications in this series.

RES 5: Payment Systems - A Look at Current Practice

B CASEY, J LAKEY AND M WHITE, EMPLOYMENT STUDIES GROUP, POLICY STUDIES INSTITUTE.

This report is based upon a survey of employers in Reading and Leicester during spring 1990. The report looks at how the extent and variety of employers' use of 'flexible' payment systems (such as merit pay) differs between two localities chosen for their contrasting features. Further aims were to see which type of payment systems had changed in importance over the past two years and what employers' motives were in operating them. The report finally considers the extent to which the New Earnings Survey is able to identify different types of payment systems.

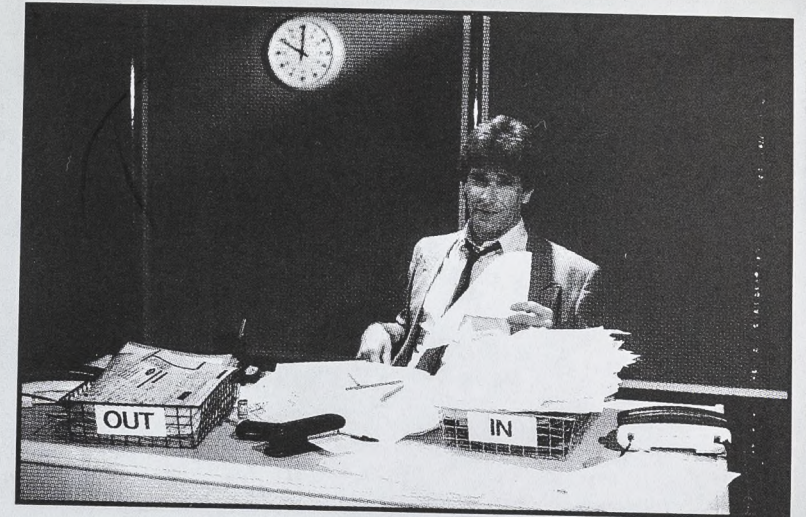
RES 6: New Inward Investment and the Northern Region Labour Market

DR FRANK PECK AND DR IAN STONE, NEWCASTLE ECONOMIC RESEARCH UNIT, UNIVERSITY OF NORTHUMBRIA.

This research aimed to investigate the labour market impact of new inward investing manufacturing companies in the North East. The findings identified a trend towards convergence in the working practices of the new inward investors and longer established plants.



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