

Employment Gazette

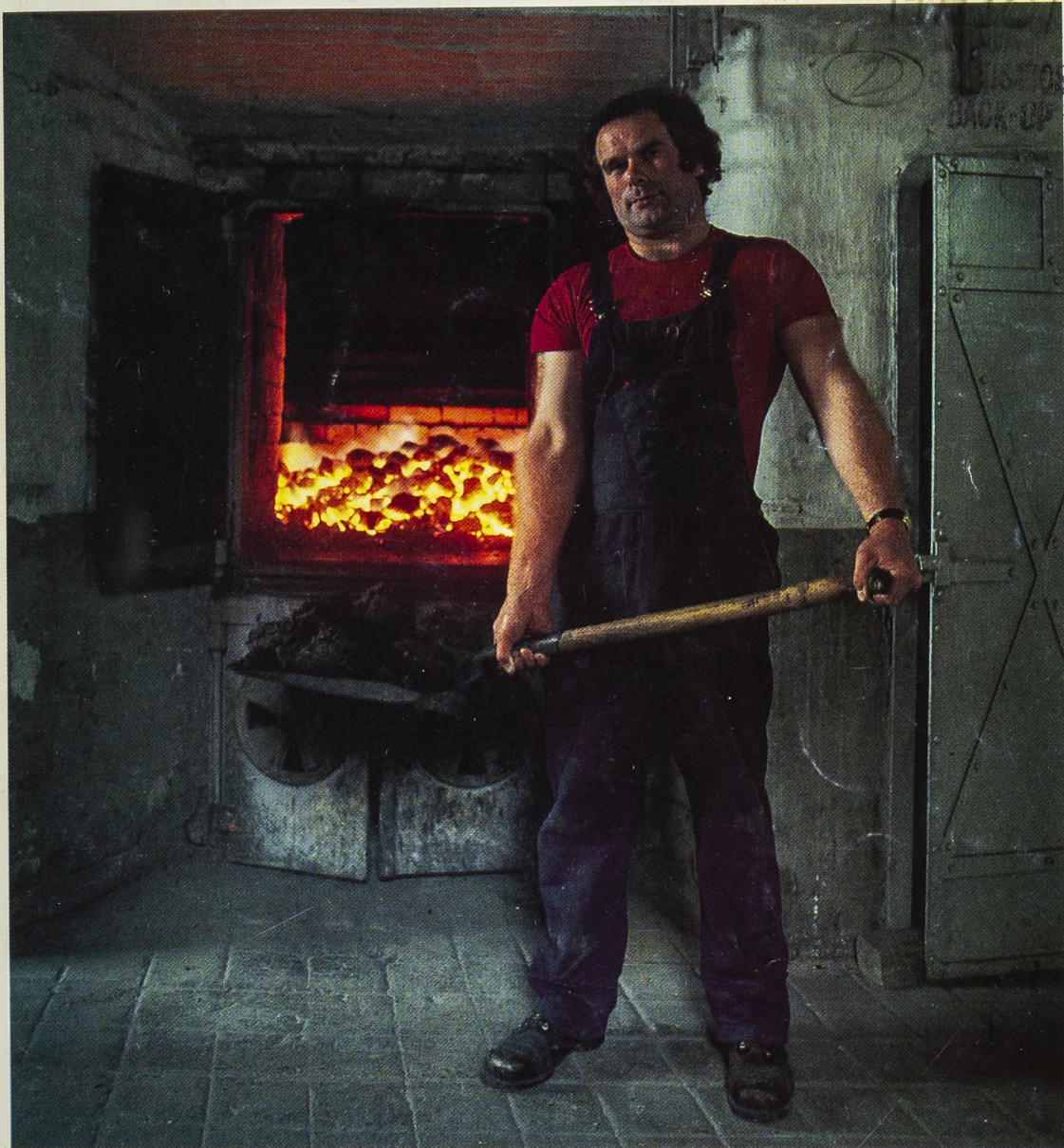
February 1986

Department of Employment

Hours and holidays
Regional labour force
Industrial tribunals
Discrimination at work

① "STATISTICS"
READING
ROOM

42

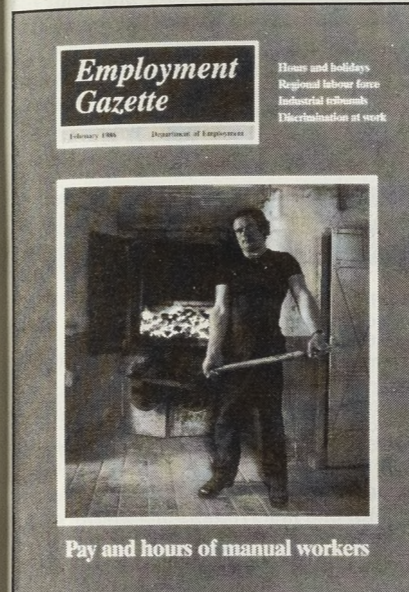


Pay and hours of manual workers

Employment Gazette

February 1986 Volume 94 No 2
 Department of Employment
 pages 41-88

Contents



Pay and hours of manual workers

● Cover picture

The article on page 65 contains detailed information on the earnings and hours of manual employees in 1985.

Photo: Ace Photo Agency

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Free Department of Employment leaflets

The following is a list of leaflets published by the Department of Employment. Though some of the more specialised titles are not stocked by local offices, most are available in small quantities, free of charge from employment offices, Jobcentres, unemployment benefit offices and regional offices of the Department of Employment. In cases of difficulty or for bulk supplies (10 or more) orders should be sent to **General Office, Information 4, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.**

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

Employment legislation

A series of leaflets giving guidance on current employment legislation.

- Written statement of main terms and conditions of employment** PL700 (1st rev)
 - Procedure for handling redundancies** PL756 (2nd rev)
 - Employee's rights on insolvency of employer** PL718 (2nd rev)
 - Employment rights for the expectant mother** PL710
 - Suspension on medical grounds under health and safety regulations** PL705
 - Facing redundancy? Time off for job hunting or to arrange training** PL703
 - Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982** PL754
 - Itemized pay statement** PL704
 - Guarantee payments** PL724 (1st rev)
 - Employment rights on the transfer of an undertaking** PL699 (1st rev)
 - Rules governing continuous employment and a week's pay** PL711
 - Time off for public duties** PL702
 - Unfairly dismissed?** PL712 (2nd rev)
 - Rights to notice and reasons for dismissal** PL707 (2nd rev)
 - Union secret ballots** PL701 (1st rev)
 - Redundancy payments** PL744
- A guide to the Trade Union Act 1984** PL752
- Industrial action and the law**
A brief guide taking account of the employment Acts 1980 and 1982 and the Trade Union Act 1984 PL753

The law on unfair dismissal—guidance for small firms PL715

Fair and unfair dismissal—a guide for employers PL714

Individual rights of employees—a guide for employers PL716

Offsetting pensions against redundancy payments—a guide for employers RPLI (1983)

Recoupment of benefit from industrial tribunal awards—a guide for employers PL720

Code of practice—picketing

Code of practice—closed shop agreements and arrangements

Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings ITL1 (1985)

Industrial tribunals—appeals against levy assessments ITL5

Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work, etc, Act 1974 ITL19

Overseas workers

Employment of overseas workers in the UK
Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians OW5 1982(rev)

Employment of overseas workers in the UK
Training and work experience schemes OW21(1982)

A guide for workers from abroad
Employment in the UK OW17

Employers and employees covered by Wages Councils

Are you entitled to a minimum wage and paid holidays?
A brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations EDL504(rev)

Statutory minimum wages and holidays with pay
The Wages Council Act briefly explained WCL1(rev)

Other wages legislation

The Truck Acts
Describes the provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages PL725

Payment of Wages Act 1960
Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts apply) PL673

Special employment measures

Job Release Scheme
For women aged 59, disabled men aged 60 to 64, and men aged 64 in full-time employment PL761

Part-time Job Release Scheme
For women aged 59, disabled men aged 60 to 64, and men aged 62 to 64 PL759

Young Workers Scheme
Information for employers on a scheme to create more employment opportunities for young people PL742

Job Splitting Scheme
To create more part-time jobs PL760

Advice for people interested in part-time work
What you should know about working in a split job PL758

Employment agencies

The Employment Agencies Act 1973
General guidance on the Act, and regulations for use of employment agency and employment business services PL594 (4th rev)

Equal pay

Equal Pay
A guide to the Equal Pay Act 1970 PL743

Equal pay for women—what you should know about it
Information for working women PL739

Race relations

The Race Relations Employment Advisory Service. A specialist service for employers PL748

Background information about some ethnic groups in Britain PL738

Miscellaneous

The European Social Fund
A guide for possible applicants for help from the fund which seeks to improve employment opportunities through training, retraining and resettlement in EC member states —

* DENOTES NEW EDITION

EMPLOYMENT BRIEF

Task forces for eight inner city areas

The Government is setting up task forces in eight inner city areas with problems of deprivation and lack of opportunities. The task forces will work with local authorities and local community and voluntary organisations and will seek to attract private sector participation. An additional £8 million is being given to the initiative.

The areas to be covered are: Notting Hill and North Peckham in London, the Chapeltown area of Leeds, North Central Middlesbrough, the Highfields area of Leicester, Moss Side in Manchester, St Paul's in Bristol and Handsworth in Birmingham.

Improve targetting

Paymaster General Kenneth Clarke said that the initiative was to improve the targetting and enhance the benefit to local people of the money channelled through existing central government programmes. These include the employment and training programmes of the Manpower Services Commission, the Department of Trade and Industry's programme of regional and in-

dustrial assistance, the Department of the Environment's urban programmes and the Home Office programmes of Black Business Support and grants to support staffing of services to ethnic minority populations.

"Within the chosen areas we shall try out new approaches, particularly on training provision, and employment or self-employment opportunities for local residents," Mr Clarke said. "This will be tackled through projects and activities of wider but direct benefit to the residents of the areas concerned and their environment. We shall seek to stimulate enterprise and provide a stronger base for the local economy. We shall give special attention to the problems of young people from ethnic minorities where they are particularly disadvantaged."

The initiative will be led by a team of Ministers from the Departments of Employment, Education and Science, Trade and Industry, Environment and the Home Office. The Employment Secretary Lord Young will have overall responsibility and Kenneth Clarke will be responsible for its day-to-day management and supervision.

Sex Discrimination Bill published

A Bill which will bring British sex discrimination legislation into line with European Community legislation and remove restrictions on women's hours of work has been published by the Government.

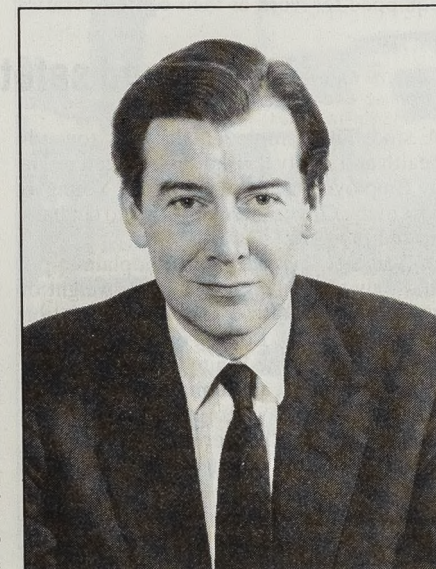
The Sex Discrimination Bill will amend the Sex Discrimination Act 1975 to bring Britain into line with the European Community Equal Treatment Directive. It will make void discriminatory provisions in collective agreements, narrow the Sex Discrimination Act's exemption for private households—but will maintain the principle of respect for private life—and remove the exemption for firms with five or fewer employees.

The Bill will also remove the restrictions on women's hours of work contained in factories and associated legislation. These restrictions prevent women working shifts and at night, lay down the maximum number of hours they may work and curtail overtime working. The Baking Industry (Hours of Work) Act 1954 which restricts night work by men will also be repealed.

"We are unreservedly against sex discrimination," Employment Minister Ian Lang said. "Not only is it unfair, but it is in the interests of the economy for jobs to go to the people best able to do them irrespective of sex."

Ministerial changes

Ian Lang, MP for Galloway and Upper Nithsdale, has been appointed Parliamentary Under Secretary of State for Employment. He replaces Alan Clark who has been appointed Minister of Trade at the Department of Trade and Industry. Peter Bottomley has been appointed Parliamentary Under Secretary of State for Transport. He is not being replaced at the Department of Employment.



Ian Lang

Employment Ministers Responsibilities

The responsibilities of Employment Ministers are:

The Secretary of State, Lord Young

Overall responsibility for the work of the Department
Manpower Services Commission.

Paymaster General, Mr Clarke

Jobs strategy
Industrial relations strategy and legislation
ACAS
European Community matters
Financial Management Initiative
Deregulation
Inner Cities
And in addition lead responsibility (with support from Mr Lang) for
Equal Opportunities
Race Relations

Mr Trippier

Small Firms
Enterprise
Deregulation
Enterprise Allowance Scheme
Tourism
Training
Health and Safety
Careers Service
Redundancy Payments
Wages Councils

Mr Lang

Unemployment Benefit Service
Social Security issues affecting employment
Jobcentres
Disabled Persons
Long-term Unemployed
Community Programme
Voluntary Projects Programme
DE Special Employment Measures
Local/Regional Employment Issues
Statistics
Pay
Work Permits
Dock Labour
Employment Agencies
International Matters
Research
And in addition support for the Paymaster General on:
Equal Opportunities
Race Relations
European Community Matters.

Two year YTS—a turning point in training

The two year YTS was launched in London with support from the CBI and TUC. Speaking at the launch, Employment Secretary Lord Young said that it marked a real turning point in the history of vocational education and training in this country.

"I believe that the new two year YTS stands comparison with any training system for young people in the world. High quality training for skills, leading to qualifications, leads in turn to wider opportunities. These are certainly far-reaching and long overdue changes. They will be good for young people, they will be good for industry, they will be good for Britain. They deserve everyone's support," he said.

From April 1986, YTS will be open to 16 and 17 year old school leavers offering 16 year olds two years and 17 year olds one year of high quality training linked to work experience with the opportunity for all to gain vocational qualifications.

Agreed standards

The new scheme will give a broad base of training in the first year leading to more job specific skills training in the second. Nationally agreed standards of training will be drawn up in industrial and trade sectors and published as "model schemes". The models will include details of relevant vocational qualifications.

Young people joining two year YTS will have a "training agreement" which will spell out their rights and responsibilities and those of the training organisation; details of pay, holidays and sickness; discipline and grievance procedures; health and safety legislative protection and details of the training programme.

The chairman of the Manpower Services Commission, Bryan Nicholson said: "Two year YTS will become a permanent part of national life, offering unique opportunities to young people—and equal opportunities for all."

Qualifications

"It will offer every trainee the chance to gain a qualification that employers recognise and want. From the moment they join, trainees will start working towards a certificate they will be able to use and add to throughout their working lives as a record of their skills and experience."

"Two year YTS gives us the chance to bring in even higher quality standards and stricter controls and to make sure they are observed," said Mr Nicholson. "By next year, only approved training organisations will be allowed to take part in two year YTS, and they will have to meet a tight set of criteria. We shall be backing that up with



YTS trainees in the "uniforms" of their trades at the launch of the two year scheme.

an independent training standards advisory service, which will operate for YTS such as Her Majesty's Inspectorate operates for schools."

Sir Terence Beckett, Director General of the CBI said: "We must make the Government's new two year YTS succeed, if we are to catch up with our competitors. Only by getting the scheme successfully down the slipway can we offer our young people a fair chance and a fair start towards being as well equipped for work as their contemporaries

in other countries. CBI members are going to do everything in their power to make this scheme a great success," he said.

The general secretary of the TUC, Norman Willis said: "We need to open training up to everyone—whatever their abilities and without discrimination. The YTS offers that possibility for the future. We think YTS can be the foundation of the two year high quality training scheme the TUC wants, and young people and the country need."

Health and safety red tape study

A study into employer attitudes towards health and safety legislation has been set up by Employment Secretary, Lord Young as part of the Government's efforts to cut back on red tape.

"Some businessmen still complain to me that they are unhappy about the weight of work which health and safety legislation puts on them," Lord Young said. "We made it clear in the White Paper *Lifting the Burden* that we want to maintain necessary protection and have no intention of downgrading health and safety standards. But it is important that we check out employers' attitudes to the legislation and how it is applied, and make progress to meet their concerns where we can."

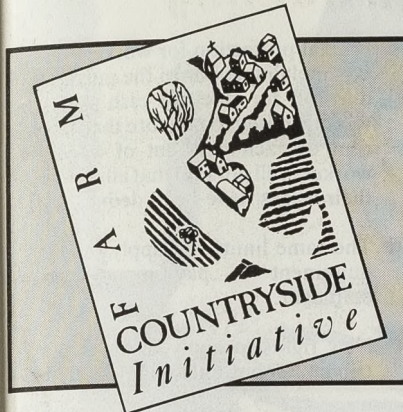
The study has been set up with the agreement of Dr Cullen, Chairman of the Health

and Safety Commission, to identify difficulties caused to employers by the law on health and safety and its administration by the factory inspectorate and local authorities; and to make recommendations to the Secretary of State.

The study team has been asked to report by Easter. They will work independently, but with support from the Department of Employment's Enterprise and Deregulation Unit. The team consists of Mr Michael Smith, a small business consultant, and Mr Hugh Davies, on secondment from the Health and Safety Executive.

The team would welcome views, which should be sent to the Enterprise and Deregulation Unit, Room 601, Department of Employment, Caxton House, Tothill Street SW1H 9NF.

The farm and countryside initiative



The Farm and Countryside Initiative—a new scheme to provide valuable opportunities for long-term unemployed people in the rural areas of England and to improve the rural environment—has been launched by the Ministry of Agriculture and the Department of the Environment.

The new scheme is linked to, and funded through, the Community Programme run by the Manpower Services Commission, with the backing of the Development Commission, the Countryside Commission, the Nature Conservancy Council and the Agricultural Training Board.

Announcing the new scheme, Minister of Agriculture Michael Jopling said: "The bodies which are our partners in this initiative, together with local authorities and others, are already heavily engaged in rural development and in improving the rural environment, in some cases through the Community Programme. But much remains to be done. I know that farmers and landowners are particularly concerned about the future of the communities in which they live and I believe that they will be anxious to play a full part in such work."

Worthwhile projects

In addition to providing valuable opportunities for long-term unemployed people, the purpose of this initiative is to encourage rural communities to put forward worthwhile projects of benefit to their own areas. If approved, these would be carried out by Community Programme participants, doing work which would not otherwise be undertaken.

The National Westminster Bank has agreed to offer support for projects under the initiative and agreement in principle has been reached with the British Trust for Conservation Volunteers to co-operate in some joint ventures on a pilot basis.

It is hoped that farmers, local firms and individuals will be ready either to put forward projects under the initiative or to provide assistance in the form of materials, equipment and other facilities.

The aim is to encourage more projects that will benefit English villages and countryside as a whole. For example:

- improvement of woodlands and hedgerows
- publication of local histories to increase tourism.
- helping to develop awareness of country issues among young people
- improvement of old buildings (including barns) for community or starter business use
- improvement of local footpaths
- production of local tourist publicity pamphlets
- development of village recreation facilities.

For more information about the initiative and the kinds of projects it supports, a detailed booklet *Farm and Countryside Initiative—A Guide* is available by contacting one of the Divisional Offices of the Ministry of Agriculture, Fisheries and Food.

70,000 new jobs in tourism

The British tourism industry created 70,000 new jobs in 1985, bringing the total number employed to approximately 1.4 million. Duncan Bluck, chairman of the British Tourist Authority said. Tourism in Britain now has an annual turnover in excess of £13 billion—£6.7 billion from overseas visitors.

"Our latest independent survey indicates that overseas visitors' spending in the UK

NCB (Enterprise) attracts backers

NCB (Enterprise) Ltd is proving twice as effective in creating new jobs in mining areas than originally envisaged, Peter Walker, Secretary of State for Energy, said opening an exhibition on the company's activities.

"When NCB (Enterprise) was formed just over a year ago the company estimated that it would take £5,000 to create each new job. In fact, the enterprise initiative is proving to be so successful in attracting other financial backers that the current cost per job is less than £2,600 and may drop as low as £1,500," said Mr Walker.

"Already in its first year, £5.5 million has been committed to create over 3,700 new jobs in 264 projects involving a total investment of £38 million. Currently, the company is investing at a rate of £750,000 a month in projects that in themselves are creating 500 jobs a month. Almost a third of the projects assisted have been started by ex-NCB employees."

rose by 20 per cent in real terms in 1985," Mr Bluck said. "During this period, 70,000 new jobs were created in the industry, of which 60,000 were from direct employment. "We estimate that by 1990 we could be receiving over 18 million overseas visitors spending at least £10 billion at current prices which could increase the number of jobs by 200,000 by 1990."



Tourists in Oxford.

Photo: British Tourist Board

Wages Bill to encourage job creation

The central purpose of the Wages Bill is to create new job opportunities, particularly for young people, Employment Minister Kenneth Clarke said on its publication. "We must remove out-of-date restrictions that restrain the ability of businesses to develop and to offer new jobs," he said.

The Wages Bill aims to reform the wages councils; remove out-dated restrictions on the payment of wages and introduce new protections for workers; and abolish payment of redundancy rebate to employers with ten or more employees.

There are ten key provisions:

- New protections for all workers against unlawful deductions from wages. Deductions will be unlawful unless provided for:
 - in law, such as income tax or national insurance
 - in the contract of employment
 - with the written consent of the worker.

- Special protection for workers selling or supplying goods to the public. Deductions for stock or cash shortages will be limited to no more than ten per cent of each payment of wages, so workers will not find that all or most of their wages have been deducted.
- The same limits will apply to any requirement to pay money to an employer.
- New rights to apply to an industrial tribunal about unlawful deductions.
- To encourage the spread of cashless pay, manual workers will no longer have a statutory right—but will retain existing rights under their employment contract—to insist on being paid in cash, putting them on the same basis as non-manual workers.

Shadowing life at the top



Jeremy Callman (left) of Westminster School and Jackie Foli (right) of North Westminster Community School will shadow Anita Roddick (centre), founder and managing director of the Body Shop.

Some of the top bosses in British industry have volunteered to be shadowed by a sixth former for a week this summer in a scheme designed to show young people what life at the top in business is really like.

Over 100,000 captains of industry, directors, managers, sole proprietors and senior executives are being invited to take part by the organisers, the Institute of Directors, the British Institute of Management and the Industrial Society.

Among the businessmen and women who have already agreed to take part are British Rail chairman Sir Robert Reid, head of Jaguar Cars John Egan, the founder and managing director of the Body Shop Anita

Roddick and Brenda Dean, general secretary of SOGAT '82.

The workshadowing scheme was piloted last year by the Department of Trade and Industry and the Institute of Directors when it was arranged for sixth form girls to shadow top business women. The scheme has been extended to include boys and businessmen. Several leading business women will be shadowed by boys.

Further information on the scheme can be obtained from the Public Relations Department, Institute of Directors, 116 Pall Mall, London SW1Y 5ED, or the Industry/Education Unit, DTI, Room 717, Bridge Place, 88/89 Eccleston Square, London SW1V 1PT.

Wages councils

- Wages council orders will no longer apply to workers under 21 years old.
- Wages councils will have to consider the impact on employment of the rates they set.
- Wages councils will be limited to setting one basic hourly rate of pay; an overtime rate; and a limit to the amount which may be charged for accommodation.
- Existing wages councils and existing enforcement provisions will be retained, but there will be a simplified procedure for reviewing and amending the scope of councils, or abolishing councils.

Redundancy rebate

- Employers who employ ten or more workers will no longer be able to claim a rebate from the Government of 35 per cent of the payment due by law to a redundant worker.

"This Bill is one of the most significant acts of de-regulation in the field of wage payment ever undertaken. It replaces 13 whole Acts, over 20 orders and parts of other legal instruments, with just one enactment," Mr Clarke said.

"Our reforms will leave employers with more time to get on with the job of producing the goods and services people want, and so create jobs for more people."



Work of the industrial tribunals and the Employment Appeal Tribunal in 1984

This article describes the role of the industrial tribunals and the Employment Appeal Tribunal (EAT), and their work over the 15 months to March 1985. Statistical information is given on cases dealt with by each body in this period.

Industrial tribunals were established under the Industrial Training Act 1964 to hear appeals from employers against Industrial Training Board levy assessments. They are now empowered to hear complaints under 12 different Acts of Parliament and various statutory regulations. These are:

- Docks and Harbours Act 1966
- Equal Pay Act 1970
- Health and Safety at Work etc Act 1974
- Sex Discrimination Act 1975
- Social Security Pensions Act 1975
- Employment Protection Act 1975
- Race Relations Act 1976
- Employment Protection (Consolidation) Act 1978 (as amended)
- Employment Acts 1980 and 1982
- The Transfer of Undertakings (Protection of Employment) Regulations 1981
- Industrial Training Act 1982 and
- Various other Acts under which compensation may be awarded.

Tribunals are independent judicial bodies set up to provide an inexpensive, speedy and informal means of dealing with and deciding certain disputes in the employment field, chiefly complaints of unfair dismissal. The principal legislation under which complaints are brought is the Employment Protection (Consolidation) Act 1978. Applications for unfair dismissal and redundancy payments under this Act make up nearly 90 per cent of registered applications.

In most cases (except, for example, redundancy payment cases) copies of all documents are sent to a conciliation officer of the Advisory, Conciliation and Arbitration Service (ACAS), who has a duty to endeavour to promote a settlement without the complaint having to go to a hearing.

An industrial tribunal may consider at a pre-hearing assessment (PHA) any written or oral representations made by the parties. The purpose of a pre-hearing assessment is to consider whether the case, or a particular contention made by either party, lacks substance. No evidence is taken at a PHA and the case cannot be dismissed or decided at that stage. Tribunals may, however, give an opinion that if a party persists with a case or contention which is considered to be without merit, then he may be liable to

Table 3b Compensation awarded by tribunals

Amount	1982		1983		1984		1985 Jan-Mar	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Not known	36	1.8	25	1.4	18	1.5	9	2.4
Less than £50	9	0.4	2	0.1	2	0.2	—	0.0
£50-£99	35	1.7	37	2.1	13	1.0	3	0.8
£100-£149	58	2.8	30	1.7	25	2.0	13	3.5
£150-£199	50	2.4	34	1.9	17	1.4	3	0.8
£200-£299	110	5.4	77	4.4	44	3.5	22	5.9
£300-£399	117	5.7	75	4.3	73	5.9	18	4.8
£400-£499	99	4.9	100	5.7	48	3.8	17	4.6
£500-£749	211	10.3	177	10.1	142	11.4	30	8.0
£750-£999	193	9.5	168	9.6	123	9.9	39	10.5
£1,000-£1,499	305	14.9	236	13.5	182	14.6	51	13.7
£1,500-£1,999	220	10.8	195	11.1	136	10.9	47	12.6
£2,000-£2,999	287	14.0	266	15.2	163	13.1	47	12.6
£3,000-£3,999	147	7.2	129	7.4	106	8.5	25	6.7
£4,000-£4,999	51	2.5	82	4.7	61	4.9	20	5.4
£5,000-£5,999	39	1.9	31	1.8	42	3.4	8	2.1
£6,000-£6,999	34	1.7	26	1.5	18	1.5	4	1.1
£7,000-£7,999	27	1.3	44	2.5	16	1.3	9	2.4
£8,000-£8,999	11	0.5	7	0.4	10	0.8	3	0.8
£9,000 and over	6	0.3	11	0.6	5	0.4	5	1.3
All	2,045	100.0	1,752	100.0	1,244	100.0	373	100.0
Median award	£1,201		£1,345		£1,345		£1,362	
Cases where basic award only made	145	7.1	116	6.6	90	7.2	33	8.8
Cases where compensatory award was the maximum	38	1.9	29	1.7	16	1.3	9	0.7

£6,250 from 1.2.80; £7,000 from 1.2.82; and £7,500 from 1.2.83



Table 4 Pre-hearing assessments

	Number	
	1984	1985 Jan-Mar
No of pre-hearing assessments ordered:		
Initiated by applicant	23	2
Initiated by respondent	1,466	277
Initiated by chairman	1,503	299
All	2,992	578
Cases withdrawn or settled before pre-hearing assessment:		
Withdrawn	586	112
Settled	270	56
All	856	168
Outcome of pre-hearing assessments:		
Costs warning against applicant	1,236	209
Costs warning against respondent	30	1
No costs warning issued*	870	200
All	2,136	410
Destination of cases with costs warning against applicant:		
Withdrawn after pre-hearing assessment but before a full hearing	926	160
Settled after pre-hearing assessment but before a full hearing	78	7
Case went to a full hearing	225	47
All	1,229	214
Destination of cases where no warning was given against applicant:		
Withdrawn after pre-hearing assessment but before a full hearing	140	33
Settled after pre-hearing assessment but before a full hearing	236	44
Case went to a full hearing	529	119
All	905	196
Outcome of full hearing in cases where applicant was warned:		
Applicant won	26	4
Applicant lost	199	43
All	225	47
Costs awarded against applicant	93	14
Outcome of full hearing in cases where applicant was not warned:		
Applicant won	134	34
Applicant lost	395	85
All	529	119
Costs awarded against applicant	7	4

* This line was omitted from Table 6 on page 491 of the November 1984 *Employment Gazette*. In 1983 no costs warning was issued in 1,120 cases out of a total of 2,371.

Table 5 EAT appeals registered and disposed of

Year	Appeals registered		Disposed of without hearing		Disposed of on hearing			
	A	B	A	B	Dismissed		Allowed/remitted	
					A	B	A	B
1981	345	448	84	114	126	194	82	82
1982	339	490	90	139	149	226	86	113
1983	377	574	110	165	175	321	87	99
1984	338	481	95	136	133	177	61	84
1985 (Jan-Mar)	63	123	32	35	33	65	15	15

A = Appeals by Employers.
B = Appeals by Employees.

Discrimination cases
The special feature starting on page 52 of this issue gives statistics on claims handled by the industrial tribunals under the Equal Pay Act, the Sex Discrimination Act, and the Race Relations Act.

Table 6 Breakdown of appeals registered by jurisdiction

Jurisdiction	1984		1985 (Jan-Mar)	
	No of cases registered	Per cent	No of cases registered	Per cent
Unfair dismissal	695	84.8	150	80.6
Redundancy pay	37	4.5	15	8.1
Sex discrimination	26	3.2	7	3.8
Equal pay	3	0.4	2	1.1
Race relations	26	3.2	8	4.3
Other employment protection rights	32	3.9	4	2.1
All	819	100.0	186	100.0

Table 5 shows the number of appeals from industrial tribunals registered by the EAT during the past three calendar years, and in the three months to March 31, 1985 broken down between appeals by employers and those by employees; and it also contains an analysis of cases disposed of by the EAT during those years. Table 6 breaks down the appeals registered in 1983 by jurisdiction. As might be expected, this analysis tends to reflect the profile of jurisdictions handled by the industrial tribunals, with over 90 per cent of appeals being concerned with the unfair dismissal and redundancy pay jurisdictions.

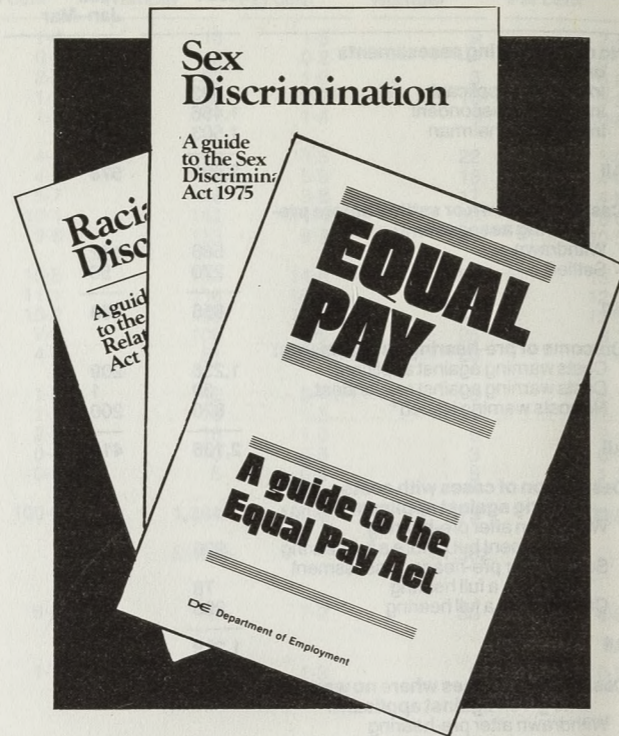
Statistics for the period January to March 1985

As explained in the article on the industrial tribunals and EAT in the November 1984 *Employment Gazette*, a new system of collecting information relating to industrial tribunal applications was introduced as from April 1, 1985. In future, tribunal and EAT statistics will be presented on the basis of financial years instead of calendar years. It is hoped that information on cases disposed of in the 12 months to March 31, 1986 will be published in *Employment Gazette* later this year. In some respects these statistics will be simpler than those published earlier, though they will not be restricted to unfair dismissal, sex discrimination, equal pay and race discrimination, as has been the case up to now. For completeness figures for the three months ended March 31, 1985, corresponding to the 1984 figures are contained in the tables above.

Free Department of Employment leaflets are listed on page 42

Industrial tribunals -discrimination cases

This article presents an analysis of completed applications in 1984 and the first three months of 1985 relating to the Equal Pay Act, the Sex Discrimination Act and the Race Relations Act.



Statistical information relating to the number of claims handled by the industrial tribunals under the Equal Pay Act, the Sex Discrimination Act and the Race Relations Act is published annually as a complement to the statistics on unfair dismissal claims (given elsewhere in this issue of *Employment Gazette*). The data for 1984 are presented below. As explained on page 51, a new system of collecting information on industrial tribunal applications was introduced as from April 1, 1985. In connection with this it has been decided in future to publish statistics on a financial rather than a calendar year basis, so for completeness, figures are also given for the three months ended March 31, 1985.

Equal Pay Act 1970

The purpose of the Equal Pay Act is to eliminate discrimination between men and women in relation to their pay and other terms of their contracts of employment (for example overtime rates, piecework payments and holiday entitlements).

The Act confers an individual right to equal treatment with an employee of the opposite sex in the same employment who is doing:

- the same or broadly similar work; or
- work which has been rated as equivalent by a job evaluation study; or
- work which is of equal value in terms of the demands made under such headings as effort, skill and decision making.

This last ground for comparison was introduced by an amendment to the Act which came into effect on January 1, 1984.

A fuller explanation of the Act is provided in a Department of Employment booklet, *A guide to the Equal Pay Act*, available free from any Jobcentre, employment office or unemployment benefit office.

Details of applications completed

During 1984, action was completed on 70 applications to tribunals under the Act. This is the first time since the Act came into force that the number of applications completed in any given year has been greater than in the year before; an increase which may be attributed partly to the new 'equal value' provisions. Statistics are not collected at the level of detail to permit separate figures to be given for cases under the new provisions. Action was completed on 65 applications during the first three months of 1985, confirming this upward trend.

Table 1 shows the numbers of completed applications by sex and region. Table 2 analyses the outcome of the applications—64 per cent of which in 1984 and 97 per cent of which in the first quarter of 1985 either resulted in a conciliated settlement or were withdrawn after a conciliation officer's services were used. Completed applications and the proportions settled after conciliation since 1976 are given below:

	No.	Percent	No.	Percent	
1976	1,742	55	1981	54	50
1977	751	52	1982	39	67
1978	343	71	1983	35	57
1979	263	70	1984	70	64
1980	91	71	1985*	65	97

* (January-March 31 only).

Table 1 Completed applications (Equal Pay Act)—analysis by region, 1982-84 and January-March 1985

Region	1982			1983			1984			Jan-March 1985		
	Number			Number			Number			Number		
	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
South East London	2	9	11	2	9	11	1	5	6	0	1	1
South West Midlands	0	3	3	0	0	0	0	1	1	1	0	1
Yorkshire and Humberside	2	3	5	1	7	8	2	12	14	2	2	4
North West Northern	1	3	4	0	5	5	1	13	14	0	21	21
Wales Scotland	0	1	1	1	2	3	0	3	3	0	1	1
All	8	31	39	5	30	35	6	64	70	3	62	65

Table 2 Outcome of applications (Equal Pay Act), 1982-84 and January-March 1985

	1982			1983			1984			Jan-March 1985		
	Number			Number			Number			Number		
	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Cases cleared without a tribunal hearing												
Conciliated settlement	2	6	8	1	4	5	0	15	15	0	58	58
Withdrawn by applicant—private settlement	0	1	1	0	7	7	0	5	5	1	2	3
reasons not known*	4	13	17	3	5	8	5	21	26	2	0	2
Tribunal decisions												
Complaint upheld	0	2	2	0	9	9	0	11	11	0	0	0
Complaint dismissed	2	9	11	1	5	6	1	12	13	0	2	2
All	8	31	39	5	30	35	6	64	70	3	62	65

* These will include cases where the parties reached a private settlement but ACAS were not informed and cases where the applicant found the complaint to be out of scope.

Sex Discrimination Act 1975

The Sex Discrimination Act makes sex discrimination unlawful in employment, training and related matters (including discrimination against married people on the grounds of marriage), in education, and in the provision of goods, facilities and services to the public. The Act gives individuals the right of direct access to the courts or, in employment, training and related matters, to industrial tribunals.

The Act defines various types of discrimination. Direct sex discrimination is to treat a person less favourably (on the grounds of his or her sex) than a person of the opposite sex is (or would be) treated. Indirect sex discrimination involves practices which, although applied equally to both sexes, are nevertheless discriminatory in their effect (whether or not this is intentional) and which cannot be

shown to be justified. In employment, direct and indirect discrimination against married persons as compared with unmarried persons of the same sex, are defined in similar terms. The Act also defines as discrimination the victimisation of a person who, for example, has asserted his or her rights under the Act or the Equal Pay Act.

The coverage of the employment provisions of the Act includes discrimination by employers, by employment agencies, by certain vocational training bodies, by trade unions and employers' associations, and bodies granting licences or other qualifications which facilitate the carrying on of a particular trade or occupation.

A full explanation of the Act is provided in *Sex Discrimination: a guide to the Sex Discrimination Act 1975* published by the Home Office and available free from any Jobcentre, employment office or unemployment benefit office.

Table 3 Completed applications (Sex Discrimination Act)—analysis by region 1982-84 and January-March 1985

Region	1982				1983				1984				Jan-March 1985			
	Number			Per cent	Number			Per cent	Number			Per cent	Number			Per cent
	Male	Female	All		Male	Female	All		Male	Female	All		Male	Female	All	
South East London	10	39	49	33	18	66	84	32	6	21	27	9	1	2	3	12
South West Midlands	2	8	10	7	2	4	6	2	1	1	2	1	0	0	0	0
Yorkshire and Humberside	9	16	25	17	13	45	57	22	9	36	45	15	0	2	2	8
North West Northern	5	12	17	11	2	15	17	6	6	19	25	8	1	4	5	19
Wales Scotland	6	19	25	17	13	42	55	21	8	75	83	27	0	0	0	0
All	1	6	7	5	2	3	5	2	2	28	30	10	0	1	1	4
	5	1	6	4	1	4	5	2	2	11	13	4	1	1	2	8
	1	10	11	7	5	30	35	13	7	28	35	11	2	3	5	19
All	39	111	150	100	56	209	265	100	50	260	310	100	7	19	26	100

Table 10 Completed applications (Race Relations Act) analysed by type of alleged discrimination

	1982			1983			1984			Jan-March 1985		
	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Direct	154	59	213	190	77	267	228	76	304	30	25	55
Indirect	46	8	54	23	16	39	38	11	49	9	5	14
Segregation	1	—	1	1	—	1	2	1	3	—	—	—
Victimisation	2	3	5	2	1	3	5	3	8	—	—	—
All	203	70	273	216	94	310	273	91	364	39	30	69

which facilitate the carrying on of a particular trade or profession.

Details of applications completed

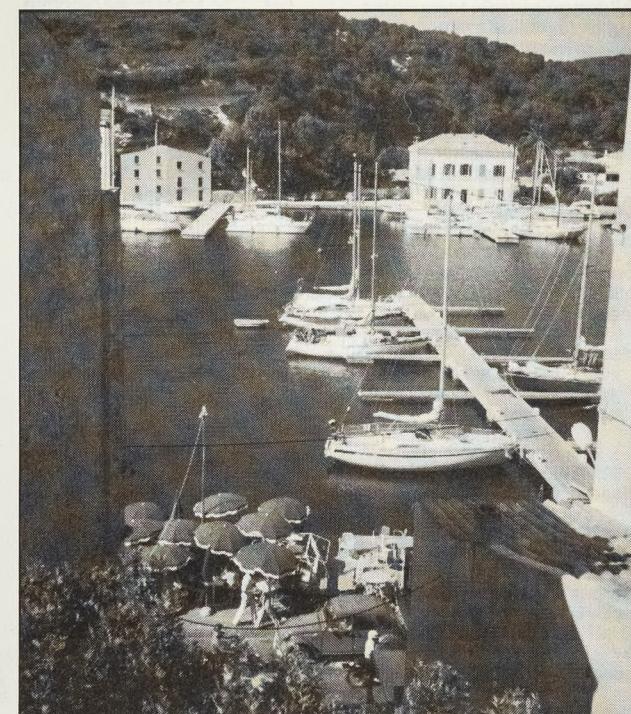
Between January and December 1984 action was completed in respect of 364 applications to industrial tribunals under the employment provisions of the Act. Table 7 shows the regional distribution of the applications and the figures reflect the settlement pattern of the main ethnic minority groups. The outcome of the applications are analysed in

Table 8. 43 per cent of applications proceeded to tribunal hearing and eight per cent resulted in the application being upheld at the tribunal hearing. Table 9 indicates the level of compensation awarded and Table 10 analyses the type of alleged discrimination.

More than 50 per cent of all applications completed related to complaints by employees in respect of dismissal and complaints about refusal to offer employment were the second largest category. Nearly all the applications related to alleged discrimination by employers.

SPECIAL FEATURE

Recent changes in hours and holiday entitlements



As Table 1 indicates, about 150,000 manual employees (out of about 9½ million covered by national collective agreements) had reductions in normal weekly hours in 1985 (averaging about one hour for those affected),

Table 1 Changes in normal weekly hours

	Numbers of workers affected Thousands	Average reduction in hours of those affected
1971	623	1.0
1972	1,618*	1.1
1973	749	1.6
1974	703	1.6
1975	340	1.5
1976	7	1.0
1977	3	1.3
1978	127	2.5†
1979	35	5.3‡
1980	489	1.2
1981	3,230	1.0
1982	1,949	1.1
1983	1,614	1.1
1984	1,024	1.0
1985	149	1.0

* Mainly workers in retail distributive trades.
 † Includes a reduction in the case of Post Office engineering workers from 40 to 37½ hours.
 ‡ Includes a reduction in the case of Local Authority Fire Staff from 48 to 42 hours.

continuing the gradual slackening in the pace of hours reductions. The main changes during 1985 and agreed future changes are shown in Table 2.

Holidays with pay

The trend towards increased entitlements to paid holidays (additional to public or customary holidays) which began to accelerate around the middle of 1979, continued, although at a much slower rate, during 1985. There was an increase in the numbers of those with entitlements of more than four weeks. By the end of 1985, 99 per cent of manual employees subject to national

There were relatively few reductions in normal hours of work, but a continuing increase in holiday entitlements, in national collective agreements affecting manual employees negotiated during 1985. Average basic hours are currently just under 39.0, compared with 40.0 in 1978. The majority of hours changes during 1985 were from a basic 40 hour week to a basic 39 hour week.

Average basic holiday entitlements were 22 days by the end of 1985, having increased by about one-quarter of a day during 1985. The majority of changes in holiday entitlement during 1985 were for an additional day.

The main changes affecting manual employees featured in national collective agreements or in wages orders made by Wages Boards or Councils during 1985 are summarised in Tables 2 and 4. The holiday changes came into effect during 1985, but some of the hours changes will be implemented in 1986 or later (see Table 2). Full details of normal weekly hours and paid holiday entitlements, together with other details on rates of pay, relating to these agreements are published in *Time Rates of Wages and Hours of Work*.*

Hours

Normal hours of work are taken to be the hours of work for which basic rates of wages are payable, in other words exclusive of main meal breaks and overtime hours.

There was virtually no change in average normal hours between the beginning of 1975 and the beginning of 1979. During the past seven years, however, there has been a general move from a basic 40 hour week to a basic 39 hour week. Agreements made so far in 1986 indicate a continuation of the fall, with relatively few employees (about 15 per cent) still with basic weekly hours of 40 or more. A significant minority of employees (about ten per cent of those covered in this analysis) have basic hours of less than 39 now.

* Loose-leaf publication, updated each month, available on annual subscription from Department of Employment (Statistics A1), Orphanage Road, Watford (Tel 0923 28500 ext 350). A subscription form can be found on page 59.

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Photo: Jim Stagg

The National On-Line Manpower Information System (NOMIS)

by A Townsend, M Blakemore, R Nelson and P Dodds

University of Durham

A number of major statistical sources produce comparable data for small areas in the country such as wards and post code sectors. These "building bricks" are then used to produce aggregate statistics for larger areas such as counties, regions and the country as a whole. However, for certain purposes there is interest in knowing more about the small areas themselves or groupings of these small areas which, whilst they may have relevance on the ground, do not conform to standard boundaries for which statistical summaries are prepared. Analyses of this kind can only be made by reference to the original "building bricks". However, the volume of data to be stored and the investment required to manage and analyse them will often be beyond the scope of many potential users. This problem can be further magnified when more complex analyses, including comparisons over time, are required.

The Manpower Services Commission's National On-Line Manpower Information System (NOMIS) solves

these problems. It is designed to store and analyse a wide range of data available for small areas and also to make them available to a wide range of users. The system has been developed on the Northern Universities Multiple Access Computers since 1978. With enhanced computer facilities now installed at the University of Durham, the system is now available for direct use by all interested organisations, whether in central government, local government, business, universities, polytechnics, voluntary or trade associations.

Manpower information

The NOMIS system is already employed by about 60 registered users throughout the DE group and by other government departments, academics engaged on research projects and some local authorities. The project was commissioned initially on a research basis to help handle the

large volumes of manpower information available at the local labour market level. Following a successful pilot study in the MSC Northern Region in 1978-80, the system was extended to cover the whole of Great Britain and to encompass a wider range of data sets. Development has taken place in consultation with existing and potential users and with the guidance of geographers and computing staff at the Universities of Durham and Newcastle upon Tyne.

Objective

The objective of the system is to provide and further develop a permanent, interactive, on-line manpower information system allowing access to current and historical information on employment, unemployment, vacancies and the census of population. Essentially it permits users to extract, sort, sift and statistically manipulate data as required. Used "interactively" from VDUs in most cases, it allows users to select data types and from within them to examine changes over time, variations over space or combinations of both for a variety of variables. The data may be selected for a range of standard geographical areas or these can be "user defined".

The benefits of this interactive on-line system are already manifestly clear. These include easy and rapid access to data on labour markets frequently required by Ministers, MPs, senior officials, local authorities, researchers, academics and members of the public. The system allows more cost effective use of staff resources in MSC's regional offices and elsewhere and enables users to offer a more comprehensive service to their enquirers than would otherwise be possible. It provides improved analytical facilities for MSC staff monitoring trends in local, regional and national labour markets as well as assistance in the preparation of manpower intelligence in both MSC operational planning and the monitoring of various MSC programmes.

Technical features of NOMIS

The system is housed at the University of Durham's computer centre on an AMDAHL V8 computer, using the Michigan Terminal System as the operating system. Full-time staff of the system have been employed in the Department of Geography since 1980 where the systems manager is Robert Nelson. The data base is regularly updated and information is mounted by the project team usually within

24 hours of its receipt from the Department of Employment as raw uncompressed tapes of data. Given the work-pattern of most users the majority of usage is in prime shift between 0930 and 1700 hours, although the system is available at all times subject to computer maintenance schedules. Pressure of computer usage, combined with the requirement to provide interactive simultaneous access by up to 25 users to all data sets, has meant a careful consideration of "data compaction" techniques. In fact a variant of the "coded delta" technique is used (Blakemore and Nelson, 1985) with great success. The Computer Centre uses a PSS (packet switching stream) gateway to the computer for access to this system.

Data available

There are four basic sets of information: employment, unemployment, vacancy and population data. Details for each are determined by what is collected in the first place, what is useful to know and what is practicable to store on a single computer system:

Employees in employment: Aggregate data for local areas by males/females; full-time/part-time and by: Standard Industrial Classification 1968, June 1971 to 78, and September 1981; and by: Standard Industrial Classification 1980 for September 1981 (figures for 1984 will become available later this year).

Unemployment: Totals for local areas by males/females; and school leavers: monthly, October 1982 onwards: (claimant based count). "Flow and stock counts of the unemployed": monthly, October 1982 onwards. Age and duration bands: quarterly, January 1983 onwards.

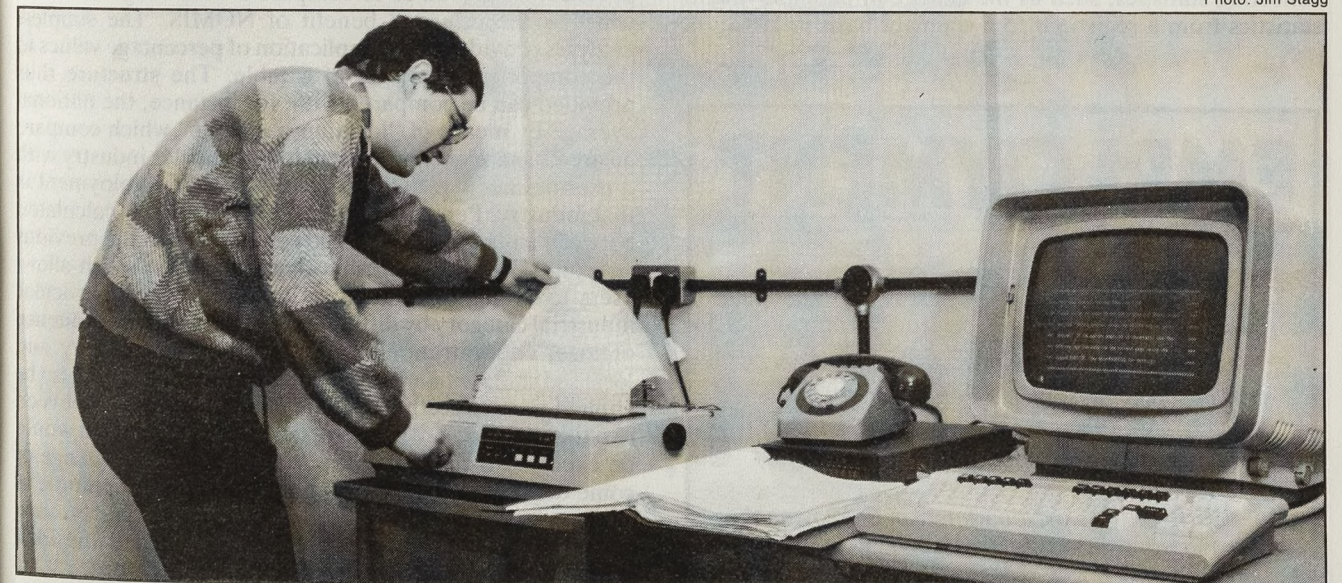
Vacancies and placings

Industrial analysis of vacancies unfilled and placings: quarterly, May 1984 onwards. Vacancies and placings by occupation: monthly, September, 1985 onwards.

Population

Tables 1-53 of the standard GB Small Area Statistics (1981 Census) April 1981. Population projections for single-year age bands June 1981-2001.

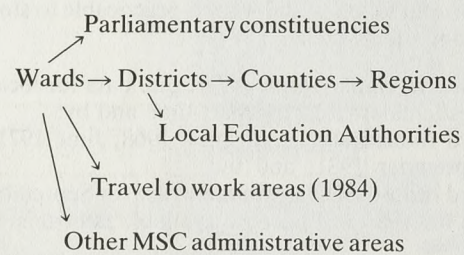
Photo: Jim Stagg



The addition of other data sets, including those of vacancy durations is kept continuously under review. NOMIS has a very comprehensive coverage of unemployment data; with the exception of seasonal adjustments it now includes at ward level, and aggregates thereof, all unemployment data regularly published at national or other levels in the "Labour Market Data" pages of *Employment Gazette*. Full details are retained back to 1978 (but not listed above) of the previous count of unemployed registrants, with a summary series of data back to June 1972.

Geographical basis of data

Most of the above data sets are available at a wide range of geographical scales, founded principally upon the Department of Employment Group's adoption of the ward area as the principal statistical "building brick":



A previous complaint of many geographers and planners was that it was impossible to sum population data to the same boundaries as those used in DE and MSC statistics. NOMIS in fact provides *unemployment* data and 1981 *population* data for all the above areas although population projections are confined to Local Education Authority areas. Census of Employment data for 1981 are available at Jobcentre area level and for current travel-to-work areas, districts, counties and regions. Data for 1971 to 1978 is available at Jobcentre area level, 1978 travel-to-work areas, counties and regions. Vacancy data continue to be collected at Jobcentre area only.

Some other DE statistics are on the basis of Employment Office areas for earlier years. To cope with the opening and closure of offices over the period since 1971, NOMIS adopts a set of "amalgamated office areas" to provide as far as possible a consistent geographical basis for these statistics; although the data will reflect changes in the basis of collecting statistics, such as the change in unemployment statistics from a registrant to a claimant basis in 1982.

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Employment News, Department of Employment, Caxton House, London SW1H 9NF.

Geographical area

NOMIS can provide any subset of the aggregations already defined. Users can define their own specialised area definitions and can adduce other aggregations for purposes of comparison. The on-line help system has a search facility which details which units of a certain type are contained within a particular region. For ward level data a search technique exists to list wards within any standard geographical area.

Industrial or occupational classification

NOMIS provides several levels of aggregation of standard industrial and occupational classifications.

Accessing NOMIS

Using the simple set of commands the user can extract, sort, sift and statistically analyse the data to obtain the desired results. Output is usually obtained immediately as hard copy, but there are options to:

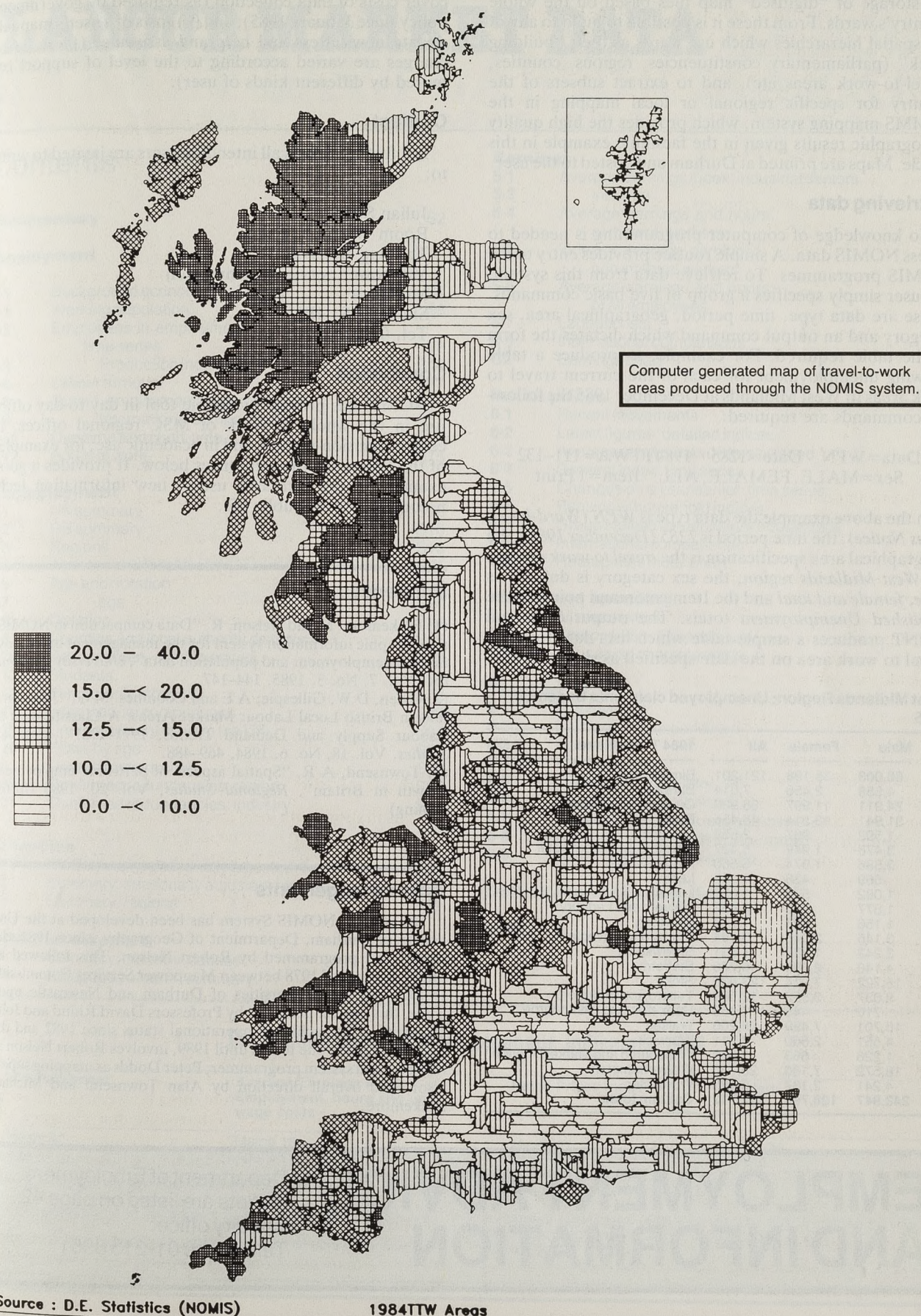
- (i) Download data in tabular form to a micro-computer or remote mainframe for further manipulation or local printing.
- (ii) Direct the output to the Durham University line/laser printer for posting on, usually within 48 hours. Communications with the system are mainly by use of telephone dial-up although there is increasing use of PSS and the Joint Academic Network (JANET) is used by academics. A wide variety of terminals are recognised by the Durham computer system. The nine Manpower Intelligence Units currently use "dumb" terminals or APRICOT micro computers with a suitable modem to effect access. After contact has been established, access to the system is by a unique identifier and password.

In order to manipulate the data further, the user simply needs to add the relevant commands rather than having to re-specify the complete command string each time.

Analysis of data

Consultations with local authorities after a trial period of use indicated that it is the capacity to undertake analytical procedures, as well as to compare a wide range of areas, which is the principal benefit of NOMIS. The simplest analyses provide for the application of percentage values to the component elements of a table. The structure thus provided can be compared with, for instance, the national average by means of "location quotients" which compare an area's share of employment in a particular industry with a user-defined bench mark areas' share of employment in that industry. Percentage change can be quickly calculated between any pairs of dates and combined with the previous structural data through "shift-share" analysis, which allows users to evaluate the relative importance of a particular industrial category by differentiating between the influence of local concentration of industry in that category and localised shifts within it. "Chi-square" techniques can also be applied to express the absolute change observed between two time periods and compare it with the change that would be expected if the area were to experience the change of some other area and adjusting for the actual magnitude of change. There are also specialised output structures, such as the median duration of unemployment and the likelihood of becoming and remaining unemployed.

Unemployment Rate - December 1985



Summary

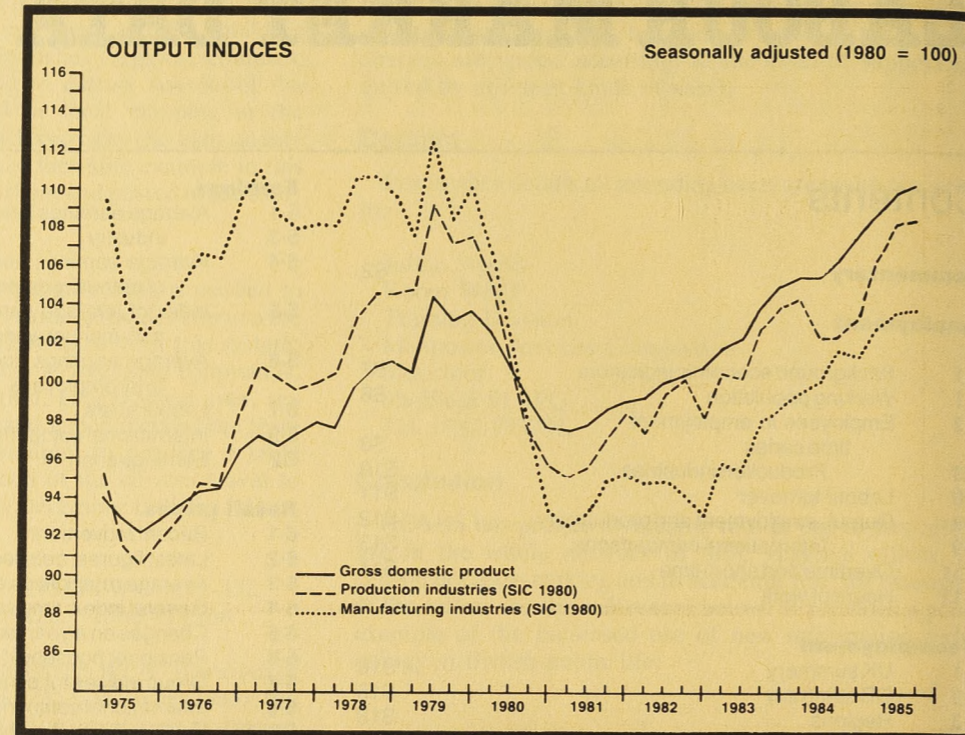
The economy is well into a fifth year of continuous expansion, though the underlying rate of growth, adjusted for the effects of the coal strike, may be slowing slightly. The average measure of GDP is estimated to be broadly unchanged between the second and third quarters of 1985, but was 2 per cent higher than a year earlier, after allowing for the effects of the miners' strike.

Output of the production industries, adjusted for the miners' strike, is provisionally estimated to have risen by 0.5 per cent in the fourth quarter of 1985 compared with the previous quarter, to a level of 2.0 per cent higher compared with a year earlier. Manufacturing output in the quarter to December rose by 1 per cent compared with the previous quarter and was 3.5 per cent higher than in the final quarter of 1984.

Consumers' expenditure was unchanged in the fourth quarter compared with the third quarter and was about 2½ per cent above its level in the corresponding quarter a year ago. The volume of retail sales in the three months to January 1986 rose by about 1 per cent compared with the previous three months, and was 3½ per cent higher than a year previously.

Total investment in the economy rose by 2 per cent between the second and third quarters of 1985. However, the level in the third quarter was 2 per cent lower than the comparable period a year ago.

The total volume of stocks in the economy increased by about £0.1



billion in the third quarter of 1985 and by about £0.6 billion over the year to the third quarter.

The employed labour force in Great Britain increased by 219,000 in the year to September. The number of employees in employment in manufacturing industries increased by 2,000 in December but decreased by an average of 7,000 a month over the fourth quarter of 1985. There is no reason to think that the figure for December indi-

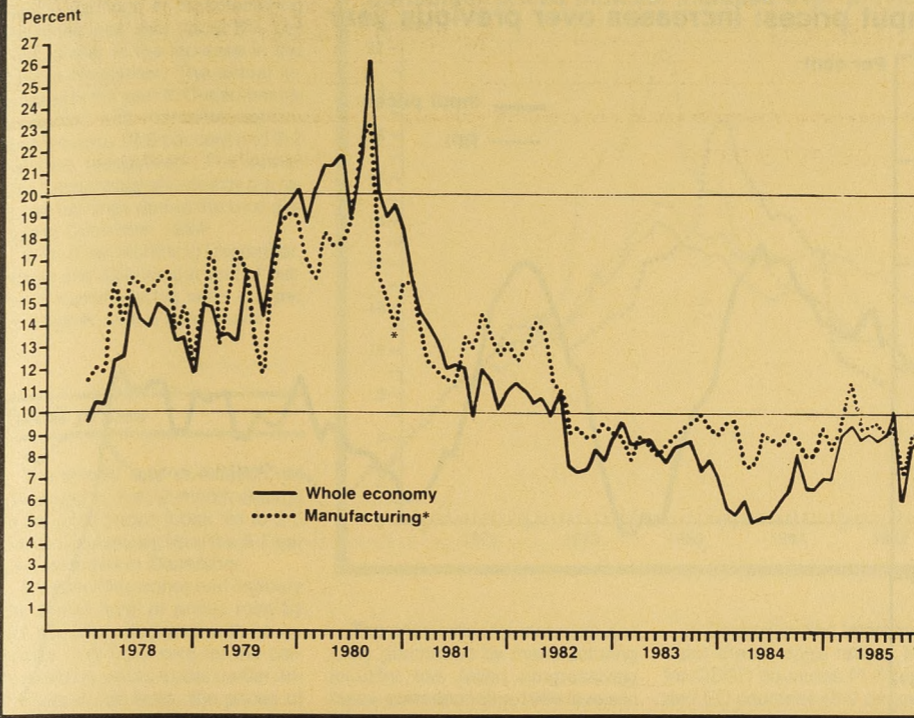
cates a change in the gradual downward trend.

The seasonally adjusted level of unemployment (excluding school-leavers) increased by 21,000 in the month to January following a rise of 18,000 in December after three consecutive falls. Unemployment figures show substantial monthly variations and it is too early to assume a change from the broadly flat trend seen from May to November.

The underlying increase in average earnings in the year to December 1985 was about 7½ per cent. The actual increase was higher than this because of the net effect of temporary factors.

The rate of inflation as measured by the 12-month change in the index of retail prices was 5.5 per cent in January compared with 5.7 per cent in December.

EARNINGS: Average earnings index: increases over previous year



show an outlook of falling output growth and it reports the first decline in orders, including export orders, since 1983. Prospects for manufacturing employment are the worst for two years.

Output of the production industries is provisionally estimated to have risen by ½ per cent in the fourth quarter of 1985 compared with the previous quarter, and was 5½ per cent higher than a year earlier, of which 3½ per cent was attributable to the recovery from the coal strike. Manufacturing output increased by 1 per cent in the quarter to December, and was 3½ per cent above the level of a year ago.

Consumers' expenditure on the provisional estimate, was unchanged in the fourth quarter of 1985 but was nearly 2½ per cent higher than a year ago. For 1985 as a whole Consumers' expenditure was also about 2½ per cent higher than in 1984; spending on consumer durables, including cars, rose by about 5 per cent while spending on other categories increased by about 2 per cent. The volume of retail sales, which accounts for about half of consumers expenditure, in the three months to January 1986 was provisionally estimated to be 1 per cent higher than in the previous three months and 3½ per cent higher than in the corresponding period a year earlier.

Capital investment in the whole economy was 2 per cent higher in the third quarter of 1985 than in the previous quarter but 9 per cent lower than in the first quarter of 1985 and 2 per cent lower than in the third quarter of 1984. However the recent quarterly path of fixed investment reflects some bringing for-

ward of expenditure into the first quarter of 1985 in advance of the reduction in first year capital allowances in April 1985. Investment by manufacturing industries (including leased assets) in the third quarter of 1985 was 2 per cent higher than in the second quarter and over 1 per cent higher compared with a year earlier. Investment by construction, distribution and financial industries (excluding assets leased to manufacturers) rose by nearly 4 per cent in the third quarter of 1985 but was nearly 1 per cent lower than in the third quarter of 1984.

The DTI Investment Intentions Survey for 1986 and 1987 suggests a rise of about 1 per cent in investment by the manufacturing, construction, distribution and selected service industries in 1986 and a further small increase in 1987. Within this broad industrial grouping investment in manufacturing is expected to fall by 2 per cent in 1986 with little change in 1987; on the other hand, investment by the construction, distribution, and selected service industries is expected to rise by 2 per cent in 1986 with a further small increase in 1987.

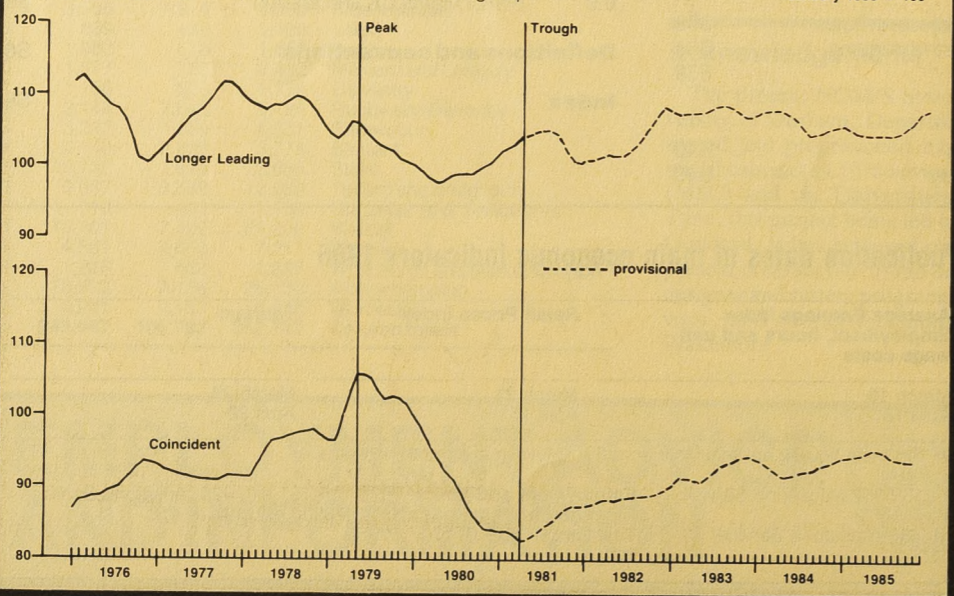
The total volume of stocks in the economy increased by £82 million in the third quarter of 1985, following the resumed stockbuilding in the previous quarter, when stocks rose by £415 million. In the year to the third quarter of 1985, stocks increased by £599 million. The volume of stocks in manufacturing industries increased by £50 million in the third quarter of 1985, but there was little change over the year to September. Retailers increased their stocks by £115 million in the third quarter of 1985 but there were falls of £170 million in wholesaling and £76 million in the energy and water supply industries. Over the year to the third quarter of 1985, retailers' stocks increased by £384 million while stocks held by the wholesalers and the energy and water supply industries fell by £201 million and £351 million respectively.

The public sector borrowing requirement (not seasonally adjusted) in January is provisionally estimated at -£4.5 billion (that is, a net repayment). In the first ten months of the financial year 1985-86 the PSBR totalled £3.2 billion, compared with £7.8 billion in the same period last year.

Sterling MO rose by 1½ per cent in the banking month to mid-January, and by 4½ per cent over the year to January. This compares with its target range of 3-7 per cent for the 1985-86 financial year. Sterling M3 grew by less than ¼ per cent in the month to mid-January and by 14 per cent over the year; Sterling M3 is not currently subject to a target range.

Sterling's effective exchange rate index continued to fall during January mainly due to oil price worries. The index stood at an average of 76.6 (1975=100) in the month compared with 79.1 in December and 71.5 in January 1985. Sterling fell more against European currencies than against the US dollar in January.

Cyclical indicators Composite indices of indicator groups



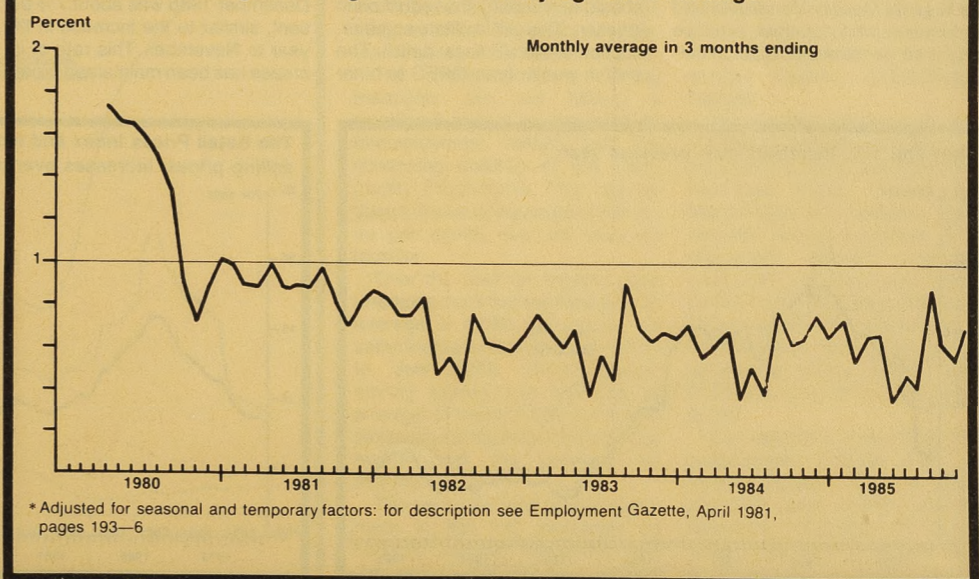
Economic background

The average measure of GDP is provisionally estimated to have been broadly unchanged between the second and third quarters of 1985 but was 3½ per cent higher than a year earlier. After broad adjustment for the effects of the miners' strike, GDP rose by about 2 per cent on a year earlier. The miners' strike had little effect on the change between the second and third quarters of 1985.

GDP (output) exhibited the same pattern except that after adjusting for the effects of the NUM dispute, output in the third quarter was nearly 2½ per cent higher than a year earlier.

The results of the CBI's January Quarterly Industrial Trends Enquiry show a slight pick-up in business confidence since October but the trends in output, orders and manufacturing employment have all worsened. The survey continues to

EARNINGS: Average earnings index: underlying rate of change*



* Adjusted for seasonal and temporary factors: for description see Employment Gazette, April 1981, pages 193-6

UK base rates were raised by 1 per cent to 12½ per cent on 8 January, after remaining unchanged at 11½ per cent since July 1985.

The balance of payments in the fourth quarter of 1985 is estimated to have shown a surplus of £1.4 billion compared with a surplus of £1.2 billion in the previous quarter. In 1985 as a whole the current account was in surplus for the sixth successive year, by about £3½ billion following a surplus of £1.1 billion in 1984. However, it is estimated that the miners' strike reduced these surpluses by over £1¼ billion and £2¼ billion respectively.

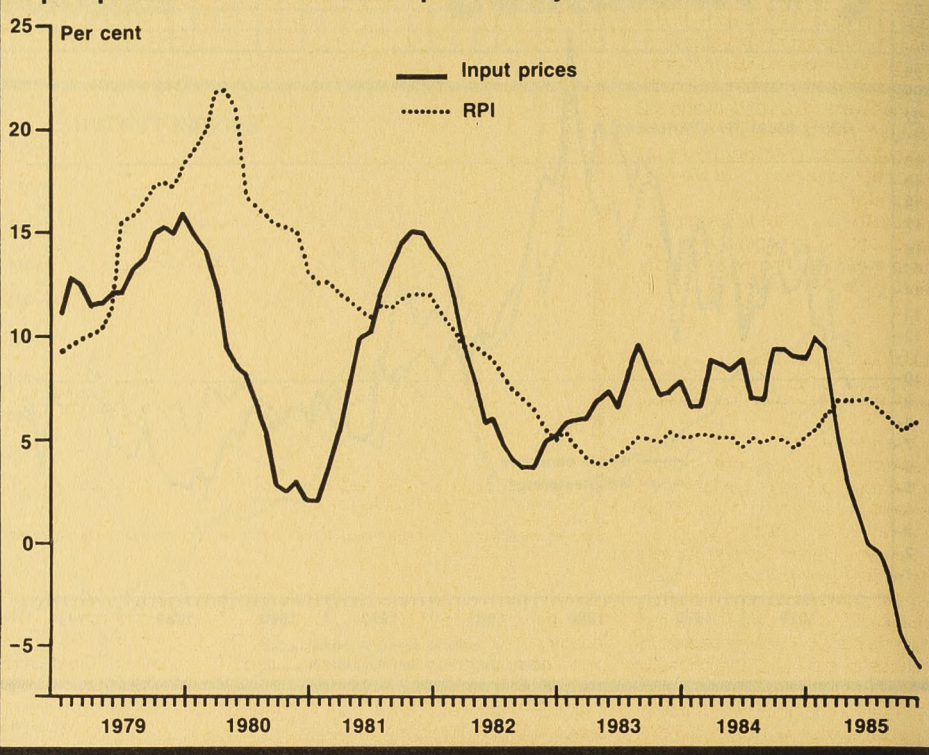
Visible trade was in broad balance in the last quarter of 1985 but in deficit by £2.1 billion in 1985 as a whole. Within the total, the surplus on trade in oil was £8.2 billion in 1985 while the deficit on non-oil trade was £10.3 billion. This compares with a deficit on non-oil trade of £11.2 billion in 1984.

The volume of exports rose by 4 per cent in the fourth quarter compared with the previous three months to a level the same as a year ago. The underlying level of non-oil export volume appears to have risen a little in recent months. The volume of imports rose by 3 per cent in the quarter to December, though its level was 1½ per cent lower than in the corresponding period a year ago. The underlying level of non-oil import volume continues to rise.

World outlook

The fall in world oil prices since early December will, if sustained, have significant effects on the distribution of wealth in the world economy. The fall in oil prices from about \$27 per barrel to about \$15 in early February could reduce OPEC oil export revenues sharply in 1986 if oil prices remain at this level. In particular this will affect the indebted oil producing countries such as Nigeria, Mexico, Venezuela and Indonesia, who together produce about 45 per cent of OPEC oil output.

The Retail Prices Index and movements in manufacturers' input prices: increases over previous year



The oil price fall will benefit oil consuming countries, not only by reducing the cost of oil imports, but also by reducing inflation and interest rates, thus boosting demand. A 30 per cent fall in oil prices might reduce average OECD inflation by about 2 per cent immediately and raise output by about 1 per cent. Estimates for Germany suggest the oil price fall is likely to reduce inflation to below 1 per cent this year, increase output growth to nearly 5 per cent and reduce unemployment by about 300,000 in 1987.

The US is both a major oil importer and producer. The US will benefit from cheaper oil imports and the lower interest rates that should accompany the reduction in inflation. This will facilitate some reduction in the US fiscal deficit. The shift in wealth from OPEC to other

countries less inclined to invest in US markets may also weaken the dollar, which should further help to lessen the US trade deficit. Offsetting these benefits is the loss of wealth due to a lower valuation of oil.

Finally there should be some benefit for all countries from the expansion of world output and trade that are likely to result from permanently lower oil prices.

Average earnings

The underlying increase in average weekly earnings in the year to December 1985 was about 7½ per cent, similar to the increase in the year to November. This rate of increase has been maintained broad-

ly unchanged since the middle of 1984. The actual increase in the year to December, 8.9 per cent was higher than the estimated underlying increase because of temporary factors. Industrial action in the coal industry temporarily reduced average earnings in December 1984, inflating the 12 month change by about 1 per cent. The net effect of change in the timing of pay settlements was to inflate the actual increase by about ¼ per cent.

The underlying monthly rate of increase in average weekly earnings averaged about ¾ per cent in the three months ending December.

In production industries, the underlying increase in average weekly earnings in the year to December was about 8¼ per cent, similar to the increase in the year to

November. Within this sector, the underlying increase in average weekly earnings in manufacturing industries was also about 8¼ per cent, similar to the increase in the year to November. The actual increases in the year to December for production and manufacturing industries were 12.0 per cent and 9.2 per cent, respectively. The former was substantially affected by the reduced earnings during the coal dispute in December 1984.

In the three months to December, wages and salaries per unit of output in manufacturing were 4.2 per cent higher than a year earlier.

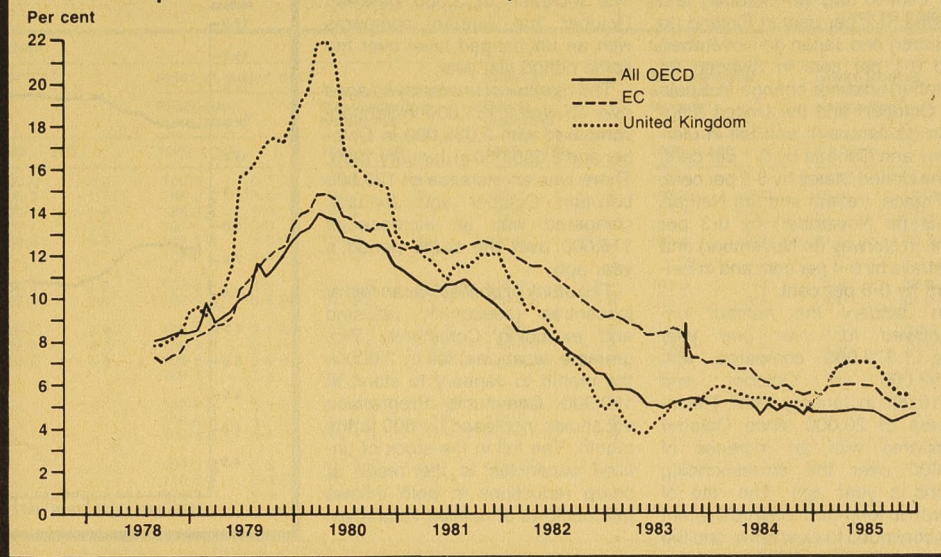
Retail prices

The annual rate of inflation, as measured by the 12-month change in the retail prices index fell to 5.5 per cent in January from the 5.7 per cent recorded in December.

Between December and January the overall level of prices rose by 0.2 per cent compared with an increase of 0.4 per cent for the corresponding period a year earlier. Increases in rail fares, the prices of bread, fresh vegetables and alcoholic drinks combined with small increases across a range of other goods and services. Against these there were considerable price reductions in the winter sales of household durables and clothing and falls in petrol prices.

The tax and prices index increased by 4.4 per cent in the year to January compared with 4.6 per cent recorded for December. Between December and January the index rose by 0.3 per cent.

Consumer prices indices: increase over previous year



The price index for materials and fuels purchased by manufacturing industry has fallen progressively below corresponding 1984 levels in the past seven months. In January it was 7.1 per cent lower than in January 1985. The index rose over the month by 0.3 per cent, but on a seasonally adjusted basis it fell by 0.4 per cent.

The increase in the price index for home sales of manufactured products measured over the 12 months to January was little changed at 5.2 per cent compared to 5.1 per cent recorded for December. Between December and January the index rose by 0.8 per cent.

In December (the latest available date) the average rate of inflation for OECD countries (4.6 per cent) and EC countries (5.0 per cent) remained lower than that recorded for the UK (5.7 per cent).

Unemployment and vacancies

The seasonally-adjusted level of unemployment in the United Kingdom (excluding school leavers) was 3,204,900 in January, an increase of 21,000 since December. This increase follows a rise of 18,000 in December after three consecutive monthly falls. During the six months to January the level increased by an average of 5,000 per month compared with an average rise of 9,000 over the previous six months to July 1985 and 12,000 in the six months to January 1985. The relatively sharp rise in the month to January is associated with a higher inflow into unemployment than is usual at this time of the year.

The employment and training measures are still having a significant impact on the trend in unemployment, notably with the continuing build-up of the Community Programme. This has reduced the count by about 5,000 extra per month over the past six months.

Over the past six months male unemployment has increased by an average of 3,000 per month, the same increase as in the six months to July 1985. Unemployment among women has risen by an average of nearly 2,000 per month since July compared with 5,000 per month over the previous six months.

The recorded total of unemployment in the UK increased by 135,000 between December and January to 3,408,000 (14.1 per cent

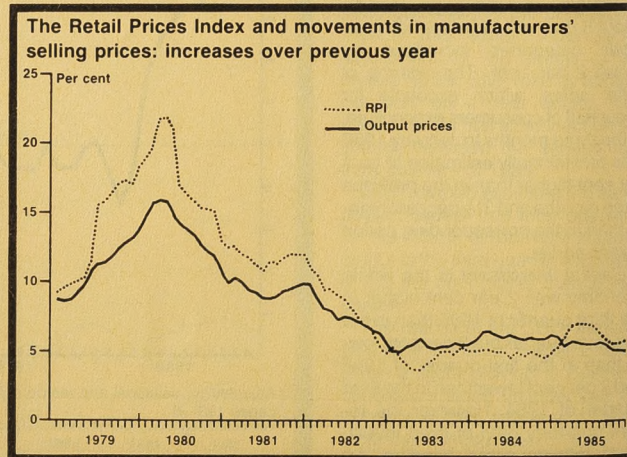
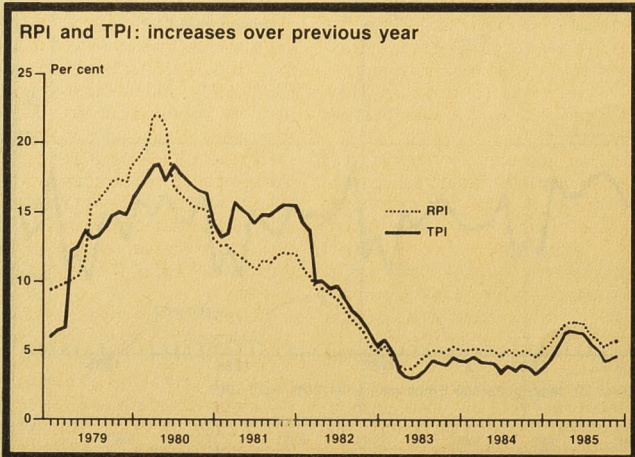
of all employees). This increase resulted from an increase of 2,000 in school leavers and an increase of 133,000 among adults. Taking account of an estimated seasonal increase of about 112,000 among adults, the seasonally adjusted increase among adults was 21,000.

The December total included 101,000 school leavers aged under 18, an increase of 2,000 since December and some 8,000 less than in January 1985.

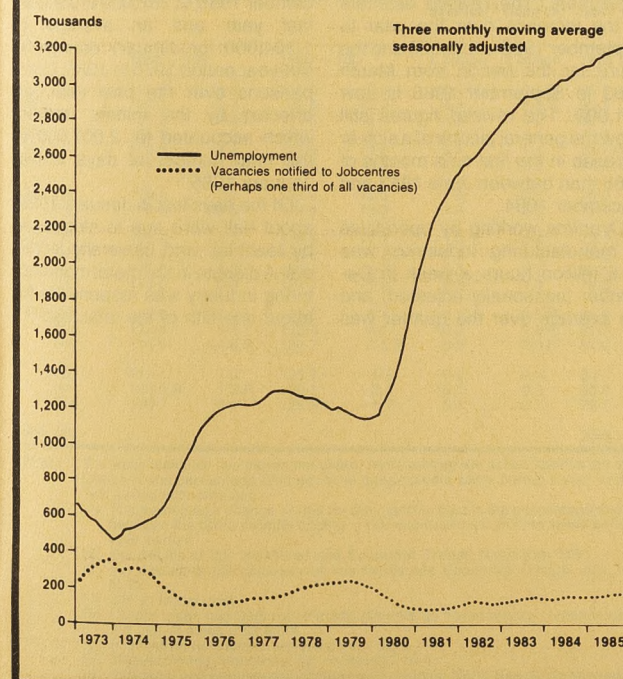
The number of people assisted by the employment and training measures at the end of December was 670,000. There was an increase in the number on the Community Programme as part of the expansion provided for the 1985 Budget and an increase in the numbers on the Enterprise Allowance Scheme. There were falls in the numbers assisted under the Youth Training Scheme, the Young Workers Scheme and the Job Release Scheme. It is estimated that at the end of December about 495,000 people were in jobs, training or early retirement as a result of the schemes, instead of an equivalent number claiming unemployment benefits.

The regional pattern in the three months to January compared with the previous three months showed that East Anglia, Yorkshire and Humberside and Northern Ireland had the largest increases in the seasonally adjusted unemployment rate (0.2 percentage points); this compared with no change in the UK as a whole. The South West and East Midlands had increases of 0.1 percentage points, and in Wales there was a fall of 0.1 percentage points.

International comparisons of unemployment indicate that seasonally-adjusted national unemployment rates—three months to December compared with the previous three months unless otherwise stated—rose by 0.7 per cent



Unemployment and vacancies: United Kingdom

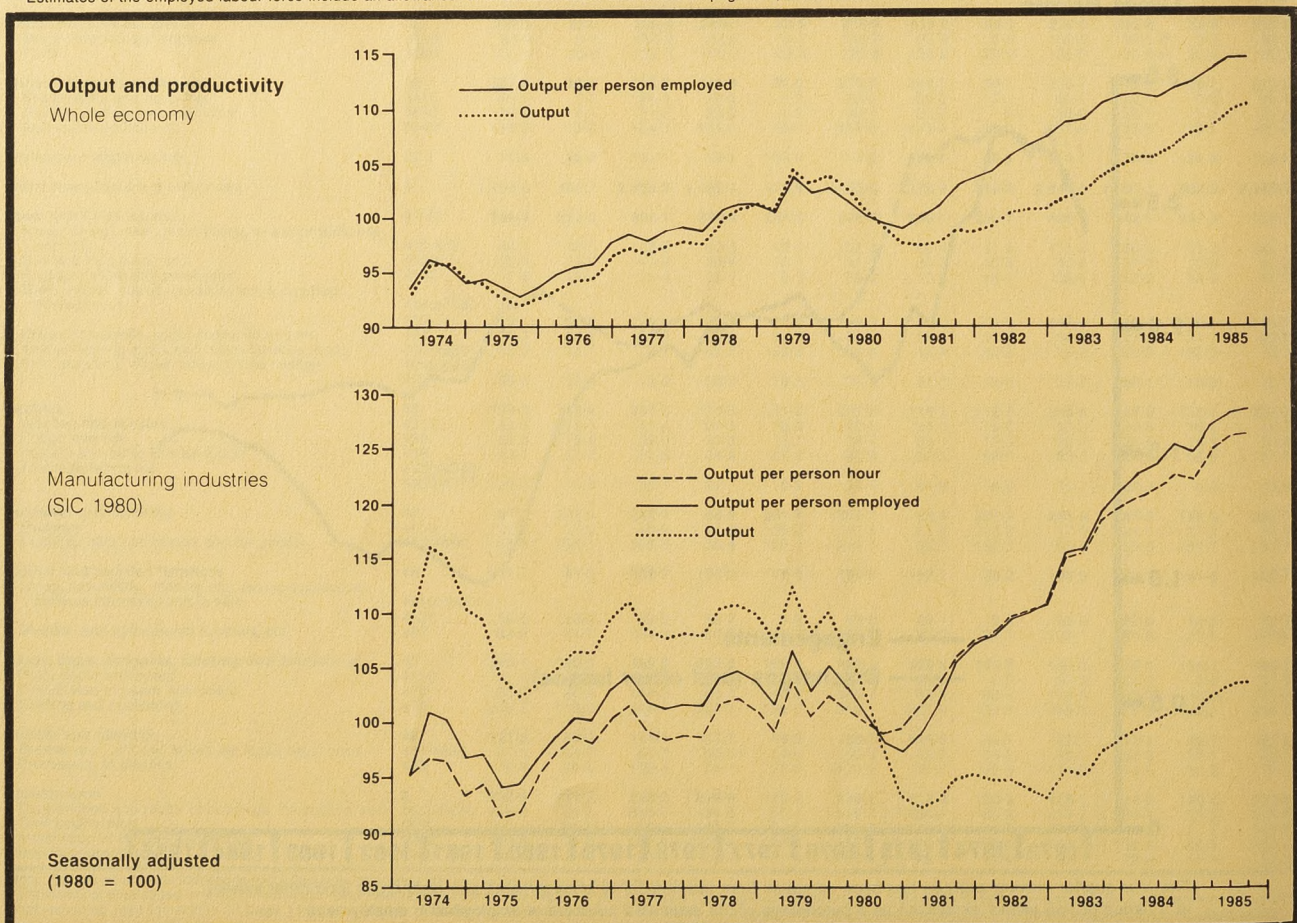


1.8 EMPLOYMENT Indices of output, employment and productivity

seasonally adjusted (1980 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output [†]	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1978	99.8	99.4	100.4	103.1	105.4	97.9	109.7	106.1	103.4	100.8
1979	103.0	100.7	102.2	107.1	104.7	102.3	109.5	105.3	104.0	101.5
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	98.3	96.6	101.8	96.6	91.5	105.6	94.0	90.9 R	103.5	104.8
1982	100.1	94.7 R	105.8	98.4	86.7	113.5	94.2	86.0	109.7	109.7
1983	103.1	93.9	109.9	101.9	82.9 R	122.9 R	96.9	82.2	118.0	117.2
1984	106.2	95.3 R	111.5	103.2	81.7	126.2	100.7	81.2	124.0	122.1 R
1985				108.2	80.9	133.7	103.9	80.8	128.8	126.6
1978 Q1	97.7	98.9	98.8	100.4	105.6	95.1	108.1	106.4	101.6	98.9
Q2	99.7	99.2	100.6	103.3	105.4	98.0	110.5	106.2	104.1	101.6
Q3	100.8	99.5	101.3	104.5	105.3	99.3	110.6	106.0	104.4	101.9
Q4	101.0	100.0	101.0	104.4	105.2	99.3	109.6	105.9	103.5	100.9
1979 Q1	100.5	100.3	100.3	104.6	105.1	99.5	107.4	105.7	101.6	99.1
Q2	104.4	100.6	103.8	109.2	104.9	104.1	112.3	105.6	106.5	103.6
Q3	103.2	100.9	102.3	107.2	104.7	102.4	108.3	105.4	102.8	100.8
Q4	103.7	101.1	102.6	107.4	104.2	103.2	110.1 R	104.7	105.2	102.5
1980 Q1	102.6	101.0	101.6	105.2	103.1	102.1	106.8	103.5	103.3	101.3
Q2	100.7	100.6	100.1	101.2	101.5	99.7	102.4	101.6	100.8	100.0
Q3	99.1	99.8	99.3	97.8	99.0	98.9	97.5	98.9	98.6	99.2
Q4	97.7	98.7	99.0	95.8	96.4	99.3	93.4	95.9	97.4	99.5
1981 Q1	97.6	97.7	100.0	95.1	94.0	101.3	92.7	93.5	99.2	101.8
Q2	97.8	96.8	101.1	95.7	92.0	104.0	93.1	91.5	101.8	103.5
Q3	98.8	96.2	102.7	97.2	90.7	107.2	94.9	90.0	105.6	106.1
Q4	99.0	95.7	103.4	98.4	89.5	110.0	95.3	88.8	107.4	107.7
1982 Q1	99.2	95.3	104.1	97.3	88.5	110.0	94.8	87.8	108.0	108.0
Q2	100.0	95.0 R	105.3 R	87.4	87.4	113.1	94.9	86.7	109.6	109.7
Q3	100.5	94.5 R	106.4 R	99.2	86.2	115.0	94.2	85.4	110.4	110.5
Q4	100.8	93.9	107.4	98.3	84.9	115.8	93.1	84.1	110.7	110.7
1983 Q1	101.8	93.6	108.8	100.4	83.9	119.7	95.8	83.1	115.4	115.1
Q2	102.1	93.6	109.1	100.4	83.1	120.8	95.4	82.3	116.0	115.5
Q3	103.8	93.9	110.5	102.8	82.6	124.5	97.6	81.9	119.3	118.3
Q4	104.9	94.4	111.2	104.1	82.2 R	126.6 R	98.9	81.5 R	121.4	119.9
1984 Q1	105.5	94.8	111.3	104.3	81.9	127.4	99.5	81.3	122.5	120.6 R
Q2	105.5	95.1	110.9	102.2	81.8	125.0	100.1	81.3	123.3	121.4
Q3	106.4	95.4 R	111.6 R	102.6	81.7	125.7	101.7 R	81.2	125.4 R	123.5 R
Q4	107.4	95.8	112.2	103.6 R	81.6	126.9	101.5 R	81.2	125.0 R	122.8 R
1985 Q1	108.6	96.0	113.2	106.5 R	81.4	130.9 R	103.1 R	81.0	127.4 R	125.2 R
Q2	109.9	96.1	114.4	108.4 R	81.1	133.7 R	103.9 R	80.8	128.6 R	126.7 R
Q3	110.2	96.3	114.5	108.6 R	80.8 R	134.4 R	104.0 R	80.8	128.8 R	126.7 R
Q4				109.2	80.5	135.7	104.8	80.5	130.2	127.9

* Gross domestic product for whole economy.
† Estimates of the employed labour force include an allowance for underestimation. See article on page 114, of the March 1985 Gazette.



2.3 UNEMPLOYMENT Regions

THOUSAND

Table with 15 columns: Region, Year, Monthly Period, All, Male, Female, School leavers included in unemployed, All, Male, Female, Actual, Seasonally adjusted (Number, Per cent, Change since previous month, Average change over 3 months ended), Male, Female.

See footnotes to table 2.1. The seasonally adjusted series has been revised. Past seasonally adjusted figures (up to August 1983) are now available adjusted for discontinuities...

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in travel-to-work areas* at January 9, 1986

Table with 14 columns: Region, Male, Female, All unemployed, Rate per cent. Sub-sections include ASSISTED REGIONS, UNASSISTED REGIONS, GREAT BRITAIN, and TRAVEL TO WORK AREAS.

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1984 Nov 8	2,320	1,472	213	360	553	450	432	865	225	296	773	6,487	—	6,487
Dec 6	1,600	1,221	47	171	168	140	138	215	96	121	217	2,913	—	2,913
1985 Jan 10	7,064	2,981	677	1,972	1,142	894	2,887	2,137	816	1,099	1,065	19,753	567	20,320
Feb 14	639	292	52	159	186	127	158	220	89	111	324	2,065	—	2,065
Mar 14	584	307	57	379	182	113	153	210	95	101	228	2,102	—	2,102
Apr 11	15,118	6,418	1,178	3,459	2,769	3,056	5,743	4,562	2,202	2,653	4,491	45,231	886	46,117
May 9	1,523	915	108	442	413	312	425	522	243	246	789	5,023	—	5,023
Jun 13	2,658	1,446	1,007	553	999	590	888	1,746	748	483	8,183	17,855	4,001	21,856
Jul 11	41,549	17,571	5,022	11,177	14,714	10,197	16,885	22,935	9,344	10,987	23,340	166,150	9,204	175,354
Aug 8	49,913	22,182	4,867	12,661	16,203	10,882	16,833	24,358	10,264	11,506	23,185	180,672	9,384	190,056
Sept 12	57,122	24,618	5,486	14,440	18,222	13,180	19,216	28,538	11,102	13,193	24,455	204,954	10,683	215,637
Oct 10	10,794	5,138	804	2,214	2,128	1,475	2,556	3,391	1,047	1,395	4,355	30,149	3,790	33,939
Nov 14	3,002	1,846	232	523	834	555	809	1,437	453	525	1,525	9,895	—	9,895
Dec 12	4,401	2,146	407	678	956	686	824	1,687	674	974	1,490	12,777	—	12,777
1986 Jan 9	8,491	3,841	769	2,055	1,708	1,466	3,358	2,985	1,279	1,824	2,963	26,898	369	27,267

Note: Students seeking work during holidays are not included in the totals of the unemployed.
* Included in South East.

2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1984 Nov 8	1,110	531	114	227	1,034	1,219	3,162	965	926	977	2,015	11,747	907	12,654
Dec 6	1,260	180	172	367	1,198	1,229	3,293	4,673	847	888	2,309	16,236	943	17,179
1985 Jan 10	725	200	389	260	1,446	1,167	3,218	1,313	937	1,068	2,500	13,023	1,123	14,146
Feb 14	954	292	407	496	2,636	1,678	3,642	1,911	1,534	1,629	3,016	17,903	1,558	19,461
Mar 14	815	208	269	374	2,533	991	2,209	1,372	1,150	1,023	2,540	13,276	1,166	14,442
Apr 11	579	250	204	376	2,369	1,196	1,343	1,166	794	775	2,058	10,820	1,042	11,862
May 9	403	153	114	229	2,034	582	1,243	848	581	698	1,765	8,497	925	9,422
Jun 13	334	119	108	163	984	435	1,078	787	354	401	1,703	6,347	849	7,196
Jul 11	381	166	85	140	1,543	379	664	608	302	330	1,519	5,951	759	6,710
Aug 8	329	157	73	167	534	602	592	683	283	330	1,542	5,135	872	6,007
Sept 12	247	93	118	139	661	381	769	515	338	224	1,091	4,483	954	5,437
Oct 10	242	111	76	398	681	295	1,464	830	409	484	1,310	6,189	977	7,166
Nov 14	290	173	115	358	711	326	1,230	812	426	594	1,637	6,499	1,091	7,590
Dec 12	209	60	91	529	605	519	934	855	449	387	1,366	5,944	1,383	7,327
1986 Jan 9	282	79	133	495	1,241	768	1,364	974	764	618	2,946	9,585	2,208	11,793

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

2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM Month ending		INFLOW†												
		Male and Female				Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1985	Jan 10	343.4	13.8	329.6	-7.3	217.8	7.9	209.9	-5.9	125.6	50.7	5.9	119.8	-1.5
	Feb 14	378.5	14.5	364.0	+16.4	247.4	8.2	239.3	+12.7	131.0	54.9	6.3	124.7	+3.8
	Mar 14	326.1	9.6	316.4	+8.5	209.3	5.6	203.7	+3.0	116.8	52.4	4.1	112.7	+5.5
	Apr 11	342.1	9.0	333.1	+13.3	219.2	5.2	214.0	+4.0	122.9	56.7	3.8	119.1	+9.3
	May 9	368.2	44.5	323.7	+18.5	231.6	25.8	205.9	+8.5	136.6	55.6	18.8	117.8	+9.9
	June 13	342.5	22.9	319.6	+16.3	216.3	13.2	203.1	+5.9	126.2	54.9	9.8	116.4	+10.3
	July 11**	451.0	23.3	427.7	+23.4	273.9	12.7	261.1	+8.5	177.1	57.7	10.6	166.6	+14.9
	Aug 8**	408.0	19.1	388.9	+38.9	251.0	11.0	240.0	+20.1	157.1	61.7	8.1	149.0	+18.9
	Sep 12	502.2	76.6	425.6	+14.9	301.9	43.9	257.9	+5.6	200.3	60.9	32.7	167.6	+9.2
	Oct 10	457.5	29.7	427.8	+13.5	285.0	16.8	268.2	+4.9	172.5	62.2	12.9	159.6	+8.6
	Nov 14	403.0	14.3	388.7	+12.7	255.9	8.2	247.7	+6.1	147.1	60.1	6.1	141.0	+6.6
	Dec 12	367.6	10.6	357.0	+13.9	241.2	6.1	235.2	+9.6	126.4	53.6	4.5	121.9	+4.3
1986	Jan 9	378.7	15.0	363.7	+34.1	238.3	8.3	230.0	+20.1	140.4	57.6	6.7	133.7	+13.9

UNITED KINGDOM Month ending		OUTFLOW‡												
		Male and Female				Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1985	Jan 10	238.0	9.3	228.8	-9.4	145.3	5.1	140.2	-10.4	92.7	37.5	4.2	88.5	+1.0
	Feb 14	393.5	16.4	377.1	+19.5	252.8	9.0	243.8	+10.4	140.7	56.0	7.4	133.3	+9.1
	Mar 14	386.8	12.9	374.0	+23.3	253.3	7.3	246.0	+13.2	133.5	53.4	5.6	128.0	+10.1
	Apr 11	336.7	8.7	328.0	-26.5	217.7	4.9	212.8	-22.7	119.1	48.6	3.8	115.3	-3.7
	May 9	402.4	14.2	388.3	+42.0	260.8	8.3	252.6	+26.7	141.6	59.3	5.9	135.7	+15.4
	June 13	396.6	17.5	379.0	+29.6	256.9	9.9	247.0	+14.5	139.6	59.0	7.6	132.0	+15.1
	July 11**	389.9	19.8	370.1	+40.3	252.9	11.1	241.8	+21.1	137.0	52.5	8.7	128.3	+19.2
	Aug 8**	402.2	17.4	384.8	+48.6	257.1	9.4	247.6	+26.7	145.2	51.8	8.0	137.2	+22.0
	Sep 12	410.5	25.3	385.2	+41.3	251.7	14.4	237.2	+22.7	158.8	58.5	10.9	148.0	+18.6
	Oct 10	532.6	47.0	485.6	+30.5	322.5	26.7	295.7	+15.3	210.1	62.3	20.2	189.9	+15.1
	Nov 14	418.6	24.7	393.9	+30.8	258.7	14.1	244.5	+16.5	159.9	59.0	10.6	149.3	+14.2
	Dec 12	352.2	15.5	336.7	+0.1	216.1	8.8	207.3	-2.3	136.1	52.1	6.7	129.3	+2.4
1986	Jan 9	232.8	7.3	225.5	-3.3	139.0	4.1	134.9	-5.3	93.8	41.0	3.2	90.6	+2.1

* The unemployment flow statistics on the new basis (claimants) are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.

** The unemployment flows for July and August have been affected by the discontinuity in the Northern Ireland figures (see notes ** table 2.1). Without this discontinuity the total inflow figure for July above would have been about 2,000 lower and the total outflow about 8,000 lower, and the total inflow for August would have been 500 lower.

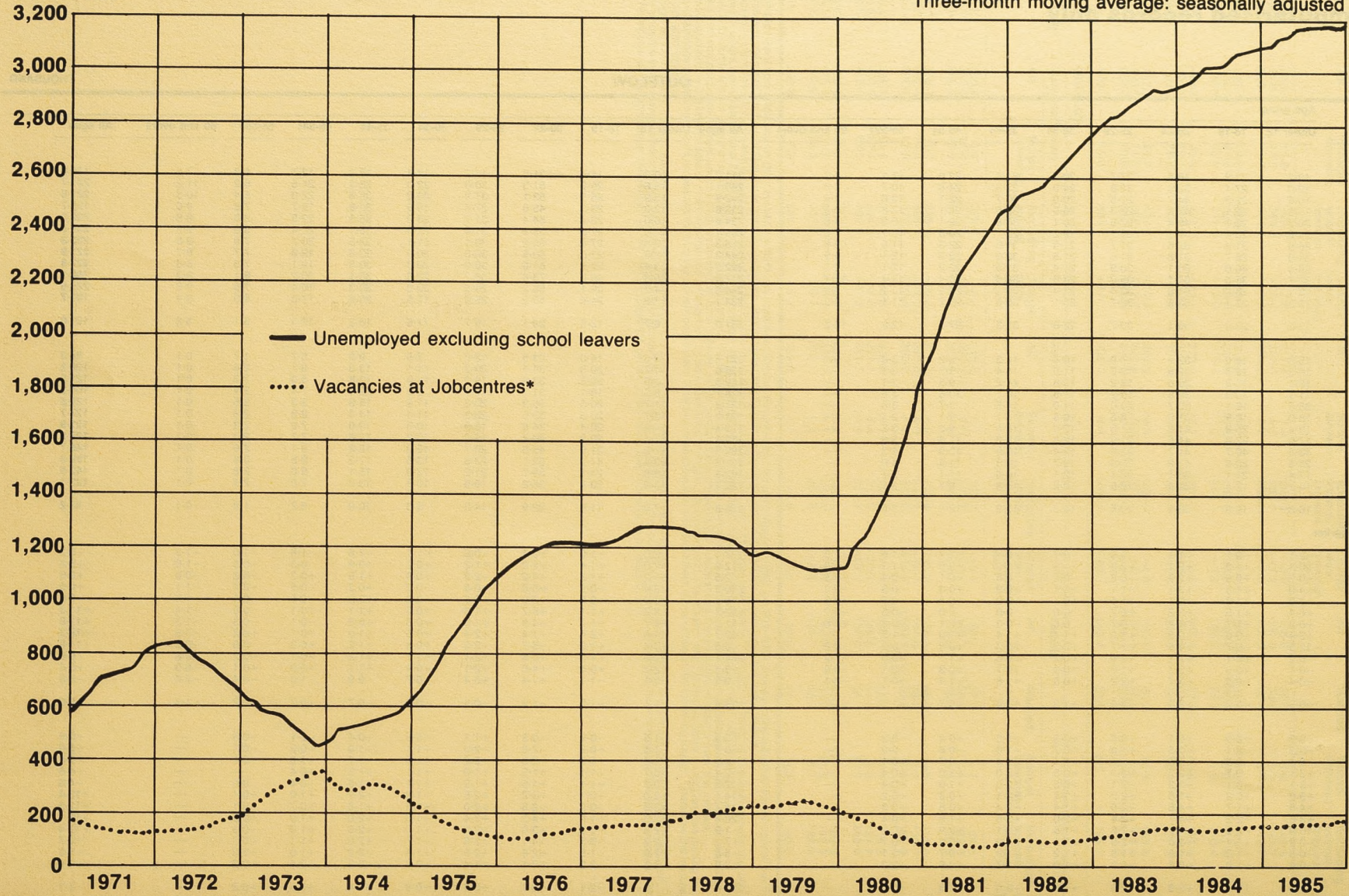
† The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows. While these assumptions are reasonable in most months, the inflows tend to be understated a little in September and after Easter when there are many school leavers joining the register and consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.

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

†† Change since the same month in the previous year gives the best indication of the trend of the series 'excluding school leavers'. Adjustments were made to the April to August 1983 outflows to allow for the effects of the provisions announced in the 1983 Budget for certain older men; see footnote †† to table 2.1.

THOUSAND

Three-month moving average: seasonally adjusted



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

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

EARNINGS 5.9

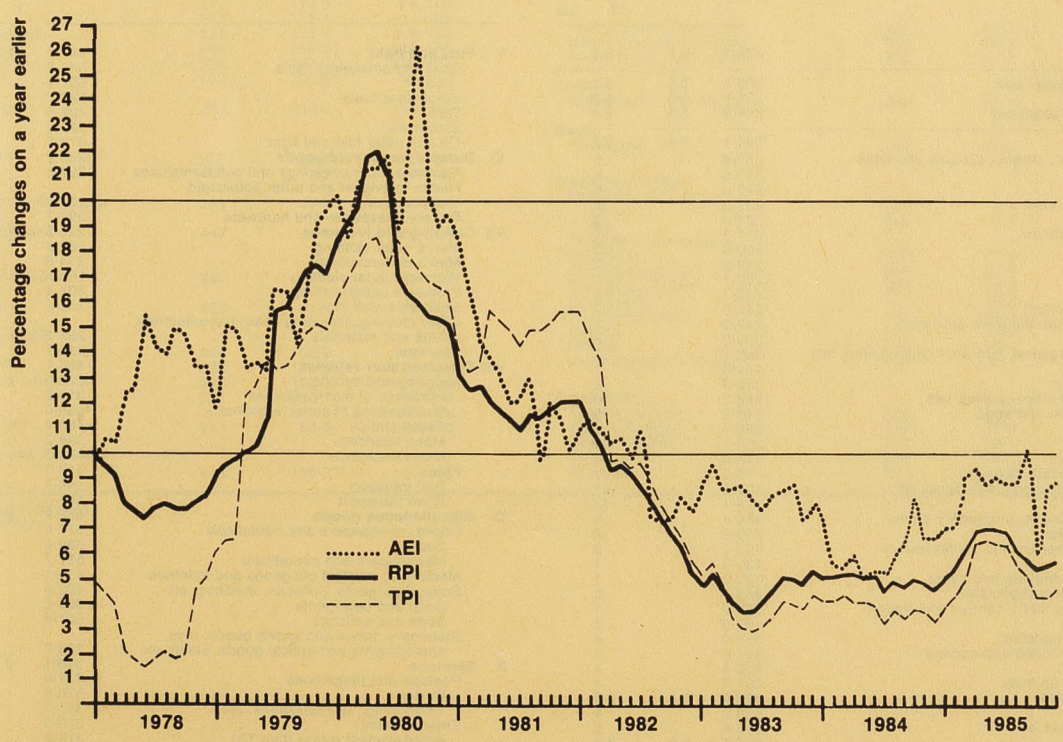
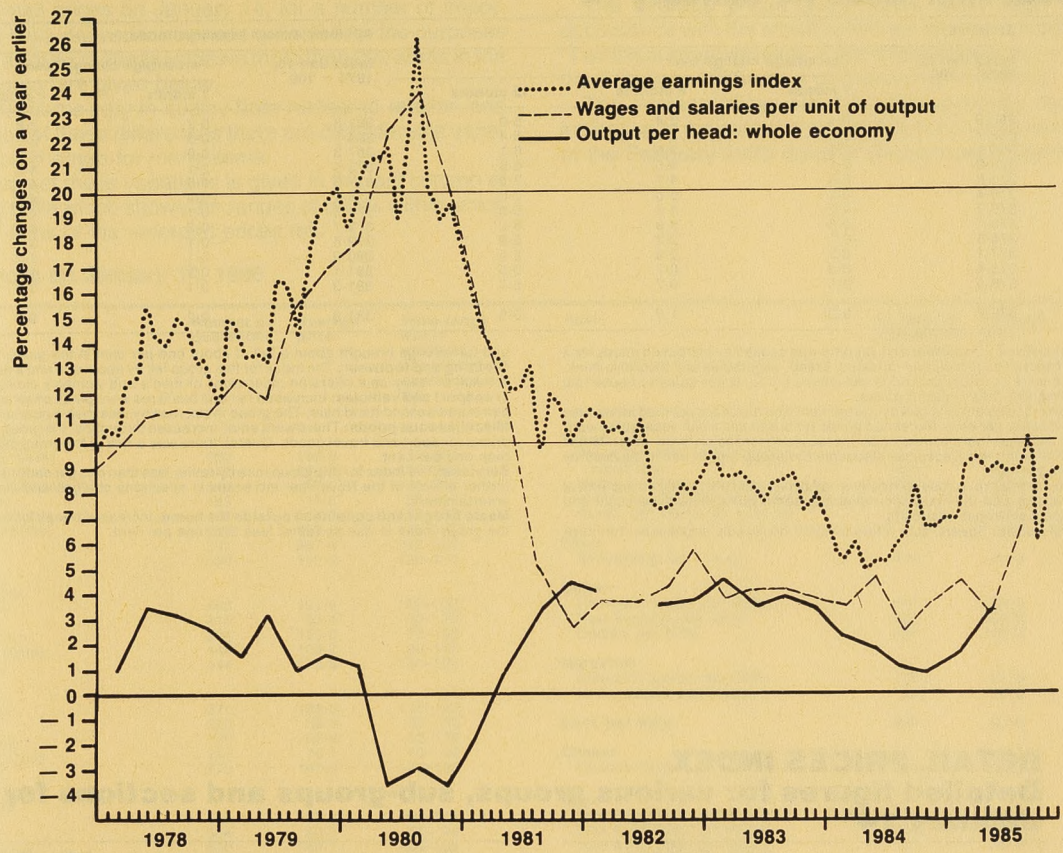
	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(2) (5) (6)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
Annual averages																	
1975	49.9	70.0	65	62	58.9	53.0	74	34	46	38.2	67.2	78	64	..	62.4	87.1	66
1976	58.2	76.3	73	70	66.4	60.4	79	44	54	46.2	75.5	81	75	..	73.6	88.5	72
1977	64.2	82.9	79	78	73.2	68.1	84	53	62	59.1	81.9	87	82	..	78.5	90.0	78
1978	73.4	87.6	85	83	80.7	76.9	89	65	71	68.6	86.8	92	89	..	85.3	93.1	85
1979	84.9	92.1	92	91	89.9	86.9	94	79	83	81.9	93.0	96	91	..	91.9	95.1	92
1980	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1981	113.3	106.2	110	112	109.5	112.3	105	127	116	123.1	105.6	103	110	122.6	110.5	105.1	110
1982	126.0	112.7	117	125	120.4	130.0	110	170	133	144.1	110.7	110	121	142.0	119.2	111.6	117
1983	137.4	117.8	122	130	128.3	144.9	114	203	149	172.3	115.0	113	132	163.4	128.6	119.2	121
1984	149.3	123.7	128	136	134.4	156.7	117	256	164	192.0	120.3	114	143 R	182.5	140.9	..	126
Quarterly averages																	
1984 Q4	154.6	125.9	133	138	136.9	160.2	118	272	170	197.1	121.6	115	148	178.2	144.5	..	128
1985 Q1	158.2	128.5	129	140	137.2	162.7	119	289	171 R	206.2	123.5	119	149	196.9	148.6 R	..	130
Q2	161.5	131.5	131	141	140.6	165.1	123	304	174	210.8	126.3	119	153 R	200.8	152.6 R	..	130
Q3	164.4	130.8	..	..	142.4	..	123	..	..	216.1	124.7	120	..	..	151.0 R	..	131
Monthly																	
1985 Jun	161.1	128.0	131	141	142.4	..	..	..	174	212.5	130.2	120	..	..	151.7 R	..	131
Jul	163.4	132.5	..	141	145.7	..	123	..	..	213.5	121.0	120	..	..	152.3 R	..	131
Aug	163.3	129.2	..	142	140.1	..	..	..	..	217.4	127.2	120	..	..	149.3	..	130
Sep	166.4	130.7	..	..	141.5	..	..	..	..	217.4	126.0	120	..	..	151.5	..	131
Oct	165.9	..	..	..	143.0	..	..	..	..	..	125.8	120	..	..	..	..	131
Nov	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	132
Increases on a year earlier																	
Annual averages																	
1975	26	13	20	16	19	17	9	25	28	27	11	14	20	..	15	7	Per cent
1976	17	9	11	14	13	14	7	29	17	21	12	9	17	..	18	2	9
1977	10	9	9	11	10	13	7	21	15	28	9	7	10	..	7	2	9
1978	14	6	7	7	10	13	5	24	15	16	6	5	8	..	9	3	8
1979	16	6	8	9	11	13	6	20	15	19	7	4	3	..	8	2	9
1980	18	8	9	10	11	15	6	27	21	22	7	5	10	..	9	5	9
1981	13	6	10	12	9	12	5	27	16	24	6	3	10	20	11	5	9
1982	11	6	11	12	10	16	5	33	15	17	5	7	10	15	8	6	7
1983	9	5	4	4	7	11	3	19	12	20	4	3	9	15	8	7	4
1984	9	5	5	5	5	8	3	26	10	11	4	..	11	12	10	..	4
Quarterly averages																	
1984 Q4	8	6	5	5	5	7	3	24	8	10	4	2	9	13	11	..	4
1985 Q1	9	6	3	4	5	6	3	23	8	11	4	4	10	14	8 R	..	4
Q2	10	7	3	4	4	6	6	20	7	12	5	4	9	12	8 R	..	4
Q3	9	7	..	..	5	..	4	..	..	12	4	4	..	..	7	..	4
Monthly																	
1985 Jun	9	6	3	4	5	..	..	..	7	12	6	5	..	..	7	..	4
Jul	9	4	..	4	5	..	5	..	..	11	1	4	..	..	6	..	4
Aug	9	4	..	4	6	..	..	..	..	12	9	5	..	..	7	..	4
Sep	9	8	..	..	5	..	..	..	..	11	4	4	..	..	7	..	3
Oct	8	..	..	..	5	..	..	..	..	..	4	4	..	..	..	..	3
Nov	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	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.



6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for January 14

	All items			All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over	
		1 month	6 months	12 months		1 month	6 months
1985 Jan	359.8	0.4	2.4	5.0	361.8	0.2	2.6
Feb	362.7	0.8	2.2	5.4	364.7	0.8	2.3
Mar	366.1	0.9	3.0	6.1	367.8	0.9	2.8
Apr	373.9	2.1	4.5	6.9	375.5	2.1	4.3
May	375.6	0.5	4.7	7.0	377.3	0.5	4.4
June	376.4	0.2	5.0	7.0	378.1	0.2	4.7
July	375.7	-0.2	4.4	6.9	378.5	0.1	4.6
Aug	376.7	0.3	3.9	6.2	379.7	0.3	4.1
Sep	376.5	-0.1	2.8	5.9	379.5	-0.1	3.2
Oct	377.1	0.2	0.9	5.4	380.0	0.1	1.2
Nov	378.4	0.3	0.7	5.5	381.1	0.3	1.0
Dec	378.9	0.1	0.7	5.7	381.3	0.1	0.8
1986 Jan	379.7	0.2	1.0	5.5	381.9	0.2	0.9

The rise in the index between December and January was caused by increased prices for a range of goods and services, particularly rail fares, bread, vegetables and alcoholic drink. Against these there were considerable price reductions in the winter sales of household durables and clothing and falls in petrol prices.

Food: The food index rose by about a half of one per cent and the seasonal food index rose by about two and a quarter per cent. Increased prices for bread and fresh vegetables were mainly responsible although there were smaller increases recorded on many other items.

Alcoholic Drink: Following the December discounts the group index rose in January by rather less than one per cent.

Housing: The index for this group rose by nearly a half of one per cent, partly on account of higher prices for repairs and maintenance materials, some rents, insurance costs and mortgage interest paid by owner occupiers.

Durable household goods: Special sale offers on most household appliances, furniture

and furnishings brought about a fall of about one per cent in the group index.

Clothing and footwear: The index for this group fell by about one and a quarter per cent as a result of many sale offers on most items of men's and women's clothing.

Transport and vehicles: Increased rail and bus fares were partly offset by lower prices for petrol and second hand cars. The group index rose by less than a quarter of one per cent.

Miscellaneous goods: There were small increases throughout the group, including higher prices for sport and travel goods. Overall there was a rise in the group index of rather less than one per cent.

Services: The index for this group rose by rather less than one per cent mainly as a result of further effects of the November increases in telephone charges and increased costs for entertainment.

Meals bought and consumed outside the home: Increased prices for most items caused the group index to rise by rather less than one per cent.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for January 14*

	Index Jan 1974 = 100	Percentage change over (months)			Index Jan 1974 = 100	Percentage change over (months)	
		1	12			1	12
All items	379.7	0.2	5.5	V Fuel and light	507.0	-0.1	4.0
All items excluding food	390.2	0.2	6.1	Coal and smokeless fuels	543.9		4
Seasonal food	322.8	2.2	5.2	Coal	551.7		3
Food excluding seasonal	344.9	0.2	2.8	Smokeless fuels	525.1		6
I Food	341.1	0.5	3.2	Gas	408.6		5
Bread, flour, cereals, biscuits and cakes	359.9		5	Electricity	522.2		4
Bread	351.5		8	Oil and other fuel and light	675.5		0
Flour	277.6		6	VI Durable household goods	265.2	-1.0	2.9
Other cereals	439.2		6	Furniture, floor coverings and soft furnishings	287.5		4
Biscuits	322.9		0	Radio, television and other household appliances	206.3		0
Meat and bacon	271.3		1	Pottery, glassware and hardware	399.7		6
Beef	320.5		0	VII Clothing and footwear	225.2	-1.2	3.6
Lamb	259.6		-1	Men's outer clothing	239.9		3
Pork	252.7		-1	Men's underclothing	314.8		3
Bacon	255.7		-2	Women's outer clothing	164.5		4
Ham (cooked)	242.6		-1	Women's underclothing	301.4		6
Other meat and meat products	249.0		2	Children's clothing	266.1		3
Fish	304.0		8	Other clothing, including hose, haberdashery, hats and materials	253.3		5
Butter, margarine, lard and other cooking fats	365.9		1	Footwear	232.7		3
Butter	441.8		1	VIII Transport and vehicles	393.1	0.1	3.6
Margarine	280.3		2	Motoring and cycling	378.0		3
Lard and other cooking fats	258.5		0	Purchase of motor vehicles	315.6		2
Milk, cheese and eggs	348.2		5	Maintenance of motor vehicles	450.0		7
Cheese	386.6		3	Petrol and oil	459.4		1
Eggs	206.1		9	Motor licences	398.2		11
Milk, fresh	413.6		4	Motor insurance	373.7		10
Milk, canned, dried etc	413.0		1	Fares	513.3		6
Tea, coffee, cocoa, soft drinks etc	407.8		-1	Rail transport	544.7		7
Tea	478.1		-12	Road transport	497.2		5
Coffee, cocoa, proprietary drinks	466.6		6	IX Miscellaneous goods	402.9	0.7	6.5
Soft drinks	350.2		2	Books, newspapers and periodicals	577.0		7
Sugar, preserves and confectionery	463.7		5	Books	639.4		10
Sugar	432.0		1	Newspapers and periodicals	557.7		5
Jam, marmalade and syrup	333.0		1	Medicines, surgical etc goods and toiletries	410.1		10
Sweets and chocolates	465.7		6	Soap, detergents, polishes, matches, etc	422.4		6
Vegetables, fresh, canned and frozen	388.7		4	Soap and detergents	368.6		5
Potatoes	437.9		4	Soda and polishes	501.6		6
Other vegetables	354.0		4	Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	328.0		5
Fruit, fresh, dried and canned	321.0		4	X Services	393.1	0.8	6.3
Other food	353.2		4	Postage and telephones	415.0		5
Food for animals	291.7		4	Postage	470.5		-2
II Alcoholic drink	423.8	0.8	6.5	Telephones, telemessages, etc	391.7		6
Beer	509.9		8	Entertainment	310.3		7
Spirits, wines etc	315.5		5	Entertainment (other than TV)	476.9		7
III Tobacco	545.7	0.2	7.4	Other services	487.6		6
Cigarettes	547.7		7	Domestic help	489.6		4
Tobacco	521.7		7	Hairdressing	493.4		7
IV Housing	463.7	0.4	11.4	Boot and shoe repairing	441.3		3
Rent	418.0		7	Laundry	444.6		5
Owner-occupiers' mortgage interest payments	457.2		18	XI Meals bought and consumed outside the home	426.7	0.7	6.2
Rates and water charges	540.0		10				
Materials and charges for repairs and maintenance	431.8		6				

Note: 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.
* A time series of this table from January 1974–December 1984 can be found in 'Retail Prices, 1914–1984' obtainable from Government Bookshops, price £4.50.

RETAIL PRICES 6.3

Average retail prices of items of food

Average retail prices on January 14, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

Many of the items vary in quality from retailer to retailer, and partly because of these differences there are considerable variations in prices charged for many items.

An indication of these variations is given in the last column of the following table which shows the ranges of prices within which at least four-fifths of the recorded prices fell.

Average prices on January 14, 1986

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Beef: home-killed				Bread			
Chuck (braising steak)	450	169.9	150–189	White, per 800g wrapped and sliced loaf	435	43.1	35–52
Sirloin (without bone)	475	296.2	226–360	White, per 800g unwrapped loaf	259	50.9	46–56
Silverside (without bone) †	540	217.4	198–242	White, per 400g loaf, unsliced	322	33.7	30–37
Best beef mince	493	118.8	98–148	Brown, per 400g loaf, unsliced	299	34.9	33–37
Fore ribs (with bone)	430	147.6	120–183	Flour			
Brisket (without bone)	503	150.4	130–177	Self-raising, per 1½ kg	456	44.3	37–54
Rump steak †	537	287.4	242–325	Butter			
Stewing steak	538	149.5	130–174	Home-produced, per 500g	411	104.2	94–116
Lamb: home-killed				New Zealand, per 500g	369	100.9	94–108
Loin (with bone)	468	191.8	162–222	Danish, per 500g	397	113.3	106–124
Breast †	415	53.4	36–78	Margarine			
Best end of neck	304	126.6	72–198	Standard quality, per 250g	72	21.3	19–24
Shoulder (with bone)	444	109.2	90–150	Lower priced, per 250g	58	20.3	18–21
Leg (with bone)	444	173.8	150–198	Lard, per 500g	454	37.9	31–44
Lamb: imported				Cheese			
Loin (with bone)	274	139.5	116–162	Cheddar type	489	125.1	100–142
Breast †	223	39.0	30–50	Eggs			
Best end of neck	170	97.6	62–138	Size 2 (65-70g), per dozen	345	103.7	90–112
Shoulder (with bone)	247	76.1	60–96	Size 4 (55-60g), per dozen	292	90.2	82–96
Leg (with bone)	272	140.9	120–162	Size 6 (45-50g), per dozen	37	75.3	62–90
Pork: home-killed				Milk			
Leg (foot off)	465	112.0	90–148	Ordinary, per pint	433	22.8	—
Belly †	504	82.0	72–94	Tea			
Loin (with bone)	550	140.1	128–165	Higher priced, per 125g	198	51.6	49–58
Filet (without bone)	388	188.2	136–270	Medium priced, per 125g	850	46.4	42–54
Bacon				Lower priced, per 125g	419	41.7	39–50
Collar †	217	113.3	94–130	Coffee			
Gammon †	297	172.4	140–198	Pure, instant, per 100g	497	142.3	136–153
Middle cut †, smoked	234	133.4	118–150	Sugar			
Back, smoked	266	164.0	142–186	Granulated, per kg	489	47.6	45–50
Back, unsmoked	329	157.0	136–177	Fresh vegetables			
Streaky, smoked	193	106.8	92–128	Potatoes, old loose			
Ham (not shoulder)	363	212.8	156–260	White	385	8.3	6–10
Sausages				Red	225	9.1	7–11
Pork	533	80.2	68–94	Potatoes, new loose			
Beef	401	72.5	60–88	Tomatoes	443	51.8	40–64
Pork luncheon meat, 12 oz can	291	49.3	40–58	Cabbage, greens	361	22.3	14–34
Corned beef, 12 oz can	447	89.3	74–106	Cabbage, hearted	389	19.3	12–28
Chicken: roasting				Cauliflower	211	44.0	29–66
Frozen (3lb), oven ready	299	61.5	49–78	Brussels sprouts	407	29.2	20–38
Fresh or chilled				Carrots	492	16.9	12–24
(4lb), oven ready	422	81.0	72–88	Onions	514	16.5	12–23
Fresh and smoked fish				Mushrooms, per ¼ lb	486	28.7	25–34
Cod fillets	236	165.9	140–195	Fresh fruit			
Haddock fillets	226	170.8	142–198	Apples, cooking	448	30.7	23–38
Haddock, smoked whole	206	163.7	132–195	Apples, dessert	498	31.8	26–40
Plaice fillets	211	180.7	150–218	Pears, dessert	473	33.1	26–39
Herrings	203	71.5	58–86	Oranges	346	34.1	26–44
Kippers, with bone	274	93.6	80–110	Bananas	501	42.7	37–48
Canned (red) salmon, half-size can	416	135.3	120–156				

* Per lb unless otherwise stated.
† Or Scottish equivalent.

6.5 RETAIL PRICES

General index of retail prices: Percentage increases on a year earlier

UNITED KINGDOM		All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries*
1974	Jan 15	12	20	2	0	10	6	10	13	10	7	12	21	5
1975	Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976	Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977	Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978	Jan 17	10	7	9	15	7	11	12	10	11	13	12	16	11
1979	Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
1980	Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
1981	Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
1982	Jan 12	12	11	16	32	23	13	4	0	10	7	13	7	11
1983	Jan 11	5	2	10	9	-1	16	3	2	7	8	4	7	15
1984	Jan 10	5	6	6	6	10	1	3	-0	5	5	4	7	1
1985	Jan 15	5	3	6	13	9	4	2	3	2	7	5	6	5
	Feb 12	5	3	5	13	11	4	2	2	4	7	5	6	4
	Mar 12	6	4	5	12	12	4	2	4	5	8	5	6	4
	Apr 16	7	4	6	9	17	5	3	4	6	7	7	6	5
	May 14	7	3	6	8	18	4	3	3	6	8	8	5	5
	June 11	7	3	6	8	19	4	3	4	6	8	8	5	5
	July 16	7	2	6	8	19	5	3	3	6	8	7	6	6
	Aug 13	6	3	7	8	13	5	3	4	5	8	7	6	6
	Sep 10	6	3	7	8	9	5	3	4	5	8	7	6	6
	Oct 15	5	3	7	7	9	5	3	6	4	7	7	6	6
	Nov 12	5	3	7	7	9	4	4	6	4	7	6	6	5
	Dec 10	6	4	6	8	11	4	3	4	4	7	6	6	5
1986	Jan 14	6	3	7	7	11	4	3	4	4	6	6	6	6

*These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones. Excluding telephones from December 1984.

6.6 Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	JAN 15, 1974 = 100											
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5
1985	363.2	371.4	371.3	374.5	360.7	369.0	368.7	371.8	353.0	361.8	362.6	365.3

6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
	JAN 15, 1974 = 100										
1981	294.3	269.2	307.5	358.9	381.6	241.4	208.0	363.3	333.6	276.6	313.6
1982	321.7	291.5	341.6	414.1	430.6	248.2	211.6	398.8	370.8	305.5	336.3
1983	336.2	300.7	336.7	441.6	462.3	255.3	215.3	422.3	393.9	311.5	358.2
1984	352.9	320.2	386.6	489.8	479.2	263.0	215.5	438.3	417.3	321.3	384.3
1985	370.1	330.7	410.2	533.3	502.4	274.3	223.4	458.6	451.6	343.1	406.8
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
1982	318.8	287.8	350.7	413.1	430.5	249.4	219.9	369.6	362.3	314.1	336.3
1983	333.3	296.7	377.3	440.6	461.2	257.4	223.8	393.1	383.9	320.6	358.2
1984	350.4	315.6	399.9	488.5	479.2	264.3	223.9	407.0	405.8	331.1	384.3
1985	367.6	325.1	425.5	531.6	503.1	275.8	232.4	429.9	438.1	353.8	406.7
GENERAL INDEX OF RETAIL PRICES											
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0
1982	314.3	299.3	341.0	413.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7
1983	329.8	308.8	366.5	440.9	465.4	250.4	214.8	366.3	345.6	342.9	364.0
1984	343.9	326.1	387.7	489.0	478.8	256.7	214.6	374.7	364.7	357.3	390.8
1985	360.7	336.3	412.1	532.5	499.3	263.9	222.9	392.5	392.2	381.3	413.3

Note: The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one-and-two person pensioner households of limited means covered by separate indices. For these pensioners, national retirement and similar pensions account for at least three-quarters of income.

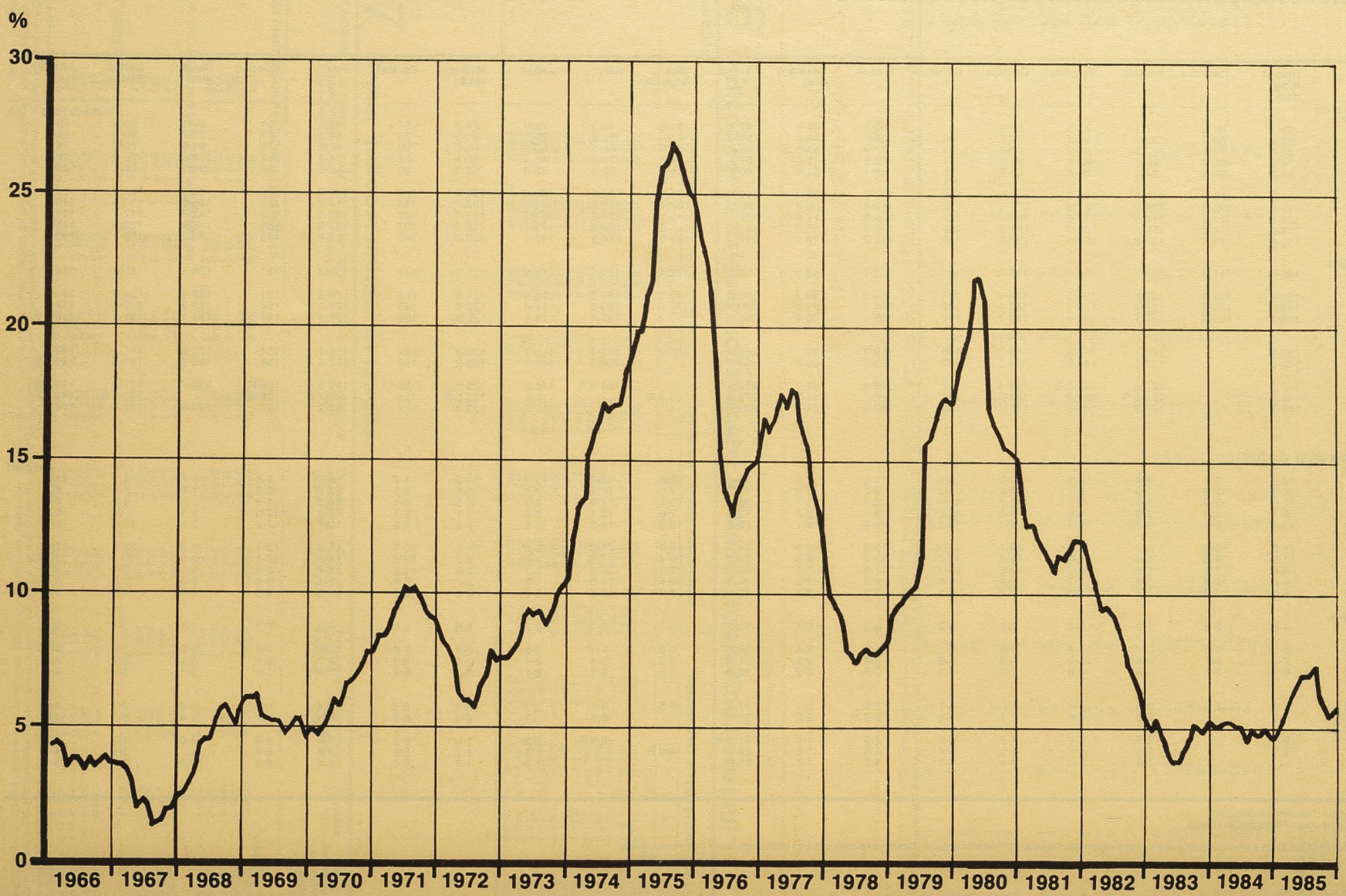
RETAIL PRICES
Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
Indices 1980 = 100																				
Annual averages																				
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2	
1976	59.6	68.7	83.0	80.2	70.7	66	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7	
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.8	69.4	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8	
1978	74.7	83.2	90.7	89.8	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	90.1	86	74.8	82	92.8	79.2	80.7	
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1	88.1	88.6	
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1981	111.9	109.6	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	112	106.5	110.4	110.5	
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	131.1	122	112.5	117.1	119.1	
1983	127.1	134.2	116.3	126.0	131.9	132	139.0	115.6	181.0	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.4	
1984	133.4	139.4	122.9	134.0	137.6	140	149.3	118.4	214.4	169.3	174.3	112.1	120.0	146	163.6	143	119.2	126.1	132.0	
Quarterly averages																				
1984 Q4	135.9	141.8	124.1	136.1	139.2	143	152.7	119.2	228.1	172.1	179.7	113.3	121.3	148	168.4	147	120.5	127.8	134.2	
1985 Q1	137.6	143.9	126.0	138.6	140.9	144	154.8	120.5	238.4	175.3	184.9	113.4	121.6	151	173.8	151	122.7	128.6	135.7	
Q2	142.3	147.3	126.8	140.4	142.4	147	157.6	121.2	249.1	177.6	189.3	114.4	122.8	153	177.1	154	123.3	130.2	137.7	
Q3	143.7	150.6	127.1	141.4	143.7	147	159.1	120.9	255.5	180.2	191.5	114.3	122.8	155	179.0	154	123.1	131.1	138.6 R	
Monthly																				
1985 Aug	142.9	..	127.1	141.3	143.7	146	159.1	120.7	251.6	180.2	191.3	113.6	122.6	154	178.4	154	123.0	131.1	138.5	
Sep	142.8	..	127.2	141.5	144.0	147	159.3	120.9	264.1	..	192.3	114.7	123.2	156	180.4	154	123.3	131.5	139.1 R	
Oct	143.0	..	127.2	141.5 R	144.4	147	159.8	121.1	272.9 R	..	194.3 R	116.3	123.5	156	181.5 R	156 R	123.7	131.9	139.9 R	
Nov	143.5	..	127.5 R	141.8	145.0 R	148	160.1	121.3	279.6 R	180.5 R	..	115.1	123.5 R	155	182.7 R	156.0 R	..	132.3 R	140.2 R	
Dec	143.7	..	127.8	141.9	145.7	148	160.3	121.4	260.0	..	..	115.2	123.3	157	183.2	157	124.6	132.7	140.6
1986 Jan
Increases on a year earlier																				
Annual averages																				
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	12.1	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
1981	11.9	9.6	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5	
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8	
1983	4.6	10.2	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3	
1984	5.0	3.9	5.7	6.3	4.3	6.1	7.3	2.4	18.1	8.7	10.8	2.2	3.3	6.6	11.3	7.5	2.8	4.3	5.3	
Quarterly averages																				
1984 Q4	4.8	2.5	5.2	5.4	3.7	5.9	6.8	2.1	18.0	6.7	9.4	2.3	3.0	5.7	9.8	7.3	3.0	4.1	5.1	
1985 Q1	5.5	4.4	3.4	5.4	3.8	5.1	6.5	2.4	18.5	6.2	9.3	2.0	2.4	5.6	9.6	7.9	3.8	3.6	4.7	
Q2	7.0	6.7	3.6	5.2	3.9	5.8	6.4	2.5	17.3	5.2	9.4	2.1	2.5	5.5	9.7	8.5	3.6	3.7	4.8	
Q3	6.3	7.6	3.0	4.8	3.9	4.3	5.6	2.2	16.2	5.5	9.1	2.1	2.3	5.4	7.9	7.1	3.3	3.4	4.5	
Monthly																				
1985 Aug	6.2	7.6	2.6	4.7	4.0	4.1	5.6	2.1	17.8	5.5	9.1	2.3	2.3	5.6	7.4	6.9	3.0	3.4	4.5	
Sep	5.9	..	2.9	4.6	4.1	3.9	5.3	2.2	20.1	..	8.8	1.7	2.3	5.8	8.3	6.7	3.4	3.2	4.3	
Oct	5.4	..	2.7	4.0	4.2	3.7	4.9	1.8	21.1 R	..	8.9 R	2.3	1.9	5.6	7.4	6.8	3.0	3.2	4.3	
Nov	5.5	..	2.6	4.2	4.0	3.4	4.8	1.8	22.7	4.9 R	..	1.9	1.7	5.8	8.6	6.9	..	3.6	4.5	
Dec	..	..	2.8	4.0	4.4	3.6	4.7	1.8	25.0	..	..	1.8	1.7	5.6	8.1	5.6	3.2	3.8	4.6
1986 Jan

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

Note: 1 The index for the OECD as a whole is compiled using weights derived from private final consumption expenditure and exchange rates for previous year.

C3 Retail Prices Index — Percentage increase over previous year



HOUSEHOLD SPENDING 7.1

All expenditure: per household and per person

UNITED KINGDOM	Average weekly expenditure per household					Average weekly expenditure per person				
	At current prices			At constant prices		At current prices			At constant prices	
	Actual	Percentage increase on a year earlier	Seasonally adjusted	Seasonally adjusted	Index (1975=100)	Actual	Percentage increase on a year earlier	Seasonally adjusted	Seasonally adjusted	Index (1975=100)
Annual averages										
1979	94.17	17.3		104.3	3.8	34.85	18.0		108.6	4.4
1980	110.60	17.4		104.9	0.6	40.81	17.1		108.7	0.1
1981	125.41	13.4		105.5	0.5	45.96	12.6		108.7	0.0
1982*	134.01	6.9		103.3	-2.1	49.73	8.2		107.8	-0.8
	<u>142.58</u>					<u>53.65</u>				
1983*		6.4		103.3	—		8.0		109.3	1.4
	<u>141.03</u>					<u>53.06</u>				
1984*	151.92	7.7		106.4	3.0	57.96	9.2		114.3	4.5
Quarterly averages										
1982 Q1	125.04	4.7	129.8	102.7	-0.6	46.06	6.2	48.0	106.9	0.3
Q2	135.08	8.0	134.0	103.9	1.2	48.66	7.4	48.7	105.7	-1.1
Q3	137.56	9.4	137.4	105.2	1.2	50.95	9.5	50.6	109.6	3.7
	<u>138.51</u>		<u>134.8</u>			<u>53.44</u>		<u>51.6</u>		
Q4*		5.3		101.3	-3.7		9.9		109.0	-0.6
	<u>138.11</u>		<u>134.4</u>			<u>53.28</u>		<u>51.4</u>		
1983 Q1*	132.61	..	138.2	102.8	—	49.30	..	51.6	108.0	1.0
Q2*	138.87	..	136.9	101.6	-2.3	52.60	..	52.1	108.7	2.8
Q3*	141.90	..	142.4	103.8	-1.3	53.39	..	53.6	109.9	0.3
Q4*	150.36	8.9	145.9	105.1	3.8	56.89	6.8	54.7	110.8	1.7
1984 Q1*	140.14	5.7	146.4	104.0	1.2	53.19	7.9	55.9	111.6	3.4
Q2*	156.90	13.0	154.3	108.8	7.1	60.86	15.8	60.1	119.1	9.6
Q3*	147.49	3.9	148.3	103.6	-0.3	55.99	4.9	56.4	110.7	0.7
Q4*	163.48	8.7	158.4	109.4	4.1	62.02	10.8	59.5	115.6	4.3

Source: Family Expenditure Survey **
* See note to table 7-2.

** For a brief note on the Survey, the availability of reports and discussion of response rates see *Employment Gazette* for Dec 83 (pp. 517-523) and Sep 85 (p. 374).

HOUSEHOLD SPENDING 7.2

Composition of expenditure

£ per week per household

UNITED KINGDOM	All items	Commodity or service											
		Housing*		Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	Durable household goods	Other goods	Transport and vehicles	Services	Miscellaneous**
		Gross	Net										
Annual averages													
1979	94.17	..	13.72	5.25	21.83	4.56	2.85	7.79	7.05	7.28	13.13	9.74	0.97
1980	110.60	..	16.56	6.15	25.15	5.34	3.32	8.99	7.70	8.75	16.15	11.96	0.53
1981	125.41	..	19.76	7.46	27.20	6.06	3.74	9.23	9.40	9.45	18.70	13.84	0.58
1982*	134.01	23.31	22.39	8.35	28.19	6.13	3.85	9.69	9.65	10.06	19.79	15.37	0.53
	<u>142.58</u>		<u>23.98</u>										
1983*		25.34	9.22	29.56	6.91	4.21	10.00	10.26	10.81	20.96	16.09	0.58	
	<u>141.03</u>		<u>22.43</u>										
1984*	151.92	27.41	24.06	9.42	31.43	7.25	4.37	11.10	11.57	11.89	22.77	17.41	0.64
Quarterly averages													
1982 Q1	125.04	21.36	20.45	8.92	27.41	5.29	3.78	7.98	9.00	8.78	18.72	14.26	0.45
Q2	135.08	23.15	22.30	9.41	29.01	6.08	3.68	9.49	8.10	9.33	19.99	17.29	0.41
Q3	137.56	24.72	23.83	7.39	28.12	6.27	3.96	9.21	9.94	10.08	21.19	17.04	0.53
	<u>138.51</u>		<u>23.03</u>										
Q4*		24.04		7.66	28.24	6.90	3.99	12.11	11.56	12.05	19.29	12.95	0.74
	<u>138.11</u>		<u>22.63</u>										
1983 Q1*	132.61	24.02	22.13	9.72	28.26	6.08	4.15	8.05	9.87	9.44	19.42	14.97	0.53
Q2*	138.87	24.59	21.38	10.41	29.16	6.81	4.36	9.05	10.01	10.22	20.66	16.36	0.47
Q3*	141.90	26.05	22.83	8.35	29.61	6.86	4.12	9.80	9.10	10.28	22.24	18.24	0.47
Q4*	150.36	26.64	23.33	8.46	31.17	7.86	4.19	13.01	12.05	13.21	21.46	14.78	0.83
1984 Q1*	140.14	26.12	22.72	10.20	30.25	6.21	4.08	8.55	11.12	10.26	21.05	15.08	0.63
Q2*	156.90	29.79	26.37	10.28	31.38	6.94	4.26	11.31	10.38	10.86	22.13	22.53	0.47
Q3*	147.49	26.74	23.39	8.77	31.05	7.16	4.40	9.93	10.25	11.45	23.62	16.91	0.55
Q4*	163.48	27.52	23.92	8.38	33.10	8.75	4.74	14.65	14.55	15.02	24.38	15.07	0.92
Standard error†: percent													
1984 Q4	2.0	3.8	4.5	1.9	1.4	3.3	3.5	3.7	7.5	2.7	4.9	3.4	13.5
Percentage increase in expenditure on a year earlier													
1982	6.9	..	13.3	11.8	3.6	1.3	3.0	5.0	2.7	6.5	5.8	11.1	-18.6
1983	6.4	8.7	7.1	10.5	4.9	12.7	9.3	3.2	6.3	7.4	5.9	4.7	8.3
1984	7.7	8.2	7.3	2.2	6.3	4.9	3.8	10.9	12.7	10.0	8.7	8.2	11.5
1984 Q1	5.7	8.7	2.3	4.9	7.1	2.1	1.7	6.3	12.7	8.8	8.4	-0.7	20.3
Q2	13.0	21.2	23.3	-1.2	7.6	1.8	-2.4	25.0	3.7	6.3	7.1	37.7	-0.4
Q3	3.9	2.7	2.4	5.0	4.9	4.4	6.8	1.4	12.7	11.4	6.2	-7.3	16.2
Q4	8.7	3.3	2.5	-1.0	6.2	11.3	13.1	12.6	20.8	13.7	13.6	1.9	11.1
Percentage of total expenditure													
1982	100		16.7	6.2	21.0	4.6	2.9	7.2	7.2	7.5	14.8	11.5	0.4
1983	100		16.8	6.5	20.7	4.8	3.0	7.0	7.2	7.6	14.7	11.3	0.4
1984	100		15.8	6.2	20.7	4.8	2.9	7.3	7.6	7.8	15.0	11.5	0.4

Source: Family Expenditure Survey.

* Under the Housing Benefit Scheme introduced in stages from November 1982, some cash transactions previously recorded in the survey by households receiving supplementary benefit were eliminated, leading to identically reduced levels of both recorded expenditure and income. For the period up to 1983 Q4 a series was produced covering the same transactions as in earlier periods whether or not expressed as cash expenditure to indicate the underlying level of housing expenditure. From the beginning of 1984, net housing expenditure has been calculated net of allowances, benefits and rebates, with comparable figures for 1983 to indicate the scale of discontinuity. Figures are also given back to 1982 of gross expenditure, i.e. before deducting all the net figure and housing benefits. The latter series is unaffected by changes in the administration of housing benefits but is very uncertain because it is measured indirectly working back from the net figure and housing benefits. The net figure is included in the "all items" figure of household expenditure.

** A discontinuity in miscellaneous expenditure occurred in 1980 when the classification of credit card expenditure was revised (see *Employment Gazette*, Nov 81, p. 469 or annex A of the 1983 FES Report).

† For notes on standard errors see *Employment Gazette*, Mar 83, p. 122 or annex A of the 1983 FES Report.

7.3 HOUSEHOLD CHARACTERISTICS AND SPENDING

Detailed composition of expenditure per household

UNITED KINGDOM	1982*	1983*	1984*	Standard error** in 1984 (per cent)	1982*	1983*	1984*	Standard error** in 1984 (per cent)
Characteristics of households					Household expenditure averaged over all households			
Number of households	7,428	6,973	7,081		Average per week £			
Number of persons	20,022	18,532	18,557		Food (continued)			
Number of adults	14,386	13,401	13,618		Ham, cooked (including canned)			
Average number of persons per household					0.26			
All persons	2.70	2.66	2.62		2.38			
Males	1.32	1.29	1.27		0.70			
Females	1.38	1.37	1.36		0.27			
Adults	1.94	1.92	1.92		0.34			
Persons under 65	1.58	1.56	1.57		0.43			
Persons 65 and over	0.35	0.36	0.35		0.27			
Children	0.76	0.74	0.70		0.16			
Children under 2	0.08	0.08	0.07		0.31			
Children 2 and under 5	0.12	0.12	0.11		0.19			
Children 5 and under 18	0.56	0.53	0.52		2.15			
Persons working	1.22	1.17	1.18		0.41			
Persons not working	1.47	1.49	1.44		0.71			
Number of households by type of housing tenure					0.52			
Rented unfurnished	2,899	2,498	2,511		0.98			
Local authority	2,519	2,178	2,162		1.36			
Other	380	320	349		1.54			
Rented furnished	201	199	189		1.51			
Rent-free	146	151	125		0.35			
Owner-occupied	4,182	4,125	4,256		0.15			
In process of purchase	2,619	2,499	2,658		0.81			
Owned outright	1,563	1,626	1,598		0.40			
Certain items of housing expenditure in each tenure group*	Average per week £							
Local authority					0.34			
Gross rent, rates and water charges	18.05	19.14	19.60	0.6	0.38			
Housing benefit, rebates and allowances received	-2.19	-3.58	-8.06	2.1	0.44			
Net rent, rates and water charges	15.86	15.55	11.08	2.0	1.8			
Other rented unfurnished					0.05			
Gross rent, rates and water charges	13.08	16.52	17.30	3.1	0.05			
Housing benefit etc	-0.71	-1.83	-2.97	8.8	0.60			
Net rent, rates and water charges	12.36	14.69	13.55	4.5	0.19			
Rented furnished					2.11			
Gross rent, rates and water charges	21.26	24.18	24.26	3.9	2.35			
Housing benefit etc	-0.09	-0.69	-2.24	15.1	1.6			
Net rent, rates and water charges	21.17	23.48	21.94	5.5	5.36			
Rent-free					2.0			
Gross rates and water charges together with the weekly equivalent of the rateable value	14.04	16.36	17.18	7.1	6.13			
Rateable value (weekly equivalent) included in preceding payment	12.22	13.88	14.68	6.7	6.91			
Housing benefit etc	-0.11	-0.22	-0.38	7.1	7.25			
Net rates, water charges and imputed rent	13.94	16.14	15.98	7.2	1.8			
In process of purchase					4.21			
Gross rates, water, insurance of structure together with the weekly equivalent of the rateable value	23.56	25.32	26.18	0.9	4.00			
Rateable value (weekly equivalent) included in preceding payment	15.64	16.68	17.11	0.9	4.21			
Housing benefit etc	-0.06	-0.06	-0.11	9.5	2.0			
Net rates, water charges and imputed rent	23.50	25.26	25.21	0.9	4.21			
Owned outright					4.37			
Gross rates, water, insurance of structure together with the weekly equivalent of the rateable value	20.08	22.29	23.94	1.3	4.02			
Rateable value (weekly equivalent) included in preceding payment	13.37	14.68	15.72	1.4	4.19			
Housing benefit etc	-0.53	-0.51	-0.63	4.7	0.15			
Net rates, water charges and imputed rent	19.54	21.78	21.66	1.3	0.18			
Household expenditure averaged over all households	Average per week £				Tobacco			
Housing*	22.39	23.98	22.43	2.7	3.85			
Gross rent, rates etc (as defined in the preceding section)	20.17	22.05	23.02	0.6	4.21			
Housing benefit etc	-0.91	-1.36	-2.91	2.4	3.87			
Net rent, rates and water charges	19.26	20.69	19.14	0.8	3.87			
Repairs, maintenance and decorations	3.14	3.29	4.39††	14.2	4.02			
Fuel, light and power	8.35	9.22	9.42	0.9	0.18			
Gas	2.78	3.42	3.54	1.2	0.15			
Electricity	3.85	4.24	4.21	0.8	0.18			
Coal and coke	1.06	1.00	1.07	6.4	0.18			
Fuel oil and other fuel and light	0.66	0.57	0.60	5.3	0.18			
Food	28.19	29.56	31.43	0.7	0.19			
Bread, rolls, etc	1.35	1.35	1.40	0.8	0.19			
Flour	0.12	0.10	0.09	3.1	0.19			
Biscuits, cakes, etc	1.34	1.40	1.51	1.1	0.19			
Breakfast and other cereals	0.45	0.49	0.54	1.7	0.19			
Beef and veal	1.70	1.66	1.74	1.8	0.19			
Mutton and lamb	0.69	0.72	0.70	2.3	0.19			
Pork	0.65	0.66	0.65	1.0	0.19			
Bacon and ham (uncooked)	0.77	0.75	0.74	0.8	0.19			

Source: Family Expenditure Survey.
* See note to table 7.2 on the Housing Benefits Scheme.
** For notes on standard errors see Employment Gazette, March 1983, p. 122 or Annex A of the 1983 FES report.
† In 1982 shirts were included indistinguishably in underclothing.
†† From June 1984 some items under this heading attracted VAT.

TOURISM 8.1

THOUSANDS

Employment in tourism-related industries in Great Britain

SIC group	Restaurants cafes etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotel trade 665	Other tourist etc accommodation 667	Libraries, museums art galleries etc 977	Sports and other recreational services 979
Self employed¹	48.1	51.7	1.6	32.6	3.8	0.6	19.7
Employees in employment²							
1981	176.1	223.5	139.7	210.3	16.3	52.9	253.9
1982 1st qtr	187.4	233.6	141.7	235.0	43.2	64.6	269.1
2nd qtr	186.1	230.7	138.9	233.4	49.0	60.1	263.3
3rd qtr	173.5	226.5	140.0	210.8	16.0	53.1	251.9
4th qtr							
1983 1st qtr	161.2	221.6	137.4	205.4	18.3	54.3	248.0
2nd qtr	182.7	231.0	140.1	234.4	52.0	61.4	246.2
3rd qtr	186.3	238.4	143.3	242.2	50.6	60.4	267.9
4th qtr	180.9	235.9	147.3	224.7	16.8	54.2	252.5
1984 1st qtr	178.8	230.6	146.5	216.8	19.2	55.2	247.8
2nd qtr	189.2	241.9	148.4	251.9	51.4	62.9	261.4
3rd qtr	190.0	249.0	148.7	256.6	46.3	61.6	258.2
4th qtr	181.4	248.6	151.3	237.7	24.5	56.6	249.7
1985 1st qtr	175.8	243.8	150.9	232.0	27.0	58.2	247.8
2nd qtr	191.9	257.6	155.0	262.2	53.9	65.9	261.7
3rd qtr	194.3	259.1	151.9	269.3	51.1	65.4	261.6
Change Q3 1985 Q3 1984							
Absolute (thousands)	+4.3	+10.1	+3.2	+12.7	+4.8	+3.8	+3.4
Percentage	+2.3	+4.1	+2.2	+4.9	+10.4	+6.2	+1.3

¹ Based on Census of Population.

² In addition the Labour Force Survey showed the following estimates (thousands) of self employment in Hotels and Catering (SIC Class 66): (1982 not available.)

1981 153

1983 147

1984 175

² These are comparable with the estimates for all industries and services shown in Table 1.4.

Overseas travel and tourism: earnings and expenditure

TOURISM 8.2

£ million at current prices

Year	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1974	898		703		+195	
1980	2,961		2,738		+223	
1981	2,970		3,272		-302	
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
Percentage change 1983/1984	+15		+14			
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1984 R 1st qtr	727	1,079	715	1,110	+12	-31
2nd qtr	1,075	1,115	1,182	1,197	-107	-82
3rd qtr	1,751	1,195	1,835	1,148	-84	+47
4th qtr	1,061	1,224	932	1,213	+129	+11
1985 R 1st qtr	903	1,343	846	1,304	+57	+39
2nd qtr	1,331	1,369	1,152	1,171	+179	+198
3rd qtr	1,331	1,398	1,878	1,193	+176	+205
1984 R January	262	345	229	364	+33	-19
February	217	372	192	350	+25	+22
March	248	362	294	396	-46	-34
April	335	386	310	374	+25	+12
May	321	343	365	414	-44	-71
June	418	386	509	391	-91	-23
July	573	399	537	409	+36	+8
August	632	388	655	376	-24	+12
September	547	408	643	381	-96	+27
October	449	415	441	375	+8	+40
November	329	413	259	400	+70	+13
December	282	396	229	438	+53	-42
1985 R January	322	421	277	436	+45	-9
February	247	428	244	437	+3	+3
March	334	494	325	431	+9	+63
April	376	427	323	393	+53	+34
May	459	489	349	392	+110	+97
June	496	453	479	386	+17	+67
July	638	439	530	401	+108	+38
Aug	819	516	677	388	+142	+128
Sept	598	443	671	404	-73	+39
Oct (e)	480	438	470	398	+10	+40
Nov (e)	375	470	275	430	+100	+40

R Provisional
For further details see Business Monitors MQ6 and MA6.

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

THOUSANDS

	All areas	North America	European Community	Other Western Europe	Other areas
1974	8,543	1,810	4,249	968	1,516
1975	9,490	1,907	4,712	1,135	1,736
1976	10,808	2,093	5,416	1,400	1,899
1977	12,281	2,377	6,153	1,617	2,134
1978	12,646	2,475	6,302	1,563	2,306
1979	12,486	2,196	6,249	1,624	2,417
1980	12,421	2,082	6,411	1,499	2,429
1981	11,452	2,105	5,896	1,359	2,291
1982	11,636	2,135	5,704	1,378	2,418
1983	12,464	2,836	5,725	1,439	2,464
1984	13,644	3,330	5,940	1,611	2,763
Seasonally adjusted					
1984 1st quarter	2,156	396	1,047	280	436
2nd quarter	3,582	892	1,576	413	699
3rd quarter	5,179	1,390	2,169	546	1,073
4th quarter	2,728	653	1,150	371	554
1985 1st quarter P	2,351	489	1,090	289	483
2nd quarter P	3,957	1,138	1,742	429	649
3rd quarter P	5,419	1,710	2,190	608	1,076
1984 R January	746	136	424	185	185
February	581	102	369	109	141
March	829	178	530	141	141
April	1,171	171	803	196	196
May	1,096	1,081	577	230	230
June	1,315	1,156	609	274	274
July	1,763	1,118	954	332	332
August	2,011	1,190	1,116	409	409
September	1,405	1,159	646	332	332
October	1,093	320	529	244	244
November	882	1,225	525	168	168
December	753	1,210	466	142	142
1985 PR January	824	1,177	451	209	209
February	656	1,145	405	117	117
March	872	1,212	523	158	158
April	1,207	1,181	798	173	173
May	1,282	1,262	674	225	225
June	1,467	1,273	697	251	251
July	1,823	1,161	976	306	306
August	2,145	1,247	1,144	415	415
September	1,451	1,192	678	355	355
October (e)	1,180	310	630	240	240
November (e)	830	1,164	470	180	180

Notes: See 8.2.

8.4 TOURISM Visits abroad by UK residents

THOUSANDS

	All areas	North America	European Community	Other Western Europe	Other areas
1974	10,783	433	5,781	3,722	847
1975	11,992	514	6,431	4,037	1,010
1976	11,560	579	6,366	3,588	1,027
1977	11,525	619	6,410	3,456	1,040
1978	13,443	782	7,417	4,100	1,144
1979	15,466	1,087	8,598	4,361	1,420
1980	17,507	1,382	9,762	4,693	1,670
1981	19,046	1,514	10,518	5,344	1,671
1982	20,611	1,299	11,519	6,106	1,687
1983	20,994	1,023	11,387	6,842	1,743
1984	22,072	919	11,355	8,031	1,781
Seasonally adjusted					
1984 1st quarter	3,256	155	1,521	1,111	469
2nd quarter	5,980	232	3,127	2,141	479
3rd quarter	8,599	329	4,512	3,333	424
4th quarter	4,238	204	2,179	1,446	408
1985 1st quarter P	3,324	159	1,586	1,121	459
2nd quarter P	5,612	200	3,108	1,885	419
3rd quarter P	8,314	351	4,620	2,866	477
1984 R January	1,035	85	763	187	187
February	885	714	714	144	144
March	1,336	1,915	1,155	138	138
April	1,717	1,812	1,428	213	213
May	1,828	1,897	1,607	152	152
June	2,436	1,873	2,233	115	115
July	2,480	1,836	2,293	99	99
August	3,150	1,713	2,873	153	153
September	2,968	1,855	2,678	173	173
October	2,054	1,796	1,815	140	140
November	1,235	1,956	1,031	142	142
December	950	1,866	781	126	126
1985 PR January	1,056	1,858	781	200	200
February	883	1,767	715	124	124
March	1,384	1,964	1,209	135	135
April	1,652	1,752	1,400	195	195
May	1,660	1,729	1,490	109	109
June	2,299	1,772	2,103	114	114
July	2,293	1,726	2,080	103	103
August	3,172	1,738	2,864	170	170
September	2,849	1,793	2,542	204	204
October (e)	1,990	1,745	1,770	120	120
November (e)	1,340	2,002	1,150	120	120

Notes: See 8.2.

Overseas travel and tourism: Visits to the UK by country of residence

THOUSANDS

	1982	1983	1984	1984				1985 P		
				1st qtr	2nd qtr	3rd qtr	4th qtr	1st qtr	2nd qtr	3rd qtr
Total all countries	11,636	12,464	13,644	2,156	3,582	5,179	2,728	2,351	3,957	5,419
North America										
Total	2,135	2,836	3,330	396	892	1,390	653	489	1,138	1,545
USA	1,726	2,317	2,764	322	729	1,162	551	412	927	1,308
Canada	409	519	567	73	163	228	102	78	211	237
European Community										
Total	5,704	5,725	5,940	1,045	1,576	2,169	1,150	1,090	1,742	2,190
Belgium/Luxembourg	455	430	426	90	99	148	89	104	136	156
France	1,518	1,516	1,632	274	498	560	299	332	528	507
Federal Republic of Germany	1,442	1,374	1,485	246	412	547	279	232	445	540
Italy	398	458	475	86	92	215	82	78	112	233
Netherlands	701	735	741	144	198	243	156	122	185	266
Denmark	182	219	192	46	42	59	46	37	52	65
Greece	96	85	81	23	14	21	21	23	38	31
Irish Republic	912	908	909	136	222	374	177	162	245	399
Other Western Europe										
Total	1,378	1,439	1,611	280	413	546	371	289	429	608
Spain	284	298	293	56	59	110	68	57	72	143
Austria	100	88	111	14	31	43	23	11	26	54
Switzerland	270	310	313	51	77	93	92	57	96	101
Norway	297	288	402	68	122	123	89	59	105	125
Sweden	58	62	72	8	19	32	12	13	16	30
Finland	184	199	204	39	48	74	43	48	55	80
Others										
Other countries										
Total	2,418	2,464	2,763	436	699	1,073	554	483	649	1,076
Middle East	573	616	610	110	131	259	110	110	126	241
North Africa	121	125	132	27	28	53	24	22	24	50
South Africa	143	147	182	28	46	70	38	27	37	54
Eastern Europe	39	50	57	10	16	22	8	15	8	30
Japan	159	170	201	55	45	60	40	49	49	65
Australia	359	331	456	58	143	170	85	73	118	192
New Zealand	67	76	95	8	30	37	19	15	18	29
Latin America	185	109	165	23	39	69	34	31	37	65
Rest of World	773	840	865	117	221	333	196	141	232	350

Notes: See 8.2.

Overseas travel and tourism: Visits abroad by country visited

THOUSANDS

	1982	1983	1984 R	1984 R				1985 P		
				1st qtr	2nd qtr	3rd qtr	4th qtr	1st qtr	2nd qtr	3rd qtr
Total all countries	20,611	20,994	22,072	3,256	5,980	8,599	4,238	3,324	5,612	8,314
North America										
Total	1,299	1,023	919	155	232	329	204	158	200	350
USA	970	780	719	130	185	226	178	134	163	243
Canada	329	243	200	25	47	102	26	24	37	108
European Community										
Total	11,519	11,387	11,340	1,521	3,127	4,513	2,179	1,586	3,108	4,620
Belgium/Luxembourg	894	831	776	90	238	262	187	148	199	191
France	5,002	5,058	4,482	597	1,271	1,700	817	622	1,118	1,725
Federal Republic of Germany	1,101	1,091	1,294	203	317	493	281	180	366	499
Italy	1,068	1,154	1,184	186	326	523	149	178	289	472
Netherlands	838	784	868	180	274	228	187	156	346	247
Denmark	175	128	136	22	39	49	26	27	34	56
Greece	1,000	869	1,048	14	284	615	134	12	378	782
Irish Republic	1,440	1,472	1,552	230	379	642	301	262	397	648
Other Western Europe										
Total	6,106	6,842	8,031	1,111	2,141	3,333	1,446	1,121	1,885	2,866
Yugoslavia	266	293	477	5	165	265	44	10	177	318
Spain	3,688	4,278	5,022	609	1,337	2,092	984	577	1,089	1,557
Portugal	472	547	573	79	136	236	122	86	191	263
Austria	407	490	609	178	148	236	47	185	121	188
Switzerland	493	474	519	146	126	173	74	132	106	175
Norway/Sweden/Finland	272	285	302	54	89	95	63	57	84	124
Gibraltar/Malta/Cyprus	472	434	475	37	128	203	108	61	93	201
Other	36	40	53	3	12	33	4	13	24	40
Other countries										
Total	1,687	1,743	1,781	469	479	424	408	459	419	477
Middle East	222	219	227	49	58	68	47	41	57	44
North Africa	212	224	253	52	92	49	61	60	59	81
Eastern Europe	123	149	164	16	41	77	21	37	79	105
Australia/New Zealand	164	147	167	70	41	23	33	64	35	24
Commonwealth Caribbean	169	147	140	40	32	29	38	29	28	38
Rest of World including Cruise	798	856	830	242	215	178	208	228	161	185

Notes: See 8.2.

8.7 TOURISM

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

	Total visits	Mode of travel		Purpose of visit				THOUSANDS
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes	
		1978	12,646	7,580	5,067	5,876	2,295		2,193	2,283
1979	12,486	7,614	4,872	5,529	2,395	2,254	2,308	
1980	12,421	7,323	5,098	5,478	2,565	2,319	2,058	
1981	11,452	6,889	4,563	5,037	2,453	2,287	1,675	
1982	11,636	6,911	4,724	5,265	2,393	2,410	1,568	
1983	12,464	7,661	4,803	5,818	2,556	2,560	1,530	
1984	13,712	8,530	5,182	6,392	2,877	2,646	1,798	
% change 1984/1983	+10	+11	+8	+10	+13	+3	+18	
1982 1st qtr	2,012	1,338	673	727	524	486	275	
2nd qtr	3,174	1,777	1,398	1,568	656	593	358	
3rd qtr	4,254	2,343	1,910	2,196	594	832	632	
4th qtr	2,196	1,453	743	774	620	498	303	
1983 1st qtr	2,013	1,356	657	776	537	485	225	
2nd qtr	3,200	1,831	1,369	1,568	676	621	335	
3rd qtr	4,715	2,730	1,987	2,546	633	900	635	
4th qtr	2,537	1,747	790	938	711	553	335	
1984 1st qtr	2,167	1,457	710	820	624	478	244	
2nd qtr	3,599	2,099	1,500	1,752	748	619	480	
3rd qtr	5,207	3,037	2,170	2,752	733	986	735	
4th qtr	2,740	1,937	802	1,067	772	562	339	
1985 1st qtr P	2,351	1,625	726	866	655	530	299	
2nd qtr P	3,957	2,458	1,499	1,985	791	737	444	
3rd qtr P	5,419	3,326	2,092	2,812	755	1,045	807	

Notes: See 8-2.

8.8 TOURISM

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

	Total visits	Mode of travel		Purpose of visit				THOUSANDS
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes	
		1978	13,443	8,416	5,028	8,439	2,261	
1979	15,466	9,760	5,706	9,827	2,542	2,166	931	
1980	17,507	10,748	6,759	11,666	2,690	2,317	834	
1981	19,046	11,374	7,672	13,131	2,740	2,378	797	
1982	20,611	12,031	8,580	14,224	2,768	2,529	1,090	
1983	20,994	12,361	8,634	14,568	2,886	2,559	982	
1984	22,087	13,934	8,153	15,300	3,176	2,598	1,013	
% change 1984/1983	+5	+13	-6	+5	+10	+2	+3	
1982 1st qtr	2,939	2,047	892	1,681	606	510	141	
2nd qtr	5,455	3,299	2,226	3,738	797	696	314	
3rd qtr	8,257	4,393	3,864	6,438	611	926	282	
4th qtr	3,960	2,363	1,598	2,367	754	486	353	
1983 1st qtr	2,978	2,073	905	1,684	640	489	164	
2nd qtr	5,404	3,104	2,300	3,794	778	613	220	
3rd qtr	8,576	4,679	3,897	6,711	655	946	264	
4th qtr	4,037	2,504	1,532	2,379	813	511	334	
1984 1st qtr	3,256	2,344	912	1,897	708	500	152	
2nd qtr	5,979	3,633	2,346	4,209	890	636	245	
3rd qtr	8,610	5,196	3,414	6,646	697	982	305	
4th qtr	4,242	2,761	1,481	2,549	881	501	312	
1985 1st qtr P	3,324	2,395	929	1,957	714	518	136	
2nd qtr P	5,612	3,518	2,094	3,888	905	614	205	
3rd qtr P	8,314	5,013	3,301	6,343	752	965	253	

Notes: See 8-2.

8.9 TOURISM

Visitor nights

	Overseas visitors to the UK		UK residents going abroad		MILLION
	Nights	Nights	Nights	Nights	
	1978	149.1	176.4	1978 1st qtr		22.0	40.0
1979	154.6	205.0	2nd qtr	31.5	63.2
1980	146.0	227.7	3rd qtr	62.6	117.8
1981	135.4	251.1	4th qtr	29.3	45.3
1982	136.3	261.7			
1983	145.4	266.2	1984 1st qtr	22.3	41.3
1984	155.3	276.9	2nd qtr	35.4	71.1
% change 1984/1983	+7	+4	3rd qtr	67.6	117.1
			4th qtr	29.9	47.5
1982 1st qtr	22.2	39.2	1985 1st qtr P	26.0	42.8
2nd qtr	30.9	61.6	2nd qtr P	38.2	63.2
3rd qtr	58.1	114.0	3rd qtr P	72.0	115.0
4th qtr	25.1	46.9			

Notes: See 8-2.

DEFINITIONS

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

BASIC WEEKLY WAGE RATES

Minimum entitlements of manual workers under national collective agreements and statutory wages orders. Minimum entitlements in this context means basic wage rates, standard rates, minimum guarantees or minimum earnings levels, as appropriate, together with any general supplement payable under the agreement or order.

EARNINGS

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

EMPLOYED LABOUR FORCE

Employees in employment plus HM forces and self-employed.

EMPLOYEES IN EMPLOYMENT

Civilians in the paid employment of employers (excluding home workers and private domestic servants).

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 head of household is in the top 3-4 per cent and those one and two person pensioner households of limited means covered by separate indices. For these pensioners, national retirement and similar pensions account for at least three-quarters of income.

HM FORCES

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

HOUSEHOLD SPENDING

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

INDEX OF PRODUCTION INDUSTRIES (SIC 1968)

Orders II-XXI: Manufacturing industries plus mining and quarrying, construction, gas, electricity and water.

INDUSTRIAL DISPUTES

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

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

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

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

Conventions

The following standard symbols are used:

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

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.

NORMAL WEEKLY HOURS

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

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES (SIC 1980)

Divisions 1 to 4 inclusive, i.e. excluding construction.

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

Those working on their own account whether or not they have any employees.

SERVICE INDUSTRIES

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

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX.

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

The number of unemployed expressed as a percentage of the latest available mid-year estimate of all employees in employment, plus the unemployed at the same date.

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

A job opportunity notified by an employer to a Jobcentre or Careers Office (including Community Programme vacancies; and 'self employed' opportunities created by employers) which remained unfilled on the day of the count.

WEEKLY HOURS WORKED

Actual hours worked during the reference week and hours not worked but paid for under guarantee agreements.

WORKING POPULATION

Employed labour force plus the unemployed.

R revised

e estimated

MLH Minimum List Heading of the SIC 1968

n.e.s. not elsewhere specified

SIC UK Standard Industrial Classification, 1968 or 1980 edition

EC European Community

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK				New Earnings Survey (April estimates)			
Quarterly series	M (Q)	Feb 86:	1-1	Latest key results	A	Oct 85:	385
Labour force estimates, projections		July 85:	255	Time series	M (A)	Feb 86:	5-6
Employees in employment				Average weekly and hourly earnings and hours worked (manual workers)			
Industry: GB				Manufacturing and certain other industries			
All industries: by Division class or group	Q	Jan 86:	1-4	Summary (Oct)	M (A)	Feb 86:	5-4
: time series, by order group	M	Feb 86:	1-2	Detailed results	A	Feb 85:	47
Manufacturing: by Division class or group	M	Feb 86:	1-3	Manufacturing			
Occupation				Indices of hours	D	Apr 84:	5-8
Administrative, technical and clerical in manufacturing	A	Nov 85:	1-10	International comparisons	M	Feb 86:	5-9
Local authorities manpower	Q	Dec 85:	1-7	Aerospace	A	Aug 85:	335
Occupations in engineering	D	Oct 82:	421	Agriculture	A	Feb 85:	281
Region: GB				Coal mining	A	Feb 84:	82
Sector: numbers and indices	Q	Feb 86:	1-5	Average earnings: non-manual employees	M (A)	Feb 86:	5-5
Self employed: by region				Basic wage rates, (manual workers)			
: by industry				wage rates and hours (index)	D	Apr 84:	5-8
Census of Employment: Sep 1981				Normal weekly hours	A	Apr 85:	155
GB and regions by industry				Holiday entitlements	A	Apr 85:	156
on SIC 1980 (provisional)		Feb 83:	61	Overtime and short-time: manufacturing			
GB and regions by industry				Latest figures: industry	M	Feb 86:	1-11
on SIC 1980 (final)		Dec 83:	Supp 2	Region: summary	Q	Nov 85:	1-13
UK by industry on SIC 1980 (final)				Hours of work: manufacturing	M	Feb 86:	1-12
International comparisons	M	Feb 86:	1-9	Output per head			
Apprentices and trainees by industry:				Output per head: quarterly and annual indices	M (Q)	Feb 86:	1-8
Manufacturing industries	A	June 85:	1-14	Wages and salaries per unit of output			
Apprentices and trainees by region:				Manufacturing index, time series	M	Feb 86:	5-7
Manufacturing industries	A	June 85:	1-15	Quarterly and annual indices	M	Feb 86:	5-7
Registered disabled in the public sector	A	Feb 85:	73	Labour costs			
Exemption orders from restrictions to hours worked: women & young persons		July 83:	315	Survey results 1981	Triennial	May 83:	188
Labour turnover in manufacturing	Q	Feb 86:	1-6	Recent trends	A	July 85:	280
Trade union membership	A	Jan 86:	16	Per unit of output	M	Feb 86:	5-7
Unemployment and vacancies				Retail prices			
Unemployment				General index (RPI)			
Summary: UK	M	Feb 86:	2-1	Latest figures: detailed indices	M	Feb 86:	6-2
GB	M	Feb 86:	2-2	percentage changes	M	Feb 86:	6-2
Age and duration: UK	M (Q)	Feb 86:	2-5	Recent movements and the index			
Broad category: UK	M	Feb 86:	2-1	excluding seasonal foods	M	Feb 86:	6-1
Broad category: GB	M	Feb 86:	2-2	Main components: time series and weights			
Detailed category: GB, UK	Q	Dec 85:	2-6	Changes on a year earlier: time series	M	Feb 86:	6-4
Region: summary	Q	Dec 85:	2-6	Annual summary	A	Mar 85:	95
Age time series UK	M (Q)	Feb 86:	2-7	Revision of weights	A	Mar 85:	103
: estimated rates	Q	Dec 85:	2-15	Pensioner household indices			
Duration: time series UK	M (Q)	Feb 86:	2-8	All items excluding housing	M (Q)	Feb 86:	6-6
Region and area				Group indices: annual averages	M (A)	Feb 86:	6-7
Time series summary: by region	M	Feb 86:	2-3	Revision of weights	A	Apr 85:	147
: assisted areas, travel-to-work areas	M	Feb 86:	2-4	Food prices	M	Feb 86:	6-3
: counties, local areas	M	Feb 86:	2-9	London weighting: cost indices	D	June 82:	267
(formerly table 2-4)				International comparisons	M	Feb 86:	6-8
: Parliamentary constituencies	M	Feb 86:	2-10	Household spending			
Age and duration: summary	Q	Dec 85:	2-6	All expenditure: per household	Q	Feb 86:	7-1
Flows:				: per person	Q	Feb 86:	7-1
GB, time series	D	Mar 84:	2-19	Composition of expenditure			
UK, time series	M	Feb 86:	2-19	: quarterly summary	Q	Feb 86:	7-2
GB, Age time series	M	Feb 86:	2-20	: in detail	Q (A)	Feb 86:	7-3
GB Regions	Q	Jan 86:	2-23/24/26	Household characteristics	Q (A)	Feb 86:	7-3
GB Age	Q	Jan 86:	2-21/22/25	Industrial disputes: stoppages of work			
Students: by region	M	Feb 86:	2-13	Summary: latest figures	M	Feb 86:	4-1
Minority group workers: by region	D	Sep 82:	2-17	: time series	M	Feb 86:	4-2
Disabled workers: GB	M	Feb 86:	86	Latest year and annual series	A	Aug 85:	296
International comparisons	M	Feb 86:	2-18	Industry			
Ethnic Origin	Q	June 84:	260	Monthly			
Temporarily stopped: UK				Broad sector: time series	M	Feb 86:	4-1
Latest figures: by region	M	Feb 86:	2-14	Annual			
Vacancies (new definition)				Detailed	A	Aug 85:	297
UK Unfilled, inflow outflow and placings seasonally adjusted	M	Feb 86:	3-1	Prominent stoppages	A	Aug 85:	301
Region unfilled excluding Community Programme seasonally adjusted	M	Feb 86:	3-2	Main causes of stoppage			
Region unfilled unadjusted	M	Feb 86:	3-3	Cumulative	M	Feb 86:	4-1
Vacancies (previous definition)				Latest year for main industries	A	Aug 85:	299
Industry UK	Q	Aug 85:	3-3	Size of stoppages	A	Aug 85:	300
Occupation by broad sector and unit groups: UK	(Q)	Sep 85:	3-4	Days lost per 1,000 employees in recent years by industry	A	Aug 85:	298
Occupation region summary	Q	Sep 85:	3-6	International comparisons	A	Apr 85:	149
Redundancies				Tourism			
Confirmed: GB latest month	M	Feb 86:	2-30	Employment in tourism: industries GB	M	Feb 86:	8-1
Regions	M	Feb 86:	2-30	Overseas travel: earnings and expenditure	M	Feb 86:	8-2
Industries	M	Feb 86:	2-31	Overseas travel: visits to the UK by overseas residents	M	Feb 86:	8-3
Detailed analysis	A	May 85:	202	Visits abroad by UK residents	M	Feb 86:	8-4
Advance notifications	Q (M)	Jan 86:	410	Overseas travel and tourism: visit to the UK by country of residence	Q	Feb 86:	8-5
Payments: GB latest quarter	Q	July 85:	287	: visits abroad by country visited	Q	Feb 86:	8-6
Industry	A	May 85:	202	: visits to the UK by mode of travel and purpose of visit	Q	Feb 86:	8-7
Earnings and hours				: visits abroad by mode of travel and purpose of visit	Q	Feb 86:	8-8
Average earnings				: visitor nights	Q	Feb 86:	8-9
Whole economy (new series) index							
Main industrial sectors	M	Feb 86:	5-1				
Industry	M	Feb 86:	5-3				
Underlying trend		Feb 84:	82				

SPECIAL FEATURE



Photo: David Richardson

Earnings and hours of manual employees in October 1985

In October 1985, the average weekly earnings of full-time manual employees, both male and female, on adult rates in major production and transport industries in the UK were £160.39 for about 42¾ hours, an increase of just over 7¼ per cent in the corresponding earnings in October 1984.

For manufacturing industries, the corresponding figures were £155.04 for just over 41¾ hours, an increase in average earnings of about 8¼ per cent on the October 1984 level. The figures for males on adult rates were £170.58 for 43 hours and for females on adult rates were £103.21 for just over 38 hours, increases in average earnings over the October 1984 levels of just over 8¼ per cent and around 7¼ per cent respectively.

Average weekly hours of manual employees rose between October 1984 and October 1985, with a slight rise in manufacturing industries and more substantial rises in other industries, particularly construction. For the major production and transport industries covered in the survey, average hourly earnings of all full-time adult manual employees rose by about 7¼ per cent between October 1984 and October 1985. The corresponding increase for manufacturing industries was about 8 per cent, with increases of around 8 per cent for males and around 7¼ per cent for females.

These figures, which are summarised in Table 1, are some of the results from the voluntary annual survey of the earnings and hours of manual employees conducted by the

Department of Employment each October. The averages cover all full-time employees, other than those on short-time for all or part of the survey period. The figures include the weekly equivalent of periodical bonuses. Also they reflect the effect of sickness and voluntary absence and will not correspond precisely to average earnings for a full week unaffected by absence, as measured in the *New Earnings Survey* each April (see *Employment Gazette* October 1985, page 385). Separate figures for males and females are not shown for all the industries covered by the survey as some returns to the survey this year provided figures for all adult employees only (see Technical Note).

Changes in average earnings between October 1984 and October 1985 broadly reflect the effect of pay settlements in the 1984-85 pay round, as relatively few pay settlements were made after July 1985 in time to be reflected at the beginning of October when the survey was carried out. However, changes in average earnings will reflect several factors other than pay settlements, including changes in bonus payments linked to productivity and changes in the relative numbers in different occupations and at various levels within the same occupation. The figures of average earnings for employees on other rates will reflect the numbers of young employees in the Young Workers Scheme and the Youth Training Scheme (see Technical Note).

Short-time working was at a very low level at the time of the October 1985 survey with only about ¼ per cent of employees covered by returns reported to be on short-

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

time. However, the tables in this note exclude workers on short-time. The effect of short-time working on average weekly earnings is discussed in the Technical Note.

Table 1 Average earnings and hours of full-time manual employees, 1983 to 1985

United Kingdom October	1983	1984	1985
All industries covered in survey¹			
All employees on adult rates			
Weekly earnings (£)	138.74	148.69	160.39
Hours worked	42.4	42.5	42.8
Hourly earnings (p)	327.3	349.5	374.7
Manufacturing industries²			
Weekly earnings (£)			
All employees on adult rates	132.98	143.09	155.04
Males on adult rates	146.19	157.50	170.58
Females on adult rates	90.32	96.30	103.21
Hours worked			
All employees on adult rates	41.5	41.7	41.8
Males on adult rates	42.5	42.8	43.0
Females on adult rates	38.1	38.1	38.1
Hourly earnings (p)			
All employees on adult rates	320.5	343.0	370.6
Males on adult rates	343.6	367.7	397.1
Females on adult rates	237.2	252.9	271.0

(1) See table 2.
(2) Divisions 2-4 of Standard Industrial Classification 1980.

Weekly earnings

Table 2 summarises average weekly earnings in October 1985 by broad industry groups (2 digit classes of SIC 1980) covered in the survey. The average earnings for each class have been calculated by weighting together the averages in each industry (at group 3 digit level of SIC 1980) by the latest available estimates of the total number of manual employees in these industries. Average weekly earnings in individual industries are given in Table 5. The latter are subject to a larger margin of possible error than the former, and figures are not given for a few industries where the

number of employees covered by returns is small. As well as showing figures for employees on adult rates, Table 2 shows figures for those not on adult rates, i.e. young people, including apprentices. In manufacturing industries in October 1985 male employees not on adult rates had average weekly earnings of £84.73, just under half the corresponding average for male employees on adult rates.

Weekly hours

Table 3 summarises average weekly hours in October 1985 by broad industry group, again combining the averages for individual industries using the same estimated numbers of employees as for earnings. The figures relate to the total number of hours worked to which the earnings relate, including all overtime, together with any hours not worked but for which employees were available and guaranteed payments were made by the employer. Main meal breaks and absences for which payments were not made are excluded from the figures. Also, holiday and sickness absence is excluded unless the corresponding holiday and sickness pay cannot be readily excluded from the reported wages paid. Figures for individual industries are given in Table 6.

Average hours worked in the industries covered by the survey increased by 0.3 between October 1984 and October 1985 to 42.8. For manufacturing industries, the increase was most marked for males with an increase from 42.8 in October 1984 to 43.0 in October 1985, while the average hours worked for females remained unchanged. For males in construction there was a substantial increase from 43.3 to 44.0 hours, probably reflecting the relatively good weather in October 1985.

Hourly earnings

Table 4 shows average hourly earnings at the survey date for each broad industry group, obtained by dividing average weekly earnings by the corresponding weekly hours. The figures will not correspond with the basic hourly rate as they also include the effects of overtime working, bonuses

Table 2 Average weekly earnings: by grouped class, October 1985*

Grouped class	Classes SIC 1980	Manual employees on adult rates						Manual employees on other rates	
		Full-time			Part-time [†]			Full-time	
		All	Male	Female	Female	Male	Female	Male	Female
		£ per week							
Metal processing and manufacturing	21, 22	177.90	180.15	111.45	48.88	86.74	±		
Mineral extraction and manufacturing	23, 24	165.23	172.96	106.43	51.15	87.33	68.17		
Chemicals and man-made fibres	25, 26	174.30	187.19	118.44	62.83	104.05	79.29		
Metal goods and instrument engineering	31, 37	145.58	156.56	105.55	50.42	81.17	68.51		
Mechanical engineering	32	165.16	167.86	118.10	49.12	83.71	78.11		
Electrical and electronic engineering	33, 34	142.68	160.26	109.74	54.20	82.70	73.22		
Motor vehicles and parts	35	167.87	170.94	126.39	57.95	91.11	82.02		
Other transport equipment	36	172.71	174.76	126.63	54.43	90.60	77.89		
Food, drink and tobacco	41, 42	156.17	173.18	114.20	59.24	82.05	71.90		
Textiles	43	118.15	140.50	89.52	51.67	70.47	56.46		
Leather, footwear and clothing	44, 45	95.10	129.72	85.22	49.93	67.13	56.98		
Timber and wooden furniture	46	149.83	154.00	113.18	41.92	79.62	71.51		
Paper products, printing and publishing	47	198.21	214.42	129.16	58.12	96.69	75.81		
Rubber, plastics and other manufacturing	48, 49	145.72	162.57	98.23	49.29	79.64	62.13		
All manufacturing industries		155.04	170.58	103.21	54.91	84.73	64.39		
Electricity, gas, other energy and water	15-17	192.65	193.34	124.17	54.13	93.87	±		
Construction	50	160.11	160.37	95.86	31.72	80.54	78.55		
Transport and communication (except sea transport)	71, 72 75-77, 79	181.06	..	..	..	..	..
All above industries		160.39	..	..	..	..	..

* † ‡ See footnotes to table 6.

and other additional or premium payments. Figures for individual industries are given in Table 6.

Regional analyses

As in previous surveys, regional analyses of earnings and hours for males and females on adult rates have been prepared where appropriate. The analyses are broadly in the same format as Tables 8 to 13 in the article on the October 1981 survey published in *Employment Gazette*, March 1982, pages 129-131. Figures are shown for the standard regions of the UK for each broad industry group, based on SIC 1980. Copies of these analyses are available at a cost of £5.00 (postage paid) from Statistics A1, Department of Employment, Orphanage Road, Watford, Herts WD1 1PJ.

TECHNICAL NOTE

This survey is an important source of information on the average earnings and hours of manual employees, having been carried out periodically since 1886. It provides the most detailed analysis of manual earnings by industry. It does not attempt to provide information for particular occupations or to show the main components of gross earnings such as overtime pay. These subjects are covered in the *New Earnings Survey*, the latest report on which relates to April 1985 and is published by HMSO. In this article, separate figures are given for all adult employees for the first time. However, separate figures for males and females are not available for the Postal services and telecommunications class in respect of October 1985, and are not shown for any of the categories ('Transport and communication', and 'All industries' covered) in which this class appears. The results of the October survey of manual earnings and hours have formed the basis of a number of articles in *Employment Gazette* which examine particular features of manual pay, for example:

"Trends in earnings, 1948-77" (May 1978)

"Relative pay and employment of young people" (June 1983)

Table 3 Average weekly hours: by grouped class, October 1985*

Grouped class	Classes SIC 1980	Manual employees on adult rates				Manual employees on other rates	
		Full-time		Part-time [†]		Full-time	
		All	Male	Female	Female	Male	Female
		£ per week					
Metal processing and manufacturing	21, 22	41.8	41.9	38.5	20.6	39.2	±
Mineral extraction and manufacturing	23, 24	44.5	45.3	38.4	20.6	40.2	38.5
Chemicals and man-made fibres	25, 26	41.9	42.7	38.5	21.4	38.8	38.3
Metal goods and instrument engineering	31, 37	41.9	42.9	38.1	21.4	39.8	38.1
Mechanical engineering	32	42.8	43.0	39.0	19.9	39.7	37.7
Electrical and electronic engineering	33, 34	41.0	42.3	38.6	20.3	39.2	38.0
Motor vehicles and parts	35	40.3	40.4	38.1	20.4	38.8	38.4
Other transport equipment	36	42.0	42.1	38.2	20.1	38.8	37.5
Food, drink and tobacco	41, 42	43.3	45.1	38.7	22.2	40.6	38.7
Textiles	43	41.5	44.2	37.9	22.6	41.6	38.0
Leather, footwear and clothing	44, 45	38.2	42.0	37.1	23.5	39.9	37.5
Timber and wooden furniture	46	43.6	44.1	38.7	18.8	40.9	38.4
Paper products, printing and publishing	47	41.6	42.4	38.5	20.7	40.0	38.2
Rubber, plastics and other manufacturing	48, 49	42.2	43.4	38.6	21.3	40.4	39.2
All manufacturing industries		41.8	43.0	38.1	21.7	39.7	37.9
Electricity, gas, other energy and water	15-17	41.1	41.1	36.9	18.0	38.3	±
Construction	50	43.9	44.0	38.3	15.8	41.1	36.9
Transport and communication (except sea transport)	71, 72 75-77, 79	46.4	..	..	..	..	..
All above industries		42.8	..	..	..	..	..

* † ‡ See footnotes to table 6.

Industries covered

The tables in this note cover the following industries:

- All manufacturing industries (Divisions 2 to 4 of SIC 1980)
- Construction (Division 5)
- Part of energy and water supply industries (Division 1, classes 15 to 17 only)
- Transport and communication, except sea transport (Division 7, excluding class 74).

Some parts of the energy industries covered in surveys up to October 1983 are not included in the present results. Their inclusion in future surveys is under review.

Information on the average earnings of manual employees of the National Coal Board, which is not on a comparable basis to that of the main survey, is published in *Employment Topics* in this issue of *Employment Gazette* (see page 87). The figures also relate to October 1985.

Information obtained by the agricultural departments on the average weekly earnings, average weekly hours and average hourly earnings of manual employees in agriculture is also given in *Employment Topics* (page 86).

Firms covered

The results presented in this note are based on returns made on a voluntary basis by about 12,000 establishments, employing about 2.6 million manual employees, about 85 per cent of those approached.

For establishments in Great Britain employing less than 100 manual workers, the following samples were taken:

Employment	Sampling fraction
50 to 99	1 in 2
25 to 49	1 in 4
11 to 24	1 in 8

For Northern Ireland, however, all establishments with more than ten employees were covered.

Table 4 Average hourly earnings: by grouped class, October 1985*

Grouped class	Classes SIC 1980	Pence per hour					
		Manual employees on adult rates				Manual employees on other rates	
		Full-time		Part-time†		Full-time	
		All	Male	Female	Female	Male	Female
Metal processing and manufacturing	21, 22	425.4	429.6	289.2	237.0	221.4	‡
Mineral extraction and manufacturing	23, 24	371.6	382.2	277.0	247.8	217.0	176.8
Chemicals and man-made fibres	25, 26	416.0	438.5	308.0	292.9	268.0	207.1
Metal goods and instrument engineering	31, 37	347.8	364.9	277.3	235.6	203.9	179.8
Mechanical engineering	32	386.2	390.6	302.9	246.8	210.6	207.4
Electrical and electronic engineering	33, 34	348.1	379.2	284.3	267.6	210.9	192.9
Motor vehicles and parts	35	416.9	422.8	331.6	283.6	235.0	213.4
Other transport equipment	36	411.6	414.8	331.2	270.4	233.3	207.5
Food, drink and tobacco	41, 42	360.8	383.7	295.0	267.2	202.2	185.6
Textiles	43	285.0	317.9	235.9	228.7	169.4	148.6
Leather, footwear and clothing	44, 45	249.2	309.0	229.9	212.6	168.4	152.1
Timber and wooden furniture	46	343.8	348.9	292.4	223.4	194.6	186.4
Paper products, printing and publishing	47	476.2	506.1	335.9	281.1	242.0	198.5
Rubber, plastics and other manufacturing	48, 49	345.7	374.5	254.5	231.4	197.3	158.5
All manufacturing industries		370.6	397.1	271.0	253.1	213.5	169.9
Electricity, gas, other energy and water	15-17	468.9	470.0	336.4	301.2	244.9	‡
Construction	50	364.4	364.8	250.4	200.6	195.9	212.8
Transport and communication (except sea transport)	71, 72, 75-77, 79	390.0	..	..	..	..	..
All above industries		374.7	..	..	..	..	..

* † ‡ See footnotes to table 6.

Employees covered

All manual employees, including foremen and supervisors (except works and other higher level foremen), transport, warehouse and canteen workers (if employed by the firm concerned) are covered. Administrative, technical and office employees generally, sales representatives and canteen workers employed in canteens conducted by the employees themselves or by independent contractors are excluded.

Employees, including apprentices, in the Young Workers Scheme and the Youth Training Scheme are included. However, those in the Youth Training Scheme without a contract of employment are not included.



Photo: Automotive Products Ltd

Definition of earnings

As in all surveys since 1980, the current survey distinguishes workers on adult rates, irrespective of age, from those on other rates.

Total gross earnings for the week which included October 9, 1985 are reported, inclusive of:

- Supplements;
- Overtime payments;
- Shift premium payments;
- Bonuses;
- Incentive payments and,
- Other traditional types of payment.

Gross earnings are before deduction of PAYE tax payments, national insurance contributions and any other deductions. Also included are the proportionate weekly amounts of periodical bonuses paid otherwise than weekly, for example those paid yearly, half-yearly or monthly. Where the amount of the current bonus was not known, the amount paid for the previous bonus period was taken into account.

No deduction was made from the gross earnings of employees under the Young Workers Scheme and Youth Training Scheme in respect of amounts receivable from central government.

Short-time working

In the 1985 survey (as in other surveys since 1981) firms were asked to identify separately the numbers, earnings and hours of workers on short-time i.e. working less than their normal basic hours, during the survey period. About 0.3 per cent of the employees covered by the survey were reported to be on short-time (0.5 per cent in manufacturing). Average weekly earnings of full-time employees on adult rates, including those on short-time, in manufacturing industries were £154.70, about 0.2 per cent below the average excluding those on short-time.

Table 5 Average weekly earnings: by industry, October 1985

Industry	Group† SIC 1980	Earnings (£ per week)					
		Manual employees on adult rates				Manual employees on other rates	
		Full-time		Part-time†		Full-time	
		All	Male	Female	Female	Male	Female
Electricity, gas, other energy and water							
Electricity production and distribution	161	198.15	199.23	126.80	53.18	88.66	‡
Gas supply	162	196.59	197.17	114.66	56.27	92.26	‡
Water supply	170	176.08	176.22	‡	52.75	132.52	—
Metal processing and manufacturing							
Iron and steel	221	186.83	187.10	‡	40.97	88.48	‡
Steel tubes	222	161.19	163.11	106.08	44.18	‡	‡
Drawing cold rolling and forming of steel	223	167.62	172.70	103.32	48.90	‡	‡
Non-ferrous metals	224	175.13	179.07	117.05	52.69	86.93	‡
Mineral extraction and manufacturing							
Extraction of stone, clay, sand and gravel	231	169.85	170.08	‡	‡	‡	—
Structural clay products	241	173.09	174.05	‡	‡	‡	‡
Cement lime and plaster	242	211.42	211.83	‡	‡	‡	—
Building products of concrete, cement or plaster	243	170.13	170.20	‡	50.71	‡	—
Asbestos goods	244	168.13	175.92	102.45	‡	‡	‡
Working of stone and other non-metallic minerals n.e.s.	245	173.24	176.01	‡	‡	‡	—
Abrasive products	246	167.24	173.19	130.07	‡	‡	‡
Glass and glassware	247	165.59	172.67	109.62	56.04	89.98	‡
Refractory and ceramic goods	248	140.07	157.62	105.71	50.52	77.73	69.36
Chemicals and man-made fibres							
Basic industrial chemicals	251	192.21	195.33	117.10	64.36	107.27	‡
Paints, varnishes and printing ink	255	163.77	168.56	115.04	53.33	‡	‡
Chemical products for industry and agriculture	256	159.81	169.67	126.78	93.04	‡	‡
Pharmaceutical products	257	153.41	179.43	119.08	61.42	93.12	73.75
Soap and toilet preparations	258	154.83	186.50	107.65	60.94	‡	‡
Chemical products for household and office	259	211.57	233.48	141.32	84.29	‡	‡
Production of man-made fibres	260	179.88	183.02	116.83	52.38	‡	‡
Mechanical engineering							
Industrial plant and steelwork	320	184.13	185.21	97.91	31.22	85.53	‡
Agricultural machinery and tractors	321	154.20	154.93	‡	‡	75.09	‡
Machine tools and engineers' tools	322	162.46	166.76	116.58	52.32	80.67	‡
Textile machinery	323	145.57	149.81	106.99	‡	75.01	‡
Machinery for food, chemicals and related industries	324	166.23	167.13	‡	‡	‡	‡
Mining machinery, construction and mechanical handling equipment	325	171.15	171.73	116.33	41.33	85.21	‡
Mechanical power transmission equipment	326	154.37	158.03	120.90	57.77	84.28	‡
Printing, paper, wood, leather, rubber, glass, laundry etc machinery	327	183.18	184.15	‡	‡	‡	‡
Other machinery and mechanical equipment	328	161.75	164.55	117.67	53.17	84.73	‡
Ordnance, small arms and ammunition	329	173.12	182.60	130.48	52.14	83.49	‡
Office machinery, electrical and electronic engineering							
Office machinery and electronic data processing equipment	330	159.34	176.88	124.49	69.07	‡	‡
Insulated wires and cables	341	158.06	171.65	108.14	55.23	‡	‡
Basic electrical equipment	342	140.33	152.82	103.14	48.00	81.09	77.23
Industrial electrical equipment, batteries etc	343	147.61	169.68	104.38	50.83	82.33	68.47
Telecommunication equipment, electronic capital goods/components	344	139.08	158.65	112.21	61.53	84.49	72.15
Other electronic equipment (active)	345	135.51	156.58	109.19	50.40	85.10	‡
Domestic-type electric appliances	346	136.44	148.15	114.85	55.33	83.55	‡
Electric lamps and lighting equipment	347	131.05	149.91	110.93	52.65	68.38	‡
Manufacture of motor vehicles and parts							
Motor vehicles and engines	351	177.49	178.09	151.07	88.00	92.34	‡
Motor vehicle bodies, trailers and caravans	352	162.39	163.40	144.43	‡	92.98	‡
Motor vehicle parts	353	162.18	167.73	118.89	52.43	88.92	‡
Other transport equipment							
Shipbuilding and repairing	361	173.54	174.76	119.22	49.14	91.50	‡
Railway and tramway vehicles	362	153.49	153.77	‡	39.85	96.57	‡
Cycles and motor cycles	363	155.95	159.97	‡	‡	‡	‡
Aerospace equipment manufacturing and repairing	364	181.39	184.51	128.93	63.80	86.26	‡
Other vehicles	365	130.16	131.54	129.09	‡	‡	‡
Metal goods and instruments							
Foundries	311	164.98	167.46	115.98	45.43	84.33	‡
Forging, pressing and stamping	312	151.48	162.24	93.06	54.03	79.24	‡
Bolts, nuts, springs, non-precision chains; metal treatment	313	144.00	153.28	99.12	46.01	81.07	‡
Metal doors, windows, etc	314	148.98	151.06	‡	‡	‡	‡
Hand tools and finished metal goods	316	141.73	153.17	105.73	53.01	80.96	67.54
Precision instruments and apparatus	371	141.08	154.81	114.83	44.82	73.33	‡
Medical and surgical equipment	372	132.13	149.40	93.97	53.53	‡	‡

Table 5 (cont) Average weekly earnings: by industry, October 1985

Industry	Group† SIC 1980	Earnings (£ per week)					
		Manual employees on adult rates				Manual employees on other rates	
		Full-time			Part-time†	Full-time	
		All	Male	Female	Female	Male	Female
Optical instruments and photographic equipment	373	147.32	162.04	110.21	56.06	‡	‡
Food, drink and tobacco							
Organic oils and fats (other than crude animal fats)	411	188.49	200.57	117.92	76.03	‡	‡
Animal slaughter and production of meat and by-products	412	131.04	145.69	104.37	60.53	79.58	74.03
Milk and milk products	413	158.45	165.70	117.32	44.72	‡	‡
Processing of fruit and vegetables	414	145.65	172.83	106.44	50.32	‡	‡
Fish processing	415	123.02	157.15	87.87	59.99	‡	‡
Grain milling	416	220.37	222.36	‡	‡	‡	‡
Bread, biscuits and flour confectionery	419	140.95	160.82	101.23	60.81	83.48	65.93
Sugar and sugar by-products	420	213.72	226.65	145.82	66.18	‡	‡
Ice cream, cocoa, chocolate and sugar confectionery	421	166.28	191.65	119.05	59.08	‡	71.49
Animal feeding stuffs	422	181.64	186.39	122.38	55.71	‡	‡
Miscellaneous foods	423	169.79	193.66	125.42	57.86	‡	‡
Spirit distilling and compounding	424	150.86	162.91	124.13	43.52	‡	‡
Brewing and malting	427	192.77	195.02	123.64	43.25	‡	‡
Soft drinks	428	137.86	144.88	105.39	49.98	60.59	‡
Tobacco industry	429	192.53	219.57	163.18	80.48	‡	‡
Textiles							
Woollen and worsted industry	431	123.97	138.96	95.97	51.40	69.03	‡
Cotton and silk industries	432	120.20	131.87	94.10	48.88	‡	‡
Spinning and weaving of flax, hemp etc	434	107.62	124.82	91.98	54.53	‡	‡
Jute and polypropylene yarns and fabrics	435	127.27	137.10	104.71	‡	‡	‡
Hosiery and other knitted goods	436	101.21	138.34	85.05	55.21	59.86	52.05
Textile finishing	437	147.82	156.53	102.43	49.14	‡	‡
Carpets and other textile floor coverings	438	141.27	150.65	108.23	55.12	91.00	‡
Miscellaneous textiles	439	109.04	128.21	83.11	40.56	‡	‡
Leather, footwear and clothing							
Leather (tanning and dressing) and fellmongery	441	130.33	137.92	94.47	48.09	‡	‡
Leather goods	442	91.11	113.82	74.96	43.65	‡	‡
Footwear	451	119.75	142.04	101.31	53.18	68.34	61.79
Clothing, hats and gloves	453	87.63	119.93	82.74	49.24	66.66	56.65
Household and other made-up textiles	455	103.57	128.51	90.42	53.62	‡	‡
Timber and wooden furniture							
Sawmilling, planing etc of wood	461	139.77	140.12	‡	23.82	86.86	—
Semi-finished wood products etc	462	148.44	149.60	‡	‡	‡	‡
Builders' carpentry and joinery	463	148.11	149.87	112.75	‡	75.11	‡
Wooden containers	464	120.19	124.08	86.87	‡	‡	‡
Other wooden articles (except furniture)	465	125.75	136.67	92.33	42.54	‡	‡
Cork, wickerware, brushes and brooms	466	121.45	147.77	94.19	49.41	‡	‡
Wooden and upholstered furniture, shop and office fittings	467	157.42	160.73	126.49	47.69	81.31	‡
Paper and paper products, printing and publishing							
Pulp, paper and board	471	177.79	183.86	113.12	50.72	‡	‡
Conversion of paper and board	472	164.76	179.92	120.32	56.09	94.08	69.09
Printing and publishing	475	213.82	231.40	134.92	59.34	97.24	77.64
Rubber, plastics and other manufacturing							
Rubber products	481	159.56	171.62	105.02	49.97	‡	‡
Retreading and repairing of rubber tyres	482	135.47	137.65	‡	‡	‡	‡
Processing of plastics	483	152.86	164.68	105.47	56.41	81.15	67.49
Jewellery and coins	491	131.90	158.62	78.10	43.56	‡	‡
Toys and sports goods	494	106.19	123.95	89.71	45.99	‡	‡
Miscellaneous manufacturing industries	495	121.42	149.56	94.36	42.94	‡	‡
Construction	500	160.11	160.37	95.85	31.72	80.54	‡
Transport and communication (except sea transport)							
Railways	710	167.76	168.81	126.22	43.60	89.38	‡
Bus and coach services, urban railways	721	173.47	175.25	140.62	43.71	89.76	‡
Road haulage	723	174.28	175.28	120.31	44.24	80.30	‡
Inland water transport	726	176.54	176.66	‡	‡	‡	‡
Air transport	750	211.97	212.82	193.24	‡	‡	‡
Supporting services to inland transport	761	131.83	132.07	‡	‡	‡	‡
Supporting services to sea transport	763	205.12	205.46	‡	43.95	‡	‡
Supporting services to air transport	764	203.27	‡	203.87	‡	‡	‡
Miscellaneous transport services and storage n.e.s.	770	171.57	182.06	113.16	49.99	‡	‡
Postal services and telecommunications	790	193.67	..	..	..	..	..

† ‡ See footnotes to table 6.

An order form for New Earnings Survey 1985 appears on page 80

Table 6 Average hours worked and average hourly earnings: by industry, October 1985

Industry	Group† SIC 1980	Hours worked						Earnings (pence per hour)							
		Manual employees on adult rates						Manual employees on other rates							
		Full-time			Part-time†	Full-time			Full-time			Part-time†	Full-time		
		All	Male	Female	Female	Male	Female	All	Male	Female	Female	Male	Female		
Electricity, gas, other energy and water															
Electricity production and distribution	161	41.0	41.0	37.0	17.3	38.0	‡	483.6	485.5	342.5	307.4	233.6	‡		
Gas supply	162	41.3	41.3	36.3	19.3	39.0	‡	475.9	476.9	315.6	291.8	236.5	‡		
Water supply	170	41.1	41.1	‡	17.4	39.3	—	428.3	428.6	‡	303.9	337.4	—		
Metal processing and manufacturing															
Iron and steel	221	40.2	40.2	‡	18.6	38.4	‡	465.3	465.9	‡	220.7	230.4	‡		
Steel tubes	222	43.7	43.9	39.8	19.8	‡	‡	368.5	371.7	266.5	223.1	‡			
Drawing cold rolling and forming of steel	223	42.0	42.4	37.9	21.5	‡	‡	398.8	407.7	273.0	227.0	‡			
Non-ferrous metals	224	43.4	43.7	38.7	21.1	40.2	‡	404.0	410.0	302.8	249.2	216.0	‡		
Mineral extraction and manufacturing															
Extraction of stone, clay, sand and gravel	231	49.4	49.5	‡	‡	‡	—	343.7	343.9	‡	‡	‡	—		
Structural clay products	241	45.1	45.1	‡	‡	‡	‡	384.0	385.6	‡	‡	‡	‡		
Cement lime and plaster	242	48.8	48.8	‡	‡	‡	—	433.2	433.6	‡	‡	‡	‡		
Building products of concrete, cement or plaster	243	46.4	46.5	‡	20.7	‡	—	367.0	366.3	‡	244.8	‡	—		
Asbestos goods	244	42.4	43.1	36.9	‡	‡	‡	396.5	408.5	278.0	‡	‡	‡		
Working of stone and other non-metallic minerals n.e.s.	245	43.8	44.0	‡	‡	‡	—	395.9	400.5	‡	‡	‡	—		
Abrasive products	246	44.3	44.9	40.2	‡	‡	‡	377.6	385.4	323.2	‡	‡	‡		
Glass and glassware	247	42.3	42.7	39.7	22.2	38.7	‡	391.2	404.7	276.3	252.1	232.5	‡		
Refractory and ceramic goods	248	41.2	42.8	38.1	20.6	40.2	38.4	339.8	368.0	277.8	245.7	193.1	180.7		
Chemicals and man-made fibres															
Basic industrial chemicals	251	41.9	42.1	37.6	21.4	38.4	‡	458.8	464.2	311.6	300.6	279.7	‡		
Paints, varnishes and printing ink	255	43.0	43.4	38.7	21.1	‡	‡	381.3	388.6	297.2	252.9	‡	‡		
Chemical products for industry and agriculture	256	42.3	43.3	39.0	28.4	‡	‡	377.7	391.8	325.3	327.2	‡	‡		
Pharmaceutical products	257	41.1	42.9	38.7	20.8	38.4	38.3	373.1	418.1	307.4	294.8	242.4	192.4		
Soap and toilet preparations	258	41.6	44.3	37.6	21.7	‡	‡	372.0	420.7	286.5	281.3	‡	‡		
Chemical products for household and office	259	42.7	43.7	39.8	24.2	‡	‡	495.1	534.7	355.5	348.3	‡	‡		
Production of man-made fibres	260	42.1	42.3	38.3	19.4	‡	‡	427.0	432.6	304.7	269.9	‡	‡		
Mechanical engineering															
Industrial plant and steelwork	320	44.2	44.3	38.1	15.9	38.7	‡	416.2	417.9	256.9	195.8	220.9	‡		
Agricultural machinery and tractors	321	41.2	41.2	‡	‡	41.2	‡	374.4	375.7	‡	‡	182.4	‡		
Machine tools and engineers' tools	322	42.9	43.3	38.6	21.6	39.8	‡	379.1	385.5	302.3	242.0	202.6	‡		
Textile machinery	323	42.6	42.9	39.8	‡	38.7	‡	341.9	349.3	269.1	‡	193.9	‡		
Machinery for food, chemical and related industries	324	42.6	42.6	‡	‡	‡	‡	390.6	391.9	‡	‡	‡	‡		
Mining machinery, construction and mechanical handling equipment	325	43.7	43.8	39.3	18.9	40.1	‡	391.3	392.3	296.0	218.6	212.6	‡		
Mechanical power transmission equipment	326	41.0	41.3	38.6	20.5	38.1	‡	376.6	383.1	313.5	281.9	221.0	‡		
Printing, paper, wood, leather, rubber, glass, laundry etc machinery	327	41.0	41.0	‡	‡	‡	‡	446.5	448.7	‡	‡	‡	‡		
Other machinery and mechanical equipment	328	42.7	42.9	39.0	20.6	39.9	‡	379.2	383.6	301.6	257.6	212.2	‡		
Ordnance, small arms and ammunition	329	43.1	43.7	40.1	18.4	38.1	‡	401.9	417.5	325.4	283.1	219.3	‡		
Office machinery, electrical and electronic engineering															
Office machinery and electronic data processing equipment	330	42.8	43.8	40.9	22.0	‡	‡	372.1	404.0	304.1	314.4	‡	‡		
Insulated wires and cables	341	42.7	43.8	38.5	21.0	‡	‡	370.2	391.5	281.2	262.5	‡	‡		
Basic electrical equipment	342	40.6	41.5	37.8	19.8	39.2	38.3	345.8	368.1	273.0	242.0	206.8	201.6		
Industrial electrical equipment, batteries etc	343	40.9	42.3	38.1	20.7	39.3	37.9	361.0	400.8	274.3	245.7	209.6	180.6		

Table 6 (cont) Average hours worked and average hourly earnings: by industry, October 1985

Industry	Group [‡] SIC 1980	Hours worked						Earnings (pence per hour)					
		Manual employees on adult rates			Manual employees on other rates			Manual employees on adult rates			Manual employees on other rates		
		Full-time		Part-time†	Full-time		Part-time†	Full-time		Part-time†	Full-time		Part-time†
		All	Male	Female	Female	Male	Female	All	Male	Female	Female	Male	Female
Telecommunication equipment, electronic capital goods/components	344	40.2	41.7	38.2	21.8	38.9	38.0	345.8	380.3	294.1	282.5	217.1	189.7
Other electronic equipment (active)	345	41.3	42.9	39.2	19.8	39.5	‡	328.4	365.2	278.2	254.2	215.5	‡
Domestic-type electric appliances	346	40.7	41.6	39.2	18.4	38.2	‡	335.2	356.5	293.3	300.0	218.5	‡
Electric lamps and lighting equipment	347	38.5	40.5	36.4	18.5	38.7	‡	340.4	370.5	304.7	285.0	176.8	‡
Manufacture of motor vehicles and parts													
Motor vehicles and engines	351	41.2	41.3	39.0	22.8	39.5	‡	430.4	431.3	387.0	385.2	234.0	‡
Motor vehicle bodies, trailers and caravans	352	37.9	38.2	33.1	‡	37.7	‡	428.5	428.1	436.2	‡	246.8	‡
Motor vehicle parts	353	40.4	40.6	38.9	20.2	39.0	—	401.0	412.7	305.2	260.1	228.1	‡
Other transport equipment													
Shipbuilding and repairing	361	43.1	43.2	37.4	18.0	38.7	‡	403.0	404.7	318.6	273.6	236.7	‡
Railway and tramway vehicles	362	40.1	40.2	‡	21.9	38.7	‡	382.4	382.9	‡	181.5	249.7	‡
Cycles and motor cycles	363	42.1	41.8	‡	‡	‡	‡	370.3	382.6	‡	‡	‡	‡
Aerospace equipment manufacturing and repairing	364	41.8	42.0	39.1	22.3	39.2	‡	433.9	439.7	329.6	286.5	220.2	‡
Other vehicles	365	38.2	40.3	36.6	‡	‡	‡	341.0	326.6	353.2	‡	‡	‡
Metal goods and instruments													
Foundries	311	44.8	45.0	39.4	20.3	40.8	‡	368.5	371.8	294.2	224.2	206.7	‡
Forging, pressing and stamping	312	42.3	43.1	37.9	23.1	40.3	‡	358.2	376.4	245.6	234.3	196.5	‡
Bolts, nuts, springs, non-precision chains; metals treatment	313	41.6	42.5	37.6	20.3	41.0	‡	345.9	361.0	263.3	226.7	197.6	‡
Metal doors, windows, etc	314	43.4	43.7	‡	‡	‡	‡	343.1	345.6	‡	‡	‡	‡
Hand tools and finished metal goods	316	41.3	42.4	37.9	21.9	39.7	37.8	343.0	361.3	278.7	242.3	203.8	178.7
Precision instruments and apparatus	371	41.2	42.3	39.3	19.9	38.9	‡	342.2	366.3	292.5	225.4	188.5	‡
Medical and surgical equipment	372	39.5	40.1	38.1	22.7	‡	‡	334.5	372.4	246.5	235.7	‡	‡
Optical instruments and photographic equipment	373	41.7	42.8	39.1	24.0	‡	‡	353.2	378.9	282.2	233.6	‡	‡
Food, drink and tobacco													
Organic oils and fats (other than crude animal fats)	411	46.0	47.0	39.7	25.5	‡	‡	410.0	426.3	297.3	297.9	‡	‡
Animal slaughter and production of meat and by-products	412	41.8	43.3	39.1	22.0	40.0	38.3	313.2	336.3	266.6	275.5	198.9	193.1
Milk and milk products	413	45.5	46.5	39.6	18.2	‡	‡	348.5	356.4	296.0	246.2	‡	‡
Processing of fruit and vegetables	414	40.7	43.2	37.1	20.3	‡	‡	357.8	399.9	286.9	248.3	‡	‡
Fish processing	415	41.5	45.8	37.1	23.5	‡	‡	296.3	343.0	237.0	255.5	‡	‡
Grain milling	416	51.6	51.9	‡	‡	‡	—	426.8	428.8	‡	‡	‡	—
Bread, biscuits and flour confectionery	419	44.8	47.3	39.9	23.0	41.3	39.1	314.4	339.9	253.8	264.0	202.2	168.7
Sugar and sugar by-products	420	50.4	51.6	44.1	21.5	‡	‡	423.9	439.1	330.3	308.5	‡	‡
Ice cream, cocoa, chocolate and sugar confectionery	421	43.5	45.3	40.2	21.9	‡	40.0	382.2	423.3	296.0	269.7	‡	178.9
Animal feeding stuffs	422	46.5	47.1	38.1	21.2	‡	‡	390.9	395.5	320.8	263.4	‡	‡
Miscellaneous foods	423	42.6	44.6	38.9	22.2	‡	‡	398.4	433.8	322.6	260.7	‡	‡
Spirit distilling and compounding	424	42.5	43.8	39.8	17.8	‡	‡	354.7	372.1	312.2	244.9	‡	‡
Brewing and malting	427	43.6	43.8	39.8	16.6	‡	‡	441.8	445.7	310.8	260.4	‡	‡
Soft drinks	428	42.3	43.2	38.1	20.2	38.4	‡	326.0	335.5	276.3	247.4	158.0	‡
Tobacco industry	429	36.3	38.5	33.8	18.7	‡	‡	530.9	570.2	482.5	429.3	‡	‡
Textiles													
Woolen and worsted industry	431	44.2	47.2	38.7	22.3	42.7	‡	280.5	294.7	248.1	230.8	161.7	‡
Cotton and silk industries	432	41.6	42.7	38.9	21.6	‡	‡	289.2	308.5	241.8	225.9	‡	‡
Spinning and weaving of flax, hemp etc	434	42.2	44.9	39.8	22.2	‡	‡	255.0	278.1	231.3	245.1	‡	‡
Jute and polypropylene yarns and fabrics	435	42.3	43.6	39.4	‡	‡	‡	300.6	314.4	265.7	‡	‡	‡

Table 6 (cont) Average hours worked and average hourly earnings: by industry, October 1985

Industry	Group [‡] SIC 1980	Hours worked						Earnings (pence per hour)						
		Manual employees on adult rates			Manual employees on other rates			Manual employees on adult rates			Manual employees on other rates			
		Full-time		Part-time†	Full-time		Part-time†	Full-time		Part-time†	Full-time		Part-time†	
		All	Male	Female	Female	Male	Female	All	Male	Female	Female	Male	Female	
Hosiery and other knitted goods	436	38.5	41.2	37.3	23.7	40.6	‡	37.5	262.8	335.6	227.9	233.2	147.4	138.7
Textile finishing	437	45.4	46.5	39.3	21.2	‡	‡	‡	325.9	336.5	260.5	231.3	‡	‡
Carpets and other textile floor coverings	438	42.2	43.1	39.2	23.2	39.6	‡	‡	334.6	349.7	276.2	237.2	229.6	‡
Miscellaneous textiles	439	40.7	43.0	37.5	20.7	‡	‡	‡	268.1	297.9	221.8	196.3	‡	‡
Leather, footwear and clothing														
Leather (tanning and dressing) and fellmongery	441	43.7	44.8	38.7	20.4	‡	‡	‡	298.0	307.9	243.8	236.1	‡	‡
Leather goods	442	39.0	41.5	37.3	24.1	‡	‡	‡	233.5	274.2	201.2	181.3	‡	‡
Footwear	451	39.9	41.4	38.7	22.5	40.6	38.1	‡	300.2	343.2	262.1	236.2	168.5	162.2
Clothing, hats and gloves	453	37.4	41.7	36.8	23.7	39.5	37.4	‡	234.1	287.6	225.0	207.5	169.0	151.7
Household and other made-up textiles	455	39.2	41.5	38.0	23.0	‡	‡	‡	264.2	309.4	238.1	233.4	‡	‡
Timber and wooden furniture														
Sawmilling, planing etc of wood	461	42.6	42.6	‡	13.6	42.1	—	‡	328.3	328.9	‡	175.2	206.1	—
Semi-finished wood products etc	462	43.2	43.3	‡	‡	‡	—	‡	344.0	345.6	‡	‡	‡	—
Builders' carpentry and joinery	463	42.7	42.9	39.0	‡	39.8	‡	‡	346.7	349.4	289.0	‡	188.9	‡
Wooden containers	464	40.7	41.1	37.4	‡	‡	‡	‡	295.3	302.0	232.6	‡	‡	‡
Other wooden articles (except furniture)	465	41.0	42.2	37.5	18.5	‡	‡	‡	306.4	323.9	246.1	230.4	‡	‡
Cork, wickerware, brushes and brooms	466	39.7	42.1	37.2	21.7	‡	‡	‡	306.2	351.2	253.5	227.9	‡	‡
Wooden and upholstered furniture, shop and office fittings	467	44.7	45.3	39.6	19.6	41.3	‡	‡	352.0	355.1	319.1	243.7	196.8	‡
Paper and paper products, printing and publishing														
Pulp, paper and board	471	46.2	46.8	39.6	17.3	‡	‡	‡	384.7	392.6	285.5	292.9	‡	‡
Conversion of paper and board	472	41.1	42.2	37.8	21.4	39.3	37.3	‡	401.2	426.5	318.5	262.5	239.4	185.5
Printing and publishing	475	41.1	41.7	38.7	20.6	40.0	38.5	‡	519.9	555.4	348.4	288.4	243.3	201.9
Rubber, plastics and other manufacturing														
Rubber products	481	42.6	43.3	39.5	20.7	‡	‡	‡	374.2	396.0	265.9	241.9	‡	‡
Retreading and repairing of rubber tyres	482	42.3	42.5	‡	‡	‡	‡	‡	320.1	323.7	‡	‡	‡	‡
Processing of plastics	483	43.0	44.2	38.4	22.5	40.2	40.8	‡	355.4	372.9	274.8	250.5	201.7	165.3
Jewellery and coins	491	41.2	42.6	38.4	20.4	‡	‡	‡	320.3	372.6	203.6	213.9	‡	‡
Toys and sports goods	494	40.0	41.4	38.6	20.4	‡	‡	‡	265.6	299.2	232.2	225.1	‡	‡
Miscellaneous manufacturing industries	495	39.7	41.6	37.9	21.5	‡	‡	‡	305.8	359.7	248.9	199.4	‡	‡
Construction	500	43.9	44.0	38.3	15.8	41.1	‡	‡	364.4	364.8	250.4	200.6	195.9	‡
Transport and communication (except sea transport)														
Railways	710§	45.9	46.0	44.4	25.4	37.8	‡	‡	365.2	367.2	284.6	171.7	236.7	‡
Bus and coach services, urban railways	721§	44.4	44.6	41.1	19.8	38.2	‡	‡	390.9	393.3	342.0	221.3	234.7	‡
Road haulage	723	50.9	51.1	42.1	20.4	45.4	‡	‡	342.3	343.1	286.1	217.1	176.9	‡
Inland water transport	726	47.4	47.4	‡	‡	‡	—	‡	372.4	372.5	‡	‡	‡	—
Air transport	750	43.8	43.8	45.0	‡	‡	‡	‡	483.5	486.0	429.8	‡	‡	‡
Supporting services to inland transport	761	44.8	44.8	‡	‡	‡	‡	‡	294.5	294.9	‡	‡	‡	‡
Supporting services to sea transport	763	45.2	45.2	‡	18.3	‡	—	‡	454.0	454.5</				

Regional labour force outlook to 1991

This article presents estimates and projections of the size of the labour force in Scotland, Wales and the regions of England consistent with those published for Great Britain in July 1985.

The labour force in the North and North West regions is projected to fall marginally between 1984 and 1991, although the national labour force is projected to grow by some 3 per cent over the same period. Growth in East Anglia and the South West is projected to be nearly three times the national average.



Estimates of the civilian labour force in Great Britain in mid-1984, together with 1984-based projections to the year 1991, were published in the July 1985 issue of *Employment Gazette*¹. These figures showed a very steep rise in the labour force between 1983 and 1984—following a decline between 1981 and 1983—due to a combination of population growth and substantial increases in female activity rates. Further growth is projected to 1989, although at a slower rate, as the population of working age continues to expand, and female activity rates to rise. After 1989, the population of working age is projected to remain roughly stable, as is the labour force. These national projections, which are based on a working assumption of a broadly stable level of unemployment after 1984, are discussed in more detail in the July 1985 article. The remainder of this article presents regional estimates and projections consistent with these national figures.

Regional trends

Overall since 1971, the female labour force in Great Britain has increased, while the male labour force has decreased, although there have been considerable variations from year to year. The pattern of change varies considerably from region to region. Between 1971 and 1984 for example, a period during which the labour force in Great Britain grew by 6 per cent, the regional change ranged from a drop of 1 per cent in the North West to a rise of 24 per cent

(1) 'Labour force outlook for Great Britain', *Employment Gazette*, July 1985, pp 255-264.

in East Anglia (see *Table 1*). When males and females are viewed separately, the variation is even greater. Between 1971 and 1984 the male labour force fell by 6 per cent in the North West, and rose by 14 per cent in East Anglia; and while the female labour force rose in all regions, the size of the increase ranged from 7 per cent in the North West to 43 per cent in East Anglia.

Regional outlook

The projections of the regional labour force assume that the factors influencing the labour force at national level—such as the increased participation of women—also influence the regional labour force. However, differences between regions in other factors, such as traditional patterns in activity rates and projected changes in the population, lead to substantial differences in the projected increases in the labour force, which are shown in *Chart 1* and *Table 1*.

Over the seven years from 1984 to 1991, during which the national labour force is projected to rise by around 3 per cent, regional projections range from a slight fall in the North to rises of around 9 per cent in East Anglia and the South West. The male labour force is projected to fall only in the North and the North West, and to rise in all other regions, while the female labour force is projected to rise in all regions.

Movements in the size of the labour force can be roughly apportioned between the effect of changes in the population and in activity rates (the proportion of the population

Table 1 Estimates and 1984-based projections of the regional civilian labour force: selected years 1971 to 1991*

	Thousand										Per cent change	
	1971	1975	1977	1979	1981	1983	1984	1987	1989	1991	1971-84	1984-91
MALE												
North	894	898	909	896	892	956	847	847	839	827	-5	-2
Yorkshire and Humberside	1,401	1,388	1,399	1,403	1,396	1,365	1,363	1,389	1,389	1,382	-3	1
East Midlands	1,070	1,086	1,098	1,121	1,124	1,101	1,115	1,135	1,158	1,164	4	4
East Anglia	479	499	514	526	532	531	544	566	577	587	14	8
South East	4,982	4,870	4,908	4,909	4,959	4,907	4,995	5,073	5,123	5,154	0	3
South West	1,118	1,156	1,148	1,170	1,191	1,182	1,190	1,231	1,254	1,270	6	7
West Midlands	1,546	1,540	1,533	1,531	1,512	1,484	1,470	1,489	1,484	1,474	-5	0
North West	1,881	1,844	1,845	1,820	1,826	1,765	1,772	1,777	1,766	1,748	-6	-1
Wales	766	782	774	780	766	728	743	752	728	744	-3	0
Scotland	1,426	1,416	1,446	1,453	1,439	1,426	1,432	1,447	1,446	1,436	0	0
Great Britain	15,563	15,479	15,574	15,609	15,638	15,344	15,472	15,708	15,765	15,786	-1	2
FEMALE												
North	500	535	577	573	583	568	591	606	609	608	18	3
Yorkshire and Humberside	813	875	932	918	946	943	960	997	1,007	1,010	18	5
East Midlands	615	661	666	710	740	748	783	819	836	847	27	8
East Anglia	258	310	324	333	351	369	368	391	400	409	43	11
South East	3,156	3,209	3,310	3,323	3,414	3,417	3,618	3,692	3,733	3,758	15	4
South West	634	693	754	784	800	829	865	917	945	970	37	12
West Midlands	906	938	1,010	998	1,001	972	998	1,022	1,024	1,021	10	2
North West	1,176	1,237	1,276	1,269	1,281	1,238	1,254	1,281	1,281	1,276	7	2
Wales	396	439	477	473	483	476	509	524	533	540	29	6
Scotland	877	930	1,001	1,031	991	993	993	1,020	1,023	1,018	13	2
Great Britain	9,332	9,826	10,327	10,413	10,590	10,555	10,940	11,270	11,392	11,455	17	5
MALE AND FEMALE												
North	1,394	1,433	1,486	1,469	1,475	1,424	1,439	1,453	1,448	1,434	3	0
Yorkshire and Humberside	2,214	2,263	2,331	2,321	2,343	2,308	2,323	2,386	2,396	2,391	5	3
East Midlands	1,685	1,746	1,764	1,831	1,864	1,849	1,898	1,955	1,994	2,011	13	6
East Anglia	737	808	838	859	883	901	912	957	977	996	24	9
South East	8,138	8,079	8,218	8,232	8,373	8,323	8,613	8,765	8,857	8,912	6	3
South West	1,752	1,849	1,902	1,954	1,991	2,011	2,056	2,148	2,199	2,240	17	9
West Midlands	2,452	2,478	2,543	2,530	2,513	2,456	2,469	2,511	2,508	2,494	1	1
North West	3,058	3,081	3,121	3,089	3,107	3,003	3,025	3,059	3,048	3,024	-1	0
Wales	1,162	1,220	1,252	1,253	1,249	1,203	1,252	1,276	1,261	1,285	8	3
Scotland	2,303	2,346	2,447	2,484	2,430	2,418	2,426	2,468	2,469	2,454	5	1
Great Britain	24,895	25,305	25,901	26,021	26,228	25,899	26,411	26,978	27,157	27,241	6	3

* The civilian labour force aged 16 and over at June each year.

in any age/sex group who are in the labour force). Both have an important effect on overall movements, as can be seen from *Table 2*. This shows, for example, that between 1971 and 1984, the effect of activity rates on the Great Britain labour force was greater than the population effect for both men and women. Variations between the projections for different regions are due in part to differences in population trends, and in part to differences in activity rate trends. These two components are considered in turn below.

Population effects

Between 1971 and 1984 increasing population tended to increase both the male and the female labour force in all regions, as is shown by *Table 2*. The size of the effect varied greatly from region to region; from less than 2 per cent in the North West to almost 19 per cent in East Anglia. The patterns for men and women are very similar, although the range of variation is slightly greater for women.

Between 1984 and 1991, a fairly similar pattern is projected; although the rate of increase overall is rather lower. In one region, the North, the population effect is projected to be negative over this period.

After 1989, the size of the national population of working age is projected to remain roughly stable. Regionally

however, there are proportionately greater changes as shown by *Table 2*: increases in five regions balance decreases in the other five to produce the roughly unchanged national figures.

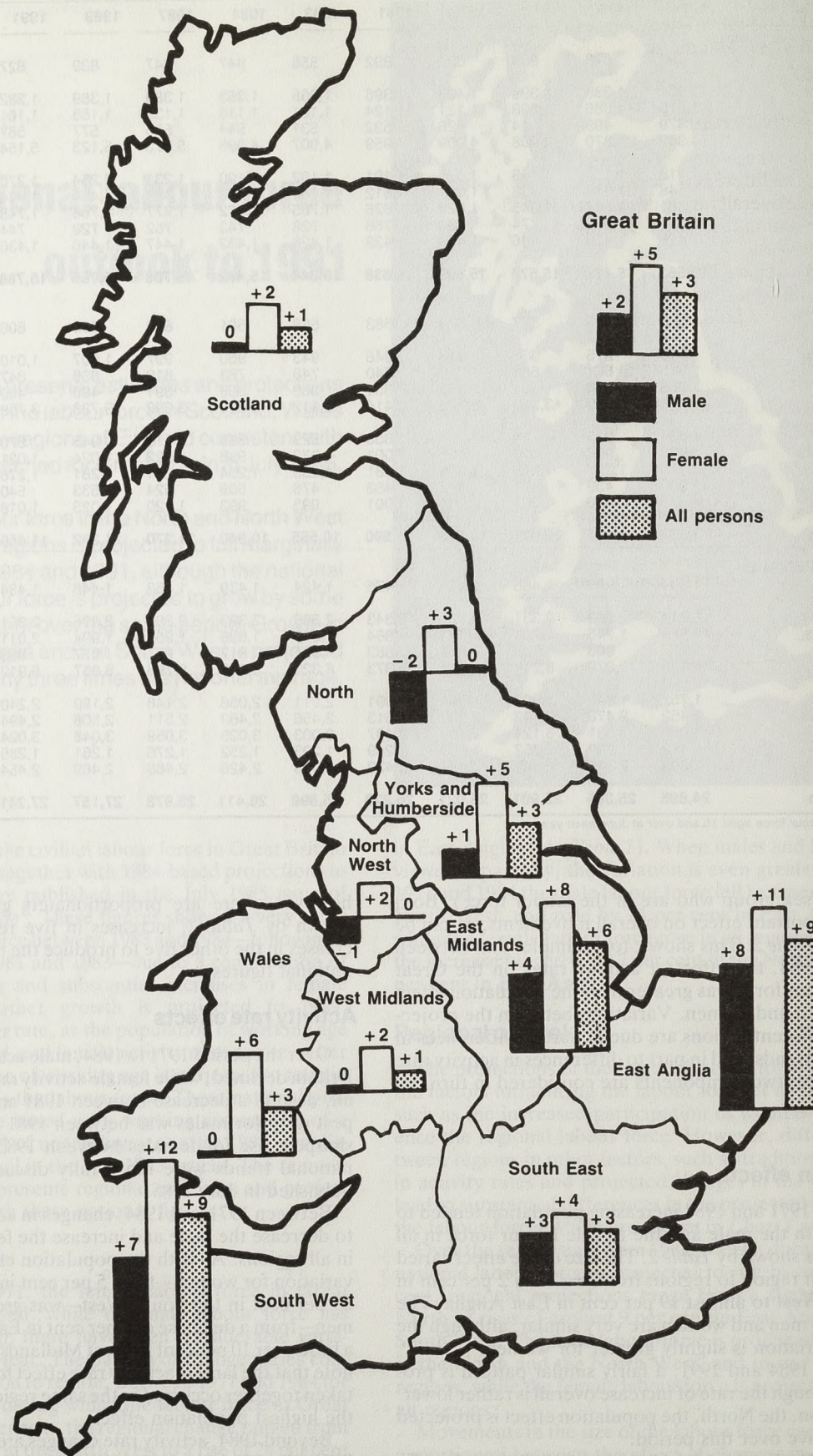
Activity rate effects

Over the period 1971 to 1984, male activity rates in Great Britain declined, while female activity rates increased overall, despite a decrease between 1981 and 1983. The sharpest drop for males was between 1981 and 1983, and the sharpest rise for females between 1983 and 1984. These national trends were more fully discussed in the article published in July 1985.

Between 1971 and 1984, changes in activity rates tended to decrease the male and increase the female labour force in all regions. As with the population effects, the range of variation for women—from 5 per cent in West Midlands to 23 per cent in the South West—was greater than that for men—from a decrease of 4 per cent in East Anglia to one of a little over 10 per cent in West Midlands. It is interesting to note that the largest activity rate effect for men and women taken together occurred in the same region, East Anglia, as the highest population effect.

Beyond 1984, activity rate changes are projected to have little effect on the size of the male labour force in Great Britain; although regionally the effect is projected to range

Chart 1 Percentage growth in the civilian labour force 1984-91



from a decrease of 1 per cent in Wales to an increase of around 1½ per cent in East Anglia. For females, activity rates are projected to have a continuing upward effect in all regions, although to a considerably smaller extent than between 1971 and 1984. The largest effect is projected to be in the South West, and the smallest in the West Midlands, as previously.

Regional activity rates

Historically, there have been large differences between activity rates in different regions, as can be seen from Table 3. In 1971, the overall rate for men aged 16 and over ranged from 84 per cent in the West Midlands down to 75 per cent in the South West. By 1984, these differences had become less marked, ranging from 76 per cent in the South East to 70 per cent in Wales, mainly because the historically high rates in the West Midlands had fallen more rapidly than in most other regions.

These differences in overall activity rates reflect differences in traditional patterns of economic activity, but are also partly a consequence of regional differences in the age distribution of the population. For example, the propor-

tion of men and women over retirement age is particularly high in the South West, tending to reduce the overall activity rates in that region, and particularly low in the West Midlands. In 1971, the difference in the overall male activity rates for these two regions was around nine percentage points; had they had the same age distribution it would have been only five points. Charts 2 and 3 show trends in regional activity rates standardised for such differences in the age distribution, relative to those for Great Britain as a whole.

The most noticeable features of Chart 2 are the rapid rise between 1971 and 1984, relative to the national average, of male activity rates in East Anglia, and the equally rapid relative decline of those in Wales.

Differences between regions in the levels of activity rates for women aged 16 and over have also been marked; ranging in 1971 from 37 per cent in Wales to 47 per cent in the West Midlands. This range narrowed significantly between 1971 and 1984, mainly as a result of the relatively rapid increase of activity rates in Wales, as can be seen from Chart 3.

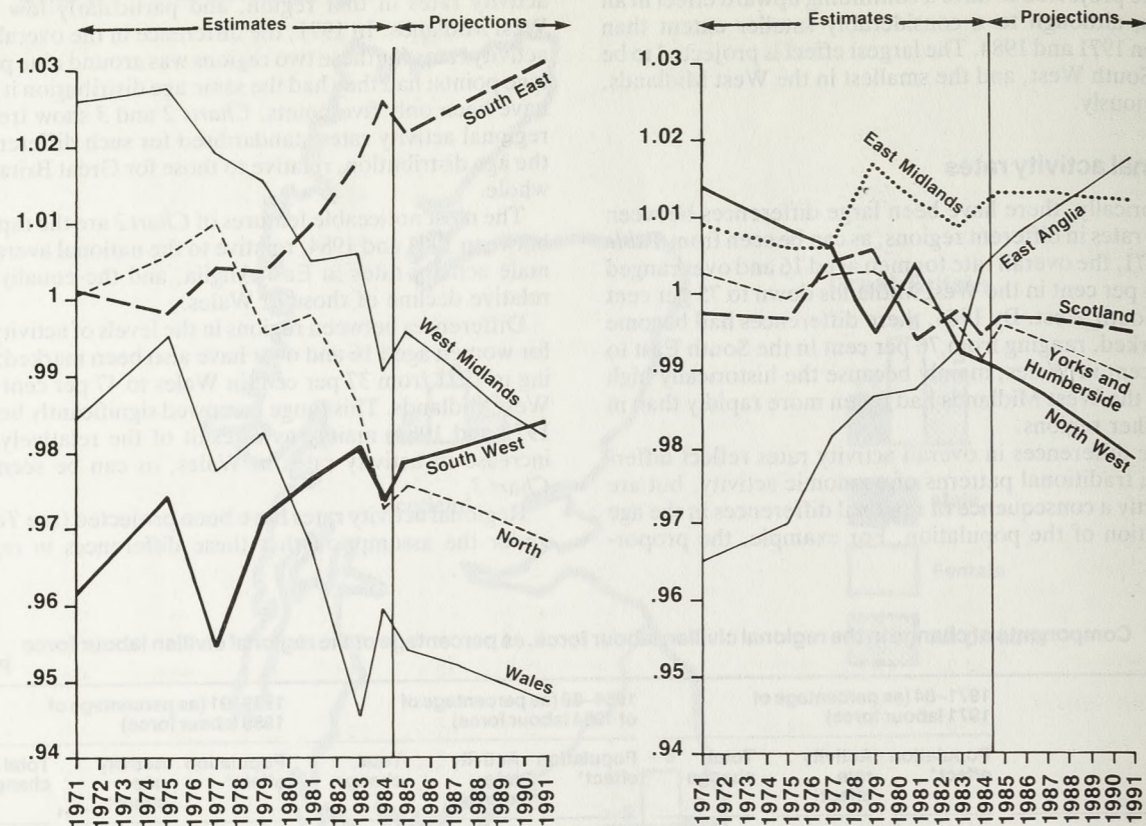
Regional activity rates have been projected (see Table 3) under the assumption that these differences in regional

Table 2 Components of change in the regional civilian labour force, as percentage of the regional civilian labour force

	1971-84 (as percentage of 1971 labour force)			1984-89 (as percentage of 1984 labour force)			1989-91 (as percentage of 1989 labour force)		
	Population effect*	Activity rate effect†	Total change	Population effect*	Activity rate effect†	Total change	Population effect*	Activity rate effect†	Total change
MALE									
North	4.8	-10.1	-5.2	-0.9	0.0	-0.9	-1.3	-0.2	-1.5
Yorkshire and Humberside	5.6	-8.3	-2.7	1.8	0.1	1.9	-0.3	-0.2	-0.5
East Midlands	11.5	-7.3	4.2	3.5	0.4	3.9	0.5	0.0	0.5
East Anglia	17.2	-3.6	13.7	4.7	1.4	6.1	1.3	0.4	1.7
South East	4.7	-4.5	0.3	2.1	0.5	2.6	0.3	0.3	0.6
South West	13.1	-6.6	6.5	4.4	1.0	5.3	1.2	0.1	1.3
West Midlands	5.5	-10.3	-4.9	1.2	-0.3	0.9	-0.3	-0.4	-0.7
North West	3.2	-9.1	-5.8	0.4	-0.7	-0.3	-0.7	-0.3	-1.0
Wales	7.1	-10.1	-3.0	-1.1	-1.0	-2.1	-2.6	-0.3	-2.3
Scotland	7.5	-7.1	0.4	0.5	0.5	1.0	-0.7	0.0	-0.7
Great Britain	6.5	-7.1	-0.6	1.7	0.2	1.9	0.1	0.0	0.1
FEMALE									
North	2.9	15.3	18.3	-0.8	3.7	3.0	-1.2	1.0	-0.2
Yorkshire and Humberside	4.4	13.8	18.2	1.1	3.7	4.9	-0.5	0.8	0.3
East Midlands	11.6	15.7	27.3	3.1	3.7	6.8	0.2	1.1	1.3
East Anglia	20.3	22.3	42.6	3.7	5.0	8.7	0.8	1.3	2.1
South East	3.0	11.6	14.6	1.4	1.8	3.2	0.0	0.7	0.6
South West	13.3	23.2	36.5	3.1	6.2	9.2	0.7	1.9	2.6
West Midlands	4.9	5.3	10.2	1.3	1.3	2.6	-0.4	0.1	-0.3
North West	0.2	6.4	6.6	0.2	2.0	2.2	-0.7	0.2	-0.4
Wales	6.4	22.2	28.6	0.9	3.8	4.7	-0.2	1.5	1.3
Scotland	4.2	9.1	13.2	-0.3	3.3	3.0	-0.9	0.5	-0.5
Great Britain	5.1	12.1	17.2	4.2	0.0	4.1	-0.2	0.8	0.6
MALE AND FEMALE									
North	3.9	-0.7	3.2	-0.8	1.4	0.7	-1.1	0.2	-1.0
Yorkshire and Humberside	5.0	0.0	4.9	1.5	1.6	3.1	-0.4	0.2	-0.2
East Midlands	11.5	1.2	12.6	3.3	1.8	5.1	0.4	0.4	0.8
East Anglia	18.7	5.1	23.8	4.3	2.9	7.1	1.1	0.8	1.9
South East	3.9	2.0	5.8	1.8	1.1	2.8	0.2	0.5	0.6
South West	13.1	4.2	17.4	3.7	3.2	7.0	0.9	0.9	1.9
West Midlands	5.2	-4.5	0.7	1.3	0.3	1.6	-0.4	-0.2	-0.5
North West	1.7	-2.8	-1.1	0.4	0.3	0.7	-0.7	-0.1	-0.8
Wales	6.6	1.2	7.8	0.0	0.7	0.7	1.2	0.7	1.9
Scotland	5.9	-0.5	5.3	0.2	1.6	1.8	-0.8	0.2	-0.6
Great Britain	5.8	0.3	6.1	1.5	1.3	2.8	0.0	0.3	0.3

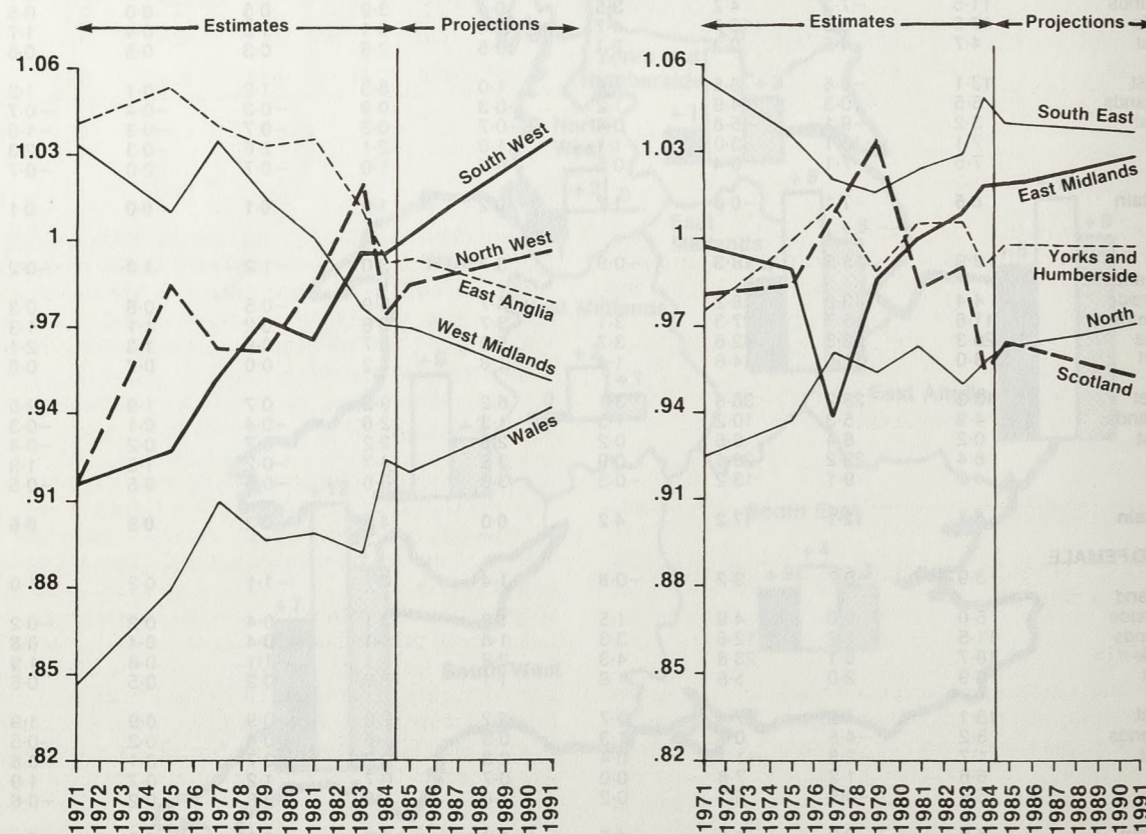
* The change in the labour force which would have occurred had the activity rate in each age group remained over the period at its value in the initial year.
 † The residual change—total change less the population effect.

Chart 2 Male 16+ activity rates relative to Great Britain*



*Standardised for differences in the age distribution of the population

Chart 3 Female 16+ activity rates relative to Great Britain*



*Standardised for differences in the age distribution of the population

Table 3 Estimates and projections of regional civilian activity rates: selected years 1971 to 1991*

	1971	1975	1977	1979	1981	1983	1984	1987	1989	1991	Change	
											1971-84	1984-91
MALE												
North	80.7	79.6	79.5	77.7	76.9	73.3	72.4	72.3	71.9	71.6	-8.3	-0.8
Yorkshire and Humberside	80.6	78.6	78.5	77.7	76.4	73.9	73.6	73.9	73.6	73.5	-7.0	-0.1
East Midlands	81.4	79.5	79.0	79.0	77.7	75.0	75.2	75.3	75.4	75.4	-6.1	0.2
East Anglia	76.5	75.2	75.8	75.1	74.2	72.3	73.0	73.8	74.0	74.4	-3.4	1.4
South East	80.8	78.7	78.7	77.8	77.4	75.7	76.3	76.4	76.6	77.0	-4.4	0.7
South West	75.2	74.5	72.5	72.7	72.3	70.3	69.9	70.6	71.0	71.4	-5.3	1.5
West Midlands	84.0	82.4	81.3	79.9	78.0	75.6	74.5	74.3	73.7	73.4	-9.5	-1.1
North West	81.8	79.6	79.1	77.3	77.1	74.0	74.0	73.8	73.4	73.2	-7.7	-0.9
Wales	78.4	77.8	76.1	75.7	73.3	69.3	70.3	69.8	69.2	69.3	-8.1	-1.0
Scotland	80.5	78.7	79.2	78.6	76.8	74.8	74.7	75.1	75.0	75.0	-5.8	0.3
Great Britain	80.5	78.7	78.3	77.5	76.5	74.2	74.2	74.4	74.3	74.4	-6.3	0.1
FEMALE												
North	41.1	43.5	46.4	45.7	46.2	44.8	46.6	47.7	48.0	48.3	5.5	1.7
Yorkshire and Humberside	42.7	45.5	48.0	46.8	47.7	47.2	47.8	49.2	49.7	50.0	5.1	2.2
East Midlands	44.1	45.8	45.3	47.4	48.3	48.1	50.0	51.2	51.7	52.2	5.9	2.2
East Anglia	39.6	44.5	45.2	45.1	46.3	47.4	46.7	48.3	48.7	49.3	7.1	2.6
South East	46.2	47.2	48.5	48.2	48.8	48.4	50.9	51.4	51.8	52.1	4.7	1.2
South West	38.5	40.5	43.2	44.0	44.0	44.7	46.1	47.9	48.8	49.8	7.6	3.7
West Midlands	46.6	47.6	50.6	49.5	48.8	47.0	48.0	48.4	48.4	48.3	1.4	0.2
North West	45.3	47.8	49.1	48.6	48.9	47.2	47.7	48.7	48.8	48.9	2.4	1.2
Wales	36.7	39.8	42.8	41.9	42.2	41.2	44.0	44.8	45.3	46.0	7.3	2.0
Scotland	43.6	45.7	48.6	49.8	47.6	47.0	46.8	47.9	48.2	48.2	3.2	1.4
Great Britain	43.9	45.7	47.5	47.4	47.6	47.0	48.4	49.3	49.7	50.0	4.5	1.6
MALE AND FEMALE												
North	60.0	60.7	62.3	61.0	60.9	58.5	59.0	59.5	59.5	59.4	-1.0	0.5
Yorkshire and Humberside	60.8	61.4	62.6	61.6	61.5	60.0	60.2	61.1	61.2	61.3	-0.6	1.2
East Midlands	62.2	62.2	61.7	62.8	62.6	61.2	62.3	62.9	63.3	63.5	0.1	1.2
East Anglia	57.7	59.5	60.1	59.7	59.8	59.5	59.5	60.7	61.0	61.5	1.8	2.1
South East	62.6	62.2	62.9	62.3	62.4	61.4	63.1	63.4	63.8	64.1	0.5	1.0
South West	55.9	56.7	57.2	57.6	57.4	56.9	57.4	58.7	59.4	60.1	1.5	2.7
West Midlands	64.8	64.5	65.5	64.3	63.0	60.9	60.9	61.1	60.7	60.5	-3.9	-0.4
North West	62.4	62.8	63.3	62.2	62.3	60.0	60.3	60.7	60.6	60.5	-2.2	0.3
Wales	56.5	57.9	58.7	58.0	57.0	54.6	56.5	56.8	56.6	57.1	0.0	0.6
Scotland	60.9	61.2	63.0	63.4	61.4	60.2	60.0	60.9	60.9	60.9	-0.8	0.9
Great Britain	61.3	61.5	62.2	61.8	61.4	60.0	60.8	61.4	61.5	61.7	-0.5	0.9

* The civilian labour force aged 16 and over at June each year, as a percentage of the population aged 16 and over.

trends will continue. Thus, by 1991, male activity rates (standardised for differences in age distribution) are projected to be highest in the South East and East Anglia, and lowest in Wales and the North. Similarly activity rates for women in the South West are projected to increase relatively rapidly while those in the West Midlands are shown as hardly changing. No substantial further narrowing of the range of activity rates is projected.

employment measures (other than those measures providing full-time training) are included in the civilian labour force. Students in full-time education are included if they did any work in the reference week, or if they sought work and were not prevented from starting work by the need to complete their education.

Measurement

Labour force estimates are derived principally from household survey and census data which allows a full breakdown of numbers by age and sex. Estimates for 1971 are based mainly on data from the Census of Population. Estimates for 1975, 1977, 1979, 1981, 1983, and 1984 incorporate survey estimates from the Labour Force Survey (a survey of private households conducted by the Office of Employment), supplemented by data from the Census of Population on the economic activity of those not in private households. The Labour Force Survey is a reasonably large sample survey but for some age groups, particularly in the smaller regions, estimates of age specific activity rates are subject to a large degree of sampling error. For this reason, and for reasons of space, estimates of the regional civilian labour force and activity rates presented in *Table 1* and *3*

Appendix 1: Regional labour force—Definitions and measurement

Definitions

The civilian labour force includes employees, employers and self-employed (but excluding those in HM Forces) together with those identified by censuses and surveys as seeking work in a reference week. Also included in the civilian labour force as unemployed are those waiting to start a job they have already obtained and those who are unemployed but prevented from seeking work by temporary sickness or holiday. People employed under special

relate only to males and females aged 16 and over. Estimates by more detailed age groups can be obtained on request*.

The regional estimates for the years 1971 to 1983 presented here differ slightly from those previously published⁽²⁾, because they are now consistent with the slightly revised national figures published in July 1985.

Appendix 2: Method used for projecting the regional labour force

As for the national labour force, projections of the regional labour force are produced by multiplying together projections of the population and of activity rates (the proportions of population who are in the labour force). Regional activity rates for different age/sex groups differ substantially in level and show different trends and therefore regional labour force projections have been prepared separately for each of twelve age/sex groups. The age bands are somewhat broader than those used in the national projections because the sampling errors associated with regional estimates from the Labour Force Survey are larger than those for national estimates. Projections for these twelve age/sex groups can be obtained on request* though they are in some cases based on estimates which are subject to considerable sampling error. As was the case for the regional estimates, the regional labour force projections

were constrained to agree with the national projections published in July 1985. They supersede the 1981-based regional projections published in April 1984⁽³⁾.

Population projections

The population projections used in these regional labour force projections are based on the OPCS sub-national projections of home population (with migration)⁽⁴⁾,⁽⁵⁾ with an adjustment to make them more consistent with the latest estimates of the mid-1984 population.

Activity rate projections

Projections of regional activity rates were obtained by means of projections of regional relativities (the ratios between the regional age/sex-specific activity rates and the equivalent shown by the relativities for 1971, 1975, 1977, 1979, 1981, 1983 and 1984. Projected regional age/sex-specific activity rates were obtained by multiplying the projected regional relativities for each age/sex group by the corresponding national activity rate projection. ■

* A set of tables showing estimates and projections of the regional labour force and activity rates by age, and including each year from 1985 to 1991, can be obtained for a fee of £20.00 from: Statistics C1, Department of Employment, Room 557, Caxton House, Tothill Street, London SW1H 9NF.

(2) "Regional labour force estimates for 1983", *Employment Gazette*, October 1984, pp 453-459.
 (3) "Regional labour force outlook to 1991", *Employment Gazette*, April 1984, pp 165-172.
 (4) Population projections 1983-2023, OPCS series PP2 No 13; HMSO.
 (5) Mid 1983-based sub-national population projections for England, OPCS Monitor PP3 86/1.

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QUESTIONS IN PARLIAMENT

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer.

Enterprise Allowance Scheme

Mr David Madel (South West Bedfordshire) asked the Paymaster General, whether he is satisfied with the working of the Enterprise Allowance Scheme; and if he would make a statement.

Mr Trippier: I am very satisfied with the operation of the scheme. It has now helped over 121,000 unemployed people set up new businesses and the evidence available from surveys on the survival rate of these businesses and the number of new jobs they create is most encouraging.

(January 21)

Open learning

Mr Nicholas Soames (Crawley) asked the Paymaster General, what steps he proposes to take to seek to encourage small firms to use distance learning packages to improve their management expertise.

Mr Trippier: I am anxious to encourage small firms to consider relevant training opportunities of all types as a route to success. Open learning methods have much to offer the small business sector in a number of areas including management training. The Manpower Services Commission's Open Tech programme has funded the North East Wales Institute to design material specifically for small businesses. These packages will be available early in 1986. Other Open Tech projects have produced material which is helpful for small businesses. Training using open learning methods can be funded by the MSC through the normal rules applying to grant payments under its other schemes.

In the context of our request to the Commission to focus adult training programmes more sharply on the needs of small firms and enterprise, we have asked MSC to consider whether there is a need for additional open learning material to improve the management expertise of small firms, and whether more should be done to make small firms aware of the facilities available to them.

(January 21)

Department of Employment Ministers

Secretary of State: Lord Young
 Paymaster General: Kenneth Clark
 Parliamentary Under-Secretaries of State: David Trippier and Ian Lang

As reported on page 43, Alan Clark and Peter Bottomley, previously Parliamentary Under-Secretaries of State at the Department of Employment, have now moved to other Departments. Some of the replies on these pages were given by these Ministers before these changes took place.

Trade union ballots

Mr Tony Marlow (Northampton North) asked the Paymaster General, how many unions have received public money for trades union ballots.

Mr Clarke: I am informed by the Certification Officer that 27 trade unions have received public money for secret ballots under the provisions of Section 1 of the Employment Act 1980.

(January 21)



Kenneth Clarke

Visits by HSE inspectors

Mr Alec Woodall (Hemsworth) asked the Paymaster General, if he would give a breakdown of: (a) the number of premises registered under the Health and Safety at Work Act 1974 and (b) the number of visits by inspectors for the years 1983, 1984, and 1985.

Mr Trippier: There are some 670,000 premises on the registers of the Inspectorates of the Health and Safety Executive. This figure excludes an unknown number of sites subject to inspection by HSE inspectors, but not recorded on the registers, for example, construction sites, very small agricultural holdings and tips and landfill sites. Health and Safety Inspectors made some 240,000 visits in both 1983 and 1984. Figures for 1985 are not yet available.

(January 30)

Technical and Vocational Education Initiative

Mr Andrew F Bennett (Denton and Reddish) asked the Paymaster General, if he would make a statement on the progress of the Technical and Vocational Education Initiative and on its cost to local authorities.

Mr Trippier: The initiative is now in its third year. In 1983 14 local education authorities in England and Wales mounted the first TVEI projects, involving 144 schools and colleges. In 1984 the Government asked the Manpower Services Commission to extend the initiative and there are currently 74 projects in England, Scotland and Wales with 500 schools and colleges participating. Projects have proved to be popular and many have been over-subscribed. A further 28 proposals are currently being considered for a 1986 start.

All projects starting in 1984 and 1985 and due to commence in 1986 are funded up to a ceiling of £2 million over five academic years by the Manpower Services Commission. The provision of any additional funding for projects is a matter for the individual authority.

(January 20)

QUESTIONS IN PARLIAMENT



Tourism

Mr David Gilroy Bevan (Birmingham, Yardley) asked the Paymaster General, what progress has been made in Government policy towards tourism since the publication of the document *Pleasure, Leisure and Jobs*.

Mr Trippier: The Government are continuing to place a high priority on encouraging the development of tourism and on maximising the industry's potential for growth, job creation and enterprise. Since the transfer of responsibility for tourism policy to the Department of Employment in September we have announced a substantial increase in the financial provision next year for the British Tourist Authority and English Tourist Board bringing their total provision to £40 million.

(January 21)

Self-employed

Mr Nicholas Winterton (Macclesfield) asked the Paymaster General, if he would give a breakdown by region of the number of individuals who have been self-employed in each of the last 15 years for which figures are available; and in each year of these years what this figure represents as a percentage of the total number of individuals in paid work in that region.

Mr Lang: The figures are contained in the following tables:

Self-employed people in June of each year

Region	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
South East	641	640	674	673	648	631	614	633	651	675	700	715	730	857	908
East Anglia	75	79	81	77	78	75	73	76	79	83	87	90	94	108	115
South West	210	204	200	182	180	169	158	152	146	187	227	220	213	231	232
West Midlands	163	164	162	162	164	161	157	149	141	156	170	174	177	188	194
East Midlands	132	133	131	117	133	122	111	113	116	130	144	151	157	165	172
Yorkshire & Humberside	160	160	162	165	164	162	160	147	134	149	164	167	169	203	216
North West	223	213	216	225	214	209	204	209	214	216	217	221	224	259	273
North	84	80	82	81	80	86	93	85	77	81	84	87	91	93	96
Wales	118	113	115	110	115	122	128	126	124	119	115	120	126	145	155
Scotland	148	146	146	143	158	151	144	152	160	154	149	164	179	185	197
Great Britain	1,954	1,932	1,969	1,935	1,933	1,888	1,843	1,842	1,842	1,950	2,057	2,109	2,160	2,433	2,558

Self-employed as a percentage of the civilian employed labour force in June of each year

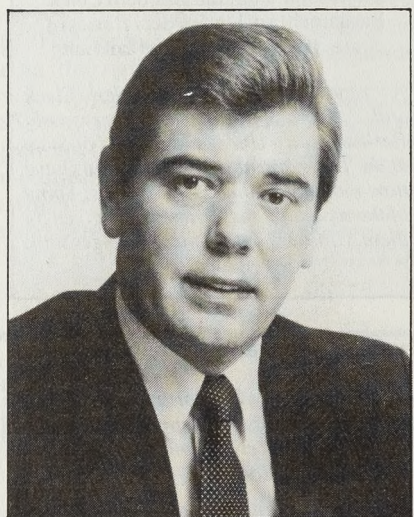
Region	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
South East	8.0	8.0	8.3	8.4	8.1	8.0	7.8	8.0	8.0	8.3	8.8	9.1	9.3	10.7	11.1
East Anglia	11.0	11.3	11.1	10.4	10.4	10.1	9.7	10.0	10.1	10.5	11.3	11.7	12.1	13.5	14.0
South West	13.7	13.2	12.5	10.7	10.6	10.0	9.3	8.8	8.4	10.5	12.8	12.6	12.4	13.1	13.1
West Midlands	6.9	7.0	6.7	6.7	6.9	6.9	6.7	6.3	5.9	6.6	7.7	8.1	8.5	8.9	9.1
East Midlands	8.9	8.9	8.5	7.3	8.2	7.5	6.8	6.9	6.9	7.8	8.9	9.5	10.0	10.5	10.8
Yorkshire & Humberside	7.8	7.8	7.7	7.7	7.6	7.6	7.5	6.9	6.2	7.0	8.1	8.5	8.7	10.4	11.0
North West	7.6	7.3	7.3	7.7	7.4	7.3	7.2	7.3	7.4	7.6	8.1	8.5	8.7	9.9	10.3
North	6.4	6.1	6.0	6.1	5.9	6.4	6.9	6.4	5.8	6.3	7.0	7.4	8.0	8.2	8.5
Wales	10.9	10.4	10.3	10.0	10.3	10.9	11.4	11.0	10.7	10.6	10.9	11.6	12.2	13.8	14.7
Scotland	6.9	6.8	6.6	6.4	7.1	6.8	6.5	6.8	7.1	6.9	6.9	7.7	8.5	8.7	9.2
Great Britain	8.3	8.2	8.2	8.0	8.0	7.9	7.7	7.6	7.5	8.0	8.8	9.2	9.5	10.5	10.9

(February 11)

Small firms

Mr Peter Bruinvels (Leicester East) asked the Paymaster General, what training supported wholly or partly from public funds is available for those starting small firms.

Mr Trippier: The Manpower Services Commission support a range of training courses for people wishing to start-up their



David Trippier

own business as part of the Training for Enterprise Programme. In the current financial year the programme has a budget of £14.3 million, and around 25,000 people setting up or running small businesses are expected to benefit.

In addition many further and higher education institutions provide courses geared to the needs of new and small businesses.

We have asked the Manpower Services Commission to focus its adult training programmes more sharply on the needs of small firms and I am at present considering whether more needs to be done to encourage those starting small firms to undertake relevant training.

(January 21)

Mr Henry Bellingham (North West Norfolk) asked the Paymaster General, what is the net increase in small firms in the United Kingdom over the last 12 months.

Mr Trippier: It is estimated that the net increase in the number of small firms in the United Kingdom in 1984 (the latest period for which an estimate is available) was of the order of 35,000.

The figures were published in British Business on 23 August 1985 and a copy has been placed in the library.

(January 21)

QUESTIONS IN PARLIAMENT

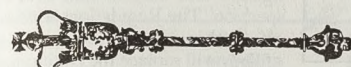


Fraud investigators

Mr Harry Cohen (Leyton) asked the Paymaster General, how many fraud investigators his Department employs; and what was his estimate of the amount of public money they saved in 1985.

Mr Clark: On 31 December 1985 there were 548 full-time fraud investigators employed in the Department of Employment. It is estimated that they saved £31.8 million in Social Security benefits in 1985. This estimate is based on an assumption as to the minimum length of time that claimants would have continued claiming benefit fraudulently.

(January 27)



Female workforce

Mr Andrew F Bennett (Denton and Reddish) asked the Paymaster General, if he would list in the Official Report, for each of the last 25 years for which data is available: (a) the total size of the female workforce, (b) the proportion it represents within the total workforce, (c) the proportion it represents within the female population of employable age and (d) the size of the female workforce over 16 and under 25 years, over 25 and under 35 years, over 35 years and under 45 years, over 45 and under 55 years, and over 55 years.

Mr Clark: The available data are given in the table below:

Economically active^{1,2} women in Great Britain

Economically active women ³ aged 16 and over	1961	1966	1971(a)	1971(b)	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
[a] thousands	7,601	8,732	9,085	9,332	9,439	9,606	9,781	9,826	10,117	10,327	10,373	10,413	10,561	10,590	10,570	10,555	10,940	11,092
[b] as a proportion on all economically active persons aged 16 and over [per cent]	32.1	35.5	36.5	37.5	37.8	38.2	38.7	38.8	39.4	39.9	40.0	40.0	40.3	40.4	40.6	40.8	41.4	41.6
[c] as a proportion of the female population aged 16 and over [per cent]	37.3	42.3	43.0	43.9	44.3	44.9	45.6	45.7	46.8	47.5	47.5	47.4	47.7	47.6	47.3	47.0	48.4	48.9
Economically active women ³ aged:																		
16-24 (thousands)	2,089	2,270	2,142	2,188	2,133	2,098	2,093	2,104	2,283	2,366	2,459	2,549	2,681	2,671	2,682	2,677	2,747	2,791
25-34 (thousands)	1,236	1,268	1,452	1,523	1,630	1,761	1,868	1,926	2,049	2,160	2,170	2,170	2,172	2,187	2,145	2,134	2,255	2,299
35-44 (thousands)	1,523	1,796	1,815	1,883	1,924	1,968	2,035	2,045	2,065	2,105	2,132	2,171	2,200	2,227	2,319	2,384	2,536	2,605
45-54 (thousands)	1,613	1,890	2,054	2,104	2,152	2,232	2,288	2,237	2,192	2,156	2,127	2,098	2,091	2,089	2,075	2,070	2,102	2,107
55 plus (thousands)	1,139	1,508	1,622	1,634	1,599	1,546	1,497	1,514	1,528	1,540	1,485	1,424	1,418	1,417	1,349	1,289	1,300	1,290

(1) Broadly speaking, those either actively seeking work or in paid employment.
(2) Figures for 1971 (b) to 1984 are based mainly on the Labour Force Survey and Census of Population, adjusted to a mid-year basis. The data for 1961 and 1966 are extracted directly from the Census of Population, and are not strictly comparable with these later figures. A direct Census of Population figure for 1971(a) has also been given, to enable comparisons over time to be made. The figures for 1985 are projections.
(3) The minimum age used throughout is 16 for consistency, even though the minimum school leaving age was 15 up to 1973.

(January 20)

QUESTIONS IN PARLIAMENT

The way to go in rural areas

□ Grants of up to 50 per cent are to be made available for new rural public transport services.

It is expected that commercially run minibuses, scheduled taxis and other new types of services, as well as community buses, will benefit from a new Rural Transport Development Fund.

To help rural communities take advantage of the provisions of the Transport Act 1985 and of the opportunities to bring in new services, the Development Commission has set up the Rural Transport Development Fund to encourage innovative transport projects and new approaches to providing local services in rural areas of England. With effect from April 1, 1986, £1 million per annum is being provided for the Fund by the Department of Transport.



□ The Development Commission has also launched a new off-highway road sign which promises to signal a new sign of life in the rural economy.

The standardised blue and white sign has received the approval of the Association of District Councils, Association of County Councils, the Design Council, the Crafts Council and the Commission's agent, CoSIRA, and is now available to small businesses and craft centres.

A small business wanting to advertise its presence can now approach the local authority knowing that the authority will be more inclined to approve planning permission for one of the approved standardised signs.

Many small—often high tech—companies are now operating out of what were barns, cowsheds and farmyards. Many of these firms have called attention to their need for signs and their inability to get planning permission for them. This problem is now on the way to



Ideas wanted

"We are now looking to taxi operators, to entrepreneurs, to small firms and to community groups to come up with ideas for new services; virtually anything is now possible and our Fund will provide an additional incentive, where this is necessary, to ensure a service is introduced."

The Development Commission is England's rural development agency. It has the task of keeping under review all matters relating to the social and economic development of rural areas and of carrying out programmes to help regenerate rural communities.

Application forms for grants for projects may be obtained from the Development Commission, 11 Cowley Street, London SW1P 3NA (Tel: 01-222 9134) and certain local advisory services.

Reporting of injuries

□ New Regulations requiring the reporting to the enforcing authorities of injuries, cases of disease and dangerous occurrences at work, and certain gas incidents, have been laid before Parliament.

The new Regulations apply to all employers and the self-employed and cover everyone at work. They will restore to the Health and Safety Executive and local authorities, the flow of information about accidents which was for the most part lost in 1983 due to changes in the administration of the Industrial Injuries Benefit Scheme. They will also enable the Executive to identify at an early stage cases that require investigation and hazards that need inspection. The Regulations will take effect from April 1, 1986.

They will replace the Notification of Accidents and Dangerous Occurrences Regulations 1980 (NADOR).

The major differences in the new arrangements are:

- all injuries resulting from accidents at work which cause incapacity for more than three days must be reported direct to the enforcing authority (ie the HSE or a local authority);
- people receiving training for employment are covered in the same way as employees; the self-employed are covered in essentially the same way as employers;
- there are new requirements for employers and others to report cases of certain diseases associated with specified work activities;
- there are new requirements for reporting certain events involving flammable gas in domestic and other premises;
- the list of reportable dangerous occurrences has been amended.

Two guidance leaflets on the new Regulations have been published by the HSE. One explains the requirements for reporting injuries and dangerous occurrences at work, the other explains the requirements for reporting cases of occupational disease. Copies of these leaflets are available free from all HSE Area Offices.

Reporting of Injuries, Diseases and Dangerous Occurrences Regulations S.I.2023 1985, HMSO price £3.30. ISBN 0 11 058 0230.

Youth Training Scheme

□ This article reports on progress towards planned entrants to YTS in 1985-86. It also shows the number of young people in training at the end of December 1985.

YTS planned entrants were based on assumptions about:

- the number of 16 and 17 year olds likely to enter the labour market in 1985-86;
- the proportion likely to find employment outside YTS and the proportion who would be without work or would enter YTS whilst in employment.

It has also been necessary to make assumptions about the num-

ber of young people who would leave further education or employment part way through their first year and thus require the balance of a year's training on YTS.

Between the beginning of April 1985 and the end of December 1985, there were 363,181 entrants to YTS of whom 281,097 had entered Mode A schemes.

The Mode A figure represents 77.4 per cent of the total number of entrants to training.

There were 293,268 young people in training at the end of December, a decrease of 8,156 since the end of November. Of those in training, 232,022 (79.1 per cent) were on Mode A schemes.

Region	Planned entrants April 85—March 86	Entrants to training April 85—Dec 85	In training at Dec 31, 1985
Scotland	42,522	33,853	31,019
Northern	25,579	25,666	20,015
North West	57,699	58,582	44,616
Yorks & Humberside	40,019	39,108	31,231
Midlands	80,491	79,551	60,432
Wales	22,915	21,817	18,048
South West	27,489	28,012	22,972
South East	60,042	55,711	46,807
London	27,089	20,881	18,128
Great Britain	384,295	363,181	293,268

Earnings in coal-mining

□ Coal-mining is not covered by the Department of Employment's regular October survey of earnings and hours of manual workers. However, the National Coal Board provides some information for an October pay-week for some male manual workers employed by the Board. Since this information is compiled on a different basis, it is not directly comparable with the results of the Department's survey.

The NCB information relates to male manual workers aged 18 and over and only to those employed in coal-mining activities. In addition to their average cash earnings for a

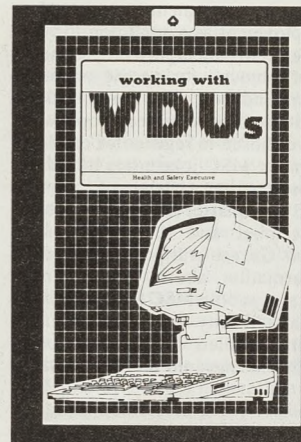
specific pay week, information is also supplied on the estimated cost of paid holidays and rest days per working man/week in the current financial year, and on the average weekly value of the actual cost of sickness pay and allowances in kind per working man/week during October. The allowances in kind consist mainly of the value of concessionary fuel, but there is also an element of concessionary rents.

The information for October 1985, with comparable information for previous years (except 1984 for which data are not available) is shown in the following table:

	£ per week			
	Week ended Oct 17 1981	Oct 9 1982	Oct 8 1983	Oct 12 1985
Cash earnings	148.12	161.94	169.30	189.90
Other items				
Provisions for paid holidays and rest days	17.16	18.57	19.48	21.75
Sickness pay	2.82	3.13	3.42	4.64
Allowances in kind	10.76	11.49	11.94	13.48*

* Estimate.

Working with VDUs



sweatshops where the working environment is hostile and conditions make for problems. It is not the machine that is at fault in most cases, but the way in which it is used."

Copies of *Working with VDUs* can be obtained free from any area office of the Health and Safety Executive.

Mobile electronics factory

□ To encourage UK electronics companies to take advantage of the latest manufacturing techniques a mobile electronics factory capable of designing, assembling and testing printed circuit boards has been commissioned by the Department of Trade and Industry.

The factory, which will spearhead the Department's advanced manufacture in electronics (AMIE) awareness programme will provide a unique demonstration facility. Housed in a 42 foot long trailer it will embark on a nationwide tour in the spring, giving 3 hour seminar sessions to invited audiences. The demonstration equipment includes computer aided design, automated assembly of printed circuit boards, automatic testing and bar code tracking.

The use of AMIE can improve productivity and quality and reduce costs associated with re-work and warranty claims in today's highly competitive markets.

The mobile electronics factory will make its first appearance at CAD/CAM 86 at the National Exhibition Centre in Birmingham in April and begin its nationwide tour shortly afterwards.

Forthcoming statistical articles

□ The March issue of *Employment Gazette* will include a statistical article on:

● **Retail Prices Index—annual revision of the weights:**
This article will relate to the weighing of the various components of the Retail Prices Index (RPI) and will include the weights to be used in 1986. It will describe this year's changes consequent upon adjustments to take account of the latest Family Expenditure Survey data available.

Articles in preparation

Future issues of *Employment Gazette* will include a statistical article on:

● **Pensioner households RPI weights' revision:**
A similar article will include the weights to be used in 1986 for the two special indices of retail prices which are compiled for one and two person pensioner households.

Disabled jobseekers

□ Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. Those eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind which would otherwise be suited to their age, experience and qualifications.

The tables below relate to both registered disabled people and to those people who, although eligible, choose not to register. At April 15, 1985, the latest date for which figures are available, the number of people registered under the Acts was 404,170.

Returns of disabled jobseekers jobcentres (January 3, 1986)

Registered for employment at January 3, 1986	67,726
Employment registrations taken from December 6, 1985 to January 3, 1986	3,552
Placed into employment by jobcentre advisory service December 6, 1985 to January 3, 1986	1,677

* These numbers do not include placings through displayed vacancies or on the Community Programme.

Disabled jobseekers and unemployed disabled people—jobcentres and local authority careers offices (quarterly)

Thousand

Great Britain	Disabled people		Unemployed disabled people	
	Suitable for ordinary employment	Unlikely to obtain employment except under sheltered conditions	Registered disabled	Un-registered disabled
1984 Sept of whom unemployed	34.6	59.6	5.1	2.9
Dec of whom unemployed	30.6	49.4	4.6	2.4
1985 March of whom unemployed	32.8	55.1	4.9	2.8
July of whom unemployed	28.8	44.9	4.4	2.3
Oct of whom unemployed	31.3	53.6	4.8	2.6
July of whom unemployed	27.6	43.8	4.3	2.2
Oct of whom unemployed	30.0	52.4	4.6	3.0
July of whom unemployed	26.3	43.1	4.2	2.6
Oct of whom unemployed	28.4	51.4	4.7	2.8
July of whom unemployed	24.8	41.3	4.2	2.2

§ From April 1, 1985 MSC Employment Division's quarterly statistical dates changed to April, July, October and January.

Travel-to-Work-areas

□ Since publication of revised definitions of travel-to-work areas (in a supplement to the September 1984 issue of *Employment Gazette*) the Ebbw Vale and Abergavenny travel-to-work-area has been renamed Blaenau Gwent and Abergavenny.

Earnings in agriculture

□ Information about farm workers' pay is collected from regular enquiries conducted by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland. Separate details are given for men (20 years and over), youths (under 20 years) and for women and girls combined.

The average earnings of regular whole-time agricultural workers in Great Britain are shown here: total earnings are shown, including overtime, piecework, bonuses, premiums and prerequisites valued, where applicable, in accordance with the Agricultural Wages Orders. The figures given are averages of earnings over a complete year or half-year, including weeks when earnings are lower on account of sickness, holidays or other absences.

Average weekly hours of hired regular whole-time agricultural workers in Great Britain are set out below. The figures of average weekly hours are defined as all hours actually worked plus hours paid for in respect of statutory holidays and they exclude time lost from any other cause.

For details of earnings and hours for earlier dates see February 1984 and February 1985 issues of *Employment Gazette*.

Average weekly earnings

£ per week

Date	Men (20 years and over)	Youths (under 20 years)	Women and girls
Half-yearly periods			
1984 Apr–1984 Sep	126.66	81.58	94.46
1984 Oct–1985 Mar	121.35	80.18	95.61
1985 Apr–1985 Sep	136.49	86.38	104.62
Yearly period			
1984 Apr–1985 Mar	124.01	80.88	95.04

Average hourly earnings

pence per hour

Date	Men (20 years and over)	Youths (under 20 years)	Women and girls
Half-yearly periods			
1984 Apr–1984 Sep	268.4	180.1	225.4
1984 Oct–1985 Mar	269.7	181.4	222.9
1985 Apr–1985 Sep	287.3	191.1	242.7
Yearly period			
1984 Apr–1985 Mar	269.0	180.5	224.2

Average hours worked

Date	Men (20 years and over)	Youths (under 20 years)	Women and girls
Half-yearly periods			
1984 Apr–1984 Sep	47.2	45.3	41.9
1984 Oct–1985 Mar	45.0	44.2	42.9
1985 Apr–1985 Sep	47.5	45.2	43.1
Yearly period			
1984 Apr–1985 Mar	46.1	44.8	42.4

Special exemption orders

□ The Factories Act 1961 and related legislation restricts the hours which women and young people (aged under 18) may work in factories. Section 117 of the Factories Act 1961 enables the Health and Safety Executive, subject to certain conditions to grant exemptions from these restrictions for women and for young people aged 16 and 17, by making special exemption orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemption may be continued by further orders granted in response to renewed applications.

During the quarter ended December 31, 1985 the Health and Safety Executive has granted or renewed special exemption orders relating to the employment of 50,383 women and 5,156 young persons. At the end of the period 184,638 women and 19,305 young persons were covered by 4,101 orders.

Tourist board appointments

□ The Employment Secretary, Lord Young has appointed Mr Colin Marshall and Mr Rocco Forte as members of the British Tourist Authority for terms of two years from February 1, 1986. Countess Spencer has been re-appointed for a term of two years from January 1, 1986.

Lord Young has also appointed Sir Basil Feldman as a member of the English Tourist Board for a term of three years from February 1, 1986. Mr John Broome has been re-appointed for three years from November 1, 1985.

Changes in average earnings

□ The following table shows recent changes in the underlying index of average earnings. This series incorporates adjustments for certain temporary influences like arrears of pay, variations in the timing of settlements, industrial disputes, the incidence of public holidays in relation to the survey period, and regular seasonal factors. The series remains, however, a measure of changes in average weekly earnings and the underlying series still reflects changes in hours worked and in bonuses and similar payments which are linked to the level of economic activity.

The underlying index was described in an article in the April 1981 issue of *Employment Gazette* (page 193). The time series in that article has been regularly updated in later issues of the *Gazette* the most recent issue being November 1985. The figures over the previous 12 months are included in table 5.1 of the Labour Market Data section of *Employment Gazette* with separate figures for the whole economy, manufacturing industries and production industries. Each month the most recent figures for the underlying increases over the latest 12 months are included in the *Com-mentary on Trends in Labour Statistics* (page S2 et seq of *Employment Gazette*) together with the underlying monthly increase for average earnings in the whole economy, averaged over the latest three months, which is also shown on an accompanying chart.

The 12 month underlying increase in the fourth quarter fell back from its September level reflecting a smaller effect from overtime working. Overtime working for operatives in manufacturing in the fourth quarter was similar to its level in the third quarter, but was higher than in the same quarter of 1984. Higher overtime working in manufacturing industry is estimated to have increased average weekly earnings by about 1/4 per cent in the year to the fourth quarter compared with about 1/2 per cent in the year to the third quarter. The results of the October 1985 survey of earnings and hours of manual employees, given in an article on page 65 shows the effect of increased hours worked by manual employees on their average earnings in the twelve months from October 1984 to October 1985. In the economy as a whole, changes in overtime working seem likely to have had a negligible effect on the change in average weekly earnings in the year to the fourth quarter after account is taken of the high level of police overtime in the fourth quarter of 1984 arising from the coal-miners' industrial action. This compares with an estimated effect in the year to the third quarter of an increase of 1/4 per cent.

Recent temporary factors

In the fourth quarter of 1985, the annual increase in actual average earnings continued to be inflated because coal-miners' earnings a year earlier were depressed by industrial action. However in October 1985 the actual increase was temporarily depressed because of the large amount of back-pay in October 1984, paid mainly to teachers and civil servants. Changes

in the timing of pay settlements had little net effect in the quarter; although some groups of employees (eg local authority non-manuals and manuals) had received two settlements in the latest 12 month period this was largely offset because other groups (eg teachers) had received no settlement in this period.

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The monthly rate of increase in the underlying index between the third and fourth quarters was between 1/2 per cent and 3/4 per cent, similar to the increase between the second and third quarters.

Whole economy average earnings index: "underlying" series

Date	Seasonally adjusted index	Further adjustments (index points)		Underlying index	Underlying (per cent) increase	
		Arrears	Timing etc		Average in latest 3 months	Over latest 12 months
1983 Jan	144.5	-1.5	+0.3	143.3	1/2-3/4	8
Feb	147.2	-2.9	—	144.3	3/4	8
Mar	146.3	-1.0	-0.4	144.9	3/4	7 3/4
Apr	147.0	-0.6	-0.5	145.9	1/2-3/4	7 1/2
May	148.6	-0.7	-0.6	147.3	1/2-3/4	7 1/2
June	148.2	-0.8	-0.9	146.5	1/2	7 1/2
July	150.3	-0.6	-1.3	148.4	1/2	7 1/2
Aug	150.2	-0.4	-0.5	149.3	1/2	7 3/4
Sep	150.7	-0.3	+0.1	150.5	3/4-1	7 3/4
Oct	152.0	-0.2	-0.3	151.5	3/4	7 3/4
Nov	152.1	-0.2	+0.4	152.3	1/2-3/4	7 3/4
Dec	153.4	-0.2	+0.4	153.6	3/4	8
1984 Jan	154.7	-0.1	-0.1	154.5	3/4	7 3/4
Feb	155.6	-0.4	+0.4	155.6	3/4	7 3/4
Mar	154.4	-0.5	+2.3	156.2	1/2-3/4	7 3/4
Apr	155.8	-0.2	+1.7	157.3	1/2-3/4	7 3/4
May	156.0	-0.4	+3.2	158.8	1/2-3/4	7 3/4
June	156.0	-0.3	+2.2	157.9	1/2	7 3/4
July	158.2	-1.0	+2.5	159.7	1/2	7 1/2
Aug	159.0	-1.4	+3.0	160.6	1/4-1/2	7 1/2
Sep	160.2	-1.6	+3.0	161.6	3/4	7 1/2
Oct	164.5	-3.8	+2.0	162.7	1/2-3/4	7 1/2
Nov	162.0	-0.6	+2.3	163.7	1/2-3/4	7 1/2
Dec	163.5	-0.3	+2.0	165.2	3/4	7 1/2
1985 Jan	165.5	-0.7	+1.1	165.9	1/2-3/4	7 1/2
Feb	166.5	-1.1	+1.9	167.3	3/4	7 1/2
Mar	168.3	-0.7	+0.3	167.9	1/2	7 1/2
Apr	170.6	-0.5	-0.9	169.2	1/2-3/4	7 1/2
May	169.7	-0.6	+1.6	170.7	1/2-3/4	7 1/2
June	170.2	-1.1	+0.6	169.7	1/2	7 1/2
July	172.2	-0.6	+0.1	171.7	1/2	7 1/2
Aug	173.1	-1.1	+0.8	172.8	1/2	7 1/2
Sep	176.4	-2.0	-0.4	174.0	3/4	7 3/4
Oct	174.3	-0.6	+1.2	174.9	1/2-3/4	7 1/2
Nov	175.9	-0.9	+0.8	175.8	1/2-3/4	7 1/2
(Dec)	178.1	-0.6	+0.2	177.7	3/4	7 1/2

(1) Provisional. *Includes the effect of industrial action.
Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.

TVEI Review

□ The enthusiastic response from students, parents, teachers and education authorities to the launch of the Technical and Vocational Education Initiative in 1983 has grown with the extension of the Initiative, says the Chairman of the Manpower Services Commission, Bryan Nicholson, in his foreword to the second Review of TVEI.

The Review charts the growth of the Initiative from the original 14 projects to the 74 which were running by September 1985, and notes the developments which are taking place within the early projects. It also covers the interim programme of in-service training for secondary and further education teachers which was announced by the Government in March 1985 and which supports TVEI-related developments.

Nearly 40,000 students in some 500 schools and colleges are following new and enhanced programmes of technical, vocational and general education. The MSC Chairman says that: "The clear evidence is that those concerned are seizing with both hands the opportunities presented by TVEI. Already many are seeking to disseminate their TVEI experience to those not directly involved in the Initiative; our aim is to encourage this process and to build on the impressive achievements and hard work of all those involved."

TVEI Review 1985 is available, price £2.50 including postage from The Sales Manager, Manpower Services Commission, Room W1111, Moorfoot, Sheffield.

NEWS RELEASES
pictures and publications for review should be sent to the Editor at the address on page 41.

Coping with success

□ How to cope with your company's success is the subject for discussion at a major conference to be held at the Institute of Directors on April 23.

The conference, which is jointly sponsored by the IOD and Chartered Accountants Robson Rhodes, will be dealing with the most effective ways of managing the growth of a company as well as looking after personal wealth.

The Coping with Success conference will be jointly chaired by Sir Charles Villiers, Chairman, British Steel Corporation (Industry) Ltd and Hugh Aldous, Partner, Robson Rhodes.

It will be held at the IOD's headquarters at 116 Pall Mall, London SW1. Further information can be obtained from Simon Burns or Dorothea Hill at the Institute of Directors, tel. 01-839 1233.

Book Reviews



The language of management

□ Did you know that a "bed and breakfast deal" is a type of stock exchange dealing in which investors establish tax losses to offset against capital gains by selling shares and then buying them back as a separate transaction? Or that "aanvullende gemeentebelasting" is an additional local tax in Belgium?

Definitions of these and a wide range of other management terms is in the third edition of the *International Dictionary of Management*, compiled by Hano Johannsen and G Terry Page.

Updated

Updated to incorporate terms relating to the use of computers and information technology, the dictionary covers more than 6,000 terms, techniques and concepts that managers are likely to come across in their everyday work or background reading, not only in Britain, but also in the United States and Europe. Detailed references to the national and official bodies which operate in these countries are also provided.

The entries cover virtually all branches of management—personnel, marketing, administration, training, finance, computerisation, production, accounting, and information technology. Industrial relations and the social, economic, legal and statistical environment in which management must operate, are also included.

There are descriptions of numerous institutions and statutory bodies dealing with a wide range of business, employment and management matters. In-depth explanations of terms are given wherever possible and cross-referencing throughout to help the user explore interrelated subjects in greater depth. Charts and diagrams give fuller definition to many of the entries.

International Dictionary of Management by Hano Johannsen and G Terry Page is published by Kogan Page, price £14.95.

Be your own boss at 16

□ A new book *Be Your Own Boss at 16* gives school leavers practical advice and guidance on how to set up in business. It outlines both the advantages and disadvantages of being self-employed, gives ideas on how to find work and details the kind of work available which doesn't require much capital outlay, such as window cleaning, doing repairs, typing and duplicating, selling from market stalls and home services.

Advice on how to avoid possible difficulties is included together with suggestions on how to manage the financial aspects of the business, covering everything from getting a loan to paying tax. Case studies quote examples of personal experiences of young people who have set up in business for themselves. The book also lists further sources of help and advice for new small businesses.

Be Your Own Boss at 16 by Alan Watts is published by Kogan Page price £3.95 ISBN 1-85091-041-3.

Youth Enterprise

□ Over five years experience in encouraging enterprise in young people have gone into a new publication *Guidelines for Youth Enterprise* by David Grayson, co-founder of the Newcastle based enterprise agency Project North East.

Published by Business in the Community and supported by the National Westminster Bank, it has been prepared for use by the staff of enterprise agencies, but may also be useful to other professionals working with young people.

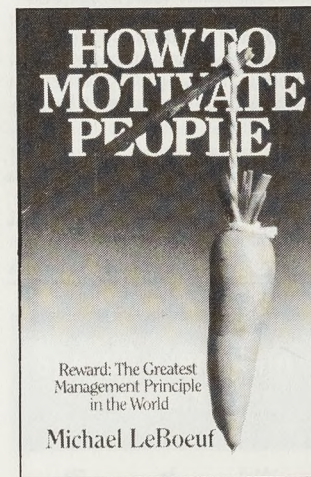
The guidelines point out that, particularly for young people, an introduction to the option of self-employment can be beneficial in opening up a wider range of career op-

tions and equipping them with skills for use in life generally and not just for making their own work. Self-employment may also be a temporary phase for young people which gives more credentials to recommend them to future employers.

The main problem areas in encouraging youth enterprise are highlighted and possible solutions suggested. The pack includes a series of appendices covering useful contacts, the start-up checklist, a model talk on youth enterprise, a round-up of training resources and a note about working from home.

Guidelines for Youth Enterprise is available from Business in the Community, 227A City Road, London EC1V 1LX, price £5.50 including postage.

Motivating People



□ In *How to Motivate People* Michael LeBoeuf develops the theory that establishing the proper link between performance and rewards is the single greatest key to improving organisations, and that management should tailor the system of reward to each individual's requirements to get the best performance from each individual.

Reward

Dr LeBoeuf, currently Professor of Management at the University of New Orleans, says that the things that get rewarded get done. The greatest management principle in the world is to reward the right things in the right way. "If you aren't getting the results that you want in your company, ask the magic question: What is being rewarded?"

The book defines and analyses what should be rewarded: solid solutions instead of quick fixes; risk taking instead of risk avoiding; applied creativity instead of mindless conformity; decisive action instead of paralysis by analysis; intelligent work instead of busy work; simplification instead of needless complication; quiet effective behaviour instead of "squeaking joints"; quality work instead of fast work; staff loyalty instead of staff turnover; working together instead of working against.

Dr LeBoeuf shows how an executive can reward: with money, recognition, time off, a piece of the action, favoured work, advancement, freedom, personal growth, fun and prizes. And he applies the reward principle not only to subordinates, but to managing a boss and managing yourself.

How to Motivate People by Michael LeBoeuf, published by Sidgwick & Jackson, price £9.95, ISBN 0-283-99331-6.

Electronic office

□ *The Electronic Office* describes how the modern office will change as a result of the introduction of the latest electronic equipment and methods of communication.

The author, Tony Hoskins, says that the electronic office represents the continuing evolution of a development in office technology that has been going on for many years. The function carried out in the office will not change, but because of the technology, the people carrying out these functions will need to adapt to the changing jobs they will be expected to do. In this, the electronic office offers considerable potential for the individuals closely involved with it.

Equipment

The book highlights the latest electronic equipment and methods of communication. It says that the automated office will require some strong guidance, direction and organisational planning to ensure real benefits are achieved and the implementation is successful. Suggestions for office organisation are included.

The changing role of the individual within the automated office is examined and an appendix offers some suggestions to minimise possible hazards to health and safety.

The Electronic Office by Tony Hoskins is published by Pitman Publishing Ltd, price £3.95.

DE Research papers

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. Some recent and forthcoming titles are listed below.

Copies of research papers can be obtained, free of charge, on request from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 01-213 4662). Papers will be sent as soon as they are available.

No. 54: Codetermination, communication and control in the workplace: A study of participation in four Midlands companies

Ray Loveridge, Paul Lloyd and Geoffrey Broad, Aston University Management Centre

The research paper reports on a study of the attitudes of shop-floor employees and management and on the role of stewards in four companies where participative initiatives had been introduced alongside a traditional collective bargaining structure. The study examined the awareness of and commitment to the existing industrial relations arrangements and the impact on management and employees' frames of reference of the participative innovations. (Now available.)

No. 44: Employers' use of outwork: A study based on the 1980 Workplace Industrial Relations Survey and the 1981 National Survey of Homeworking

Dr C Hakim, Department of Employment

An analysis of data from two surveys on employers' use of outworkers and home-based workers, setting the results in the context of other studies and the Department's research programme on homeworking. (Now available.)

No. 29: Worker directors in private industry in Britain

B Towers and D Cox, University of Nottingham, and Dr E Chell, University of Salford

Based on detailed case studies of seven organisations, this paper investigates the role, needs and problems of the worker director in private sector organisations and explores the relationship between the worker director and other participatory machinery within the same organisation.

No. 50: Graduate Shortages in Science and Engineering

J Tarsh, Department of Employment

This paper reports the results of a survey of employers with shortages of graduate employees in science and engineering. The survey consisted of interviews with around 100 employers drawn from the full range of sizes and various activities. The report assesses the extent and reasons for shortages, and sets out the background to this part of the graduate labour market. The final chapter reports a follow-up telephone survey of these same companies some 12 months later in mid-1984. (Now available.)

No. 48: Payment structures and smaller firms: women's employment in segmented labour markets

F Wilkinson, Mrs C Craig, Mrs J Rubery and Mrs E Garnsey, Department of Applied Economics, University of Cambridge

This study, conducted in three localities amongst employers and employees in small establishments, examines the intra-organisational and extra-organisational factors that shape payment structures and compares the position of different groups of employees within them. (Now available.)

No. 53: Unfair dismissal law and employment practices in the 1980's

S Evans, Professor J Goodman, L Hargreaves, University of Manchester Institute of Science and Technology

Based on case studies conducted in three localities this paper explores the recruitment, discipline and dismissal practices of 81 private sector firms of different sizes. It considers the effect of unfair dismissal legislation, including the changes made in 1979-80, and the factors affecting the way employers deal with unfair dismissal claims and industrial tribunal cases. (Now available.)