

December 1991

# Employment Gazette

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# Employment Department Free leaflets

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

In cases of difficulty or for bulk supplies, orders should be sent to **Dept IB, ISCO5, The Paddock, Frizinghall, Bradford BD9 4HD.**

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

## General information

### Employment and Training Services for you

Details of the extensive range of ED employment and training programmes and business help  
EMPL45

## Employment legislation

Written statement of main terms and conditions of employment  
PL700

Redundancy consultation and notification  
PL833 (3rd rev)

Employee's rights on insolvency of employer  
PL718 (4th rev)

Employment rights for the expectant mother  
PL710 (2nd rev)

Suspension on medical grounds under health and safety regulations  
PL705 (2nd rev)

Facing redundancy? Time off for job hunting or to arrange training  
PL703

Union membership and non-membership rights  
PL871 (Rev 1)

Itemized pay statement  
PL704 (1st rev)

Guarantee payments  
PL724 (3rd rev)

Employment rights on the transfer of an undertaking  
PL699 (2nd rev)

Rules governing continuous employment and a week's pay  
PL711

Time off for public duties  
PL702

Unfairly dismissed?  
PL712 (5th rev)

Rights of notice and reasons for dismissal  
PL707 (2nd rev)

Limits on payments  
PL827

Unjustifiable discipline by a trade union  
PL865

Trade union executive elections  
PL866 (REV 1)

Trade union funds and accounting records  
PL868 (REV 1)

Trade union political funds  
PL868 (REV 1)

A guide to the Trade Union Act 1984  
PL752

### The Employment Act 1988

A guide to its industrial relations and trade union law provisions  
PL854

### The Employment Act 1990—

A guide to its industrial relations and trade union law provisions  
PL907

### Industrial action and the law—Employees' version

PL869 (REV 1)

### Industrial action and the law—Employers' version

PL870 (REV 1)

### Fair and unfair dismissal—a guide for employers

PL714

### Individual rights of employees—a guide for employers

PL716

### Offsetting pensions against redundancy payments—a guide for employers

RPLI (1983)

### Code of practice—picketing—picketing draft

ECP(2) ECP(2)DFT

### Code of practice—trade union ballots on industrial action

TUBALACT

### Fact sheets on employment law

A series giving basic details for employers and employees

## Health and safety

### AIDS and the workplace

A guide for employers  
PL893

### Alcohol in the workplace

A guide for employers  
PL859

### Drug misuse and the workplace

A guide for employers  
PL880

## Wages legislation

### The law on payment of wages and deductions

A guide to part 1 of the Wages Act 1986  
PL810

A summary of part 1 of the Wages Act 1986 in six languages  
PL815

Wages Councils and statutory pay rates  
WCL1

## Industrial tribunals

### Industrial tribunals procedure—for those concerned in industrial tribunal proceedings

ITL1 (1989)

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

ITL19 (1983)

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

PL720

## Sex equality

### Sex discrimination in employment

PL887

### Collective agreements and sex discrimination

PL858

### 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

## Overseas workers

### Employment of overseas workers in the UK

Employers' guide to the work permit scheme  
OW5 (1987)

### Employment of overseas workers in the UK

Training and work experience scheme  
OW21 (1987)

## Miscellaneous

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

PL748

### RREAS. Equal opportunities "What is Positive Action"

PL873

### The Employment Agencies Act 1973

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

### Career development loans

A scheme offering loans for training or vocational courses. Open to people over 18. (Available from freefone 0800 585505).



# Employment Gazette

December 1991

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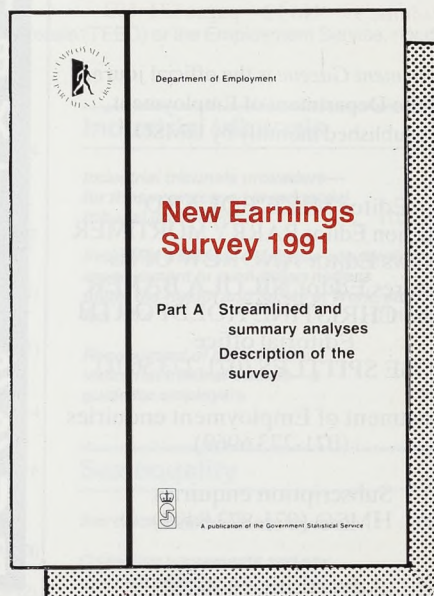
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S7

# New Earnings Survey 1991

The results of the New Earnings Survey 1991 are being published in six separate parts, forming a comprehensive report on the survey. A slight revision to the rules which are used to ensure statistical reliability has meant that the published results contain more information than ever before. The parts are available from Her Majesty's Stationery Office, price £11.00 each. Subscriptions for the set of six, including postage, £63.

The contents of the six parts are:

- **Part A**  
Streamlined analyses giving selected results for full-time employees in particular wage negotiation groups, industries, occupations, age groups, regions and sub-regions; summary analyses for broad categories of employees; description of survey.
- **Part B**  
Analyses of earnings and hours for particular wage negotiation groups.
- **Part C**  
Analyses of earnings and hours for particular industries.
- **Part D**  
Analyses of earnings and hours for particular occupations.
- **Part E**  
Analyses of earnings and hours by region and county, and by age group.
- **Part F**  
Distribution of hours; joint distributions of earnings and hours; analyses of earnings and hours for part-time women employees.



## New Earnings Survey 1991

Essential reading for all concerned with earnings and hours of work in Great Britain. Published in six separate parts, price £11.00 each.

To HM Stationery Office,  
PO Box 276, London SW8 5DT

Copies may also be purchased from HMSO  
bookshops

Enclosed please find £63 being a subscription (including postage) for all six parts of the 1991 NEW EARNINGS SURVEY.

The copies should be sent to

Name \_\_\_\_\_

Address \_\_\_\_\_

## News Brief

### Cash boost for ED programmes

Total planned expenditure on the Employment Department Group programmes will increase by £470 million next year.

Employment Secretary Michael Howard announced last month that the Department has been allocated the resources it needs to meet the guarantees for both adult unemployment and young people, and to provide effective help to those who are unemployed.

It also has the resources to support Training and Enterprise Councils in their efforts to develop strategies to improve effectiveness of training, education and enterprise geared to local needs.

Commenting on the Public Expenditure figures for the ED Group for 1992-95, Mr Howard said: "Total planned expenditure will rise to over £4 billion for the first time for Great Britain in 1992-93, an increase of nearly £0.5 billion on planned provision.

"The additional provision next year for

### Over £4 billion allocated by Government for 1992-1995

training and other help for unemployed people will enable us to provide over 100,000 additional opportunities for them compared with the current year."

Resources have been increased in a number of key areas:

- the **Youth Training** budget, with additional provision for Training Credits, will increase;
- additional provision is also made to fulfil the White Paper proposals for

improving careers guidance and training;

planned expenditure on **Employment Training** will increase next year to provide a quarter of a million opportunities;

the new **Employment Action** programme announced in June will continue throughout the next three years, and opportunities in the programme will be increased next year above the level previously planned;

extra provision is being made available to help severely **disabled people**;

additional provision to help long-term unemployed people back to work, including extra support for **Jobclubs** and the **Job Interview Guarantee** and to enable the Employment Service to provide a full range of services to unemployed people.



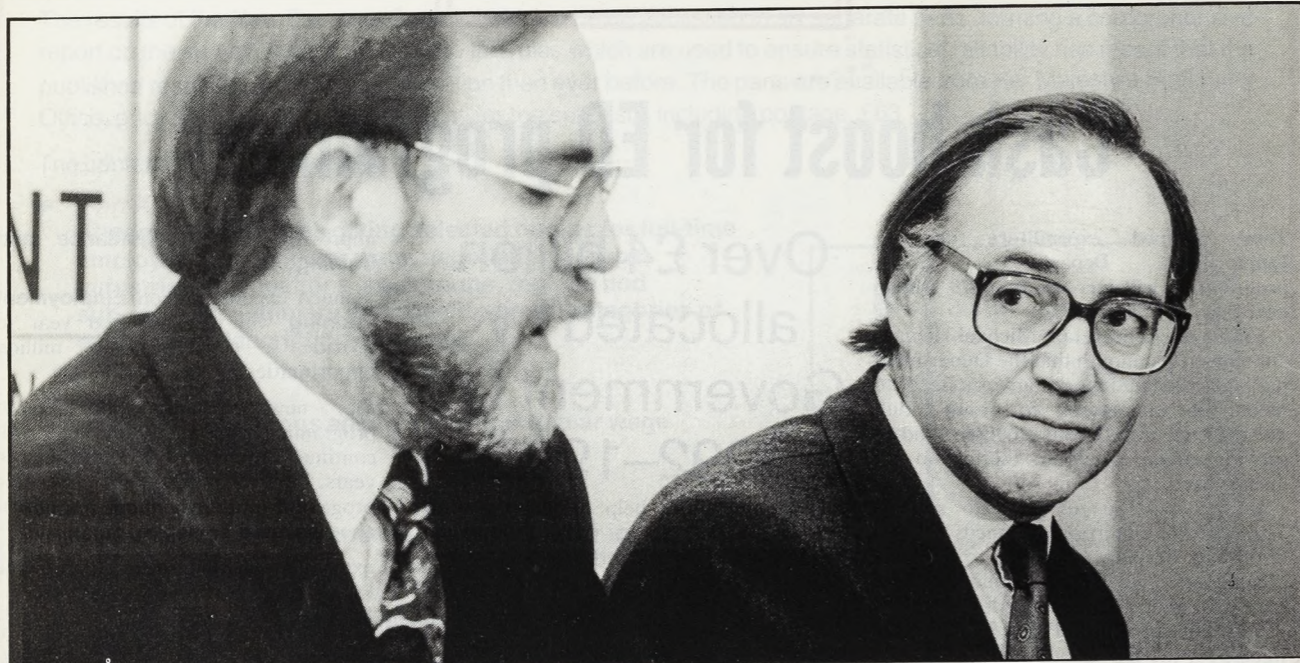
'EastEnders' star Ian Beale (Adam Woodyatt) picks up some tips on editing the popular soap opera at an exhibition last month of the latest in high-tech UK training systems.

The 'Gallery' interactive video package saves money by training vision-mixers without taking up expensive studio space. Another package, used to train hotel and restaurant staff in all

aspects of wine, paid for itself in only 15 weeks through increased drinks sales.

For a free brochure on the new technologies and their business benefits, contact the Employment Department's Learning Technologies Unit, Room E502, Moorfoot, Sheffield S1 4PQ, tel 0742 594680.

Photo: Jacky Chapman



**VOUCHING FOR CHANGE:** Herts TEC chief executive Chris Humphries (left) with Michael Howard at the launch of adult careers counselling pilot scheme. Photo: Eyecatchers

## Vouchers open gateway to jobs

Thousands of adults will be entitled to free vouchers to spend on careers and training advice from April next year.

Under the Gateways to Learning scheme, around 12 TECs will set up pilot schemes allowing individuals to 'shop around' for guidance from a network of agencies including Jobcentres, local authority careers services, FE college advice centres and private counsellors.

Vouchers could be worth up to £120 and buy about two to three hours of one-to-one advice and computer-based guidance.

Unemployed people, women returners and career changers will be among those given guidance on the options they should consider and helped to develop an action plan. TECs are likely to ask employers for contributions to the cost of vouchers where these are used to help firms' existing staff develop their potential, or when they are used by employees who are being made redundant.

The schemes will build on the success of schemes already launched by Hertfordshire and Dorset TECs. Some 600 people have received vouchers since Hertfordshire TEC's scheme began on October 1 this year, with several people already launched on new career paths.

The Employment Department will spend some £2 million to pump-prime projects in the year commencing April 1992. TECs will

### Twelve TECs to pilot scheme which allows adults to 'shop around' for careers and training advice

be asked to develop schemes which target a particular group in need of advice, and not all the pilots funded need necessarily involve the use of vouchers.

Launching the scheme, Employment Secretary Michael Howard said: "With Gateways we should in future have fewer square pegs in round holes, lower drop-out rates, and far more people using their potential to the full. I urge TECs and their local partners to work with the Government on this important initiative."

Herts TEC's voucher scheme will focus in the next six months on helping all unemployed adults over the age of 18. Already on the road to a new career is 49-year-old John Clements from Letchworth. After losing his job as an insurance salesman in August this year, John spent

his voucher on three interviews with the adult guidance counsellor at North Herts College.

Now he has signed up for a 12-week course in Teaching English as a Foreign Language in Luton, or, if that fails to work out, a one-year Postgraduate Certificate of Education course in Cambridge. "It's given me hope and that is priceless," says John. "There are simply hundreds of thousands of people like me who need this advice."

Dorset TEC's vouchers scheme focuses on low-paid workers earning less than £3.50 an hour, and aims to help them set their sights higher. Nineteen-year-old Francesca Mamsbridge from Bournemouth has already benefited. After six months as a hotel receptionist, her voucher paid for a half-hour interview with a counsellor from Bournemouth FE College.

"It was a really good idea because I didn't know that much about hotels. It opened my mind to the fact that I needed qualifications to get on," she says.

Francesca has now signed up for a day-release management course at the college, with the full support of her employer.

A six-page booklet *Gateway to Learning* advising TECs on how to bid for pilot schemes funds is available free from Information and Advice Services Unit, Room E520, Employment Department, Moorfoot, Sheffield S1 4PQ, tel 0742 594465.

## Jobs help for managers

Up to 50,000 unemployed managers and executives are to be helped back into work or further training over the next 18 months through a new Employment Service scheme called Job Review Workshops.

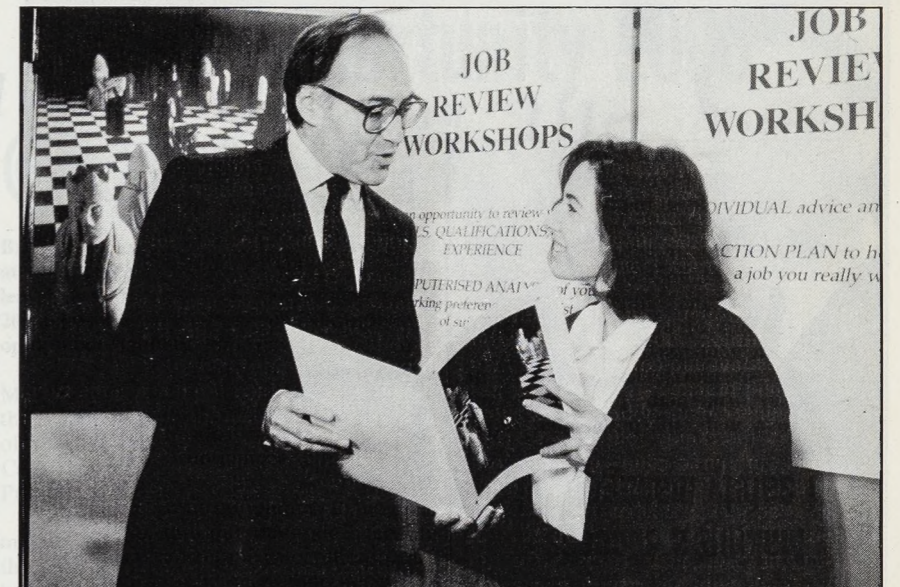
Half of the places in the workshops will be in the South East, where unemployment among professionals and executives has risen in recent months.

The new workshops consist of 12 people who have been unemployed for around 13 weeks working together with a leader.

Workshops last for 14 hours normally spread over two days, though they can sometimes run for longer on a part-time basis.

Help with career choices is provided by two interactive computer packages called 'Adult Directions' and 'Microdoors'. Other assistance includes help in putting together a 'personal skills audit'; a briefing on the labour market; access to research materials to follow up job goals; and individual guidance on CVs and help with constructing an action plan. Retraining might then be an option, for example through a Career Development Loan.

Though designed mainly for executives and managers, Employment Service area managers have flexibility to run workshops for people from other backgrounds and to cope with large-scale local redundancies. A national network of 81 workshops has now



**SO WHAT DO YOU THINK?** Employment Secretary Michael Howard discusses the merits of Job Review Workshops with a client at the launch last month. Photo: Studio Neil

been set up, with 20,000 places on offer during this financial year and a further 30,000 during 1992-93. The total cost of the scheme during this time will be £4.6 million.

Initial results from the first workshops suggest that they are working well, with a number of participants finding jobs.

"We are giving people the tools and support to make their own plans—to get jobs that will make the best use of their talents," says Employment Secretary Michael Howard.

Details of the workshops are available from Jobcentres.

### Redundancy help goes freephone

A new freephone helpline service and leaflet have been launched by the Employment Department to advise people faced with redundancy.

The helpline, run by the Department's Redundancy Payments Service, is designed mainly for people who need state help because their employer has gone out of business or cannot afford to make the statutory payments.

The leaflet covers questions including what payments a redundant person is entitled to, what happens if the employer is made insolvent and how to make a claim from the Redundancy Payment Service.

The helpline and booklet have been launched as the ED's first Citizen's Charter initiative.

The new national freephone number is operated from the Birmingham office of the Redundancy Payments Service and is manned from 9am to 5pm, Monday to Friday on 0800 848489. The leaflet: *Redundancy Payments Service Charter: How we can help* can be obtained from outlets including Jobcentres, regional offices of the Advisory, Conciliation and Arbitration Service (ACAS), and by ringing the Helpline.

### Unique booklet reveals how to work with TECs and ES in the inner cities

*City Action: Business, Skills and Jobs*, a new booklet, was launched last month by Employment Minister Robert Jackson at a conference on the new City Challenge initiative.

The booklet shows how organisations such as companies, voluntary bodies, local authorities and academic institutions can work with the Employment Service and TECs to help people in run-down inner city areas to get jobs, acquire new skills, or set up successful businesses of their own.

The booklet is unique in that it details all

the Employment Department measures which can help inner city people. It gives examples showing the wide variety of work in which the Employment Service and TECs are already engaged, and demonstrates that they have the flexibility to meet the needs of both local people and local employers.

If you would like copies of the booklet, please write to the Inner Cities Team, Employment Department, Room 543, Caxton House, London SW1H 9NF. Tel: 071-273 6016 or 071-273 4949.

### NEWS RELEASES AND PICTURES

Should be sent to:

The News Editor, Employment Gazette, INF 2, Employment Department, Caxton House, Tothill Street, London SW1H 9NF.



**THAT'LL DO NICELY!** John Crewe, managing director of American Express Travel Related Services UK is presented with the 1991 Working Mothers Association Employer Award by Lorraine Paddison, vice president, Equal Opportunities at the Institute of Personnel Management.

### Women-only training is key

Women-only training is the key to promoting equal opportunities at work in Scotland, says a new report.

The study, by the organisation Training 2000, says LECs must understand the constraints faced by women including returners and part-time workers. Only training tailored to their needs can raise women's skills levels on the scale required. Women-only training is needed in areas of skills shortage where women are under-represented, the report concludes.

LECs must also ensure that equal opportunities are at the top of their agenda. In practice, this means representation of women at all levels of the LEC, monitoring of policies, rewarding good practice like flexible working and childcare partnerships, and piloting innovative practice. LECs also need to monitor the employment market and match women's

skills against skills shortages wherever possible, says the report.

The report also provides facts and figures about the Scottish economy, and specifically women in education, training and employment. It also gives lists of resources and contacts for further information, and case studies examine good practice throughout the UK.

Launching the report, Scottish Enterprise chairman Sir David Nickson called equal opportunities "a future imperative". "LECs are in a unique position to develop, with others, more opportunities for women through all levels of training and employment," he said.

□ *Local enterprise companies and women: Realising the Potential*, is available price £10 from Training 2000 (Scotland) Ltd, 93-97 St George's Road, Glasgow G3 6JA, tel 041-332 2884.



### Women move ahead in Civil Service

More women are breaking into management in the Civil Service as flexible working and childcare provision spreads, a new report reveals.

Some 42 per cent of posts at Executive Officer level, the main junior management grade, are filled by women compared with 29 per cent in 1984. The percentage at Grade 7 (middle management) climbed from seven to 13 per cent and at grade 5 (the lowest senior management level) it doubled from seven to 14 per cent.

The report, from the Cabinet Office, looks at progress made since an equal opportunities programme of action was launched in 1984.

Women's promotion rates have also improved relative to men's, thanks to a reduction to two years in the maximum 'seniority' requirement before promotion can be considered, and guidance that promotion boards should include at least one woman wherever possible and that board members receive training in equal opportunities issues.

### Promotions

A number of departments and agencies, including the Employment Department Group, now also monitor promotions regularly, the report found.

The fall in the proportion of total resignations from the Service made by women to six in ten in 1990-91 is "a measure of the success of initiatives, including career breaks and the wide range of flexible working partners, adopted by Departments and agencies," the report concludes.

At the end of March this year there were ten Civil Service nurseries and more than 80 holiday playschemes running, compared with only one nursery and 33 playschemes a year earlier. A further six Departments and agencies have formed nursery partnerships with other employers around the country.

The findings were welcomed by Civil Service Minister Tim Renton. "To keep up the momentum we are now preparing a new Programme of Action. This will enable us to build on the success of the 1984 programme and tackle remaining barriers to progress," he said.

□ *Equal Opportunities for Women in the Civil Service: Progress Report 1990-91*, HMSO, price £2.75.

### Women returners get better deal

Women returning to work today are getting a better deal than their counterparts ten years ago, says a new report.

The study, by the Policy Studies Institute, was based on responses from 5,000 women and 500 of their employers. It found that two-thirds of new mothers were economically active within nine months of giving birth. Nearly one half were in jobs compared with only a quarter in 1981, and more also went back full-time and worked for the same employer.

Welcoming the findings, Employment Minister Robert Jackson commented: "Most significantly, the jobs and salaries women return to tend to be at the same level as the jobs they left. This represents a particularly significant advance for equal opportunities.

"I am pleased to note that women employed in the public sector are twice as likely to be able to continue working as women in the private sector."

Mr Jackson also welcomed the finding that in 1989 fewer than one in ten private sector employers claimed that maternity rights legislation caused them problems, compared with nearly one in five in 1981.

□ *Maternity Rights: The experience of women and employers*, is published by the Policy Studies Institute, price £24.95.

### Double boost for businesswomen

Treasury Minister Gillian Shepherd has welcomed the doubling over the past ten years in the number of women running their own businesses.

Nearly 800,000 women are self-employed according to Employment Department figures, representing nearly one in four of all self-employed people.

"I have been particularly impressed by the achievements of women who have established their own business," said Mrs Shepherd. "Self-employment not only offers them financial independence and career satisfaction; it also provides the flexibility to combine career development with the growing needs of their families," she added.

# Women break through with Opportunity 2000



Barriers facing more than a million women at work were set to crumble last month as 61 leading employers signed up to Opportunity 2000—a national initiative on equal opportunities.

Organisations as diverse as ICI, Royal Mail and the Metropolitan Police pledged themselves to goals and action plans as part of the scheme, run by Business in the Community (BITC) and supported by Prime Minister John Major.

Each employer sets his own goals and will monitor progress towards them made over the next few years. Goals set depend on how far advanced the company already is in achieving equal opportunities.

National Westminster Bank has pledged to increase the percentage of women in its management team from 16.3 to 33.3 by the year 2000, while the BBC's target is four in ten management posts filled by women in 1996.

Food retailer Safeway wishes to focus on the issue of one-parent families and has Prue Leith, a member of the National Training Task Force, to mentor its working group.

Between them the organisations taking part employ more than a million women, and BITC hopes to double the number of participating employers by next April.

### Ladder

"What we need is a twin-track approach," said Mr Major. "Enabling women to get to the top must go hand in hand with enriching women's job opportunities on every rung of the ladder."

"Opportunity 2000 is above all about changing attitudes. The time has come to ask why women should need to be prepared to conform to traditional working patterns."

Mr Major said he was "determined" to see an increase in the proportion of women—currently 23 per cent—holding senior public appointments.

Reed International chairman Peter Davis commented: "We in business ignore at our peril the potential women have to offer. It's a matter of business and common sense that we should not throw away the investment we have made in their development."



**TOP RUNG:** "Enabling women to get to the top must go hand in hand with enriching women's job opportunities on every rung of the ladder," said John Major at the launch of Opportunity 2000.

Although women make up some 43 per cent of the total workforce, only one in five managers is a woman and they comprise fewer than 2 per cent of senior executives.

Research conducted for BITC shows that the firms who have been most successful in achieving a better balanced workforce are those which adopted a 'cultural change' approach. Successful policies are: linked with the overall business strategy; enjoy board-level involvement; are 'sold' to staff with a clear vision of what is required and why; receive substantial resources and are closely monitored, with prompt feedback and action.

BITC has produced separate handbooks aimed at chief executives, line managers and personnel managers in organisations wanting to join in Opportunity 2000. For these and further details of how to sign up, write to Liz Barge, campaign director, Opportunity 2000, Business in the Community, 5 Cleveland Place, London SW1Y 6JJ.



TONY LINEHAN

### Making a success of safety management

A new 'road map' for health and safety management will help firms stem the 'economic haemorrhage' caused by workplace accidents, says the HSE.

Aimed mainly at managers and safety specialists in large and medium-sized companies, the guide outlines a Total Quality Management approach to safety principles and practice. It is designed as a reference manual and covers the five main 'steps to virtue': policy; organisation; planning; performance measurement and auditing.

"Health and safety is simply not being managed," said Tony Linehan, head of the HSE's Factory Inspectorate, at the launch of the guide. Each working day two people are killed and 3,500 significantly injured, while 31 million working days were lost last year. The cost to industry is £2.5 billion a year: "an economic haemorrhage which business cannot sustain", he said.

HSE says that employers' liability insurance costs have risen by two-thirds in real terms in the past ten years. Uninsured losses arising from equipment damage, disruption and other factors can exceed by anything from six to 27 times the amount of insurance premiums.

Yet no less than seven in ten workplace accidents could have been prevented by better management, for example by ensuring that workers are properly trained for hazardous jobs like driving fork-lift trucks.

HSE inspectors will use the new guide as a yardstick to judge organisations' compliance with the requirements of the Health and Safety at Work Act.

□ *Successful Health and Safety Management* is published by HMSO, price £10. A free leaflet summarising the guide's message will be available early next year. A separate guide on safety management for small firms, *Essentials of Health and Safety*, is also available from HMSO.

## Handle with care!

Employers will have a duty to make the handling of loads safer for staff under new draft regulations from the Health and Safety Commission (HSC).

Up to 10 million people work in jobs, from building and brewing to nursing and some office work, which are likely to involve a significant amount of manual handling. Carrying a desk top computer across an office or taking a box of photocopying paper down from a shelf can be a hazard in the same way as delivering beer barrels to a pub, say HSE experts.

In 1989 roughly one third of the 180,000 significant industrial injuries reported to the HSE and local authorities resulted from manual handling, and this excludes the problem of cumulative injury, especially to the back.

Under the regulations, which would implement a European Community directive, employers have three main duties:

- to avoid hazardous manual handling operations so far as is reasonably practicable;
- to assess any dangerous operations which cannot be avoided, taking account of all the factors involved; and
- to remove or reduce the risk of injury as far as is practicable, using the assessment as a basis for action.

Solutions might include using mechanical hoists to lift heavy loads or resiting storage shelves at a more manageable height.

The assessment required would not have

to be in written form, but evidence that it had been carried out could be demanded by HSE inspectors.

The regulations will come into force from January 1993. Comments on the proposals, contained in a consultative document, have been requested by 9 March next year.

■ Another set of draft HSC regulations will update and extend existing law on safety in the provision and use of work equipment across all industries.

The regulations mirror many of the existing requirements of the Health and Safety at Work Act. Employers will have a general duty to take working conditions and hazards into account when selecting work equipment, for example by providing special lighting if the workplace atmosphere contains gases which would affect conventional lights.

These provisions would be backed up by specific requirements on aspects of safety such as stability, controls, guarding of machinery and protection against rupture or disintegration.

The regulations would implement an EC directive adopted in 1989. Comments on the proposals, contained in an HSC consultative document, have been requested by March 6 next year.

□ Copies of the document *Manual Handling of Loads: Proposals for Regulations and Guidance* are available free from Sir Robert Jones Memorial Workshops, Units 3 and 5-9, Grain Industrial Estate, Harlow Street, Liverpool L8 4UH, tel 051-709 1354/5. Copies of *Provision and Use of Work Equipment: Draft Proposals for Regulations*, are also available free from the same address.

## Employers ignoring COSHH

Too many firms are failing to assess the risks posed by chemicals and other substances at work, says Employment Minister Eric Forth.

Despite the wealth of publicity material sent out in the last two years, most employers are still a long way from understanding and complying with the Control of Substances Hazardous to Health Regulations (COSHH).

"It's becoming apparent that although most firms are aware of COSHH, only a few have actually carried out satisfactory risk assessment—the essential first step before action to prevent or control exposure to hazardous substances," he said.

"There are many occasions when

exposure to physical or chemical agents in the workplace needs sound scientific measurement and competent interpretation if the employer is to satisfy legal obligations to employees, the public and the environment.

Companies without the necessary in-house skills could consider hiring a consultant, Mr Forth said. But in a minority of cases the advice given could either have been given more cheaply by the company's own foreman or had simply confused the client.

□ Further information on COSHH is available in a leaflet, *Introducing COSHH*, available free from HSE enquiry points at Broad Lane, Sheffield S3 7HQ, tel 0742 75239, or Baynard's House, Chepstow Place, Westbourne Grove, London W2 4TF, tel 071-221 0870.

## Strategic priorities set

Six 'strategic priorities' for TECs in 1992-93 have been set out in a new guidance document from Employment Secretary Michael Howard.

The priorities are the same as those set out a year ago in the document *The Skills Decade* but take account of issues arising from progress made by TECs and national developments like the new national skill targets set by the CBI and endorsed by the Government in July this year.

The six priorities are to:

- Secure more effective employer investment in training, in part by promoting the Investors in People standard and by seeking 'Investors' status for the TEC itself.
- Raise young people's motivation and skill levels by developing initiatives like education-business partnerships; Compacts; Youth Training and training credits.
- Boost individual commitment to self-development through financial help, advice and guidance services, and access to NVQs through open and flexible learning systems which recognise prior learning.
- Help unemployed people and disadvantaged groups to find work and develop their abilities through programmes like Employment Training and Employment Action and through links with the Employment Service, City Action Teams and Task Forces.
- Encourage education and training providers to offer high-quality education and training, for example by marketing NVQs and supporting new and flexible learning techniques.
- Encourage enterprise and, especially, continued growth of small businesses and self-employment.

□ Copies of *A Strategy for Skills* and of a shorter executive summary are available free from the Training Strategy Unit, Employment Department, Room W734, Moorfoot, Sheffield S1 4PQ, tel 0742 754722.

A consortium of 20 TECs has been formed to combat the special problems faced by rural areas.

The TECs already signed up range from Cumbria and North Yorkshire to Surrey and Sussex, plus four Welsh TECs.



TALES FROM THE RIVERBANK: Employment Action makes a splash at Smethwick Canal as Bill Young (left) and Glenn Gwinne start clearing footpaths under the new programme funded by Sandwell TEC.

## Avon

Avon has become a fertile seedbed for new inventions and designs thanks to the TEC's unique Innovation/Product Development Service.

Inventors who want to start up in business can get advice and 'handholding' and may progress to other schemes like the Enterprise Allowance Scheme. For those not wanting to start a business, the Service tries to arrange a franchising or licensing agreement, or to match the idea with a small firm which is trying to diversify.

The TEC is holding a series of five innovation 'surgeries' throughout the county, and early next year will be staging an inventors' competition.

For further information, contact Gareth Bowen on 0272 273767.

## Hertfordshire

Hertfordshire TEC and Hertfordshire County Council have published a free fact pack advising employers on how to arrange childcare facilities.

The pack gives step-by-step guidance on the options available, the law and registration, tax and National Insurance, and cost. It then advises on how to set up a scheme with the help of the county's childcare consultancy service.

Copies of the pack are available from Hertfordshire's children's day care coordinator, Patricia Bloxham, on 0438 368107.

## Gloucestershire

Firms in Gloucestershire can get a helping hand down the path to Investors in People status by dialling the TEC's new business help service.

Any company, old or new, large or small, qualifies for two days of free diagnosis from a small firms counsellor, plus a further two days' advice specifically on training. They can then buy up to a further five days' worth of consultancy at half price—£100 a day—to develop a full-scale 'people plan'.

Market research earlier this year revealed more than half the county's businesses had no structured business plan and that only 40 per cent had staff training programmes.

Businesses can contact the service on 0800 220262.

## Powys

Small firms in Powys will be helped to set up networks to share the costs of training, distribution and even advertising, following a visit by TEC officials to study networks already running in Denmark.

If the idea takes off, the TEC will hire a 'network broker' to talk to small businesses; identify common needs and draw up ways of networking effectively.

## Dreaming of America 2000

by John Russell  
UK Labour Reporting Officer, Washington DC

It is a great American dream, a bold ambitious strategy to make America all it should be. A dream to revitalise American education and thereby transform the economic and moral life of the nation.

America loves dreams and this particular one, called 'America 2000', incorporates six goals, all to be achieved by the year 2000:

- All children in America will start school ready to learn.
  - The high school graduation rate will increase to at least 90 per cent.
  - American students will leave grades four, eight and twelve having demonstrated competency in challenging subject matter including maths, science, history and geography; and every school in America will ensure that all students learn to use their minds well, so they may be prepared for responsible citizenship, further learning, and productive employment in a modern economy.
  - US students will be first in the world in science and mathematics achievement.
  - Every adult will be literate and will possess the knowledge and skills necessary to compete in a global economy and exercise the rights and responsibilities of citizenship.
  - Every school in America will be free of drugs and violence and offer a disciplined environment conducive to learning.
- This is still, however, only an agenda of dreams, some aspects of which may disappear as the year 2000 approaches. Nevertheless, President Bush and his education dream have caught the



John Russell

imagination of people in every sector of American life.

While the rest of the world watched the Soviet Union disintegrating into separate republics American television pushed these events in to the background and devoted the opening ten minutes of their broadcasts to the 'America 2000' strategy news.

President Bush and his Education Secretary have travelled the country spreading the view that education is the critical factor in the continued success of a free democracy like the United States.

The public clearly agree that education should endow all children with the necessary means to be literate, employable, socially informed, politically aware, capable of participating in community life and able to develop personal interests and talents. This is what being a functional citizen in a democratic society means.

The proposition that every child is educable and that it is in society's best interests to realise their full potential has excited all Americans, especially those in state government.

A recent poll of US state governors showed 28 out of 37 supporting the strategy and thinking it can work. This is important because in the American system the federal government has no remit to dictate State education policy.

America has embraced the notion that education is not just about making a living, it is also about making a life. But, as the initial euphoria dies down, money and resources must be found to make this American dream come true.

The challenge has been laid before every state, city, town and neighbourhood to become an America 2000 community by adopting the six national goals, developing a community-wide strategy to achieve them, designing a 'report card' to measure results, and planning and supporting a 'break the mould' New American School.

The next ten years will prove whether this innovative dream can become a reality.

## Understanding the Japanese way

A highlight of the recent Employment Department briefing conference for labour attaches and labour reporting officers was a presentation by Tokyo LRO Simon Smith on Japanese industrial relations.

He provided an historical perspective, showing that current practice reflected the early stages of Japanese industrial organisation, where industry had needed to attract workers off the land.

Industrial relations practice in Japan, Mr Smith emphasised, was just one element in a larger picture, and the financial conditions governing the operation of Japanese companies provided for greater economic

and industrial stability.

Labour attaches (LAs) are Departmental secondees working for the Foreign Office, covering employment and social affairs, such as health and social security; while labour reporting officers (LROs) are Foreign Office staff, who cover employment and social affairs as part of their other duties.

The main tasks of LAs and LROs are to:

- promote, explain and defend UK policies;
- respond to requests from UK policy sections for information and analysis;

identify developments useful for UK policy formation.

The International Relations Branch of the ED updates LAs and LROs throughout the year, but the briefing conferences are important in keeping them in touch with what the Department is doing and thinking.

The main focus of the conference was the European Community (EC), and it was attended by LAs and LROs throughout the EC. Also attending were the 'honorary' EC LROs from Sweden (expecting to join the EC in January 1995), Japan and the US (two countries closely involved with EC issues through their investment and trade).

## Scottish know-how for St Petersburg

A team of Employment Service (ES) officials spent 12 days in St Petersburg last month to pass on UK jobs know-how, following Employment Secretary Michael Howard's visit to the city in October.

The team, from Scotland and England, was headed by the ES Director for Scotland, Alan Brown (pictured right) and their visit was paid for from the Know How Fund.

They met the Mayor of St Petersburg, Professor Anatoly Sobchak, and members of the city council's Committee for Labour and Employment, and will report on local conditions and draw up plans for the establishment of a local employment service.

St Petersburg officials will also be invited to visit Scotland to discuss the recommendations.

Michael Howard said: "The Employment Service has a great deal of expertise to offer and I am delighted that we are able to make that available to St Petersburg".

Employment Department officials have already visited Bulgaria, Czechoslovakia, Poland and Hungary to draw up strategies for assistance and advice.



### Amending the Charter

The Council of Europe was established in 1949, with the aim of achieving 'a greater unity between its members for the purpose of safeguarding and realising the ideals and principles which are their common heritage'.

It has two main guiding documents—the European Convention on Human Rights and the European Social Charter (ESC), the latter not to be confused with the European Community (EC) Social Charter, agreed by 11 member states (not the UK) and now superseded by the EC Social Action Programme.

The ESC was signed in Turin on October 18, 1961, and came into force on February 26, 1965. The United Kingdom was the first state to ratify the ESC and regards the ESC as an important statement of social and economic principles which recognises how the same obligations can be met through a diversity of national practice. It has now been ratified by 20 states (known as Contracting Parties), including all the members of the EC.

The 30th anniversary of the signing of the European Social Charter (ESC) of the Council of Europe was celebrated at Turin on October 21/22 by a high-level meeting held in the baroque splendour of the Piedmont Royal Palace. The centrepiece of the meeting was the opening for signature of an amending protocol to the ESC,

making changes to its supervisory machinery.

The ESC's system of supervision had been coming under increasing criticism because of its length and its lack of impact. The approach of the 30th anniversary of the signing of the Charter prompted the development of a series of proposals to the supervisory machinery. The main changes proposed were to clarify and to strengthen the roles of the supervision Committees:

the Committee of Experts, selected for their expertise in international social policy, in making a legal assessment of a country's compliance;

the Governmental Committee, composed of experts from the 20 states, in providing a policy assessment to complement the legal assessment and in selecting those situations which merit further action;

the Committee of Ministers, the controlling body of the Council of Europe, in addressing recommendations on compliance to Contracting Parties.

The changes will clarify, speed up and strengthen the supervisory machinery of the ESC. The UK, along with 10 other countries, was able to sign the amending protocol, subject to ratification, at Turin. The amending protocol will not come into force until it has been ratified by all Contracting Parties.

### EC protection for pregnant women

From 1994 pregnant women throughout the European Community will qualify for up to 14 weeks of maternity leave irrespective of their length of service, following adoption of a new EC directive.

In addition, Statutory Maternity Pay (SMP) will have to be set at a level which is at least no lower than payments made for absence through sickness.

Women's right to reinstatement or compensation for dismissal because of pregnancy will be maintained, but without the need for qualifying periods of service.

The directive also requires employers to take measures, including a risk assessment, to guarantee pregnant women's health and safety at work.

In a House of Commons reply, Employment Secretary Michael Howard commented: "Good sense broke out on this proposal. This Directive is also significant as it extends across the Community important real health and safety protections in the workplace for women who are pregnant or who have just given birth.

"The United Kingdom has consistently urged the Community to give priority to securing higher standards of health and safety at work."

**DTI and TECs close ranks**

TECs and the Department of Trade and Industry (DTI) are to work more closely together and with other local agencies to produce a more coherent range of support for small businesses.

Each TEC will be encouraged to develop, and set up a 'strategy forum' bringing together representatives of DTI regional offices, chambers of commerce, local authorities, enterprise agencies and other bodies for regular meetings.

Plans for the closer relationship were announced in a joint statement last month by Employment Secretary Michael Howard and Trade and Industry Secretary Peter Lilley.

The statement says: "We want the partnership between the DTI and TECs to grow as many of their activities are complementary."

Further guidance to TECs on achieving a closer partnership with the DTI is set out in *A Strategy for Skills*, a new strategic guidance document (see story, page 639).

**Credits—second wave**

A further 10 per cent of school leavers will receive Training Credits to buy their own training from April 1993, Employment Secretary Michael Howard has announced.

A total of seven TECs and two LECs have been chosen to join the first round of eleven schemes which started operation in April this year. In all, about 74,000 or one in five of 16 and 17 year olds leaving full-time education in 1993 will receive the credits, which are typically worth about £1,000.

The new schemes will be developed in: Calderdale and Kirklees; the Isle of Wight; Merseyside; Northamptonshire; South Thames; Staffordshire; Mid-Glamorgan; Caithness and Sutherland; and Dunbartonshire.

Credits will take a range of forms. In Calderdale and Kirklees, the credit will be a 'passport' with a Charter of Rights setting out the young person's training entitlement. Isle of Wight TEC will issue a series of 'travellers' cheque' style credits and hopes

to develop the island's training infrastructure through a network of NVO centres.

In South Thames, the credit will be worth £2,000 and can also be used to buy 'Action Plans' through the Careers Service.

Nearly £4.5 million of extra funding will be available for TECs and LECs in 1992-93 to develop the schemes. When operational, they will be funded through planned resources for Youth Training, resources formerly paid to FE colleges for part-time provision for 16 and 17 year olds, and extra funding for £9 million in 1993-94 and £17 million in 1994-95. Training credits are due to be in operation nationwide from 1996.

"There has again been a very high level of interest in training credits from TECs and LECs," said Mr Howard. "The Government welcomes such a strong response to an initiative which gives young people the power to invest in their own futures."



PIECE OF CAKE: Pre-recruitment training in hotel and catering for inner city unemployed people in Derby has drawn "an overwhelming response" say course managers. Pictured here are local personality Anthony Howard, centre, Derby Joblink 300 manager Tony Smith (left) and two young hopefuls.

**Small firms**

Employment Secretary Michael Howard has warned that the European Commission's Social Action Programme could severely damage the growth of small firms in Britain.

Addressing a conference on the Impact of Small Firms of the European Social Charter, Mr Howard said: "The draft Directive on the regulation of working time will considerably detract from the flexibility that employers need to adjust to changing market circumstances".

**Training Statistics**

A comprehensive reference volume on training has been published by the Employment Department and the Government Statistical Service.

*Training Statistics 1991* is the second in an annual series which brings together a wide range of training related data in an easily accessible form. It is available from HMSO shops and agents, price £11.25.

**Screen test**

Two new TV-based education packages are to be launched in the next few months. Executive Business Club (EBC) and the Business Education Club (BEC) will be broadcast on the new BBC Select subscription channel.

EBC will broadcast one hour a week of programmes aimed at business people on subjects like TQM, managing stress and IT. BEC programmes will be targeted at tutors and students of business studies in school sixth forms and FE colleges.

Details of both services are available from Roy Bass on 061-224 2606.

**1,000 up for MCI**

Family-owned photographic and video retailer Jessop of Leicester has become the 1,000th corporate member of the Management Charter Initiative (MCI), the employer-led body which aims to improve the performance of UK managers.

To join MCI, Jessop signed up to a wide-ranging code of practice committing the company to improve its leadership and management skills and to provide a continuous programme of development for its managers.

For further details of MCI, contact Trevor Boutall, Sales and Marketing Director, MCI, 10-12 Russell Square, London WC1B 5BZ, tel 071-872 9000.

**New network tackles workplace drinking**



Professional help is now at hand for employers who are faced with a drink problem among their staff.

A new network of 39 counselling agencies across England and Wales has come together under the aegis of the national charity Alcohol Concern. Called the Federation of Workplace Advisory Services (FEDWAS), the network will provide services including advice on drawing up a policy on drinking, workplace education, training for personnel staff and counselling for employees who need help.

The network will build on the work of Alcohol Concern's national Workplace Advisory Service, launched six years ago, which has already helped more than 200 organisations.

"One of the things we've got to change is the number of companies claiming to have policies but who don't actually put them into practice," said the Service's director Ossie O'Brien.

"We'll be urging employers not to wait for some dramatic event to happen before taking action."

Only about one in three of the 313 personnel managers questioned in research by Alcohol Concern and *Personnel Today* magazine had a written policy on tackling alcohol abuse. Yet seven in ten acknowledged that their organisation had a problem "to some extent", reflected in factors such as poor performance, absenteeism, lateness or long-term sickness.

No less than 83 per cent of those questioned favoured a total ban on drinking in working hours, including consumption outside the workplace.

Research, said Mr O'Brien, suggests that about one in ten of the workforce has a drink-related problem, while drinking could be a factor in roughly 25 per cent of all workplace accidents. The cost to industry is up to 14 million working days lost, or some £800 million a year.

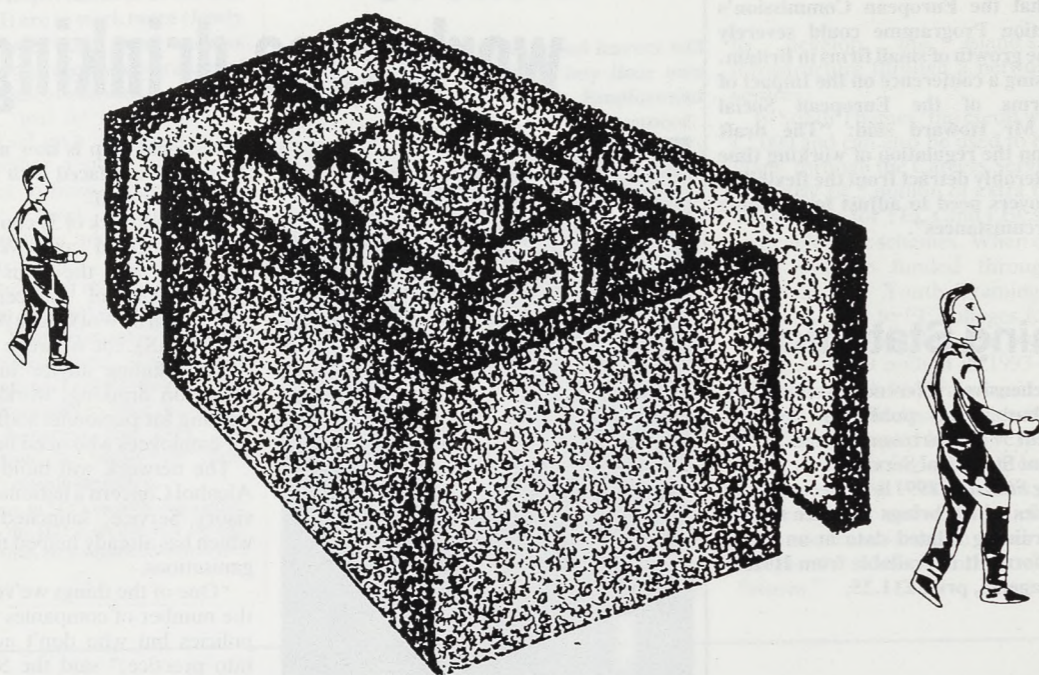
For details of FEDWAS, contact the Workplace Advisory Service, Alcohol Concern, 305 Gray's Inn Road, London WC1X 8QF, tel 071-833 3471.

**ALCOHOL AND WORK - THE COST TO EMPLOYERS**

See Page 669



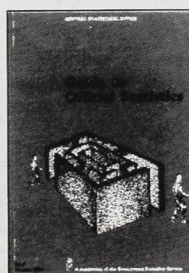
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## ipm Conference Report



'There is an unbroken and unshakable human spirit, full of potential and determination, alive and well in our inner cities.'

Robert Key



'The old sheep-dip approach of processing everyone through the same programme can't be acceptable or effective.'

John Adshead

Europe's biggest management conference, the 46th Institute of Personnel Management conference and exhibition, was held recently at Harrogate.

**Andrew Opie and Mike Boland report.**

**Robert Key**

**ENVIRONMENT MINISTER**

**Inner Cities**

IF CONSULTATION was the buzzword of the 1980s, the key words of the 1990s should be participation and empowerment, said Environment Minister Robert Key.

Speaking at IPM on 'Investing in Community: A Business Necessity' he added: "There has never been a more appropriate time to make that investment".

Investment must be made in partnership with local authorities, said Mr Key, but authorities themselves should form partnerships by bringing in all local interests that have a part to play in urban regeneration.

"Partnership with the private sector is a vital ingredient—not least because the financial resources of central government will lever in even more investment by the private sector."

Explaining that he was the Minister for Manchester and Salford and spent on average two days a week "out of Whitehall's ivory towers and in the hearts of our communities", Mr Key said: "I have learnt that there is an unbroken and unshakable human spirit, full of potential and determination, alive and well in our inner cities. There is also a problem for democracy.

"Government, both national

and local, is, in the main, designed and run by the sort of people for whom choice and opportunity, ambition and achievement, are everyday realities.

"Far too often, the people whose lives and spirits we are seeking to enrich do not enjoy those luxuries."

Referring to the Citizen's Charter, Mr Key added: "What we are talking about today is corporate citizenship—the responsibility of corporate bodies, large, medium and small, to be good neighbours and to be proactive in the community over and above their purely economic roles."

**John Adshead**

**SAINSBURY'S**

**Training**

NOT ENOUGH personnel people make the case for training in hard commercial terms, said John Adshead, personnel director at Sainsbury's.

"Line managers have the right to know that HR is developing in line with the overall business strategy. But it's clear that in many companies such direct links don't influence training activities.

"HR professionals must be able to market the vision of a better qualified workforce in bottom-line terms—whether as profits in a commercial organisation or higher quality and more economic services in the public sector," Mr Adshead said.

To be effective, staff development must also be focused much more on the individual needs of workers and give line managers a more central role. "The old 'sheep-dip' approach of processing everyone through the same programme can't be acceptable or effective," he warned.

Another management failure had been to link the development of people to their promotion prospects. "They should develop people to contribute where they are," he said.

**David Grayson**

**BUSINESS IN THE COMMUNITY**

**Community Investment**

INVESTING IN the community is about enlightened self-interest, said David Grayson, managing director of operations, Business in the Community.

Recognising that business is now involved in a wide range of initiatives in the community, he added, "This is partly for the good and decent motivation of 'caring and sharing' but increasingly because it is also understood that community involvement can benefit business.

"The more a company can link its community involvement back to its own business needs, the more involvement there is likely to be and the more recession-proof that involvement becomes."

Business was helping the community in a whole variety of ways, he said, not just with cash.

"Companies are helping with expertise, with secondments, with surplus premises and products, with initiative linked to their own marketing and purchasing activities."

Community involvement creates goodwill with customers, suppliers, shareholders, peers, opinion-formers and legislators. "This can enhance consumer preference for products and services and bolster shareholders' confidence."

Positive images of companies "also help to create a popular political environment in favour of less regulations or state control".

**Lady Howe**

**WOMEN'S ECONOMIC DEVELOPMENT TARGET TEAM**

**Equal Opportunities**

"EQUAL OPPORTUNITIES has often been compared to dripping on a stone", said Lady Howe, on developing training for women. "It might develop into a trickle, and after that, who knows? Even a deluge?"

Addressing one of the most crowded sessions of the IPM Conference, Lady Howe, chairman of Business in the Community's Women's Economic Development Target Team, defined the objective as to improve the quality as well as the quantity of women's contribution in the workplace and the issue as one of long-term cultural change.

Key elements in successful change programmes were, she said, a demonstrable commitment from the top, a willingness to change and the investment of resources.

Referring to Opportunity 2000, launched shortly after IPM by the Prime Minister, she said that its goals should not be confused with quotas and positive discrimination.

Numerical targets were relevant to some organisations but not others.

The key to a programme of change is that it should be measurable: "If you can't measure it you can't manage it!"

Companies have an underused resource of women. By joining the Opportunity 2000 campaign they were making a commitment, setting themselves goals that suited their own culture and business needs.

How does Opportunity 2000 represent progress? Lady Howe was asked. "In two vital ways. There is a public commitment by these top companies, and what they do will be reported on. Is this approach the stick or the carrot? A bit of both", she replied.

Lady Howe drew attention to the fact that this year there will be for the first time more women undergraduates than men, compared with the 1960s when women were 25 per cent of the total.

(For a report on the launch of Opportunity 2000, see page 637).



'The key to a programme of change is that is should be measurable.'

Lady Howe



'It's the so-called soft issues—the social and psychological problems—which are holding it back.'

Celia Stanworth

**Dr Aric Sigman**

**PSYCHOLOGIST**

**Health promotion**

"SOCIETY'S PROCLIVITY to couch potatoedom has produced a population which is sedentary, overweight and getting more so", said Dr Aric Sigman, a consultative psychologist in preventative health.

Calling for the implementation of preventative and performance-related health training programmes at work, Dr Sigman added: "Effective health promotion should be considered a specialised art form in its own right and it is important to lead by example".

"Problems of staff morale, loyalty, sickness, absenteeism and recruitment are further complicated by the British class system", he claimed. "Effective health promotion empowers the individual and is perceived as a form of 'care', a perk or benefit—almost akin to praise, something British managers are said to rather frugal with."

To optimise performance, said Dr Sigman, "one must first consider basic factors, for example, alertness, concentration, motivation, creativity, analytical power, learning and memory. These in turn depend upon mind/body health, ranging from the immune system to mood".

Men should take a particular interest in this, he added, "because they are the weaker sex. If one considers the top 10 or 12 causes of death, each one kills men at roughly twice the rate it does women. The workplace provides a special opportunity for intervention".

**John & Celia Stanworth**

**POLYTECHNIC OF CENTRAL LONDON**

**Teleworking**

PRODUCTIVITY GAINS from teleworking of up to a third are common but firms must first rethink pay, training and other policies to make it succeed, say researchers John and Celia Stanworth.

Most of the 20 to 40 firms studied reported productivity rises ranging from 10 to 33 per cent, with one company in particular noting a significant

rise in the quality of work produced. But such reports should be taken with a pinch of salt since much of the data was based on pilot schemes using seasoned employees who knew they were being monitored, warned Mrs Stanworth.

Among the most serious problems for employers were the need to retain the organisational 'culture', develop appropriate communication and supervision systems, and select the right people for teleworking.

Protecting 'company culture' becomes a problem when new recruits are involved, since because they need to be effectively inducted and versed in how to treat clients. Too many firms retain traditional 'over-the-shoulder' supervision when they should be thinking more in terms of output.

For some line-managers the sense of status comes from the physical presence of subordinates, and they can find the adjustment to managing remote staff traumatic. And though they may like isolation, reclusive types are often unsuited for teleworking because regular contact with others is essential to develop their inter-personal skills.

"The technology for teleworking has been there for a long time; it's the so-called 'soft' issues—the social and psychological problems—which are holding it back, said Mrs Stanworth.

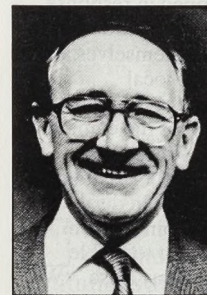
For employees one of the biggest problems is isolation, and many firms attach great importance to getting staff into the office regularly if only for lunch or social functions. "Employees do need these 'sacred days' to keep up their team spirit," said Mrs Stanworth. In other cases employees develop their own electronic mail networks to keep in touch.

Other problems for teleworkers were worries about career development, with lack of visibility in the office seen as a possible barrier to promotion, and the loss of clerical back-up.

Other issues include payment and overtime, 'fringe' benefits, allowances, health and safety, tax and insurance. When they are all dealt with, teleworking can succeed: "Most people adapt really well," says Mrs Stanworth.

□ *Telework: The Human Resource Implications* by John and Celia Stanworth is published by the IPM at £12.95.

**HAIR RAISING:** Josie (left) and Sharon have both had a career path mapped out for them under a NVQ framework. The target is now to get 50 per cent of workers up to NVQ level 3 by the year 2000, said Sir Bryan Nicholson. See story below.



'Lifelong learning should get the consistent, urgent and active support of every employer.'

Sir Bryan Nicholson

**Sir Bryan Nicholson**

**NCVQ**

**Investors in People**

EVERY ORGANISATION in the UK should aim to work towards the new Investors in People training standard within the next couple of years, Post Office and NCVQ chairman Sir Bryan Nicholson told IPM delegates.

"Lifelong learning should get the consistent, urgent and active support of every employer.

'Investors' makes good business sense and must become as much a reality for small firms as for larger ones," said Sir Bryan.

Outlining the new national training targets announced by the CBI in August, Sir Bryan said that the vehicles for getting 50 per cent of workers up to NVQ level 3 by the year 2000 were now coming into place. For adults, these were Investors in People, NVQs and Assessment of Prior Learning.

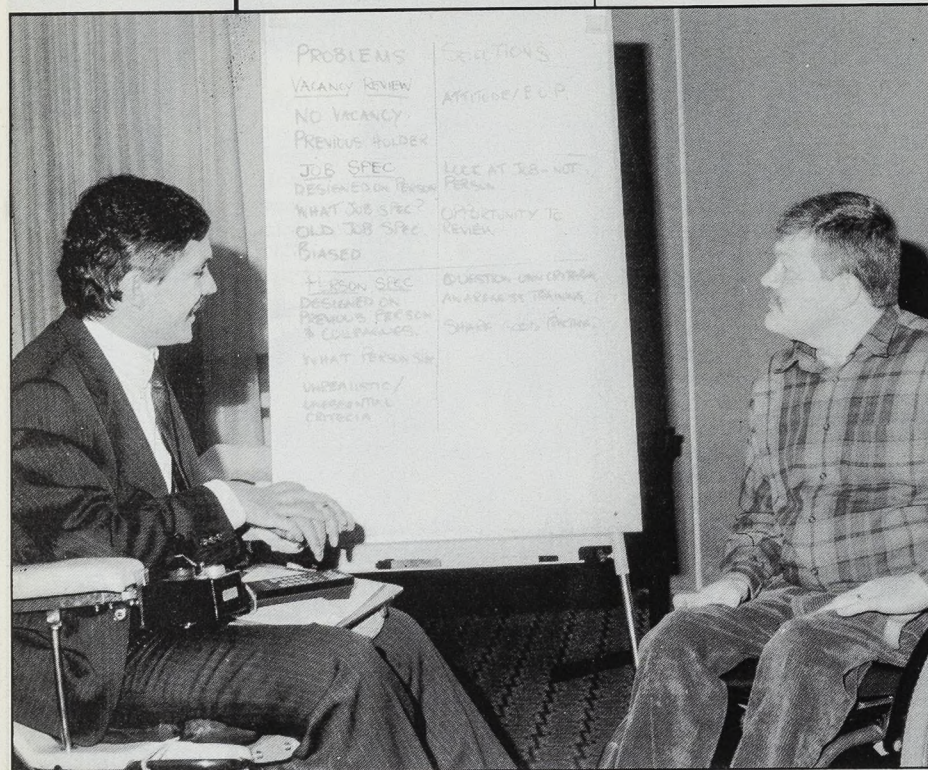
All the partners in the training infrastructure—TECs and LECs, local education authorities and Industrial Training Organisations—would be expected to play their part in

raising skill levels, he said. Careers counselling would be "critical for the success of the strategy."

"These targets are nothing less than a challenge to our culture. Tackling skills shortages means overcoming past neglect, and the UK is starting the process ten yards back. We have a very long way to go," warned Sir Bryan.

Getting the training message across would take time and represented a "considerable communication challenge," he admitted. "There are many notes in our eyes which must be removed."

**BOARD MEETING:**  
"Equal opportunities is just good management practice," says Dr Stephen Duckworth (below left).



**Joe Cullen**

**ROVER GROUP**

**TQM**

AT ROVER Group the company's corporate plan has been reduced from a thick tome to a one-page document. The same applies to the quality manual, which all managers receive in the form of a poster to be stuck on the office wall.

"A key point is that everyone's focused on the vision, and everyone understands what the company's got to do to get there," says Dr Joe Cullen, Rover's Director of Quality Strategy.

'Getting everyone involved' is one of the key conditions of a successful Total Quality Programme, Dr Cullen argued. Another is actually delivering quality improvements. "A weakness of many schemes is that they focus on people's hearts and minds, but forget about delivery. If we don't deliver, we won't achieve—like 80 per cent of TQM programmes."

One delivery tool used to great effect at Rover is staff

suggestions, which have doubled since last year when they saved the company £4 million. The aim over the next few years is to double the number of suggestions every year and so match the current performance of Toyota, whose scheme generates one suggestion per week per employee.

Another rule of TQM is that 'Quality Equals Customer Satisfaction'. This led Rover to move away from static quality checks at the end of the production line to simulating the performance of a sample of cars over the first three months of ownership. "The result of this charge was: 'We're not as good as we thought.'" That in turn led to a reorganisation of the production line into team leaders with staff of ten to 15 workers, which has produced a further 25 per cent reduction in faults in quality cars in this year alone.

For all companies, says Dr Cullen, the nub of the TQM approach must be: 'Decide who your customers are, what you are providing them with, and how you can continuously improve it.'

**Stephen Duckworth**

**THE BRIDGE AGENCY**

**Disability**

MYTHS ABOUT the limitations of disabled people blind far too many employers to the real benefits of hiring them, said Dr Stephen Duckworth, director of the Bridge Agency and himself a wheelchair user.

"People assume that blind people cannot do jobs involving reading and correspondence, when in fact they all can. And 90 per cent of deaf people are able to use a suitably adapted telephone. We always assume on the negative side."

Employers are often not prepared to take the risk of recruiting disabled people or are unaware of the technology available or the help provided by the Employment Service, he said.

Yet recent research by companies like the Post Office, the Bank of England and Du Pont shows that disabled people take less sick leave, remain with an employer for longer, are equally productive and tend to have better than average safety records. They may also have excellent problem-solving skills as a result of managing their disability.

"Equal opportunities is just good management practice, maximising human resources in a framework that provides equal access to employment, training, development, promotion and services for all," Dr Duckworth said.

His own specialist recruitment consultancy, based in Southampton, provides services developed in response to research into the need of both disabled people themselves and of more than 200 local companies. Services include a 'disability audit' of the company culture and training needs, in-house training for existing staff on the needs of a disabled person about to join the firm, and follow-up help to tackle problems which may arise. "We almost become part of the company," says joint manager Ruth Assaf.

For disabled job-seekers services include special counselling, information on legal rights and 'empowerment training'.

□ The Bridge Agency is based at Abacus House, 1 Spring Crescent, Portswood, Southampton SO2 1FZ, tel 0703 556655.

**Special Feature**



Photo: Network Photographers

**To Russia with help**

**by Jennifer Dimond**

*Head of the Eastern Europe and Soviet Section, International and Tourism Division, Employment Department*

Amid much uncertainty, high-level talks are continuing among Western governments and institutions about the level of support to be provided to the Soviet economy. Although the governments of the Soviet Union and its former constituent republics seem committed in principle to the change to a free market economic system, the difficulties of making such a transition—against an historic background of central control, artificial prices and massive inefficiency—have recently become starkly apparent.

Moreover, while the government at the centre is struggling with fundamental issues of sovereignty and economic relations, some republics, namely Latvia, Lithuania and Estonia, have already declared independence and been recognised as such by most

A report on the employment problems and prospects of the Soviet Union, and how the Employment Department is offering assistance.

Western countries. Others, especially Georgia and Armenia, have strong aspirations to independence.

Even the larger republics, particularly the Russian Republic and the Ukraine, are considering whether some broader economic link between them is the way forward, or whether each of them should try to go it alone.

It is not surprising, therefore, that many fundamental issues directly connected with the change to a free market,

such as decentralisation, privatisation and fiscal policy, should be the subject of much debate and, as yet, little positive decision-making.

### Scope for assistance

It is against this background that the Secretary of State for Employment, Michael Howard, and officials from the Employment Department (ED) have recently spent some time in the Soviet Union. Their aim has been to explore the scope for practical technical assistance in two main areas: the promotion and development of the small business sector, and the provision of employment services. This assistance will be provided by the Government's Know How Fund for the Soviet Union, which has recently been increased to a total of £50 million over three years.

The Employment Department's involvement, since 1989, in providing similar assistance to the countries of eastern and central Europe, might be presumed to offer effective approaches for the Soviet Union. But there are also real differences.

In eastern and central Europe command economies were imposed only forty years ago, relatively recently in historical terms. The free market is still a living memory. But in the Soviet Union, command economics have prevailed for some 75 years.

Thus, although ED experience gained in delivering technical assistance to the countries of central Europe has inevitably been valuable in considering how best to help the Soviet Union, it cannot be seen as a template for dealing with the much more complex and rapidly changing situation there.

The Department has, however, gained a good deal of expertise in project development and management, and it is these skills, together with a wide range of technical expertise, that it hopes to bring to bear on the problems facing the Soviet Union.

### Turning the economy round

During the recent visits by Mr Howard and senior officials it quickly became clear that, despite confusion and uncertainty at the centre, there is a genuine eagerness at lower levels both to try and turn the Soviet economy round and to encourage privatisation and small businesses.

Administrators at city and local council level are conscious that rapid restructuring of the economy will necessarily bring in its train something that the Soviet Union has not officially acknowledged for some 70 years—significant and rising unemployment.

The governmental structures which still exist appear to have little experience of coping with this phenomenon, even when they recognise it for what it is. Equally, although they may be enthusiastic about the idea of private enterprise and entrepreneurship, the legal framework for such development is almost completely lacking. Attitudes fostered by years of centralised, state-directed command economics will take some time to break down. In particular, the widespread presumption that any small businessman is a racketeer remains prevalent.

Against this background, it is not surprising that the help the Department is offering is likely to take some considerable time to show its effect on the parlous state of the Soviet economy. Clearly, too, in a country as vast as the Soviet Union, it will be impossible for ED Group initiatives to reach directly more than a tiny fraction of those who need them. That is why the Department is concentrating its assistance on projects which are likely to have a clear demonstration effect as word and news of them spreads.

The intention is for them to act as 'beacon' projects for many more which can be run and managed locally without direct Western support.

### Beacon projects

—in Moscow

An example of this is the Small Business Advice Centre in the Pervomaiskii district of Moscow, supported by the Know How Fund. Pervomaiskii is a suburb where the mayor, Vladimir Melnik, has been among the first to see the potential for the development of the small business sector.

With the British consultancy, Trade Advisory Service of Glasgow, he and his colleagues have worked up a project to supply a variety of counselling and training for actual and potential small private business people. Some small businesses in the area already seem to be flourishing. For example, a clothing factory visited by Mr Howard which, despite makeshift premises and antiquated equipment, appeared to be producing good quality anoraks and jeans in quite large quantities. He also visited an optical instrument and lens manufacturer which has successfully diversified into mirror tiles, bus mirrors and jewellery since their orders for lenses for the defence industry began to dry up.

In another part of Moscow, the Director of the Moscow Institute for Electronic Technology has had the forward-looking idea of developing a science park, where his highly qualified staff can benefit from managed workspaces and advice to turn themselves into private businesses supplying the Soviet and, hopefully, Western markets with microchips and computer-related technology. This is also an area where defence contracts are disappearing. Some Know How Fund help may be given to provide expertise in the setting up and development of managed workspaces.

—in the Russian Republic

Efforts are also being made in similar directions by the Government of the Russian Republic. The Republic's 'Anti-Monopoly Committee' (roughly the equivalent of a Ministry for Privatisation) has seen the need for small business advice, both for people thinking of starting up, and for those already on the road.

During his visit in late September Michael Howard signed an agreement with the Republic's Government to assist in providing the necessary expertise to enable a small business advice centre to be set up, which will serve both Moscow and the surrounding area, and hopefully in the future be capable of replication across the Republic.

Clearly, these efforts must be seen as part of a long process. Legislative change to enable small businesses to exist, let alone run and be successful, has been a long and tortuous process which is by no means finished in the Russian Republic. It is difficult, except in the longer term, to alter the bureaucratic and regulatory habits of 70 years and more. But, by working with the Republic's Anti-Monopoly Committee, the Department hopes that attitudinal, as well as practical, changes will be effected.

—in St Petersburg

The Department's work is not being confined to Moscow. In St Petersburg (formerly Leningrad) the city's radical and forward-looking mayor, Anatoly Sobchak, has recognised, in two recent meetings with Michael Howard, key areas in which development must be initiated and



The Employment Department hopes to bring to bear its expertise, both technical and in project development and management, on the problems facing the Soviet Union. Photo: Network Photographers



Attitudes fostered by years of centralised, state-directed command economics will take some time to break down. In particular, the widespread presumption that anyone running a small business is a racketeer remains prevalent. Photo: Network Photographers

maintained if St Petersburg is to survive the chill winds of economic change.

First, in response to rising unemployment he has asked the Employment Department for help in introducing an active and responsive employment service for the region. As a direct result, Alan Brown, the Employment Service Director for Scotland, and three colleagues are visiting St Petersburg to look at the problems and at the prospects for assistance (see page 641).

Second, a small business advice facility is to be established in the St Petersburg City Council's International Institute for Small Business, in partnership with International Computers Ltd (ICL) and the Know How Fund.

### The way forward

Overall, the visits of the Secretary of State and his officials have tended to suggest three lessons in providing help to the Soviet Union:

1 There is an inevitable limit to what can be achieved through traditional government-to-government contacts

at a time when the role and responsibilities of the central 'All-Union' Government are in a state of flux and transition.

2 There are, nonetheless, people at all levels in the Soviet Union who appear to have the imagination and determination to want to promote genuine change and with whom it should be possible to work constructively.

3 Although the direct economic impact of ED Group help with small business and employment service development will necessarily be small in a country of such enormous geographical dimensions and massive economic problems, there appears to be a real prospect that the demonstration effects of what the Department has to offer could turn out to be very large indeed.

Whether this will prove to be the case is as yet uncertain, but one thing is already clear: the Employment Department—as elsewhere in eastern and central Europe—is ready, able and willing to play its part. ■

*This article expresses the personal views of the author. It does not necessarily reflect the general policy of Her Majesty's Government.*

## Special Feature



Worker demonstration in an industrial area of northern Italy.

photo: International Labour Office

## International comparisons of industrial disputes in 1989 and 1990

by Derek Bird

Statistical Services Division, Employment Department

□ This article compares working days lost in the United Kingdom with corresponding data for other OECD countries. Inevitably, comparisons between countries are affected by differences in the methods used for selecting and compiling data on industrial disputes in the countries represented. These differences are discussed alongside the statistics presented.

- In 1990 the UK was middle ranking in a table of OECD<sup>1</sup> countries listed in order of working days lost per thousand employees from industrial disputes. This is an improvement from the UK position in 1989, when it was approximately three-quarters of the way down the table.
- For the ten-year period 1980 to 1989 the statistics show that for OECD countries, there has been a general decline in the incidence of working days lost per thousand employees from industrial disputes.
- The UK incidence rate for the five years 1986–90 was nearly 70 per cent lower than in the previous five-year period. This compares with just over 25 per cent for the OECD as a whole.

- For most countries, the number of working days lost in the most strike prone industries: mining; manufacturing; construction; and transport and communication was about double the level seen for the whole economy.

- For three out of four EC countries for which data are available, the level of working days lost per thousand employees in 1990 was less than a third of the average of the 1970s.

### Summary

In most OECD countries the latest available annual data on industrial disputes relate to 1989. (For a small number of countries data are available for 1990 and these are presented towards the end of the article.) The data for 1989 indicate that the United Kingdom stood three-quarters of the way down the league table of OECD countries ranked by working days lost per thousand employees, much the same as a comparison between EC countries. One strike in 1989, by Nalco workers, which accounted for 2.0 million of the 4.1 million of the UK's working days lost, greatly

affected the UK ranking position.

Over the ten-year period 1980-89 the countries showing by far the highest incidence of working days lost per employee were Greece, Spain and Italy. Countries recording relatively few days lost per employee included Switzerland, Austria, Japan, Netherlands and the Federal Republic of Germany. The statistics also show that in the 20 OECD countries examined, during the period 1980 to 1989 there was a general downward trend in the incidence of working days lost.

Considerable care must be taken when making detailed international comparisons because of the different coverage of each country's statistics. The figures presented in this article should not be seen as providing a precise comparison between countries; but they are useful in indicating relative levels of working days lost and recent trends. The differences in coverage, which may partly explain why a country appears to have a better—or worse—record than another country, vary enormously and are discussed in the second half of this article. More detailed estimates for the United Kingdom, covering the years 1989 and 1990, were published in articles in the July editions of *Employment Gazette* for 1990 and 1991 (pp 336-346 and pp 379-390 respectively).

### Overall comparisons

Table 1 shows for the years 1980 to 1989 the number of working days lost per thousand employees in employment (wage-earners and salaried employees), recorded according to national definitions for each of the 20 OECD countries for which data are available. In the vast majority of countries there was considerable variation between years in the incidence of working days lost, with some years heavily influenced by a small number of large stoppages. To smooth the effect of extreme years, comparisons based on periods of years are more useful than annual comparisons although the former can mask any change in

trend in the figures. Figure 1 shows the annual average for the years 1980 to 1989 for each of the 20 OECD countries presented in rank order.

Between the periods 1980-84 and 1985-89 there was a general decrease in the incidence of working days lost amongst OECD countries. Only Greece, Denmark, New Zealand and Norway recorded a higher rate.

Over the period 1985 to 1989, the United Kingdom lost an annual average of 180 days per thousand employees in employment as a result of stoppages caused by industrial disputes. This is less than one-fifth of a working day a year per employee and is 60 per cent lower than the estimate of 480 days per thousand employees in employment for the previous 5-year period. The latter figure compares with a decline of 20 per cent for the OECD as a whole.

While comparisons must be made with care, particularly between individual countries, the figures show that the United Kingdom 1985-89 average of 180 days lost a year per thousand employees was exceeded by Greece (an average of 1,480 days lost per thousand employees), Spain (650), New Zealand (500), Finland (340), Italy (300), Ireland (290), Canada (280), Denmark (240) and Australia (230). The average for Greece was influenced by an exceptionally high level of disputes which occurred in 1988.

Countries recording the lowest incidence of days lost due to industrial disputes were Austria, Germany and Switzerland (less than five days lost per thousand employees), Japan (10), the Netherlands (10), France (60), Portugal (90), United States (90) and Norway (140).

### Selected strike prone industries

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

Table 1 Industrial disputes: working days lost per 1,000 employees\* in all industries and services 1980-89

											Average†		
	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1980-84	1985-89	1980-89
United Kingdom	520	200	250	180	1,280	300	90	160	170	180	480	180	330
Denmark	90	320	50	40	60	1,060	40	60	40	20	110	240	180
France**	90	80	130	80	80	50	60	50	70	50	90	60	80
Germany (FR)	10	—	—	—	250	—	—	—	—	—	50	—	30
Greece	1,740	480	830	320	320	620	710	970	3,610	..	740	(1,480)	(1,070)
Ireland	480	500	500	380	470	520	380	320	180	60	470	290	380
Italy	1,140	730	1,280	980	610	270	390	320	230	300	950	300	620
Netherlands	10	10	50	30	10	20	10	10	—	—	20	10	10
Portugal	200	280	170	230	100	100	140	40	..	..	200	(90)	(160)
Spain	770	670	360	580	870	440	320	640	1,420	420	650	650	650
Japan	30	10	10	10	10	10	10	10	—	—	10	10	10
United States**	230	190	100	190	90	70	120	40	40	150	160	90	120
Canada**	930	890	610	460	400	130	550	230	310	180	660	280	470
Austria	10	—	—	—	—	10	—	—	—	—	—	—	—
Finland	840	340	100	360	750	80	1,350	60	90	100	480	340	410
Norway	60	20	170	—	60	40	570	10	50	10	60	140	100
Sweden	1,150	50	—	10	10	130	170	—	200	100	240	120	180
Switzerland	—	—	—	—	—	—	—	—	—	—	—	—	—
Australia	630	780	370	310	240	230	240	220	270	180	470	230	350
New Zealand	360	360	300	340	380	660	1,060	290	320	170	350	500	420

Sources: Working days lost; *International Labour Office (ILO) Yearbook of Labour Statistics 1990* (Geneva 1991). Employees in employment; ILO and OECD publications.

\* Employees in employment; some figures have been estimated.

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

\*\* Note the significant coverage differences referred to in the text.

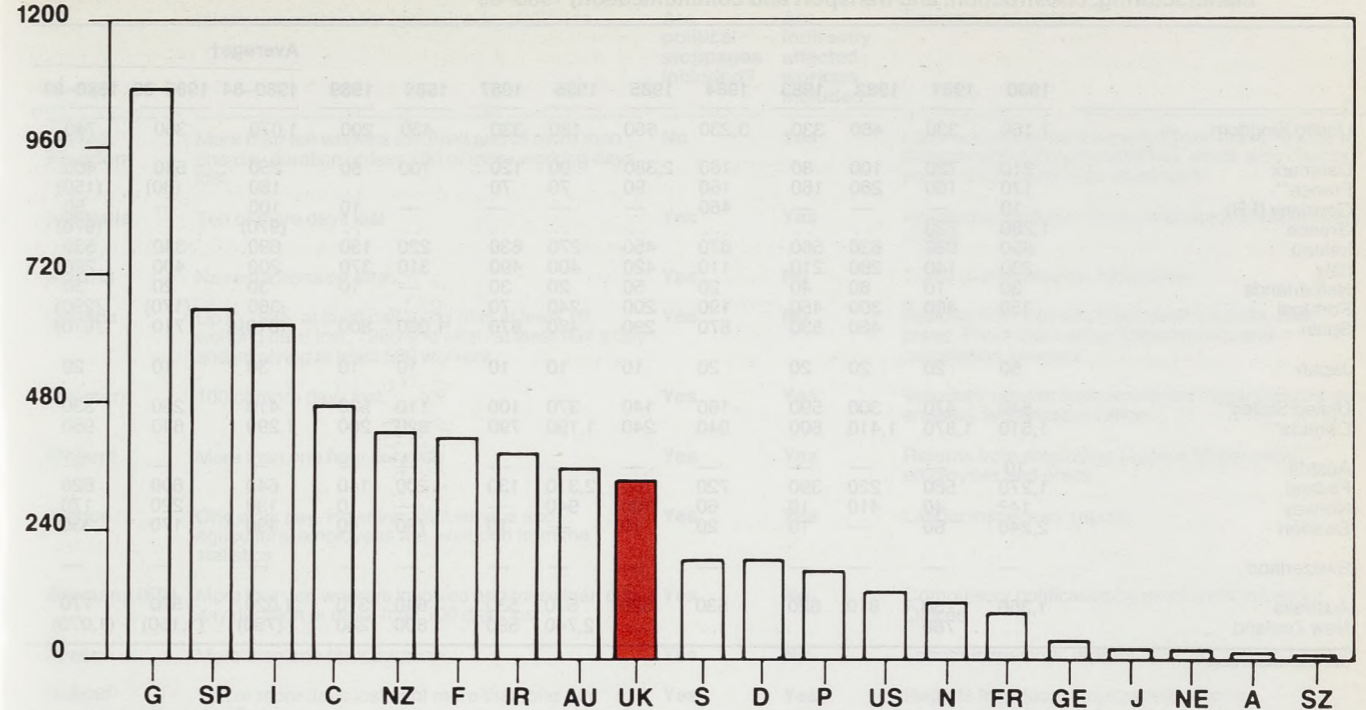
.. Break in series, see table 4 for details.

Brackets indicate averages based on incomplete data.

.. Not available.

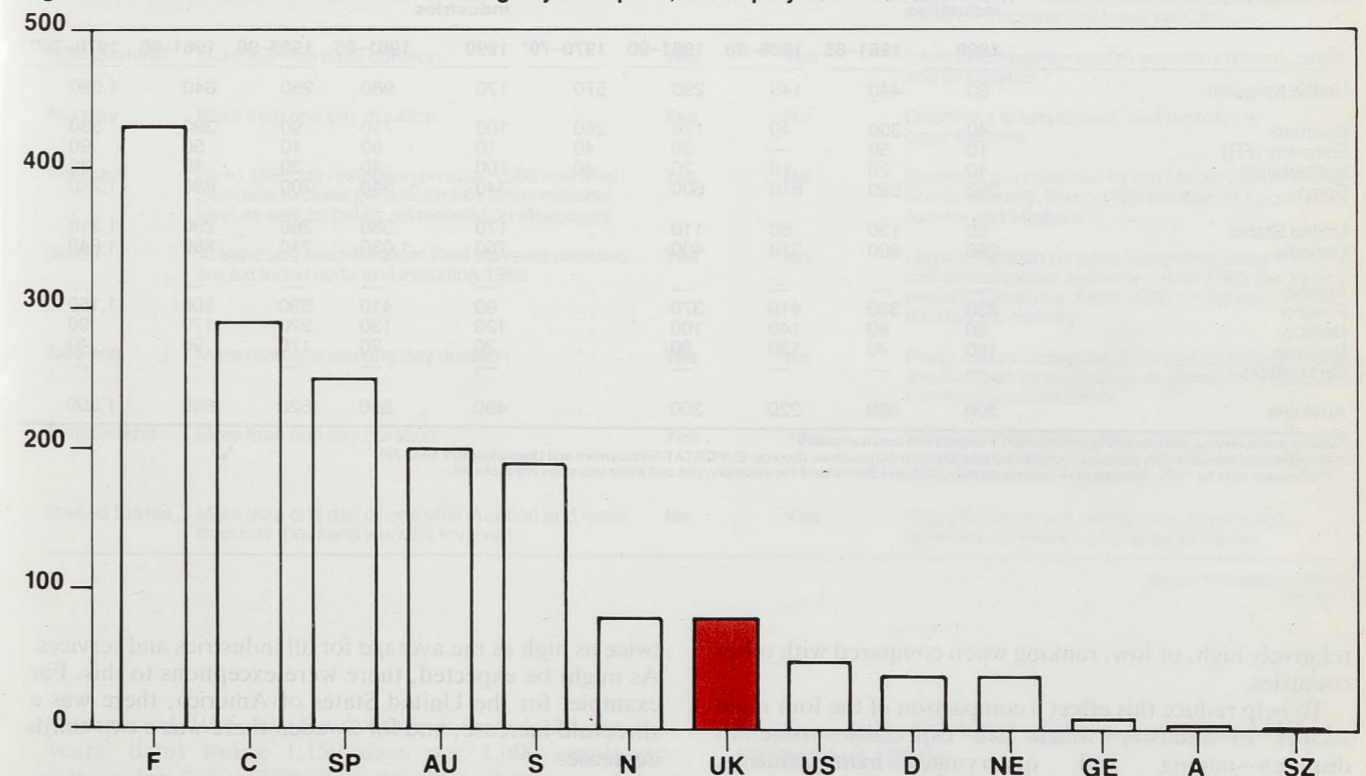
— Less than five days lost per thousand.

Figure 1 All industries and services: working days lost per 1,000 employees annual average 1980-89



For Greece and Portugal averages are based on incomplete data

Figure 2 All industries and services: working days lost per 1,000 employees in 1990



G = Greece

SP = Spain

I = Italy

C = Canada

NZ = New Zealand

F = Finland

IR = Ireland

AU = Australia

UK = United Kingdom

S = Sweden

D = Denmark

P = Portugal

US = United States

N = Norway

F = France

GE = Germany (FR)

J = Japan

NE = Netherlands

A = Austria

SZ = Switzerland

**Table 2 Industrial disputes: working days lost per 1,000 employees\* in selected industries (mining and quarrying, manufacturing, construction, and transport and communication) 1980-89**

	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	Average†		
											1980-84	1985-89	1980-89
United Kingdom	1,160	330	460	330	3,230	660	180	330	430	200	1,070	360	740
Denmark	210	720	100	80	160	2,380	90	120	100	60	250	540	400
France**	170	160	260	160	160	90	70	70			180	(80)	(150)
Germany (FR)	10	—	—	—	460	—	—	—	—	10	100	—	50
Greece	1,280	720	—	—	—	—	—	—	—	—	(970)	—	(970)
Ireland	650	930	630	560	670	450	270	630	220	130	690	340	530
Italy	230	140	280	210	110	420	400	490	310	370	200	400	290
Netherlands	30	10	60	40	20	50	20	30	—	10	30	20	30
Portugal	350	490	300	450	190	200	240	70	—	—	360	(170)	(290)
Spain	..	..	460	530	870	290	480	870	1,060	800	(610)	710	(670)
Japan	50	20	20	20	20	10	10	10	10	10	30	10	20
United States**	540	470	300	590	160	140	370	100	110	530	410	250	330
Canada**	1,510	1,870	1,410	600	940	240	1,190	790	820	200	1,290	640	960
Austria	10	—	—	—	—	—	—	—	—	—	—	—	—
Finland	1,270	560	220	390	720	160	2,310	130	200	140	640	600	620
Norway	1..	40	410	10	60	100	940	—	—	10	130	220	170
Sweden	2,240	60	—	10	20	10	—	10	790	40	490	170	330
Switzerland	—	—	—	—	—	—	—	—	—	—	—	—	—
Australia	1,350	1,730	810	620	530	520	570	530	640	370	1,020	520	770
New Zealand	..	760	..	..	..	..	2,740	590	800	280	(760)	(1,150)	(1,070)

See footnotes to table 1.

**Table 3 Industrial disputes: working days lost per 1,000 employees in all industries and selected\* industries for 1990 and the ten-year periods of 1970-79 and 1981-90**

	Working days lost per 1,000 employees in all industries					Working days lost per 1,000 employees in selected industries				
	1990	1981-85	1986-90	1981-90	1970-79*	1990	1981-85	1986-90	1981-90	1970-79**
United Kingdom	80	440	140	290	570	170	980	260	640	1,090
Denmark	40	300	40	170	260	100	710	90	390	580
Germany (FR)	10	50	—	30	40	10	90	10	50	90
Netherlands	40	20	10	20	40	100	40	30	40	80
Spain	250	590	610	600	..	340	540	700	630	1,240
United States	50	130	80	110	..	170	330	260	290	1,210
Canada	290	500	310	400	..	760	1,030	740	880	1,840
Austria	—	—	—	—	..	—	—	—	—	..
Finland	430	330	410	370	..	90	410	590	500	1,150
Norway	80	60	140	100	..	120	130	220	170	90
Sweden	190	40	130	90	..	20	20	170	90	40
Switzerland	—	—	—	—	..	—	—	—	—	..
Australia	200	390	220	300	..	490	850	520	680	1,300

\* Mining and quarrying, manufacturing, construction, transport and communication.

† For the 1970s data were only produced on an all industry basis for EC countries (Source: EUROSTAT-Employment and Unemployment 1973-79).

\*\* For Sweden data for 1970-79 relate to all sectors; for Italy, USA and Switzerland the electricity, gas and water industries are excluded.

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

To help reduce this effect a comparison of the four main sectors of industry which are especially prone to disputes—mining and quarrying, manufacturing, construction, and transport and communication—is shown in table 2. Countries where a large proportion of the workforce are employed in these industries are more likely to have a higher incidence rate than those where they are not.

Very broadly, the incidence of working days lost in 1989, in the selected industries was, in most countries, about

twice as high as the average for all industries and services. As might be expected, there were exceptions to this. For example, for the United States of America, there was a threefold increase, and for Sweden there was a two-thirds decrease.

Between 1980 and 1989 there was a general decrease in the incidence of working days lost in most countries. The United Kingdom incidence rate for the period 1985-89 was over 60 per cent lower than in the previous five years. The reduction was twice that experienced by the OECD countries as a whole.

New Zealand suffered the worst record over the five-

**Table 4 Industrial disputes: comparisons of coverage and methodology**

	Minimum criteria for inclusion in statistics	Are political stoppages included?	Are indirectly affected workers included?	Sources and notes
<b>United Kingdom</b>	More than ten workers involved and of more than one day duration unless 100 or more working days lost	No	Yes	Local unemployment benefit offices make reports to Department of Employment HQ, which also checks press, unions and large employers
<b>Australia</b>	Ten or more days lost	Yes	Yes	Information gathered from arbitrators, employers and unions
<b>Austria</b>	No restrictions on size	Yes	No	Trade unions provide information
<b>Canada</b>	Up to 1985: at least half a day plus at least 10 working days lost. 1985 and after: at least half a day and involving at least 500 workers	Yes	No	Reports from Canada Manpower Centres, also press, Provincial Labour Departments and conciliation services
<b>Denmark</b>	100 or more days lost	Yes	Yes	Voluntary reports from employers' organisations sent annually to Statistical Office
<b>Finland</b>	More than one hour duration	Yes	Yes	Returns from employers (approx 90 per cent), employees and press
<b>France</b>	One work day. However, civil service and agricultural employees are excluded from the statistics	Yes	Yes	Labour inspectors' reports
<b>Germany (FR)</b>	More than ten workers involved and more than one day duration or more than 100 days lost	Yes	No	Compulsory notification by employers to Labour Offices
<b>Greece</b>	More than one hour duration	Yes	No	Labour inspectors' reports
<b>Ireland</b>	Ten or more days lost or of more than one day duration	Yes	Yes	Reports from local employment offices
<b>Italy</b>	No restrictions on size	Yes	No	Local police reports sent to Central Institute of Statistics
<b>Japan</b>	None. However, unofficial disputes are excluded	Yes	No	Legal requirement to report to Prefectorial Labour Policy section or Labour Relations Commission
<b>Netherlands</b>	No restrictions on size	Yes	Yes	Questionnaires to employers following a strike. National Dutch Press Bureau collects relevant news items on a contractual basis for CBS
<b>New Zealand</b>	More than ten days duration	Yes	Yes	Information gathered from voluntary returns, press and employers
<b>Norway</b>	More than one day duration	Yes	No	Questions to employees' and employers' organisations
<b>Portugal</b>	Up to 1985: no restriction on size. 1986 and after: Statistics exclude general strikes at the national level as well as public administration stoppages	Yes	No	Statistics are collected by the Ministry of Labour and Social Security. From 1986 the figures exclude the Azores and Madeira
<b>Spain</b>	At least one hour duration. Civil servants disputes are excluded up to and including 1988	Yes	No	Legal obligation on party instigating strike to notify competent labour authority. Up to 1985 the figures exclude Catalonia. From 1986 the figures exclude the Basque country
<b>Sweden</b>	More than one working day duration	Yes	No	Press reports compiled by State Conciliation Service are checked by employers' organisations and sent to Central Statistical Office
<b>Switzerland</b>	More than one day duration	Yes	Yes	Federal Office for Industry, Crafts, Occupations and Employment collects press reports and checks with trade unions and employers
<b>United States</b>	More than one day or one shift duration and more than one thousand workers involved	No	Yes	Reports from press, employers, unions and agencies, followed up by questionnaires

Source: ILO Document MESS/D.2 Geneva 1991

year period 1985-89 (the average is based on just four years' data) losing 1,150 days per 1,000 employees, followed by Spain (710). Canada suffered the worst record over the previous five-year period 1980-84, losing 1,290 days per 1,000 employees, followed by the United Kingdom (1,070). The United Kingdom figure was heavily influenced by the major dispute in the coal industry in 1984-85, this one dispute having a greater impact on these narrower estimates.

**Some results for 1990 and the decades of the 1970s and 1980s**

Figure 2 shows the available data for 1990 which relates to 13 of the 20 OECD countries, presented in rank order (data for the other seven OECD countries are not yet available for 1990). Table 3 presents the 1990 figures with five year and ten year averages for comparison. Where possible the table gives data for all industries and services and for the same selected industries referred to above. The

United Kingdom, Spain and the United States show an improvement in working days lost per 1,000 employees from 1989 to 1990, whilst Denmark, the Netherlands, Canada and Australia show a deterioration.

The statistics for the most recent five-year period for which data are available, 1986 to 1990, show that the United Kingdom total fell to 140 days lost per 1,000 employees, a reduction of nearly 70 per cent of the figure for the previous five years. This compares with a decrease of just over 25 per cent for the OECD as a whole. Between the period 1981-85 and 1986-90, the incidence of working days lost in all industries and selected industries shows a marked fall in the United Kingdom, Denmark, the Federal Republic of Germany, the United States and Australia. Over the same periods there was an increase in the incidence of working days lost in Spain, Finland, Norway and Sweden. (Comparisons should not be made for the Canadian statistics since there is a break in the series in 1985—see below.)

The latest overall ten-year estimate for the United Kingdom is 290 days lost per 1,000 workers, a decrease of 12 per cent on the figure for the ten-year period ending 1989 (330 days lost per 1,000 workers).

Significant reductions in the ten-year averages for the 1980s compared with the 1970s can be seen in all countries, with the exceptions of Norway and Sweden.

#### Coverage and comparability

As with most international statistics, those on industrial stoppages need to be compared carefully; in particular, small differences among the rates shown in *tables 1, 2 and 3* may not be significant. Most countries do not require employers to provide details of strikes but instead rely on voluntary notifications of disputes to a national or local government department, backed up by news media reports.

None of the 20 OECD countries mentioned in this article aims to record the full effects of stoppages of work. For example, none measures working time lost at establishments whose employees are not involved in a dispute, but are unable to work because of shortages of materials supplied by establishments which are on strike—these are known as the secondary effects of a dispute.

This is partly because of reporting problems and partly because of the difficulty in deciding to what extent a particular firm's experiences are due to the effects of a strike elsewhere.

Similarly, other forms of industrial action, such as go-slows, work-to-rules and overtime bans are not generally reported, although some countries attempt to record the extent of these types of action, nor are their effects quantifiable with any degree of certainty. There are significant differences between countries in the criteria which exist to determine whether a particular stoppage will be entered in the official records.

Most countries exclude small stoppages from the statistics, the threshold being defined in terms of the number of workers involved, the length of the dispute, the number of days lost, or a combination of all or some of these. These are summarised in *table 4*. The United Kingdom, for example, excludes disputes involving fewer than ten workers or lasting less than one day, unless the aggregate number of days lost exceeds 100. The Federal Republic of Germany adopts the same criteria and a number of other countries' thresholds are similar—any differences in thresholds could significantly affect the number of working days lost.

There are three countries which are exceptions to the generalisation about reporting thresholds—the United

States, Canada and Denmark. In 1981 the United States revised its series of industrial stoppage statistics to include only those disputes involving more than 1,000 workers, whereas previously the threshold had been six workers. It is estimated that this change reduced the recorded number of working days lost by between 30 and 40 per cent. The United States figures presented in the tables have been adjusted to be consistent with current coverage. In 1987 Canada revised the criteria for inclusion of an industrial dispute in its statistics. This was a response to unfavourable comparisons being made between the industrial disputes records of the United States and Canada. Consequently, there is a break in the series for Canadian statistics between the years 1984-85.

Similarly, but not with such a marked effect on the level of working days lost, Danish statistics do not record disputes in which fewer than 100 working days are lost. The incidence rates for these countries are clearly not directly comparable with those for the UK, the Federal Republic of Germany and other countries with similar thresholds.

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

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

The inclusion or omission of those workers indirectly involved in a stoppage (those who are unable to work because others at their workplace are on strike) varies between countries.

Half the countries listed in *table 4*—including the UK, the Netherlands, New Zealand and the USA—attempt to include them. Among the countries which exclude those who are indirectly involved at a workplace where others are on strike are France, the Federal Republic of Germany and Japan.

This could lead to extensive under-recording of the amount of working time lost at establishments suffering industrial stoppages. This would be most serious where the actions of a minority have a large impact on the rest of the workforce and the least where there was a general withdrawal of labour.

Consequently, even though the Federal Republic of Germany for example, has a similar threshold for inclusion of disputes as that used in the UK, comparisons between the two countries' records should be made with care. No country attempts to evaluate the secondary effects of a dispute by trying to include workers laid off at a workplace not directly involved with a dispute (for example, because of lack of materials). ■

#### Footnote

1 There are 24 member countries of the Organisation for Economic Cooperation and Development (OECD). Belgium, Iceland, Luxembourg and Turkey are excluded from the analyses because statistics are not readily available. Countries included in the analyses are ranked according to the number of working days lost per employee, with the country experiencing the lowest incidence rate give the rank of 1.

Statistics for 1990 are available for only 13 of the 20 OECD countries covered in the article.

## Special Feature

### Employee involvement: a recent survey

by Angelika Hibbett

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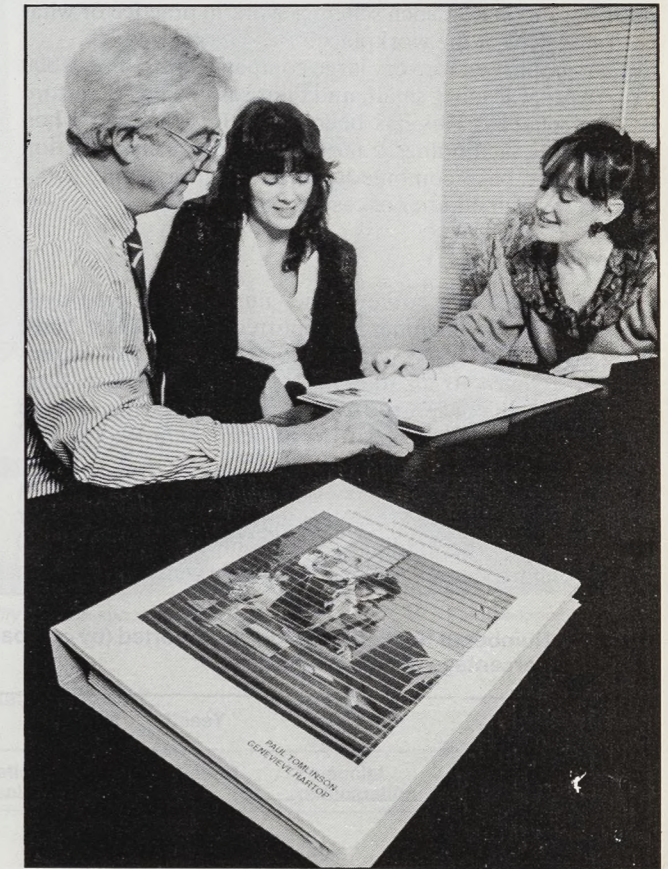
The 1991 Section 1 Survey, conducted by the Employment Department, analysed employee involvement practices reported by 377 British companies. This article presents the main findings.

#### Key findings

- Employee involvement arrangements reported have increased further compared to the high levels found in the 1988 survey. Virtually all companies to which the legislation applies (that is, with over 250 employees) now report at least one employee involvement practice in their annual reports.
- Employee involvement reporting increases with company size, but the largest relative increase between the 1988 and the 1991 surveys occurs in the smaller companies.
- Reported financial participation (for example, employee share schemes and incentive and bonus payments) has risen substantially, from 53.2 per cent in 1988 to 76.9 per cent of all companies in 1991. Over half of all survey companies have a share scheme which all employees can join.
- Types of practices reported show a shift towards more informal structures for employee involvement, away from formal, committee-based arrangements.
- There is also more emphasis now on involving employees in improving quality and business performance.

□ Under Section 1 of the Employment Act 1982 companies with over 250 employees are required to state in their annual reports what action they have taken to promote employee involvement<sup>1</sup>. Within this so-called 'Section 1 reporting', they have to describe steps which have been taken to introduce, maintain or develop arrangements in the following areas:

- **Information/communication**—providing employees systematically with information on matters of concern to them as employees.
- **Consultation**—consulting employees or their representatives on a regular basis so that the views of employees can be taken into account in making decisions which are likely to affect their interests.



- **Financial participation**—encouraging the involvement of employees in the company's performance through an employees' share scheme or by some other means.
- **Economic awareness**—achieving a common awareness on the part of all employees of the financial and economic factors affecting the performance of the company.

#### The 1991 survey

The findings presented in this article are taken from the fourth Employment Department survey of Section 1 reporting. A more detailed analysis of the survey results will be published in a report in the Employment Department Research Series in spring 1992<sup>2</sup>.



Previous surveys were carried out in 1985, 1986 and 1988<sup>3</sup>. The current survey, which was conducted by the Department's Social Science Research Branch, differs from the previous ones in that it is based on a statistically random sample of companies with over 250 employees.

To increase reliability, the sample size was also larger (377 companies). While the previous surveys considered a sample of British company reports, the 1991 survey used a more comprehensive framework, including subsidiaries of British and foreign parent companies, in order to give a more accurate representation of Section 1 reporting across British industry as a whole. Further details of the survey methodology are given in the Technical note.

The survey illustrates the forms of employee involvement arrangements chosen by a variety of firms and, by comparison with the 1988 survey, highlights recent trends. Its findings should present a reliable baseline of provision currently in place in medium-sized and larger British companies. Readers should note, however, that although company reports may provide a useful overview of the employee involvement approaches adopted by different companies, they do not give comprehensive information on how such schemes work in practice or what their impact is at the workplace.

The sample size for very large companies with over 5,000 employees was fairly small, and their results may therefore be less reliable. This has been taken into account when interpreting the findings. Likewise, industrial classification groups have been combined, as certain groups only had a relatively small number of cases.

## Overview

Since the 1988 survey, the number of employee involvement arrangements reported appear to have increased<sup>4</sup>. Nearly 40 per cent of all survey companies made reference to all four Section 1 categories in their reports, and the proportion of companies referring to three or four categories has risen from 61 per cent in 1988 to 72.7 per cent in 1991 (see table 1).

That there has indeed been a genuine and consistent increase in employee involvement reported is further confirmed by the findings of a comparison of the 50 predominantly larger companies which were included in

both surveys. The proportion of these companies referring to three or four categories has increased from 80 per cent in 1988 to 92 per cent in 1991.

## Foreign-owned companies

The one important exception to this generally high level of Section 1 reporting are subsidiaries of foreign parent companies, which are included in the parent company's report. Only 10 per cent of these subsidiaries report three or four categories, compared to over 87 per cent of their UK counterparts. Most of the employee involvement arrangements that do get reported relate to financial participation only, and a large majority of such schemes were for senior employees and executives only. It is likely, however, that such limited reporting of employee involvement practices mirrors reporting practices in the foreign parent company's country, rather than any lack of employee involvement activities among such companies.

## Company size

The incidence of Section 1 reporting increases with company size (the only exception being in the 'subsidiaries/foreign parent companies' category, where the small sample size makes results less reliable). This is confirmed by the fact that subsidiaries of British parent companies, which will be part of larger groups, report more Section 1 categories than 'independent/own company report' companies of the same size, except for the uniformly very high levels of reporting in the very large companies. All companies with 5,000 or more employees now report at least three categories.

## Categories reported

Each Section 1 category is reported by at least two-thirds of our random sample of companies (see table 2). Three out of the four categories (information/communication, financial participation, and economic awareness) show an increase over the 1988 figures.

This increase is particularly high (over 23 percentage points) in the case of financial participation. As can be seen, the differences between 1988 and 1991 in the proportion of companies referring to consultation are



There is more emphasis now on involving workers in the improvement of quality and the success of the business.

Photo: Marks and Spencer plc

Table 1 Number of Section 1 categories reported (by company size and status)  
Percentage of companies

	Year	Number in survey	None	One	Two	Three	Four	Companies reporting three/four categories
<b>250-1,000 employees</b>								
Independent/own report	1991	n=90	10.0	6.7	21.1	41.1	21.1	62.2
Subsidiary/British parent	1991	n=153	—	5.9	7.8	34.0	52.3	86.3
Subsidiary/foreign parent	1991	n=24	29.2	41.7	16.7	4.2	8.3	12.5
Total	1988	n=200	8.0	14.8	21.6	31.8	23.9	55.7
Total	1991	n=267	6.0	9.4	13.1	33.7	37.8	71.5
<b>1,001-5,000 employees</b>								
Independent/own report	1991	n=30	—	3.3	20.0	53.3	23.3	76.6
Subsidiary/British parent	1991	n=43	—	2.2	9.3	14.0	74.4	88.4
Subsidiary/foreign parent	1991	n=15	—	93.3	—	6.7	—	6.7
Total	1988	n=66	6.1	7.1	15.3	33.7	37.8	71.5
Total	1991	n=88	—	18.2	11.4	26.1	44.3	70.4
<b>Over 5,000 employees*</b>								
Independent/own report	1991	n=9	—	—	—	55.6	44.4	100.0
Subsidiary/British parent	1991	n=12	—	—	—	58.3	41.7	100.0
Total	1988	n=16	2.1	5.2	7.2	18.6	67.0	85.6
Total	1991	n=21	—	—	—	57.1	42.9	100.0
Totals	1988	n=282	7.2	12.5	19.3	31.5	29.5	61.0
	1991	n=377	4.5	10.9	11.9	33.2	39.5	72.7

\* The 'Subsidiary/foreign parent' category had to be excluded from this group because of an insufficient number of cases (1). It is, however, included in the grand total.

Table 2 Section 1 categories reported (by company size and status)  
Percentage of companies

	Year	Number in survey	Information/communication	Consultation	Financial participation	Economic awareness
<b>250-1,000 employees</b>						
Independent/own report	1991	n=90	76.7	65.6	45.6	74.4
Subsidiary/British parent	1991	n=153	92.2	74.5	92.8	73.2
Subsidiary/foreign parent	1991	n=24	25.0	16.7	79.2	25.0
Total	1988	n=200	73.9	70.5	47.7	56.8
Total	1991	n=267	80.9	66.3	75.7	69.3
<b>1,001-5,000 employees</b>						
Independent/own report	1991	n=30	93.3	80.0	46.7	83.3
Subsidiary/British parent	1991	n=43	97.7	79.1	95.3	90.7
Subsidiary/foreign parent	1991	n=15	6.7	—	100.0	6.7
Total	1988	n=66	82.7	80.6	63.3	63.3
Total	1991	n=88	80.7	65.9	79.5	73.9
<b>Over 5,000 employees*</b>						
Independent/own report	1991	n=9	100.0	77.8	77.8	88.9
Subsidiary/British parent	1991	n=12	100.0	75.0	91.7	75.0
Total	1988	n=16	90.7	90.7	81.4	80.4
Total	1991	n=21	100.0	76.2	85.7	81.0
Totals	1988	n=282	76.9	74.0	53.2	59.6
	1991	n=377	81.7	66.6	76.9	70.8

\* The 'Subsidiary/foreign parent' category had to be excluded from this group because of an insufficient number of cases (1). It is, however, included in the grand total.



Information passing, interactive practices and financial participation all appear to have increased in the past few years.

Photo: Erskine Ltd

accounted for to a large extent by the inclusion of subsidiaries of foreign parent companies.

Another factor may be a more unitarist attitude on the part of management, that is, an approach based on teamwork rather than conflicting interests. This favours informal means of consultation rather than a formal committee structure. For all categories, the frequency of employee involvement arrangements reported increases with company size.

#### Industry groupings

There are slightly higher levels of Section 1 reporting in 'services' compared to 'manufacturing industries'. The proportion of companies referring to three or four

categories in their report is 76.4 per cent for services, compared with 68.4 per cent for manufacturing industries. This is again largely due to the relatively high proportion of subsidiaries of foreign parent companies in this group.

Looking at individual industries, 'construction', 'distribution, hotels and catering, repairs', 'transport and communication', and 'banking, finance and insurance' generally report more categories than average. When excluding foreign subsidiaries, 'minerals, metals and chemicals' and 'metal goods and engineering' also tend to refer to more categories than average. On the other hand, just as consistently 'agriculture, forestry and fishing', 'other manufacturing' and 'other services' tend to report rather less in all four categories.

#### Financial participation

This category of employee involvement has increased the most in recent years. Over three-quarters of all survey companies now operate some form of financial participation to involve employees in their firm's success, and over half of all companies report having a share scheme which all employees can join (subject to any minimum service requirements), although share schemes of large company groups may not cover all subsidiaries. The incidence of financial participation and share schemes in particular increases with company size.

There is a lower proportion of companies reporting share schemes, all-employee share schemes, discretionary schemes (usually restricted to senior or executive employees) and, correspondingly, companies with both types of share scheme in the service industries. This difference is consistent throughout.

Interestingly, while the proportion of companies which operate both types of share scheme (all-employee and discretionary) is similar irrespective of company size, larger companies are more likely to report all-employee schemes, and smaller companies executive and discretionary schemes (see table 3). Thus, the survey shows that the proportion of employees covered by all-employee schemes is much larger than the proportion of companies operating them<sup>5</sup>.

For individual industries, a higher proportion of companies in banking, finance and insurance, and construction refer to financial participation. Construction companies are also more likely to report all-employee share schemes (74.2 per cent compared to the average of 55.4 per cent for all companies).

The proportion of companies making incentive and bonus payments, including cash-based profit-sharing, has risen to 26.3 per cent. This figure is higher in larger

companies, and in the service industries, where 28.6 per cent now operate such arrangements. It is significantly higher for subsidiaries of foreign parent companies (60 per cent). When these subsidiaries are excluded, the total proportion of companies making such payments is 22.3 per cent. Although incentives and bonuses are more common for larger firms, the highest increase between 1988-91 has been for the smaller companies (250-1,000 employees).

#### Employee involvement practices

The survey findings reveal several trends in employee involvement practices. **Larger companies** are more likely to report a wider range of techniques, which confirms the earlier findings regarding the number of Section 1 categories reported (see table 4).

The main means of **passing on information** to employees is through publications, particularly in larger firms.

Table 3 Types of share scheme reported 1991  
Percentage of all companies

	251-1,000 employees	1,001-5,000 employees	Over 5,000 employees	Total
	n=267	n=88	n=22	n=377
Companies with share schemes	71.2	76.1	81.8	72.9
<b>Type of share scheme reported (Percentage of all companies with share schemes)</b>				
	n=190	n=67	n=18	n=275
All-employee share schemes	75.8	71.6	94.4	76.0
Executive/discretionary share schemes	92.6	89.6	77.8	90.9
Both types of share scheme	68.4	61.2	72.2	66.9

Table 4 Employee involvement practices (by company size)  
Percentage of companies

	251-1,000 employees		1,001-5,000 employees		Over 5,000 employees		Total	
	1991 n=267	1988 n=200	1991 n=88	1988 n=66	1991 n=22	1988 n=16	1991 n=377	1988 n=282
<b>Information passing</b>								
Publications	37.8	25.0	45.5	51.0	59.1	68.0	40.8	33.5
Employee report/accounts	16.9	15.9	17.0	42.9	31.8	38.1	17.8	23.5
Presentations/seminars	10.9	5.7	23.9	11.2	36.4	30.9	15.4	8.4
Noticeboards	4.9	3.4	9.1	14.3	4.5	4.1	5.8	6.0
<b>Total (information passing)</b>	<b>47.9</b>	<b>38.6</b>	<b>55.7</b>	<b>66.3</b>	<b>68.2</b>	<b>76.3</b>	<b>50.9</b>	<b>47.2</b>
<b>Interactive practices</b>								
Meetings/management line communications	50.6	55.7	59.1	69.4	54.5	84.5	52.8	60.5
Briefing or discussion groups	22.5	13.6	29.5	27.6	27.3	46.4	24.4	18.7
Access to senior management	13.1	10.2	25.0	9.2	22.7	17.5	16.4	10.4
Consultative councils/groups (incl local)	43.1	55.7	43.2	68.4	50.0	80.4	43.5	60.0
TU and staff association channels	30.3	31.8	28.4	35.7	36.4	49.5	30.2	33.7
Quality circles and suggestion schemes	14.6	8.0	21.6	12.2	9.1	12.4	15.9	9.2
Training	35.6	22.7	45.5	21.4	63.6	43.3	39.5	23.6
Health and Safety committees/Welfare committees	29.6	13.6	35.2	23.5	40.9	26.8	31.6	16.7
Pension scheme involvement	8.2	10.2	12.5	15.3	13.6	22.7	9.5	12.1
<b>Total (interactive practices)</b>	<b>77.9</b>	<b>69.3</b>	<b>83.0</b>	<b>82.7</b>	<b>95.5</b>	<b>89.7</b>	<b>80.1</b>	<b>73.6</b>
<b>Financial participation</b>								
Employee share schemes	71.2	44.3	76.1	62.2	81.8	78.4	72.9	50.4
Incentive and bonus payments	24.7	15.9	30.7	23.5	27.3	27.8	26.3	18.3
<b>Total (financial participation)</b>	<b>75.7</b>	<b>47.7</b>	<b>79.5</b>	<b>63.3</b>	<b>81.8</b>	<b>81.4</b>	<b>76.9</b>	<b>53.2</b>
<b>Other</b>								
Career development, TQM, Attitude surveys, Monthly management accounts, Board level participation, Study groups	15.7	13.6	20.5	19.4	18.2	47.4	17.0	16.8
<b>Total companies reporting any practice (per cent)</b>	<b>92.9</b>	<b>85.2</b>	<b>97.7</b>	<b>93.9</b>	<b>100.0</b>	<b>97.9</b>	<b>94.4</b>	<b>88.0</b>

Presentations and seminars have also become more important recently.

There has been an increase in **training**. Briefing and discussion groups are also more common now. Increases in training, briefing groups, quality circles and suggestion schemes, which were in the current survey reported by 21.6 per cent of companies with 1,001-5,000 employees, suggest an increased emphasis on quality and on closer involvement of employees in improving business performance.

Many company reports (16.5 per cent) made specific mention of Total Quality Management and Human Resource Management initiatives, **developing employees' resources** and the contribution they make to the company's success.

In contrast, **consultation** based on formal committee structures appears to have reduced somewhat. This confirms the findings for the broader consultation category, which may reflect a more unitarist approach. In recent years companies appear to have concentrated on expanding employee involvement arrangements other than formal consultation: employees are consulted individually and in work groups. This shift in emphasis is also supported by the increase in access to senior management, from 10.4 per cent in 1988 to 16.4 per cent in 1991.

(It should be noted, however, that the apparent decrease between the incidence of consultative councils/groups in 1988 and 1991 is probably not as significant as the figures suggest, due to slight inconsistencies in the data collection in 1988, that is, entering joint consultative committees and joint working groups on health and safety in both the appropriate category *and* under 'consultative councils/groups'. In the current survey each practice referred to has been recorded only once.)

On the other hand, health and safety committees, which mainly comprise joint committees on health and safety matters, are reported more often now, which further confirms the emphasis on joint involvement in increasing the quality of working life.

On the whole, increased in reported employee involvement practices have tended to be higher, and decreases lower, for **smaller companies** (250-1,000 employees). This may indicate that these companies have in recent years been 'catching up' with their larger counterparts.

This is further confirmed by the fact that there were more statistically significant differences between company size

groups in reported employee involvement practices in the 1988 survey than in the 1991 survey. So, while company size is still an important factor, it seems that the differences between smaller and larger companies are diminishing, and that a generally high level of employee involvement reporting is becoming more common.

### Conclusion

The 1991 survey shows that, in line with a general increase in the number of categories referred to, there has also been an increase in the variety of detailed practices reported. Information passing, interactive practices and financial participation all appear to have increased in the past few years, with specific references to forms of financial involvement in particular showing a substantial increase over this period.

This indicates that employee involvement arrangements have been consolidated and developed over recent years to suit individual companies, and that they are now, even more than previously, an established part of working life. Virtually all companies (94.4 per cent) specifically refer to at least one employee involvement practice in their report, and there are only slight differences between company sizebands and industrial sectors in this respect.

Regarding the types of employee involvement arrangements reported, there appears to be an increased move to more informal structures. There is also now, more than before, an emphasis on involving workers in the improvement of quality and the success of the business. ■

### Footnotes

- This is set out under Section 1 of the Employment Act 1982 (later consolidated as Section 235 and Schedule 7 Part V of the Companies Act 1985, as amended by the Companies Act 1989).
- Employee Involvement: Findings from the 1991 Section 1 Survey*, Employment Department Research Paper, to be published spring 1992.
- See the following *Employment Gazette* features: 'Section 1—increasing the impact', June 1985, pp 237-240; 'Involving the staff', March 1987, pp 147-149; and 'Employee involvement', October 1988, pp 573-575.
- The slight decrease in the proportion of companies with 1,000-5,000 employees reporting three or four Section 1 categories is due to the inclusion of subsidiaries of foreign parent companies in the current survey, 93.3 per cent of whom only refer to one category.
- The 1,000-5,000 employees' group is again to some extent an exception due to the relatively large proportion of subsidiaries of foreign parent companies which only operate discretionary schemes. If these are excluded, the outlined relationship between company size and type of scheme is very clear.

## Technical note

A random sample of 655 British companies with 251 or more employees was obtained from Dun & Bradstreet in March 1991. Companies in Northern Ireland were excluded because they are covered by different legislation. Likewise, partnerships and societies such as building societies, and holding companies without employees have also been excluded. Of the remaining sample of 583 companies, 377 companies' reports were surveyed, a response rate of 64.7 per cent. Several of the companies were covered by larger parent companies' reports; in all, 333 separate reports were studied.

Reports were surveyed in detail, and employee involvement arrangements mentioned were recorded on individual survey sheets. The recorded information was double-checked for each report. This detailed information was subsequently combined into more general types of provision. To enable comparison with the previous survey, the 1988 data were also put onto the computer database. However, this earlier survey did not collect information on companies' industrial sector and

status, or types of share schemes, so only a limited comparison is possible.

For the 1991 survey there was a slight bias in the responses towards larger companies, compared to the survey sample. However this was not significant at the 0.05 level, therefore the respondent sample was not weighted. There was very little bias in the distribution regarding industrial sectors, and this was not significant at the 0.001 level. However, there was a much more pronounced difference regarding the size distribution of the 1988 survey, which was biased strongly towards larger companies, which made up 34.3 per cent, compared to 5.8 per cent in the 1991 responses. This old sample was therefore weighted to match the new respondent sample.

50 companies are included in both the 1988 and the 1991 surveys, and they were combined for a panel study (unweighted). This is also included in the forthcoming Research Paper. All analyses were carried out using the computing package SPSS PC+.

# Labour Market Data

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## Publication dates of main economic indicators Dec 1991-Feb 1992

### Labour Market Statistics: Unemployment, employment, vacancies, earnings hours, unit wage costs, productivity and industrial disputes

December 19, Thursday  
January 16, Thursday  
February 13, Thursday

### Retail Prices Index

December 13, Friday  
January 17, Friday  
February 14, Friday

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

**Unemployment and vacancies:** 071-273 5532.  
**Retail Prices Index:** 0923 815281 (Ansafone Service)

**Employment and hours:** 0928 715151 ext. 2564/5/6.  
**Average Earnings Index:** 0928 794591/794547.

# Commentary

## Labour market commentary

### Summary

The workforce in employment in the United Kingdom was 26,177,000 in June 1991. This represents a fall of 220,000 in the second quarter of 1991 and a fall of 712,000 over the year to June 1991.

The number of employees employed in manufacturing industry in Great Britain, at 4,693,000, is estimated to have fallen by 18,000 in September 1991. Employment in manufacturing fell by 348,000 over the year to September 1991, compared with a fall of 68,000 in the previous twelve months.

Unemployment in the UK (seasonally adjusted) rose by 15,700 between September and October 1991 to 2,472,900. This was the nineteenth consecutive month that unemployment has risen. The level is now 866,300 higher than in March 1990 when the current upward trend began. Unemployment is at its highest

level since January 1988 (2,510,100) but remains 651,100 (20.8 per cent) lower than at its peak in July 1986. The unemployment rate in October 1991 was 8.7 per cent of the workforce, an increase of 0.1 percentage points from the rate for September.

The underlying rate of increase in average earnings in Great Britain in the year to September 1991 was 7.4 per cent (provisional estimate). Average earnings are now 2.5 per cent lower than July 1990 peak.

Output for the manufacturing sector in the three months ending September 1991 was 5.4 per cent lower than in the three months ending September 1990. Unit wage costs in manufacturing in the three months to September 1991 were 6.4 per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 4.1 per cent in September 1991, compared with 4.7 per cent for the year to August 1991.

It is provisionally estimated that 0.7 million working days were lost through stoppages of work due to industrial disputes in the 12 months to September 1991. This compares with 2.5 million days lost in the previous 12 months and an annual average over the ten-year period ending September 1990 of 6.2 million days.

Overseas residents made an estimated 2,210,000 visits to the United Kingdom in August 1991, while United Kingdom residents made about 4,350,000 visits abroad.

### Economic background

The latest preliminary output based estimate for the United Kingdom economy shows that *Gross Domestic Product (GDP)* in the third quarter of 1991 was 1/4 per cent higher than in the previous

quarter, but was 2.1/4 per cent lower than in the same quarter of 1990.

*Output of the production industries* in the third quarter of 1991 increased by 1 per cent compared with the previous quarter, and was 2 per cent lower than in the same period a year earlier.

*Manufacturing output* in the third quarter of 1991 was unchanged from the previous three months and was 5.1/2 per cent lower than in the same period a year earlier. Within manufacturing, between the two latest quarters, there were increases of 4 per cent in the output of the chemicals industry, 2 per cent in the output of 'other minerals' and 1 per cent in the output of textiles and clothing and the metals industry. Food, drink and tobacco and 'other manufacturing' remained almost unchanged whilst engineering and allied industries fell by 2 per cent.

In the three months to September 1991 output in the energy sector was 4 per cent higher than in the previous three months and was 7 per cent higher than in the same period a year earlier.

Latest estimates suggest that in the second quarter of 1991 *consumers' expenditure* was £67.7 billion (at 1985 prices and seasonally adjusted), approximately the same as the level of spending of the previous quarter but 1.1/2 per cent lower than the same period a year earlier.

The provisional October 1991 estimate of the volume of *retail sales* is 1/2 per cent lower than the figure for September but the same as that for August 1991. Over the period August 1991 to October 1991, sales were 1/4 per cent lower than in the previous three months (after seasonal adjustment) and 1/4 per cent lower than in the same period a year earlier.

*New credit advanced to consumers* in September 1991 (excluding loans by banks on personal accounts, insurance companies and retailers) was estimated to have been £3.9 billion (seasonally adjusted), the same as recorded in August 1991. *Total consumer credit* outstanding at the end of September 1991 is estimated to have been £52.6 billion (seasonally adjusted) nearly 3 per cent higher than a year earlier.

*Fixed investment* (capital expenditure, see Table 0.1 note 8 for definition) in the second quarter of 1991 at constant prices was estimated to have been 3 per cent lower than in the previous quarter

and 14 per cent lower than the same period a year earlier. *Fixed investment by the manufacturing industries* (including leased assets and seasonally adjusted) for the second quarter of 1991 was 6 per cent lower than in the previous quarter and over 19 per cent lower than in the first quarter of 1990.

The latest estimate of *stockbuilding by manufacturers, wholesalers and retailers* in the second quarter of 1991 (at 1985 prices and seasonally adjusted) indicates a fall of £1,883 million following a fall of £1,310 million in the previous quarter. *Manufacturers* reduced their stocks by £889 million following a fall of £591 million in the previous quarter. *Wholesalers' stocks* fell by £245 million in the second quarter following a fall of £136 million in the previous quarter. *Retailers* reduced their stocks by £401 million following a reduction of £227 million in the previous quarter.

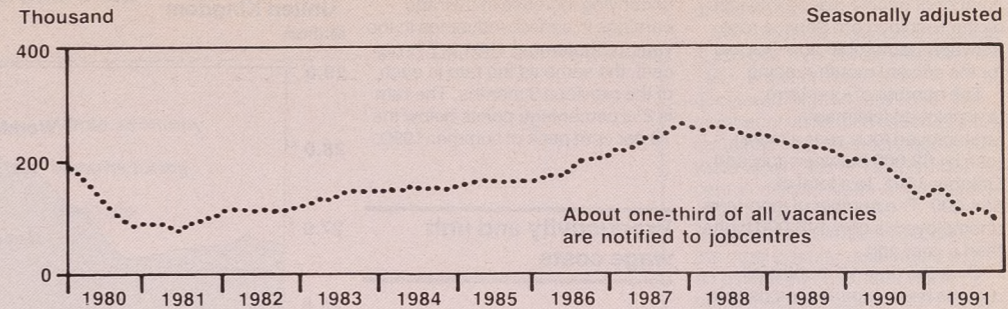
*Visible trade* in the three months to September 1991 was in deficit by £2.1 billion, little changed from the previous three months. The surplus on trade in oil was £0.4 billion in the three months to September while the deficit on non-oil trade fell by £0.2 billion to £2.5 billion.

The *volume of exports* in the three months to September 1991 was 1 per cent higher than in the previous three months and 5 per cent higher than a year earlier. *Import volume* in the three months to September 1991 was 1.1/2 per cent higher than in the previous three months but 1 per cent lower than a year earlier.

The *current account of the balance of payments* in the three months to September 1991 was estimated to have been in deficit by £1.5 billion, compared with a deficit of £0.7 billion in the previous three months.

Sterling's effective *Exchange Rate Index (ERI)* for October 1991 was 90.5 (1985=100), 1/2 per cent lower than September 1991. The currency was unchanged against the US Dollar, but fell by 3 per cent against the Japanese Yen, and by

### JOBCENTRE VACANCIES: United Kingdom



1/2 per cent against the Deutschemark. ERI was 4.1/2 per cent lower than October 1990; over the period sterling fell by 11 per cent against the US Dollar, by 11 per cent against the Japanese Yen and by 2 per cent against the Deutschemark.

On September 4 1991 the UK *base lending rate* was reduced from 11 per cent to 10.5 per cent which followed the 1/2 per cent reduction announced on July 12.

The *Public Sector Borrowing Requirement (PSBR)*, not seasonally adjusted, in October 1991 is provisionally estimated to have been minus £2.1 billion (ie a net repayment). Privatisation proceeds were £1.5 billion in October 1991. The PSBR excluding privatisation proceeds was £13.8 billion in the first seven months of 1991-92, compared with £4.7 billion in the same period last year.

### Employment

New figures are available this month for employees in the production industries in Great Britain in September 1991. New figures this month estimate that the number of employees employed in manufacturing industry in Great Britain fell by 18,000 in September 1991 to 4,693,000. This follows falls of 36,000 in August, 36,000 in June and 33,000 in July 1991.

Over the year to September 1991, employment in manufacturing industries fell by 348,000 compared with a fall of 68,000 in the previous year.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) was 26,177,000 in June 1991. This represents a fall of 712,000 over the year and a fall of 220,000 in the second quarter of 1991. It is now 712,000 below the June 1990 peak (assuming no change in self-employment).

The number of employees in the energy and the water supply industries in Great Britain fell by 9,000 in September 1991 to 432,000. This follows a fall of 1,000 in August and a rise of 5,000 in July 1991.

Overtime working by operatives in the manufacturing industries in Great Britain stood at 9.82 million hours per week in September 1991, a fall of 0.35 million hours per week since August.

Short-time working by operatives stood at 0.86 million hours per week in September 1991, a fall of 0.09 million hours per week since August.

The index of average weekly hours (1985=100) worked by operatives in manufacturing (which takes account of hours of overtime and short time as well as normal basic hours) stood at 99.0 in September 1991 compared with 99.2 in August 1991.

### Unemployment and Vacancies

The *seasonally adjusted level of claimant unemployment* in the United Kingdom increased by 15,700 between September and October 1991 to 2,472,900. This was the nineteenth consecutive month that unemployment has risen. The level is now 866,300 higher than in March 1990 when the current upward trend began. Unemployment is at its highest level since January 1988 (2,510,100) but remains 651,100 (20.8 per cent) lower than at its peak in July 1986. The unemployment rate in October 1991 was 8.7 per cent of the workforce, an increase of 0.1 percentage point from the rate for September.

Between September and October 1991 total unemployment fell slightly in the Northern region, Wales and Scotland. In Wales and Scotland, this was a result of increases in male unemployment being more than offset by falls in female unemployment. In the Northern region female unemployment fell, whilst male unemployment remained unchanged. In Scotland unemployment fell for the second consecutive month. Total unemployment increased in all other regions.

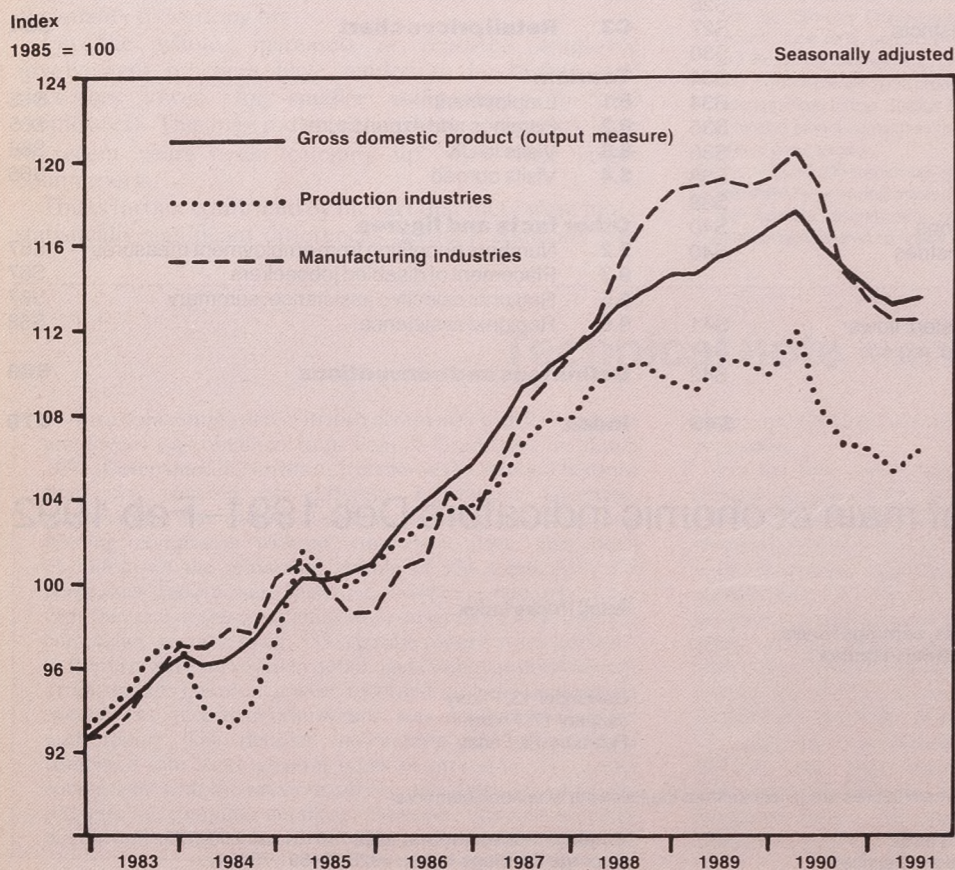
The unemployment rate is higher than a year ago in all regions of the UK. There has been an increase in the United Kingdom rate in the 12 months to October 1991 of 2.7 percentage points.

The UK unadjusted total of claimants decreased by 24,669 between September and October 1991 to 2,425,990 or 8.5 per cent of the workforce, down 0.1 percentage points from the rate for September 1991.

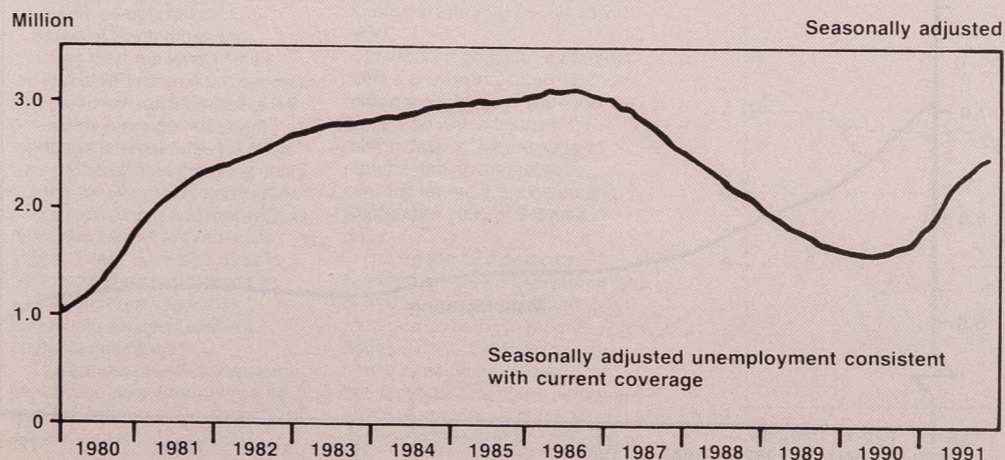
The number of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) fell by 3,000 between September and October 1991 to 103,500. There were falls in vacancies in the South East (including London), the West Midlands, the North West and Northern Ireland. All other regions showed a rise in unfilled vacancies. Nationally, vacancies remain 42,200 (29 per cent) lower than a year ago.

The number of new vacancies

### OUTPUT INDICES: United Kingdom



### UNEMPLOYMENT: United Kingdom



notified to Jobcentres and the number of people placed into jobs by the Employment Service rose between September and October for the second month running.

The number of long-term unemployed (claimants unemployed for a year or more) rose by 62,000 between July and October 1991, to a total of 654,000. The number of long-term unemployed is now 146,000 higher than a year ago.

Over the past 12 months all regions have experienced rises in long-term unemployment with the largest in the South West, East Anglia and the South East, including London.

Long-term unemployment among 18-24 year olds is now 37,900 or 54 per cent higher than a year ago but remains less than half what it was five years ago. Among those aged 25 and over, it has risen by 102,100 or 24 per cent over the last 12 months but remains around half the figure of five years ago. Among those aged 50 and over, long-term unemployment rose 4,600 between July and October 1991 but remains 2,000 lower than a year ago, and is down by a half over the past three years.

The number of people unemployed for five years or more has continued to fall, down 17,400 (12 per cent) compared with a year ago, to its lowest level since January 1985.

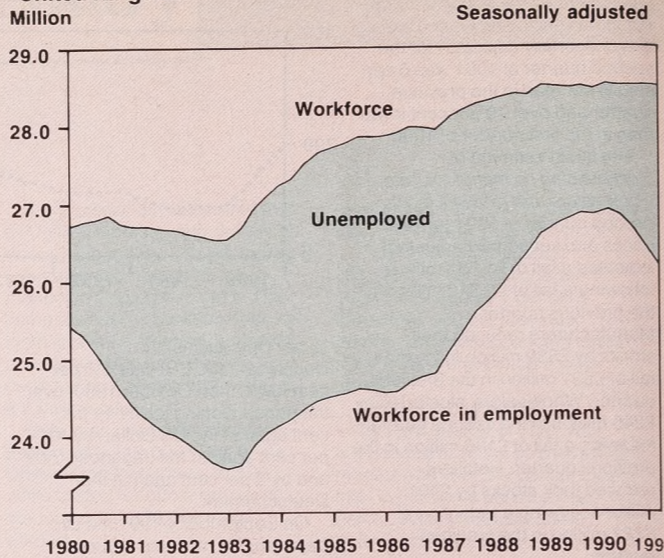
The provisional estimate for the underlying increase in average earnings in service industries in the year to September 1991 is 7½ per cent, the same as the rate in each of the previous 3 months. The rate is 2½ percentage points below the 10 per cent peak of summer 1990.

### Productivity and unit wage costs

For the three months ending September 1991, manufacturing output was 5¼ per cent below the level for the corresponding period of 1990. With employment levels falling by 6¼ per cent over the last year, productivity in output per head terms showed a rise of 1 per cent, the best performance since July 1990. Productivity in the third quarter of 1991 was 2 per cent higher than in the previous quarter. The output per hour measure of productivity, which takes account of the fact that fewer hours are being worked than at the same time in 1990, reached a record level in September, 2.3 per cent higher than in September 1990.

Wages and salaries per unit of output in manufacturing in the three months to September 1991 were 6¾ per cent higher than in

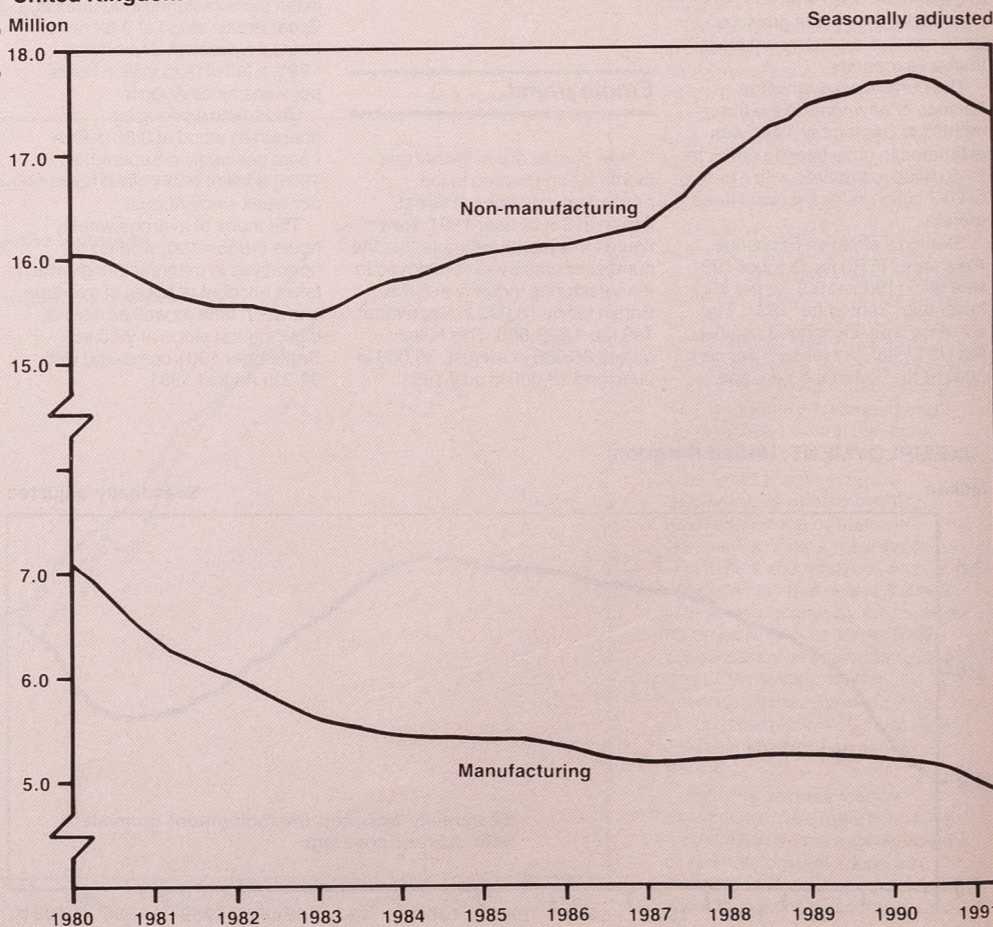
### WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom



the same period a year earlier. This is 1 percentage point lower than the corresponding rate for August and almost 5 percentage points lower than the peak of over 11½ per cent in April 1991. The 6¾ per cent increase resulted from the 7¾ per cent rise in average earnings (in seasonally adjusted

terms) and the 1 per cent rise in productivity. Productivity figures for the whole economy in the second quarter of 1991 show that output per head was 1½ per cent lower than in the same quarter of 1990. Output fell by 3¾ per cent in the year to the second quarter of 1991 but this

### MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom

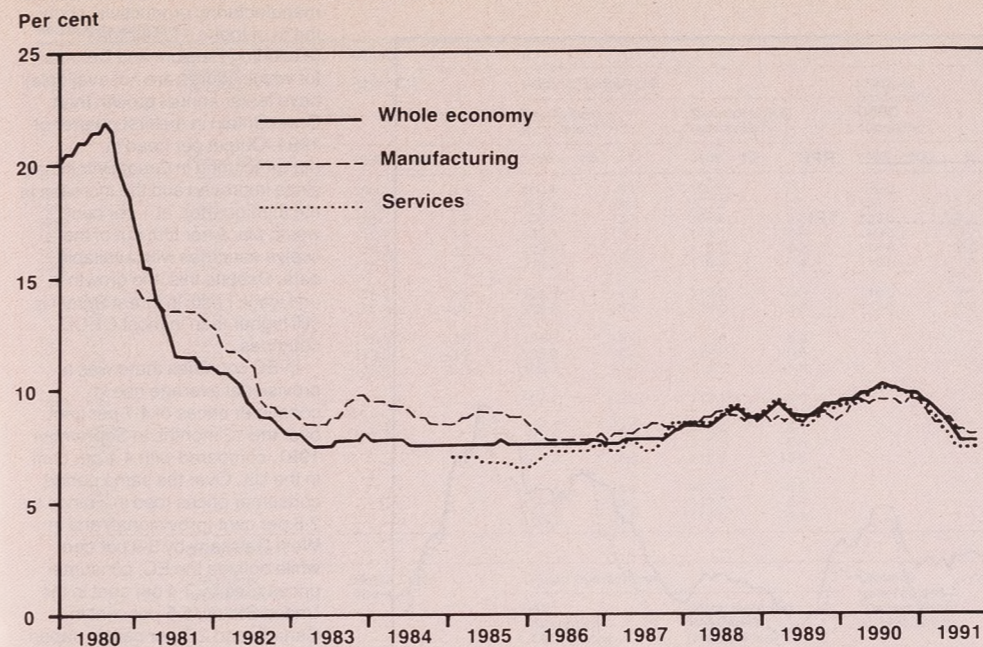


### Average Earnings

The underlying rate of increase in average earnings for the whole economy in the year to September 1991 was provisionally estimated to be 7¾ per cent, unchanged from the rates for August and July 1991. This is now 2½ percentage points below the peak rate of 10¼ per cent recorded in July 1990. The rate of fall of 2 percentage points from 9¾ per cent in December 1990 to 7¾ per cent in September 1991 has not been bettered since the spring of 1986.

In the production industries the provisional underlying increase in average earnings in the year to September 1991 was 8 per cent, ¼ percentage point down on the corresponding rate in August 1991. The rate of increase in the energy industries has fallen from just under 10 per cent in August to just over 9 per cent in September. Within the production sector, the 8 per cent underlying increase for manufacturing was unchanged from the rate for August and 1½ percentage points below summer 1990's plateau of 9½ per cent. Overtime working continued to be substantially lower than a year earlier, but the sharp decline seen at the beginning of 1991 has now levelled off and its downward effect on the rate of growth of earnings is now less than in the spring.

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



was accompanied by a 2¼ per cent fall in the employed labour force.

Unit wage cost figures for the whole economy for the second quarter of 1991 showed an increase of 9¼ per cent on the second quarter of 1990. This was 1½ percentage points lower than the rate in the previous quarter, and nearly 2 percentage points below the 11 per cent peak rate of the third quarter of 1990.

The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 5.2 per cent for October 1991, down from the 5.6 per cent recorded for September. The index of prices of materials and fuels purchased by manufacturing industry fell by 1.7 per cent over the year to October 1991, compared with a fall of 3 per cent for September.

annual average in the ten-year period ending September 1990 of 1,081 stoppages in progress.

### Overseas travel and tourism

It is provisionally estimated that there were 2,210,000 visits to the UK by overseas residents in August 1991, which was 4 per cent lower than the figure for August 1990. There was a rise of 9 per cent in visits by residents of Western Europe and falls of 24 and 20 per cent in visits from residents of North America and from other parts of the world respectively. Of the total number of visits, 1,440,000 were by residents of Western Europe, 370,000 by

residents of North America and 400,000 by residents of other parts of the world.

UK residents made an estimated 4,350,000 trips abroad August 1991, a rise of 1 per cent compared with August 1990. The number of visits to Western Europe remained virtually unchanged, but there were rises of 15 and 4 per cent in visits to North America and other parts of the world respectively. Western Europe is the most popular destination with an estimated 3,720,000 visits being made in August 1991. There were 330,000 visits to North America and an estimated 300,000 visits to other parts of the world.

UK residents spent an estimated £1,490 million abroad in August 1991, an increase of 7 per cent compared to August 1990, while overseas residents spent an estimated £990 million in the UK, a decrease of 3 per cent compared to August 1990. This resulted in a balance of payments' deficit on the travel account of £500 million for August 1991.

During the first eight months of 1991 the number of visits to the UK by overseas residents decreased by 10 per cent, compared with the same period of 1990, to 11,120,000. The number of visits by UK residents going abroad during the first eight months of 1991, at 21,090,000, was virtually unchanged when compared with the same period a year earlier. Overseas residents' expenditure in the UK decreased by 10 per cent to £4,675 million, whilst UK resident's expenditure abroad remained virtually unchanged compared with the previous year, at £6,725 million.

In the twelve months ending August 1991, the number of visits to the UK by overseas residents fell by 6 per cent, to 16,790,000. The number of visits abroad by UK residents remained virtually unchanged compared with the previous twelve months at 31,090,000. Expenditure by

### Prices

The 12-month rate of increase in the 'all-items' retail prices index for October 1991 was 3.7 per cent, down from 4.1 per cent in September. This is the lowest rate since March 1988. Excluding mortgage interest payments the annual rate of price increases fell to 5.5 per cent from 5.7 per cent. The fall in the 'all-items' annual rate reflects a further reduction in mortgage interest rates this October and the effect of oil rises a year ago falling out of the 12-month comparison.

Between September and October 1991 the level of the 'all-items' RPI rose by 0.4 per cent, compared with an increase of 0.8 per cent a year ago. Although mortgage interest rates fell there was an increase in motoring costs, notably for insurance, and higher prices for clothing and footwear as more new stocks arrived in the shops. There were also rises in post and telephone charges as well as increases for other household services such as contents insurance.

The annual rate of increase in the tax and price index was 3 per cent for October 1991, down from 3.5 per cent for August 1991.

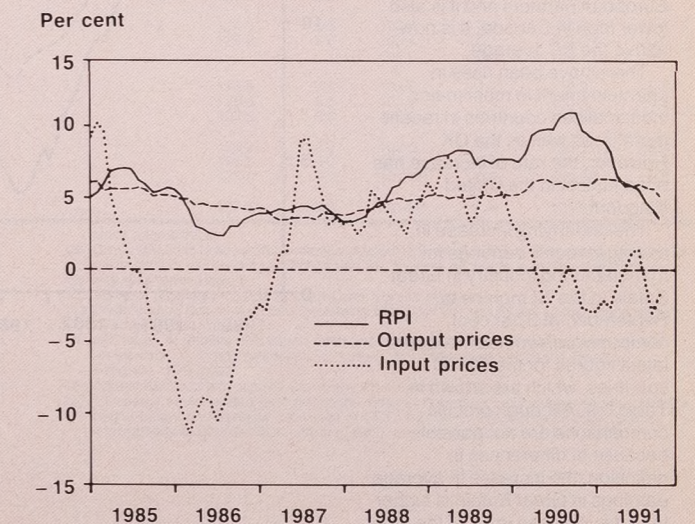
### Industrial Disputes

It is provisionally estimated that 76,000 working days were lost through stoppages of work due to industrial disputes in September 1991. Of this provisional total 26,000 working days were lost in the mechanical engineering group and 25,000 in public administration and education. The estimate of 76,000 working days lost this September compares with 63,000 working days lost in August 1991, 35,000 in September 1990 and an average of 554,000 for September during the ten-year period 1981 to 1990.

In the 12 months to September 1991 a provisional total of 0.7 million working days were lost compared with a figure of 2.5 million days in the previous 12 months and an annual average over the ten-year period ending September 1990 of 6.2 million days.

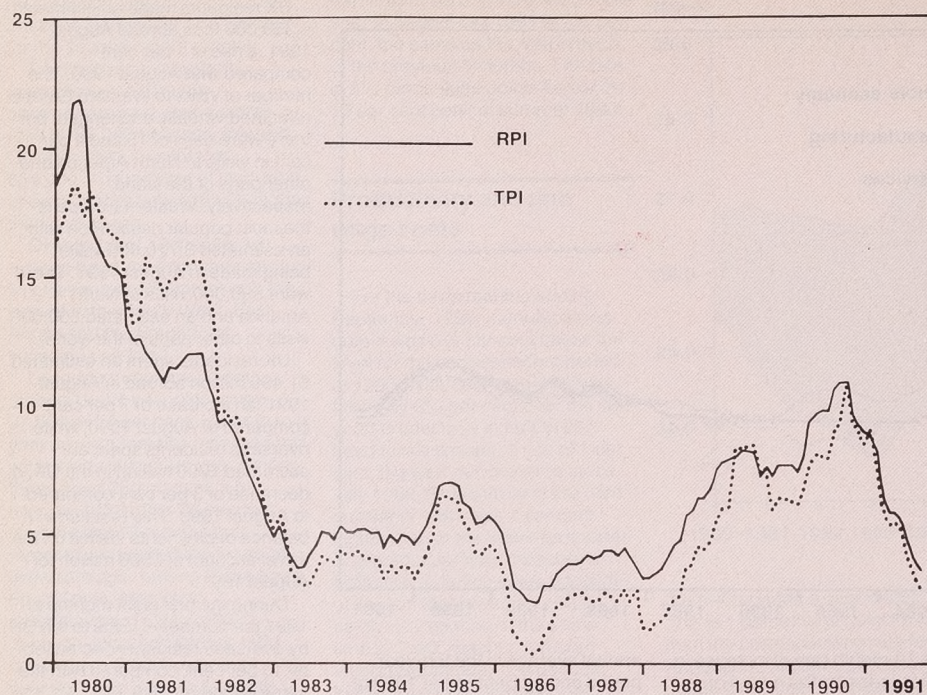
During the 12 months to September 1991 a provisional total of 410 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 616 stoppages in the 12 months to September 1990 and an

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



## RPI AND TPI: United Kingdom, increases over previous year

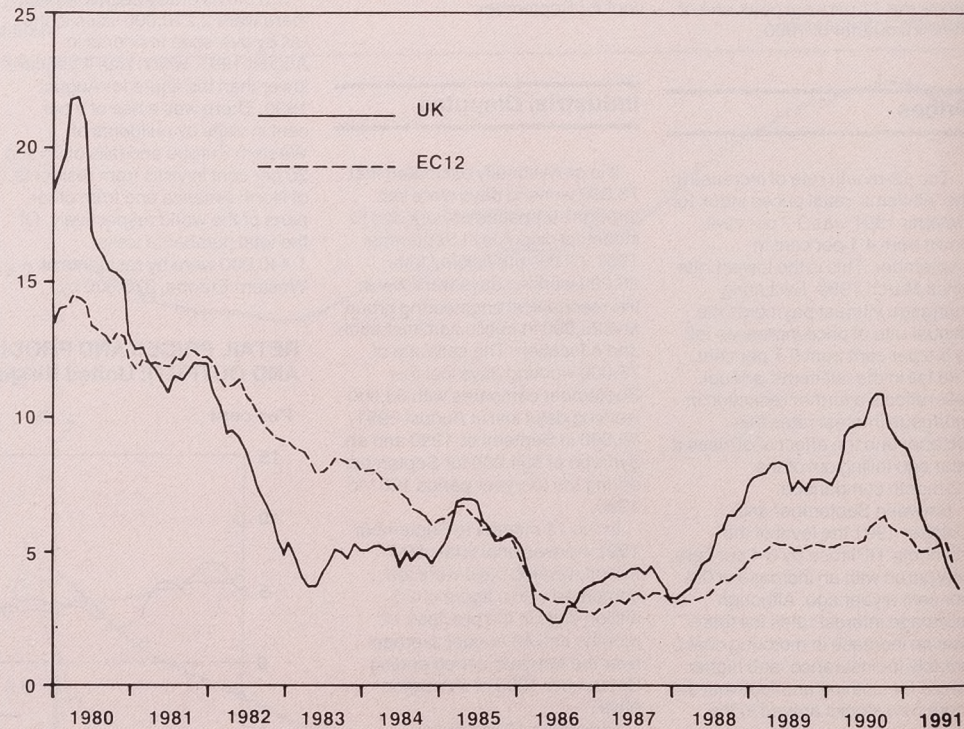
Per cent



overseas residents in the twelve months to August 1991 fell by 4 per cent compared with the previous twelve months to £7,265 million. Over the same period, expenditure by UK residents going abroad remained virtually unchanged at £9,925 million. As a result, the deficit on the travel account of the balance of payments, for the twelve-month period ending in August 1991, was £2,660 million.

## CONSUMER PRICES INDICES: Increases over previous year

Per cent



## International Comparisons

The latest international comparisons show that the unemployment rate in the United Kingdom remains lower than in Ireland and Spain among our European partners and it is also lower than in Canada. It is now above the EC average.

There have been rises in unemployment in most major industrialised countries in recent months, as well as the UK. However, the rate of increase has been fastest in the United Kingdom.

The underlying increase in average weekly earnings for manufacturing industry in Great Britain in the 12 months to September, at 8 per cent, compares unfavourably with the latest figures for the OECD countries, which are shown in Table 5-9. Although precise comparisons are not possible because of differences in definition, the increase in average earnings in Great Britain is higher than the increase in 11 of the other

13 countries shown. The latest available OECD estimates of manufacturing productivity show that 6 of these 11 countries (excluding Belgium and Denmark for which figures are not available) have faster annual growth than Great Britain in the first quarter of 1991. Output per head in manufacturing in Great Britain has since improved and the increase in the third quarter, at 1 per cent, would place her fifth out of the twelve countries with available data. Despite this, the growth in unit wage costs in Great Britain is still higher than in most OECD countries.

In EC countries there was a provisional average rise in consumer prices of 4.7 per cent over the 12 months to September 1991, compared with 4.1 per cent in the UK. Over the same period consumer prices rose in France by 2.6 per cent (provisional) and in West Germany by 3.9 per cent, while outside the EC, consumer prices rose by 3.4 per cent in the United States, 5.5 per cent in Canada and 2.7 per cent in Japan (provisional).

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

## BACKGROUND ECONOMIC INDICATORS\* 0.1

UNITED KINGDOM

Seasonally adjusted

	GDP average measure <sup>2,15</sup>		Output GDP <sup>3,4,15</sup>				Income							
	1985 = 100	%	1985 = 100		Index of output UK		1985 = 100		1985 = 100		£ billion	%		
			1985 = 100	%	Production industries <sup>1,5,15</sup>	Manufacturing industries <sup>1,6</sup>	Index of production OECD countries <sup>1</sup>	Real personal disposable income	Gross trading profits of companies <sup>7</sup>					
1985	100.0	3.8	100.0	3.4	100.0	5.5	100.0	2.7	100.0	2.8	38.8	31.1		
1986	103.6	3.6	103.3	3.3	102.4	2.4	101.3	1.3	101.1	1.1	45.3	16.8		
1987	108.3	4.5	108.1	4.6	105.7	3.2	106.6	5.2	104.8	3.7	43.0	-5.1		
1988	112.8	4.2	112.7	4.3	109.5	3.6	114.1	7.0	110.8	5.7	62.8	46.0		
1989	115.3	2.2	115.3	2.3	109.9	0.4	118.9	4.2	114.8	3.6	66.2	5.4		
1990	116.2	0.8	116.4	1.0	109.3	-0.5	118.4	-0.4	116.9	1.8	65.3	-1.4		
Q3	116.0	0.4	116.2	0.5	108.5r	-1.8	118.8	-0.3	118.0	2.5	125.6	3.5		
Q4	114.7	-1.0	114.9	-1.0	106.8	-3.3	115.0	-3.3	117.0	1.3	126.2	3.4		
1991 Q1	113.7	-2.5	113.9	-2.5	106.5	-3.0	113.4	-5.0	...	...	125.8	1.9		
Q2	113.0	-3.7	113.2	-3.7	105.2	-6.0	112.5	-6.6	...	...	124.7	0.9		
Q3	...	...	113.5	-2.3	106.4	-1.9	112.5	-5.3	...	...	...	...		
1991 Mar	...	...	...	...	107.1r	-3.0	113.1r	-5.0	...	...	...	...		
Apr	...	...	...	...	104.3	-4.2	112.7	-6.1	...	...	...	...		
May	...	...	...	...	103.9	-5.4	112.3	-6.6	...	...	...	...		
June	...	...	...	...	107.3	-6.0	112.6	-6.6	...	...	...	...		
July	...	...	...	...	107.3	-4.4	113.4	-6.2	...	...	...	...		
Aug	...	...	...	...	105.4	-3.3	112.0	-5.7	...	...	...	...		
Sept	...	...	...	...	106.3	-1.9	112.0	-5.3	...	...	...	...		
<b>Expenditure</b>														
	Consumer expenditure 1985 prices		Retail sales volume <sup>1</sup>		Fixed investment <sup>8</sup>		General government consumption at 1985 prices		Stock changes 1985 prices <sup>10</sup>		Base lending rates † 11		Effective exchange rate † 1,12	
	£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	1985 = 100	%
1985	217.6	3.5	100.0	4.7	45.5	7.1	10.1	14.8	73.8	—	0.82	12	100.0	-0.6
1986	231.2	6.3	105.3	5.3	45.8	0.7	9.4	-4.9	75.1	1.8	0.75	11	91.5	-8.5
1987	243.3	5.2	110.7	5.1	51.0	11.4	10.0	6.4	76.0	1.2	1.16	11	90.1	-1.5
1988	261.3	7.4	117.7	6.3	57.9	13.5	11.2	12.0	76.5	0.7	4.03	10.25-10.5	95.5	6.0
1989	270.6	3.6	119.9	1.9	64.7	11.7	12.4	10.7	77.2	0.9	2.67	13.75-14	92.6	-3.0
1990	273.3	1.0	120.4	0.4	65.1	0.6	12.1	-2.4	79.4	2.8	-0.71	15	91.3	-1.4
1990 Q3	68.4	1.2	120.3	0.5	16.1	-0.6	2.9	-9.4	20.0	2.0	0.06	15	94.2	2.7
Q4	67.9	-0.4	119.1	-1.2	15.7	-3.1	3.0	-6.3	19.8	2.1	-0.97	14	94.1	6.8
1991 Q1	67.7	-0.7	120.1	-0.6	15.0	-10.2	2.7	-15.6	20.3	3.0	-1.31	13	93.8	6.5
Q2	67.6	-1.7	119.1	-1.8	14.6	-12.6	2.5	-19.4	20.3	2.5	-1.88	13	91.4	3.2
Q3	...	...	119.9	-0.3	...	...	2.6	-10.3	...	...	...	13	90.7p	-3.7
1991 Apr	...	...	118.8	-1.0	...	...	...	...	...	...	...	12	92.3	6.0
May	...	...	118.2	-1.2	...	...	...	...	...	...	...	11.5	91.7	5.6
Jun	...	...	120.0	-1.9	...	...	...	...	...	...	...	11.5	90.2	3.2
Jul	...	...	120.8	-1.3	...	...	...	...	...	...	...	11	90.4	0.2
Aug	...	...	119.3	-0.3	...	...	...	...	...	...	...	11	90.7	-2.9
Sept	...	...	119.6	-0.3	...	...	...	...	...	...	...	10.5	91.0	-3.7
Oct	...	...	119.0p	-0.2	...	...	...	...	...	...	...	10.5	90.5	-4.1
<b>Visible trade</b>														
	Export volume <sup>1</sup>		Import volume <sup>1</sup>		Balance of payments		Competitiveness		Prices		Producer prices index <sup>1,6,14</sup>			
	1985 = 100	%	1985 = 100	%	Visible balance	Current balance	Normal unit labour costs <sup>13</sup>	Tax and price index <sup>1,14</sup>	Jan 1987 = 100		Materials and fuels		Home sales	
					£ billion	£ billion	1985 = 100	%			1985 = 100	%	1985 = 100	%
1985	100.0	5.6	100.0	3.2	-3.3	2.8	100.0	-1.1	96.1	5.3	100.0	...	100.0	5.3
1986	104.2	4.2	107.4	7.4	-9.5	0.0	94.2	-5.8	97.9	1.9	92.4	-7.6	104.3	4.3
1987	109.7	5.3	115.3	7.4	-11.2	-4.3	93.8	-0.4	100.4	2.6	95.3	3.1	103.3	-1.0
1988	111.8	1.9	131.0	13.6	-21.6	-15.5	99.6	6.2	103.3	2.9	98.4	3.2	113.2	9.6
1989	116.9	4.6	140.6	7.3	-24.6	-20.4	98.2	-1.4	110.6	7.1	104.0	5.7	119.0	5.1
1990	124.7	6.7	142.3	1.2	-18.7	-14.4	99.4	1.2	123.1	11.3	103.8	-0.2	126.0	5.9
Q3	122.8	4.4	141.2	-0.9	-4.0	-2.2	103.2	6.1	121.4	8.8	102.4	-0.7	126.8	5.9
Q4	124.9	0.9	138.0	-1.2	-3.2	-1.9	103.7	9.9	123.5	9.8	103.7	-2.0	128.3	5.9
1991 Q1	123.7	-0.9	136.5	-6.8	-3.0	-2.6	104.1	9.2	124.3	8.3	103.0	-2.6	130.8	6.3
Q2	127.7	0.6	137.5	-5.2	-2.1	-0.7	...	...	125.9	5.6	103.4	-0.1	133.2	6.0
Q3	128.8	4.9	139.5	-1.2	-2.1	-1.5	...	...	...	...	101.5	-0.9	134.1	5.8
Apr	125.3	—	138.2	-8.1	-0.8	-0.4	...	...	125.4	7.4	103.6	-1.9	132.9	6.2
May	124.6	-1.2	136.3	-8.2	-0.9	-0.4	...	...	125.8	6.5	103.5	-1.2	133.4	6.2
June	133.3	0.6	137.9	-5.2	-0.3	-0.1	...	...	126.5	5.6	103.2	-0.1	133.4	6.0
Jul	127.9	3.5	138.6	-5.1	-0.6	-0.4	...	...	126.2	5.3	102.5	0.8	133.8	5.9
Aug	131.8	6.7	144.9	-2.2	-0.8	-0.6	...	...	126.5	5.0	101.1	0.6	134.1	5.8
Sept	126.8	4.9	135.0	-1.2	-0.7	-0.5	...	...	127.0	4.3	101.0P	-0.9	134.3P	5.8
Oct	...	...	...	...	...	...	...	...	127.5	3.6	101.6P	-1.8	134.6P	5.5

P=Provisional  
R=Revised

r=Series revised from indicated entry onwards.

Data values from which percentage changes are calculated may have been rounded.

\* For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.

† Not seasonally adjusted.

(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.

(2) For description of this measure see *Economic Trends*, October 1988, p 79.

(3) New adjusted series. For details of the adjustments see *Economic Trends*, December 1990.

(4) GDP at factor cost.

(5) Production industries: SIC divisions 1 to 4.

(6) Manufacturing industries: SIC divisions 2 to 4.

(7) Industrial and commercial companies (excluding North Sea oil companies) net of

stock appreciation.

(8) Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.

(9) Including leased assets.

(10) Value of physical increase in stocks and work in progress.

(11) Base lending rate of the London clearing banks on the last Friday of the period shown.

(12) Average of daily rates.

(13) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends*, February 1979, p 80.

(14) Annual and quarterly figures are averages of monthly indices.

(15) UK energy sector output (and hence the index of output for production industries and the output-based and average estimates of GDP) has been affected since July 1988 by interruptions to oil extraction, starting with loss of production from Piper Alpha.

# 1.1 EMPLOYMENT Workforce\*

THOUSAND

Quarter	Employees in employment †				Self-employed persons (with or without employees) **	HM Forces ‡	Work-related government training programmes ††	Workforce in employment ††	Workforce* †
	Male		Female						
	All	Part-time	All	Part-time					
<b>UNITED KINGDOM</b>									
Unadjusted for seasonal variation									
1989 June	11,992		10,668		22,661	3,253	308	462	26,684
1989 Sept	12,074		10,689		22,762	3,264	308	468	26,802
1989 Dec	12,080		10,807		22,887	3,274	306	450	26,917
1990 Mar	12,015		10,702		22,716	3,284	306	436	26,742
1990 June	12,049		10,806		22,855	3,298	303	424	26,881
1990 Sept	12,072		10,757		22,829	3,298	303	413	26,843
1990 Dec	11,909		10,790		22,699	3,298	300	427	26,725
1991 Mar	11,678		10,614		22,291	3,298	298	426	26,314
1991 Jun	11,582		10,611		22,193	3,298	297	381	26,169
<b>UNITED KINGDOM</b>									
Adjusted for seasonal variation									
1989 June	11,999		10,671		22,670	3,253	308	462	26,693
1989 Sept	12,022		10,706		22,728	3,264	308	468	26,767
1989 Dec	12,066		10,748		22,814	3,274	306	450	26,844
1990 Mar	12,061		10,741		22,802	3,284	306	436	26,828
1990 June	12,056		10,807		22,864	3,298	303	424	26,889
1990 Sept	12,022		10,777		22,799	3,298	303	413	26,813
1990 Dec	11,895		10,730		22,625	3,298	300	427	26,651
1991 Mar	11,723		10,652		22,375	3,298	298	426	26,398
1991 Jun	11,590		10,612		22,201	3,298	297	381	26,177
<b>GREAT BRITAIN</b>									
Unadjusted for seasonal variation									
1989 Jun	11,718	923	10,416	4,494	22,134	3,182	308	452	26,076
1989 Sep	11,798	921	10,436	4,474	22,234	3,192	308	456	26,190
1989 Dec	11,804	972	10,550	4,604	22,354	3,202	306	438	26,301
1990 Mar	11,741	938	10,447	4,560	22,188	3,212	306	423	26,129
1990 Jun	11,775	983	10,550	4,645	22,325	3,222	303	412	26,262
1990 Sep	11,797	953	10,501	4,568	22,297	3,222	303	398	26,220
1990 Dec	11,634	967	10,529	4,659	22,163	3,222	300	411	26,097
1991 Mar	11,407	967	10,357	4,571	21,763	3,222	298	410	25,693
1991 Jun	11,313	960	10,355	4,606	21,667	3,222	297	361	25,547
<b>GREAT BRITAIN</b>									
Adjusted for seasonal variation									
1989 Jun	11,725	911	10,417	4,481	22,143	3,182	308	452	26,084
1989 Sept	11,747	937	10,452	4,521	22,199	3,192	308	456	26,155
1989 Dec	11,791	959	10,493	4,558	22,284	3,202	306	438	26,230
1990 Mar	11,786	948	10,486	4,570	22,272	3,212	306	423	26,213
1990 Jun	11,782	970	10,551	4,632	22,333	3,222	303	412	26,270
1990 Sep	11,747	970	10,520	4,616	22,267	3,222	303	398	26,190
1990 Dec	11,620	953	10,472	4,613	22,092	3,222	300	411	26,026
1991 Mar	11,451	979 R	10,395	4,581	21,846	3,222	298	410	25,776
1991 Jun	11,320	946	10,355	4,593	21,675	3,222	297	361	25,555

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

\* Workforce in employment plus claimant unemployed.

† Estimates of employees in employment for periods after September 1989 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (See the article on page 175 of the April 1991 issue of the *Employment Gazette*). For all dates, individuals with two jobs as employees of different employers are counted twice.

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

‡ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.

†† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) and Employment Training participants who receive work experience (from December 1988). Additionally for the UK this includes some trainees on Northern Ireland schemes—those on: Youth Training Programme (excluding second-year trainees in further education colleges), Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.

‡‡ Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See page S6 of the August 1988 issue of *Employment Gazette*.

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

# EMPLOYMENT 1.2 Employees in employment in Great Britain\*

THOUSAND

GREAT BRITAIN	All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)			
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted		
									SIC 1980 Divisions or classes	
1973 June	22,182	22,182	7,673	7,673	8,396	8,396	9,665	9,665		
1974 June	22,297	22,296	7,722	7,722	8,429	8,429	9,652	9,652		
1975 June	22,213	22,209	7,351	7,351	8,068	8,068	9,276	9,276		
1976 June	22,048	22,039	7,116	7,116	7,830	7,830	9,033	9,033		
1977 June	22,126	22,124	7,172	7,172	7,880	7,880	9,048	9,048		
1978 June	22,273	22,246	7,138	7,143	7,845	7,850	9,006	9,007		
1979 June	22,638	22,611	7,107	7,113	7,819	7,825	9,020	9,022		
1980 June	22,458	22,432	6,801	6,808	7,517	7,524	8,723	8,727		
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907		
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470		
1983 June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087		
1984 June	20,741	20,731	5,302	5,316	5,909	5,923	6,919	6,936		
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848		
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639		
1987 June	21,080	21,081	5,049	5,068	5,548	5,567	6,531	6,550		
1988 June	21,740	21,748	5,089	5,109	5,566	5,587	6,587	6,606		
1989 June	22,134	22,143	5,080	5,101	5,537	5,558	6,594	6,613		
Nov			5,131	5,101	5,581	5,550				
Dec	22,354	22,284	5,123	5,088	5,572	5,547	6,639	6,616		
1990 Jan			5,083	5,096	5,533	5,546				
Feb			5,063	5,086	5,513	5,535				
Mar	22,188	22,272	5,055	5,081	5,502	5,528	6,569	6,596		
Apr			5,032	5,072	5,480	5,520				
May			5,033	5,067	5,479	5,514				
June	22,325	22,333	5,046	5,068	5,489	5,511	6,550	6,569		
July			5,073	5,065	5,519	5,511				
Aug			5,077	5,053	5,524	5,499				
Sep	22,297	22,267	5,075	5,041	5,518	5,484	6,571	6,536		
Oct			5,058	5,028	5,504	5,473				
Nov			5,037	5,007	5,482	5,452				
Dec	22,163	22,092	4,994	4,969	5,437	5,412	6,464	6,442		
1991 Jan			4,936	4,949	5,381	5,394				
Feb			4,895	4,917	5,339	5,361				
Mar	21,763	21,846	4,846	4,872	5,286	5,312	6,271	6,297		
Apr			4,819	4,859	5,257	5,297				
May			4,782	4,816	5,222	5,256				
June	21,667	21,675	4,758	4,780	5,195	5,217	6,155	6,174		
July			4,755	4,747	5,197	5,189				
Aug			4,736	4,711	5,177 R	5,152 R				
Sep			4,728	4,693	5,160	5,126				
<b>GREAT BRITAIN</b>										
		Service industries (6-9)	Agriculture forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments	
		All employees	Seasonally adjusted	(01-03)	(11-14)	(15-17)	(21-24)	(25-26)	(32)	(33-34 37)
1973 June	12,096	12,096	421	368	355	790	429	1,048	1,008	
1974 June	12,240	12,240	404	352	355	782	440	1,061	1,043	
1975 June	12,545	12,545	388	356	361	753	432	1,050	972	
1976 June	12,624	12,624	382	350	361	716	424	1,020	925	
1977 June	12,698	12,698	378	352	356	729	431	1,019	939	
1978 June	12,895	12,859	373	357	349	707	434	1,032	941	
1979 June	13,260	13,222	359	354	357	694	436	1,033	954	
1980 June	13,384	13,345	352	355	361	642	420	1,005	938	
1981 June	13,142	13,102	343	344	356	544	383	901	862	
1982 June	13,117	13,078	338	328	343	507	367	844	815	
1983 June	13,169	13,130	330	311	328	462	345	768	788	
1984 June	13,503	13,465	320	289	319	445	343	750	786	
1985 June	13,769	13,731	321	273	309	430	339	756	780	
1986 June	13,954	13,918	310	234	302	392	328	741	755	
1987 June	14,247	14,220	302	203	297	365	320	737	740	
1988 June	14,860	14,841	293	182	296	356	324	757	737	
1989 June	15,261	15,242	280	167	290	372	329	763	733	
Nov				162	288	399	332	757	740	
Dec	15,436	15,387	280	161	288	398	332	761	740	
1990 Jan				163	288	396	328	755	735	
Feb				163	287	392	326	753	735	
Mar	15,346	15,392	273	160	286	396	326	749	734	
Apr				161	286	393	324	747	729	
May				161	286	392	323	745	725	
June	15,497	15,477	279	157	286	392	326	744	728	
July				159	287	391	328	747	734	
Aug				159						

# 1.2 EMPLOYMENT

## Employees in employment in Great Britain\*

THOUSAND

GREAT BRITAIN	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc	Paper products, printing and publishing	Construction	Wholesale distribution and repairs
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46,48-49)	(47)	(50)	(61-63 67)
1973 June	512	397	556	758	975	646	554	1,269	1,030
1974 June	498	401	560	769	946	647	576	1,223	1,032
1975 June	458	400	526	731	875	602	553	1,207	1,032
1976 June	449	394	500	720	841	601	530	1,203	1,023
1977 June	465	381	511	719	849	601	527	1,167	1,042
1978 June	472	379	515	712	819	597	531	1,161	1,070
1979 June	464	376	505	713	800	591	542	1,201	1,111
1980 June	434	365	483	705	716	554	538	1,206	1,146
1981 June	361	349	410	664	614	500	510	1,102	1,112
1982 June	315	337	385	638	577	473	495	1,038	1,115
1983 June	296	318	344	599	548	469	481	1,015	1,124
1984 June	278	290	332	582	472	477	477	1,010	1,155
1985 June	271	276	327	575	550	473	477	994	1,148
1986 June	263	263	318	555	555	485	467	964	1,134
1987 June	257	244	321	551	543	497	474	983	1,138
1988 June	268	232	333	541	546	517	478	1,021	1,168
1989 June	262	228	333	530	514	531	487	1,056	1,206
Nov	249	242	330	539	506	548	490	1,067	1,229
Dec	248	243	329	533	502	547	490	1,067	1,229
1990 Jan	248	243	328	522	499	544	485	1,067	1,221
Feb	248	244	323	520	497	542	483	1,067	1,221
Mar	246	247	320	515	494	542	485	1,067	1,221
Apr	242	248	319	515	494	541	482	1,061	1,229
May	243	248	321	517	492	544	483	1,061	1,229
June	245	248	319	520	491	549	484	1,061	1,229
July	246	249	319	532	491	550	486	1,053	1,228
Aug	246	249	318	536	490	550	488	1,053	1,228
Sep	249	247	320	533	487	547	487	1,053	1,228
Oct	249	247	320	535	488	544	485	1,027	1,218
Nov	245	247	319	535	487	543	483	1,027	1,218
Dec	242	248	314	527	482	535	481	1,027	1,218
1991 Jan	239	247	310	520	475	527	476	985	1,202
Feb	235	245	305	515	474	524	473	985	1,202
Mar	233	244	300	511	468	517	467	985	1,202
Apr	230	243	297	511	464	518	464	960 P	1,189
May	227	239	293	513	460	514	461	960 P	1,189
June	224	236	292	510	457	511	461	960 P	1,189
July	225	232	289	515 R	458 R	514	459 R	960 P	1,189
Aug R	222	228	289	519	453	512	459	960 P	1,189
Sep	223	227	288	520	454	507	459	960 P	1,189

\* These figures do not cover all employees in national and local government. They exclude those engaged in, for example, building, education and health. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly in table 1-7.  
\*\* Excludes private domestic service.

# EMPLOYMENT 1.3

## Employees in employment: industry\*: production industries

THOUSAND

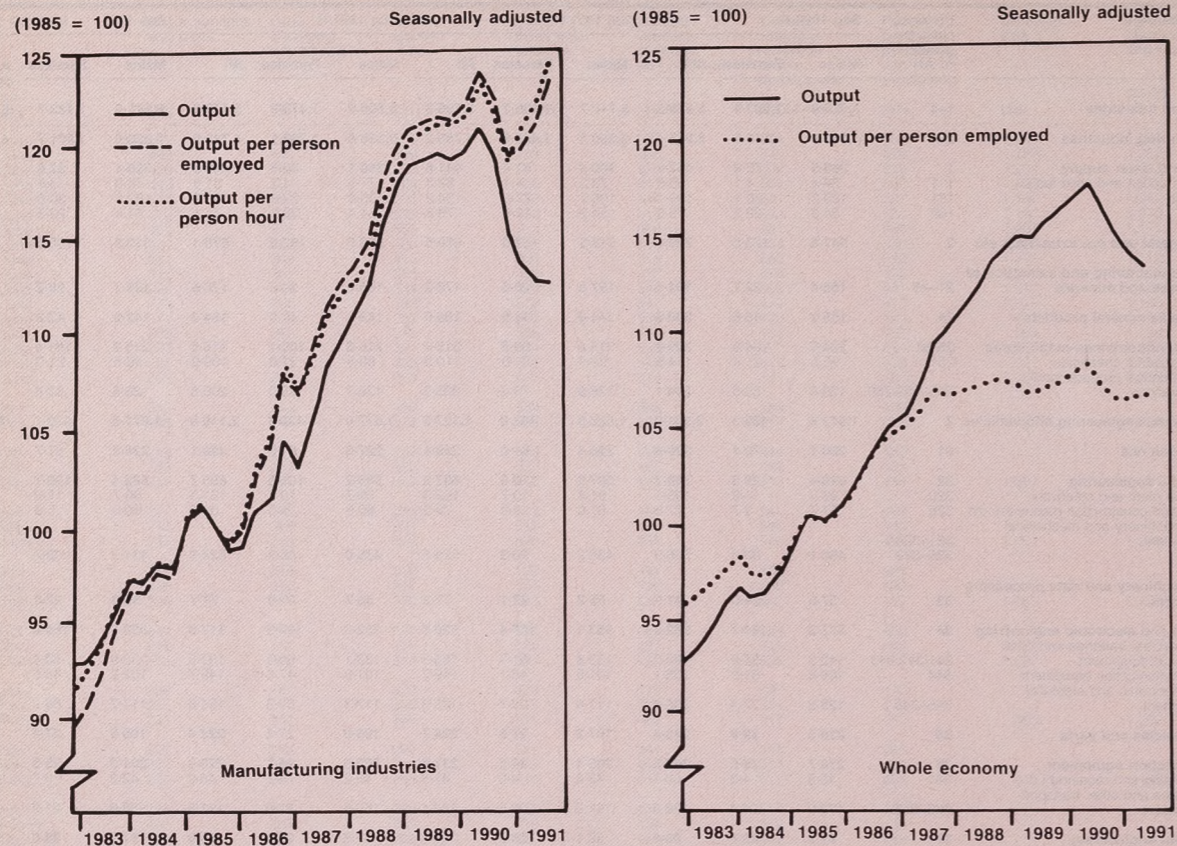
GREAT BRITAIN	Division, class or group or AH	Sep 1990 R	Jul 1991 R	Aug 1991 R	Sep 1991					
SIC 1980		Males	Females	All	Males	Females	All	Males	Females	All
<b>Production industries</b>	1-4	3,924.4	1,593.9	5,518.3	3,710.7	1,486.2	5,196.8	3,696.9	1,479.9	5,176.8
<b>Manufacturing industries</b>	2-4	3,560.9	1,514.5	5,075.4	3,350.4	1,404.8	4,755.2	3,336.8	1,399.1	4,735.9
<b>Energy and water supply</b>	1	363.5	79.4	442.9	360.3	81.4	441.6	360.1	80.8	440.9
Coal extraction and solid fuels	111	84.4	4.1	88.5	78.2	4.1	82.3	77.5	4.1	81.6
Electricity	161	109.3	30.1	139.4	106.7	27.5	134.2	105.8	27.2	133.0
Gas	162	54.3	22.2	76.6	54.2	22.6	76.8	54.4	22.7	77.1
<b>Other mineral and ore extraction, etc</b>	2	547.6	173.2	720.9	518.5	162.0	680.5	513.6	162.5	676.1
<b>Metal manufacturing and extraction of metal ores and minerals</b>	21-23	168.4	22.7	191.1	157.6	20.6	178.2	156.0	20.6	176.6
<b>Non-metallic mineral products</b>	24	155.2	45.6	200.8	144.0	41.9	186.0	142.1	41.9	184.0
<b>Chemical industry/man-made fibres</b>	25/26	224.0	104.9	329.0	216.8	99.5	316.3	215.6	100.1	315.6
Basic industrial chemicals	251	93.5	21.4	114.9	89.9	21.0	110.9	88.8	21.0	109.9
Other chemical products and preparations	255-259/260	130.6	83.5	214.1	126.9	78.5	205.3	126.7	79.0	205.8
<b>Metal goods, engineering and vehicles</b>	3	1,812.8	488.3	2,301.0	1,685.0	442.8	2,127.8	1,677.0	439.9	2,116.9
<b>Metal goods nes</b>	31	250.1	70.4	320.5	228.4	61.0	289.4	227.6	61.5	289.1
<b>Mechanical engineering</b>	32	629.4	120.3	749.7	587.8	110.0	697.8	586.2	109.5	695.7
Industrial plant and steelwork	320	93.7	11.8	105.5	91.6	10.7	102.3	90.7	10.6	101.3
Mining and construction machinery etc	325	67.7	9.7	77.3	61.0	9.0	70.0	60.5	9.0	69.5
Other machinery and mechanical equipment	321-324/326-329	468.1	98.8	566.9	435.2	90.3	525.5	435.0	89.9	524.9
<b>Office machinery and data processing equipment</b>	33	57.5	24.0	81.5	55.2	22.1	77.2	55.7	22.0	77.7
<b>Electrical and electronic engineering</b>	34	377.3	184.7	562.0	353.1	167.4	520.5	352.3	165.5	517.8
Wires, cables, batteries and other electrical equipment	341/342/343	142.3	55.9	198.3	133.8	51.7	185.5	133.1	50.4	183.5
Telecommunication equipment	344	106.8	51.3	158.1	101.6	48.1	149.7	101.9	47.8	149.7
Other electronic and electrical equipment	345-348	128.2	77.4	205.6	117.6	67.7	185.3	117.3	67.3	184.6
<b>Motor vehicles and parts</b>	35	218.5	30.9	249.4	197.2	27.6	224.7	195.0	27.4	222.4
<b>Other transport equipment</b>	36	218.7	28.8	247.5	205.4	26.5	231.9	202.6	25.7	228.3
Shipbuilding and repairing	361	45.8	4.3	50.1	43.8	4.0	47.8	43.2	3.7	46.9
Aerospace and other transport equipment	362-365	172.9	24.4	197.3	161.6	22.5	184.1	159.5	22.0	181.5
<b>Instrument engineering</b>	37	61.3	29.1	90.4	58.1	28.2	86.3	57.6	28.3	85.9
<b>Other manufacturing industries</b>	4	1,200.5	853.0	2,053.5	1,146.9	800.0	1,946.9	1,146.1	796.8	1,942.9
<b>Food, drink and tobacco</b>	41/42	304.0	228.6	532.5	299.0	216.2	515.2	301.6	216.9	518.5
Meat and meat products, organic oils and fats	411/412	56.8	39.8	96.6	56.2	37.8	94.0	55.9	37.5	93.4
All other food and drink manufacture	413-423	188.0	163.1	351.1	184.4	153.5	337.9	187.0	154.7	341.7
Alcoholic, soft drink and tobacco manufacture	424-429	59.1	25.7	84.9	58.4	24.9	83.3	58.7	24.7	83.4
<b>Textiles</b>	43	101.3	89.1	190.4	96.3	81.1	182.3	95.6	84.8	180.4
<b>Footwear and clothing</b>	45	78.8	199.1	277.9	74.3	184.3	258.5	73.0	183.0	256.0
<b>Timber and wooden furniture</b>	46	197.1	49.1	246.2	184.5	46.3	230.8	183.2	45.9	229.1
<b>Paper, printing and publishing</b>	47	307.3	179.7	487.0	291.4	167.6	459.0	291.6	167.9	459.5
Pulp, paper, board and derived products	471-472	95.7	41.7	137.5	92.2	39.1	131.3	91.6	38.7	130.2
Printing and publishing	475	211.5	137.9	349.5	199.2	128.5	327.8	200.0	129.2	329.2
<b>Rubber and plastics</b>	48	158.9	59.7	218.7	152.4	57.0	209.4	151.9	55.8	207.7
<b>Other manufacturing</b>	49	42.9	38.9	81.8	39.6	34.5	74.2	39.9	34.8	74.7

\* See footnotes † in table 1-1.  
P Provisional



# 1.8 EMPLOYMENT

## Indices of output, employment and productivity



Source: Central Statistical Office

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
1984	96.7	98.9	97.6	94.8	100.8	94.0	97.4	100.5	97.0
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.3	100.1	103.2	102.4	97.3	101.3	97.9	103.5	103.5
1987	108.1	101.9	106.1	105.7	96.1	110.1	106.6	97.0	109.8
1988	112.7	105.2	107.1	109.5	96.7	113.2	114.1	98.2	116.2
1989	115.3	107.8	107.0	109.9	96.7	113.7	118.9	98.5	120.8
1990	116.4	108.4	107.4	109.3	95.5	114.4	118.4	97.4	121.5
1984 Q1	96.7	98.3	98.2	97.2	101.1	96.2	97.1	100.6	96.6
1984 Q2	96.2	98.7	97.3	94.1	100.9	93.3	97.0	100.5	96.5
1984 Q3	96.4	99.0	97.2	93.3	100.6	92.6	97.9	100.3	97.6
1984 Q4	97.4	99.5	97.8	94.4	100.5	93.9	97.7	100.4	97.3
1985 Q1	98.9	99.8	99.1	97.8	100.4	97.4	100.4	100.3	100.2
1985 Q2	100.4	100.0	100.4	101.7	100.2	101.5	101.1	100.1	101.0
1985 Q3	100.2	100.1	100.1	100.6	99.9	100.7	99.9	100.0	99.9
1985 Q4	100.6	100.1	100.5	99.9	99.4	100.5	98.6	99.7	99.0
1986 Q1	101.3	100.0	101.3	101.1	98.7	102.5	98.8	99.1	99.7
1986 Q2	102.8	100.0	102.8	102.2	97.6	104.7	100.8	98.2	102.6
1986 Q3	104.1	100.1	104.0	103.0	96.8	106.4	101.3	97.3	104.1
1986 Q4	105.0	100.4	104.6	103.5	96.2	107.5	104.4	97.0	107.7
1987 Q1	105.7	100.7	105.0	103.7	95.8	108.3	103.0	96.5	106.7
1987 Q2	107.3	101.5	105.7	104.8	95.9	109.2	105.6	96.8	109.1
1987 Q3	109.4	102.3	106.9	106.7	96.2	111.0	108.1	97.2	111.2
1987 Q4	110.1	103.2	106.6	107.8	96.4	111.9	109.6	97.5	112.4
1988 Q1	111.2	104.1	106.8	107.9	96.6	111.7	110.9	97.9	113.3
1988 Q2	112.1	104.8	107.0	109.5	96.7	113.3	112.4	98.1	114.6
1988 Q3	113.4	105.7	107.3	110.3	96.7	114.0	115.5	98.3	117.5
1988 Q4	114.1	106.3	107.4	110.4	96.9	113.9	117.4	98.4	119.3
1989 Q1	114.8	107.1	107.1	109.6	96.9	113.1	118.7	98.6	120.5
1989 Q2	114.8	107.6	106.7	109.1	96.7	112.8	118.9	98.5	120.8
1989 Q3	115.6	108.0	107.0	110.5	96.8	114.4	119.2	98.5	121.1
1989 Q4	116.1	108.3	107.2	110.4	96.4	114.5	118.9	98.3	120.9
1990 Q1	116.8	108.4	107.8	109.8	96.1	114.2	119.4	98.1	121.7
1990 Q2	117.6	108.6	108.3	111.9	95.9	116.7	120.5	97.7	123.4
1990 Q3	116.2	108.6	107.0	108.7	95.5	113.8	118.8	97.4	121.9
1990 Q4	114.9	108.0	106.4	106.8	94.6	113.0	115.0	96.5	119.1
1991 Q1	113.9	107.1	106.4	106.5	93.1	114.4	113.4	94.9	119.4
1991 Q2	113.2	106.2	106.6	105.2	91.5	115.0	112.5	93.2	120.7
1991 Q3	...	...	...	106.4	90.0	118.2	112.5	91.4	123.1

† The employed labour force comprises, employees in employment, the self-employed, and HM Forces. This series is used as a denominator for the productivity calculations for the reasons explained on page 36 of the August 1988 edition of *Employment Gazette*.  
‡ Gross domestic product for whole economy.

# EMPLOYMENT 1.10

## Administrative, technical, clerical and operative: manufacturing industries

SIC 1980	Employees in employment (Thousands)												
	Operatives			Administrative, technical and clerical			All employees			Administrative, technical and clerical staff as a percentage of all employees (per cent)			
	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All	
<b>September 1989 R</b>													
Other mineral and ore extraction etc	2	425.1	106.2	531.3	132.2	67.9	200.1	557.3	174.1	731.4	23.7	39.0	27.4
Non-metallic mineral products	24	128.3	32.1	160.4	30.3	14.7	45.0	158.6	46.8	205.4	19.1	31.4	21.9
Metal goods, engineering etc	3	1299.6	315.7	1615.3	529.4	182.2	711.6	1829.0	497.9	2326.9	28.9	36.6	30.6
Metal goods nes	31	215.2	52.9	268.0	42.5	20.2	62.8	257.7	73.1	330.8	16.5	27.7	19.0
Mechanical engineering	32	476.2	65.7	541.9	160.4	55.1	215.5	636.6	120.8	757.4	25.2	45.6	28.5
Office machinery, etc	33	23.2	11.5	34.7	34.4	13.1	47.5	57.6	24.6	82.2	59.7	53.3	57.8
Electricity and electronic engineering	34	232.4	132.8	365.2	146.7	56.4	203.1	379.0	189.2	568.2	38.7	29.8	35.7
Motor, vehicles and parts	35	179.0	20.2	199.2	43.1	11.0	54.1	222.1	31.2	253.3	19.4	35.4	21.4
Other transport equipment	36	131.0	9.9	140.9	81.3	18.1	99.4	212.4	28.0	240.4	38.3	64.6	41.4
Instrument engineering	37	42.7	22.8	65.4	20.9	8.3	29.2	63.6	31.0	94.6	32.9	26.7	30.9
Other manufacturing industries	4	956.8	666.6	1623.4	261.1	200.9	462.1	1217.9	867.5	2085.5	21.4	23.2	22.2
Food, drink and tobacco	41/42	249.7	184.3	433.9	59.7	44.6	104.3	309.4	228.9	538.3	19.3	19.5	19.4
Textiles	43	88.0	71.3	159.3	22.6	17.8	40.4	101.3	89.1	190.4	22.3	20.0	21.2
Footwear and clothing	45	61.3	185.1	246.4	18.3	19.4	37.7	79.7	204.5	284.2	23.0	9.5	13.3
Timber and wooden furniture	46	164.3	27.9	192.2	34.6	21.6	56.3	198.9	49.5	248.4	17.4	43.7	22.6
Paper, printing and publishing	47	226.1	105.2	331.3	83.2	75.2	158.4	309.3	180.4	489.7	26.9	41.7	32.4
Rubber and plastics	48	124.8	47.3	172.1	32.4	14.9	47.3	157.2	62.2	219.4	20.6	24.0	21.6
<b>All manufacturing industries*</b>	<b>2681.6</b>	<b>1088.4</b>	<b>3770.0</b>	<b>922.7</b>	<b>451.1</b>	<b>1373.8</b>	<b>3604.2</b>	<b>1539.5</b>	<b>5143.8</b>	<b>25.6</b>	<b>29.3</b>	<b>26.7</b>	
<b>September 1990 R</b>													
Other mineral and ore extraction etc	2	398.1	94.2	492.3	149.6	79.0	228.5	547.7	173.2	720.9	27.3	45.6	31.7
Non-metallic mineral products	24	120.0	27.8	147.7	35.2	17.8	53.1	155.2	45.6	200.8	22.7	39.1	26.4
Metal goods, engineering etc	3	1257.7	279.3	1536.9	555.1	209.0	764.1	1812.8	488.3	2301.0	30.6	42.8	33.2
Metal goods nes	31	199.8	44.2	244.0	50.3	26.2	76.5	250.1	70.4	320.5	20.1	37.2	23.9
Mechanical engineering	32	443.1	48.9	491.9	186.3	71.5	257.8	629.4	120.3	749.7	29.6	59.4	34.4
Office machinery, etc	33	30.4	12.0	42.3	27.1	12.0	39.2	57.5	24.0	81.5	47.2	50.1	48.1
Electricity and electronic engineering	34	224.9	124.5	349.4	152.4	60.2	212.6	377.3	184.7	562.0	40.4	32.6	37.8
Motor, vehicles and parts	35	168.0	18.0	186.0	50.5	12.9	63.4	218.5	30.9	249.4	23.1	41.8	25.4
Other transport equipment	36	152.9	12.3	165.2	65.8	16.4	82.3	218.7	28.8	247.5	30.1	57.1	33.2
Instrument engineering	37	38.6	19.4	58.1	22.7	9.7	32.4	61.3	29.1	90.4	37.0	33.3	35.8
Other manufacturing industries	4	908.1	610.9	1519.0	292.4	242.2	534.5	1200.5	853.0	2053.5	24.4	42.8	26.0
Food, drink and tobacco	41/42	236.5	175.5	412.0	67.5	53.0	120.5	304.0	228.6	532.5	22.2	23.2	22.6
Textiles	43	78.7	71.3	150.0	22.6	17.8	40.4	101.3	89.1	190.4	22.3	20.0	21.2
Footwear and clothing	45	57.1	174.6	231.7	21.7	24.5	46.2	78.8	199.1	277.9	27.5	12.3	16.6
Timber and wooden furniture	46	159.2	23.7	182.9	37.8	25.4	63.3	197.1	49.1	246.2	19.2	51.8	25.7
Paper, printing and publishing	47	213.6	88.4	302.0	93.7	91.3	185.0	307.3	179.7	487.0	30.5	50.8	38.0
Rubber and plastics	48	121.9	42.8	164.7	37.0	17.0	54.0	158.9	59.7	218.7	23.3	28.4	24.7
<b>All manufacturing industries*</b>	<b>2563.9</b>	<b>984.4</b>	<b>3548.3</b>	<b>997.1</b>	<b>530.1</b>	<b>1527.1</b>	<b>3560.9</b>	<b>1514.5</b>	<b>5075.4</b>	<b>28.0</b>	<b>35.0</b>	<b>30.1</b>	
<b>September 1991</b>													
Other mineral and ore extraction etc	2	360.8	137.3	498.1	152.1	108.7	260.8	513.0	245.9	758.9	29.7	44.2	34.4
Non-metallic mineral products	24	109.3	25.0	134.3	32.7	17.3	49.9	142.0	42.3	184.3	23.0	40.8	27.1
Metal goods, engineering etc	3	1133.0	243.4	1376.4	538.8	196.2	735.0	1671.8	439.7	2111.4	32.2	44.6	34.8
Metal goods nes	31	181.0	39.3	220.3	45.2	22.4	67.6	226.2	61.7	288.0	20.0	36.3	23.5
Mechanical engineering	32	403.0	44.4	447.4	179.4	65.3	244.6	582.4	109.7	692.1	30.8	59.5	35.3
Office machinery, etc	33	19.7	9.8	29.5	35.3	12.1	47.5	55.0	22.0	77.0	64.2	55.3	61.7
Electricity and electronic engineering	34	206.7	106.2	312.9	147.2	59.0	206.2	353.9	165.2	519.1	41.6	35.7	39.7
Motor, vehicles and parts	35	157.0	16.9	173.9	38.5	10.7	49.3	195.6	27.6	223.2	19.7	38.9	22.1
Other transport equipment	36	130.9	7.9	138.7	70.2	17.6	87.8	201.0	25.5	226.5	34.9	69.1	38.8
Instrument engineering	37	34.7	18.9	53.6	23.0	9.1	32.1	57.7	28.0	85.7	39.8	32.5	37.4
Other manufacturing industries	4	854.3	565.9	1420.3	287.0	232.2	519.2	1141.3	798.2	1939.5	25.1	29.1	26.8
Food, drink and tobacco	41/42	234.6	167.3	401.9	66.2	51.7	117.8	300.7	219.0	519.7	22.0	23.6	22.7
Textiles	43	73.8	65.9	139.7	21.2	17.4	38.6	94.9	83.4	178.3	22.3	20.9	21.6
Footwear and clothing	45	54.0	162.0	216.0	19.8	22.1	41.9	73.8	184.1	257.9	26.8	12.0	16.2
Timber and wooden furniture	46	145.2	22.4	167.6	36.8	23.1	59.9	181.9	45.5	227.4	20.2	50.8	26.3
Paper, printing and publishing	47	196.0	78.7	274.7	94.4	90.2	184.5	290.3	168.9	459.2	32.5	53.4	40.2
Rubber and plastics	48	112.4	37.6	150.0	37.9	17.4	55.3	150.3	55.0	205.3	25.2	31.7	26.9
<b>All manufacturing industries*</b>	<b>2348.2</b>	<b>946.6</b>	<b>3294.8</b>	<b>977.9</b>	<b>537.1</b>	<b>1515.0</b>	<b>3326.0</b>	<b>1483.7</b>	<b>4809.8</b>	<b>29.4</b>	<b>36.2</b>	<b>31.5</b>	

Note: Administrative, technical and clerical employees cover such groups as directors (except those paid by fee only); managers, superintendents and works or general foremen (ie: foremen with other foremen under their control); professional, scientific, technical and design staff; draughtsmen and tracers; sales representatives and salesmen; and office (including works office) staff. All other employees are regarded as operatives.  
\* Estimates for SIC classes 21, 22, 23, 25, 26, 44 and

# 1.11 EMPLOYMENT

## Overtime and short time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME										
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week					
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost	Seasonally adjusted	Average per operative on short-time	
1986	1,304	34.2	9.0	11.72		5	192	29	293	10.1	34	0.9	485		14.4	
1987	1,350	36.0	9.4	12.63		4	149	20	199	10.0	24	0.6	348		14.6	
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	0.5	244		14.4	
1989	1,394	37.6	9.6	13.44		3	119	19	183	9.5	22	0.6	303		13.7	
1990	1,346	37.5	9.5	12.75		6	227	20	180	8.9	26	0.7	407		15.7	
<b>week ended</b>																
1989 Aug 19	1,319	35.6	9.8	12.92	13.66	2	79	12	102	8.7	14	0.4	181	223	13.3	
Sept 16	1,367	37.5	9.7	13.71	13.53	3	137	16	160	9.9	20	0.5	298	362	15.2	
Oct 14	1,465	39.0	9.7	14.19	13.30	2	96	19	168	8.8	21	0.6	263	298	12.3	
Nov 11	1,456	38.8	9.6	14.04	13.10	4	150	19	164	8.8	22	0.6	314	314	14.0	
Dec 12	1,391	37.1	9.8	13.66	12.77	3	137	21	185	8.6	25	0.7	322	367	12.9	
1990 Jan 12	1,291	34.8	9.2	11.89	12.85	3	130	25	208	8.5	28	0.7	338	293	12.1	
Feb 9	1,363	36.9	9.3	12.72	12.94	4	145	28	257	9.1	32	0.9	402	318	12.6	
Mar 9	1,336	36.2	9.4	12.57	12.80	6	246	28	254	9.1	34	0.9	500	396	14.7	
Apr 6	1,349	36.8	9.5	12.80	13.12	3	134	26	233	9.1	29	0.8	366	319	12.7	
May 4	1,343	36.6	9.3	12.53	12.63	4	172	17	150	9.1	21	0.6	323	306	15.5	
June 8	1,358	36.8	9.4	12.76	13.00	4	142	13	125	9.3	17	0.5	268	344	15.7	
July 13	1,340	38.3	9.5	12.77	12.92	5	194	13	118	8.7	18	0.5	311	330	17.0	
Aug 17	1,285	36.7	9.6	12.37	13.09	7	297	11	102	8.9	19	0.5	399	493	21.1	
Sept 14	1,363	38.9	9.7	13.26	13.07	14	558	11	91	8.2	25	0.7	649	779	25.9	
Oct 12	1,399	40.0	9.6	13.46	12.52	7	266	16	149	9.3	23	0.6	415	471	18.3	
Nov 9	1,393	40.0	9.3	12.99	12.05	6	233	26	231	8.7	32	0.9	463	469	14.3	
Dec 14	1,338	38.8	9.6	12.86	11.97	5	205	29	248	8.7	34	1.0	454	515	13.5	
1991 Jan 11	1,140	33.5	9.1	10.35	11.28	9	373	37	371	9.9	47	1.4	744	651	15.9	
Feb 8	1,108	32.8	8.8	9.80	10.03	8	331	65	611	9.3	74	2.2	942	741	12.8	
Mar 15	1,110	33.2	9.1	10.11	10.36	9	354	105	931	8.9	113	3.4	1,285	1,015	11.3	
Apr 12	1,105	33.3	8.9	9.86	10.17	8	315	99	943	9.5	107	3.2	1,257	1,098	11.7	
May 17	1,108	33.7	9.1	10.04	10.16	9	358	73	649	8.9	82	2.5	1,007	953	12.3	
June 14	1,106	33.7	9.4	10.35	10.60	5	201	61	564	9.2	66	2.0	765	984	11.6	
July 12 R	1,079	33.0	9.2	9.98	10.13	5	198	53	456	8.7	57	1.8	654	692	11.4	
Aug 16 R	1,010	31.0	9.4	9.46	10.17	8	304	53	463	8.7	61	1.9	767	949	12.6	
Sep 13	1,063	32.6	9.4	10.02	9.82	5	215	56	501	9.0	61	1.9	716	855	11.8	
<b>SIC 1980</b>																
<b>Week ended</b>																
Sept 13, 1991																
<b>Metal Manufacturing</b>	19.3	27.7	9.7	1.9			0.8	0.6	5.6	8.3	0.6	1.0	6.3		9.2	
<b>Non-metallic mineral products</b>	43.9	33.0	9.8	4.3		0.4	17.0	4.4	37.2	8.6	4.8	3.6	54.2		11.4	
<b>Chemical industry</b>	51.3	30.2	10.0	5.1			0.2	0.2	7.2	37.4	0.2	0.1	7.4		37.4	
<b>Basic industrial chemicals (251)</b>	20.0	27.8	10.5	2.1			0.2	0.2	7.2	37.4	0.2	0.3	7.4		37.4	
<b>Metal goods nes</b>	80.4	36.7	9.3	7.5		0.6	25.7	9.6	84.0	8.7	10.3	4.7	109.6		10.6	
<b>Hand tools, finished metal goods (316)</b>	39.1	30.6	9.3	3.6		0.4	16.7	5.4	43.5	8.1	5.8	4.5	60.4		10.4	
<b>Mechanical engineering</b>	195.6	43.4	9.5	18.5		0.4	14.4	6.7	64.6	9.5	7.1	1.6	79.0		11.0	
<b>Other machinery and mechanical equipment (328)</b>	92.3	41.3	9.3	8.6		0.2	10.7	2.7	24.4	9.0	2.9	1.3	35.0		12.1	
<b>Electrical and electronic engineering</b>	86.3	27.8	8.6	7.4		0.3	11.0	5.1	39.2	7.7	5.4	1.7	50.2		9.3	
<b>Telecommunication equipment (344)</b>	19.6	28.6	8.9	1.7			0.2	1.0	5.3	0.2	0.3	1.0	5.3		5.3	
<b>Motor vehicles</b>	40.8	24.3	9.0	3.7		1.1	43.0	4.6	52.7	11.5	5.7	3.4	95.7		16.9	
<b>Motor vehicles and engines (351)</b>	-	-	-	-			-	-	-	-	-	-	-		-	
<b>Other transport equipment</b>	48.9	35.0	9.3	4.6			0.2	2.0	9.2	0.2	0.2	2.0	9.2		9.2	
<b>Aerospace equipment (364)</b>	-	-	-	-			-	-	-	-	-	-	-		-	
<b>Instrument engineering</b>	15.2	27.9	8.3	1.3			1.5	0.2	2.0	10.1	0.2	0.4	3.5		14.9	
<b>Food, drink and tobacco (411-429)</b>	148.3	36.5	10.0	14.8		0.3	10.6	0.3	2.8	9.3	0.6	0.1	13.3		22.2	
<b>Textile industry</b>	45.3	29.2	9.5	4.3		0.6	21.1	5.7	46.7	8.1	6.3	4.0	67.8		10.8	
<b>Footwear and clothing</b>	28.0	13.0	6.1	1.7		0.3	13.2	8.6	74.7	8.7	8.9	4.1	88.0		9.9	
<b>Timber and wooden furniture</b>	53.3	32.4	8.6	4.6		0.7	28.4	4.3	37.3	8.6	5.0	3.1	65.9		13.1	
<b>Paper, printing and publishing</b>	95.9	33.8	9.8	9.4		0.3	11.5	0.7	7.7	10.4	1.0	0.4	19.2		18.7	
<b>Paper and paper products (471,472)</b>	33.2	34.9	11.2	3.7		0.2	9.4	0.3	3.0	10.0	0.5	0.5	12.4		24.8	
<b>Printing and publishing (475)</b>	62.5	33.3	9.1	5.7			2.2	0.5	4.6	9.2	0.5	0.3	6.7		13.4	
<b>Rubber and plastics</b>	53.8	35.6	10.3	5.5		0.2	6.3	1.4	13.5	10.0	1.6	1.0	20.0		13.2	
<b>Other manufacturing</b>	14.0	25.2	8.4	1.2			0.8	0.8	5.6	7.0	0.8	1.4	5.6		7.0	
<b>All manufacturing</b>	1,063.3	32.6	9.4	10.02		5.4	214.9	55.5	501.1	9.0	60.9	1.9	716.0		11.8	

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

# EMPLOYMENT 1.12

## Hours of work—operatives in: manufacturing industries

Seasonally Adjusted  
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
<b>SIC 1980 classes</b>	21-49					21-49				
1986	96.6	95.4	96.5	99.0	97.6	99.7	99.6	100.0	99.1	99.6
1987	96.1	96.0	96.1	98.4	97.2	100.5	100.5	101.1	99.9	99.6
1988	97.2	98.6	93.7	97.0	97.0	101.1	101.2	102.0	99.3	101.0
1989	96.2	96.9	92.6	90.2	94.8	100.5	100.6	102.6	98.6	100.5
1990	92.4R	90.6R	94.8R	83.2R	90.1R	100.7	100.6	102.8	98.1	100.2
<b>Week ended</b>										
1989 Sept 16	96.7	96.9	93.5	89.0	94.3	100.4	100.4	103.9	98.3	100.0
Oct 14	95.8					100.4				
Nov 11	95.3					100.3				
Dec 16	94.8	95.6	91.5	87.2	93.3	100.0	100.7	101.5	98.3	100.4
1990 Jan 13	94.8					100.5				
Feb 10	94.5					100.7				
Mar 10	93.8	93.1	93.0	85.1	91.1	100.6	100.7	102.1	97.9	99.9
Apr 14	93.6					100.9				
May 12	92.8					100.6				
June 9	92.6	90.9	93.7	84.2	90.7	100.8	100.3	102.1	98.2	100.5
July 14	92.2					100.8				
Aug 11	91.9					100.9				
Sept 8	91.7	90.2	97.4	82.4	89.0	101.0	100.6	103.6	98.4	100.0
Oct 13	90.9R					100.7				
Nov 10	90.1R					100.4				
Dec 8	89.3R	88.2R	95.0R	81.1R	89.5R	100.3R	100.6R	103.3R	97.9R	100.4R
1991 Jan 12	88.0R					99.7				
Feb 9	86.5R					98.7R				
Mar 9	85.5R	83.1R	88.0R	77.4R	89.6R	98.7R	98.4R	99.6		

## 2.1 UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE		SEASONALLY ADJUSTED ††				UNEMPLOYED BY DURATION		
		UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED BY DURATION				
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1987	Annual averages	2,953.4	10.6	2,806.5	10.0					
1988**		2,370.4	8.4	2,274.9	8.1					
1989		1,798.7	6.3	1,784.4	6.3					
1990		1,664.5	5.9	1,661.7	5.8					
1989	Oct 12 †	1,635.8	5.8	1,670.4	5.9	-14.3	-31.9	214	1,397	25
	Nov 9 †	1,612.4	5.7	1,651.1	5.8	-19.3	-24.6	209	1,379	24
	Dec 14 †	1,639.0	5.8	1,636.1	5.8	-15.0	-16.2	207	1,407	25
1990	Jan 11 †	1,687.0	5.9	1,615.8	5.7	-20.3	-18.2	214	1,448	25
	Feb 8 †	1,675.7	5.9	1,614.0	5.7	-1.8	-12.4	227	1,425	24
	Mar 8	1,646.6	5.8	1,606.6	5.6	-7.4	-9.8	206	1,416	24
	Apr 12	1,626.3	5.7	1,607.0	5.7	0.4	-2.9	216	1,387	24
	May 10	1,578.5	5.6	1,610.9	5.7	3.9	-1.0	181	1,374	24
	June 14	1,555.6	5.5	1,618.4	5.7	7.5	3.9	190	1,342	23
	July 12	1,623.6	5.7	1,632.1	5.7	13.7	8.4	261	1,340	23
	Aug 9	1,657.8	5.8	1,655.3	5.8	23.2	14.8	236	1,398	23
	Sept 13	1,673.9	5.9	1,670.5	5.9	15.2	17.4	247	1,403	24
	Oct 11	1,670.6	5.9	1,704.8	6.0	34.3	24.2	257	1,390	24
	Nov 8	1,728.1	6.1	1,763.1	6.2	58.3	35.9	268	1,435	25
	Dec 13	1,850.4	6.5	1,842.3	6.5	79.2	57.3	273	1,550	27
1991	Jan 10	1,959.7	6.9	1,891.6	6.7	49.3	62.3	267	1,664	29
	Feb 7	2,045.4	7.2	1,979.8	7.0	88.2	72.2	313	1,703	30
	Mar 14	2,142.1	7.5	2,091.0	7.4	111.2	82.9	300	1,810	32
	Apr 11	2,198.5	7.7	2,173.6	7.6	82.6	94.0	292	1,873	34
	May 9	2,213.8	7.8	2,241.3	7.9	67.7	87.2	270	1,908	35
	June 13	2,241.0	7.9	2,300.3	8.1	59.0	69.8	262	1,942	37
	July 11	2,367.5	8.3	2,369.0	8.3	68.7	65.1	363	1,967	38
	Aug 8	2,435.1	8.6	2,424.9	8.5	55.9	61.2	310	2,086	40
	Sept 12	2,450.7	8.6	2,457.2	8.6	32.3	52.3	303	2,106	41
	Oct 10 P	2,426.0	8.5	2,472.9	8.7	15.7	34.6	310	2,075	42

## 2.2 UNEMPLOYMENT GB Summary

		MALE AND FEMALE		SEASONALLY ADJUSTED ††				UNEMPLOYED BY DURATION		
		UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED BY DURATION				
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1987	Annual averages	2,826.9	10.4	2,684.4	9.8					
1988**		2,254.7	8.2	2,161.7	7.9					
1989		1,693.0	6.1	1,678.8	6.1					
1990		1,567.3	5.6	1,564.6	5.6					
1989	Oct 12 †	1,534.0	5.5	1,568.1	5.7	-13.6	-30.8	206	1,304	24
	Nov 9 †	1,513.2	5.4	1,549.9	5.6	-18.2	-23.5	202	1,288	23
	Dec 14 †	1,539.9	5.6	1,535.7	5.5	-14.2	-15.3	200	1,316	23
1990	Jan 11 †	1,586.6	5.7	1,516.6	5.5	-19.1	-17.2	206	1,357	24
	Feb 8 †	1,576.8	5.7	1,515.3	5.5	-1.3	-11.5	219	1,335	23
	Mar 8	1,549.0	5.6	1,508.1	5.4	-7.2	-9.2	199	1,326	23
	Apr 12	1,528.7	5.5	1,509.0	5.4	0.9	-2.5	208	1,298	23
	May 10	1,482.5	5.3	1,513.2	5.5	4.2	-0.7	176	1,284	23
	June 14	1,460.6	5.3	1,521.5	5.5	8.3	4.5	184	1,255	22
	July 12	1,524.1	5.5	1,535.2	5.5	13.7	8.7	251	1,251	22
	Aug 9	1,559.6	5.6	1,559.5	5.6	24.3	15.4	229	1,308	22
	Sept 13	1,575.5	5.7	1,575.0	5.7	15.5	17.8	237	1,316	22
	Oct 11	1,575.9	5.7	1,609.4	5.8	34.4	24.7	248	1,305	23
	Nov 8	1,633.8	5.9	1,666.8	6.0	57.4	35.8	260	1,350	24
	Dec 13	1,754.8	6.3	1,745.4	6.3	78.6	56.8	266	1,463	26
1991	Jan 10	1,861.5	6.7	1,794.2	6.5	48.8	61.6	259	1,574	28
	Feb 7	1,947.6	7.0	1,882.2	6.8	88.0	71.8	306	1,612	29
	Mar 14	2,043.9	7.4	1,992.2	7.2	110.0	82.3	293	1,720	31
	Apr 11	2,099.4	7.6	2,074.4	7.5	82.2	93.4	285	1,782	33
	May 9	2,115.8	7.6	2,141.9	7.7	67.5	86.6	264	1,818	34
	June 13	2,142.8	7.7	2,200.3	7.9	58.4	69.4	255	1,852	36
	July 11	2,263.9	8.2	2,268.2	8.2	67.9	64.6	351	1,876	37
	Aug 8	2,330.7	8.4	2,322.9	8.4	54.7	60.3	302	1,990	39
	Sept 12	2,346.3	8.5	2,355.1	8.5	32.2	51.6	294	2,013	40
	Oct 10 P	2,324.5	8.4	2,370.4	8.6	15.3	34.1	301	1,983	41

† National and regional unemployment rates are calculated by expressing the number of unemployed claimants as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related Government training programmes) at mid-1990 for 1990 and 1991 figures and at the corresponding mid-year estimates for earlier years.

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

## UNEMPLOYMENT 2.1 UK Summary

THOUSAND

		MALE		FEMALE		SEASONALLY ADJUSTED ††		MARRIED	
		UNEMPLOYED		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED	
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †
1987	Annual averages	2,045.8	12.5	1,955.3	12.0	907.6	7.8	851.2	7.3
1988**		1,650.5	10.1	1,588.1	9.7	719.9	6.1	686.8	5.8
1989		1,290.8	7.9	1,277.4	7.8	507.9	4.2	507.0	4.2
1990		1,232.3	7.6	1,230.3	7.6	432.2	3.6	431.4	3.5
1989	Oct 12 †	1,181.3	7.2	1,211.2	7.4	454.5	3.8	459.2	3.8
	Nov 9 †	1,172.7	7.2	1,200.0	7.4	439.7	3.6	451.1	3.7
	Dec 14 †	1,204.8	7.4	1,194.7	7.3	434.2	3.6	441.4	3.6
1990	Jan 11 †	1,239.3	7.6	1,181.7	7.3	447.7	3.7	434.1	3.6
	Feb 8 †	1,232.2	7.6	1,182.4	7.3	443.5	3.6	431.6	3.5
	Mar 8	1,213.5	7.5	1,177.9	7.2	433.1	3.6	428.7	3.5
	Apr 12	1,198.2	7.4	1,177.2	7.2	428.1	3.5	429.8	3.5
	May 10	1,170.0	7.2	1,184.0	7.3	408.5	3.4	426.9	3.5
	June 14	1,155.4	7.1	1,193.5	7.3	400.2	3.3	424.9	3.5
	July 12	1,192.1	7.3	1,210.4	7.4	431.5	3.5	421.7	3.5
	Aug 9	1,211.8	7.5	1,230.2	7.6	446.0	3.7	425.1	3.5
	Sept 13	1,234.2	7.6	1,246.6	7.7	439.7	3.6	423.9	3.5
	Oct 11	1,244.4	7.7	1,273.8	7.8	426.2	3.5	431.0	3.5
	Nov 8	1,295.8	8.0	1,320.1	8.1	432.3	3.6	443.0	3.6
	Dec 13	1,400.6	8.6	1,385.8	8.5	449.8	3.7	456.5	3.7
1991	Jan 10	1,480.8	9.1	1,425.6	8.8	479.0	3.9	466.0	3.8
	Feb 7	1,547.8	9.5	1,495.6	9.2	497.6	4.1	484.2	4.0
	Mar 14	1,623.8	10.0	1,581.2	9.7	518.2	4.3	509.8	4.2
	Apr 11	1,668.2	10.3	1,644.8	10.1	530.2	4.4	528.8	4.3
	May 9	1,684.7	10.4	1,697.4	10.4	529.0	4.3	543.9	4.5
	June 13	1,707.7	10.5	1,744.6	10.7	533.4	4.4	555.7	4.6
	July 11	1,782.4	11.0	1,795.9	11.0	585.2	4.8	573.1	4.7
	Aug 8	1,823.0	11.2	1,837.0	11.3	612.2	5.0	587.9	4.8
	Sept 12	1,843.4	11.3	1,862.6	11.5	607.2	5.0	594.6	4.9
	Oct 10 P	1,839.7	11.3	1,879.9	11.6	586.2	4.8	593.0	4.9

## UNEMPLOYMENT 2.2 GB Summary

		MALE		FEMALE		SEASONALLY ADJUSTED ††		MARRIED	
		UNEMPLOYED		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED	
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †
1987	Annual averages	1,566.1	9.8	1,505.4	9.4	688.6	6.0	656.3	5.7
1988**		1,213.1	7.6	1,199.8	7.5	479.9	4.1	479.1	4.1
1989		1,159.1	7.3	1,157.1	7.3	408.2	3.4	407.5	3.4
1990		1,106.5	7.0	1,135.5	7.1	427.4	3.6	432.6	3.7
1989	Oct 12 †	1,099.0	6.9	1,124.9	7.1	414.2	3.5	425.0	3.6
	Nov 9 †	1,130.4	7.1	1,120.0	7.0	409.5	3.5	415.7	3.5
	Dec 14 †	1,163.7	7.3	1,107.7	7.0	422.9	3.6	408.9	3.4
1990	Jan 11 †	1,157.5	7.3	1,108.6	7.0	419.3	3.5	406.7	3.4
	Feb 8 †	1,139.6	7.2	1,104.2	7.0	409.4	3.4	403.9	3.4
	Mar 8	1,124.5	7.1	1,103.8	7.0	404.2	3.4	405.2	3.4
	Apr 12	1,097.1	6.9	1,110.6	7.0	385.3	3.2	402.6	3.4
	May 10	1,							

# 2.3 UNEMPLOYMENT Regions

THOUSAND

		NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED						
		All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female	
<b>SOUTH EAST</b>														
1987	)	680.5	460.8	219.7	7.4	8.7	5.7	657.9	7.2			448.3	209.7	
1988**	) Annual	508.6	346.8	161.8	5.5	6.5	4.1	495.8	5.4			339.8	156.0	
1989	) averages	367.4	259.6	107.8	3.9	4.9	2.7	366.9	3.9			259.3	107.6	
1990	)	372.4	273.3	99.2	4.0	5.2	2.5	371.8	4.0			272.8	99.0	
1990	Oct 11	394.7	290.3	104.4	4.2	5.5	2.6	399.1	4.3	15.3	13.1	294.8	104.3	
	Nov 8	414.1	306.6	107.5	4.4	5.8	2.7	422.6	4.5	23.5	16.8	312.8	109.8	
	Dec 13	458.7	343.3	115.4	4.9	6.5	2.9	456.7	4.9	34.1	24.3	340.6	116.1	
1991	Jan 10	487.1	365.0	122.1	5.2	6.9	3.0	478.3	5.1	21.6	35.2	357.2	121.1	
	Feb 7	526.1	394.4	131.7	5.6	7.5	3.3	514.8	5.5	36.5	30.7	385.1	129.7	
	Mar 14	573.2	428.5	144.7	6.2	8.1	3.6	561.8	6.0	47.0	35.0	418.8	143.0	
	Apr 11	595.6	445.4	150.2	6.4	8.4	3.7	589.5	6.3	27.7	37.1	440.1	149.4	
	May 9	608.5	456.3	152.2	6.5	8.6	3.8	613.8	6.6	24.3	33.0	458.8	155.0	
	June 13	627.6	471.9	155.7	6.7	8.9	3.9	638.8	6.9	25.0	25.7	478.5	160.3	
	July 11	665.5	496.5	169.0	7.1	9.4	4.2	665.0	7.1	26.2	25.2	497.9	167.1	
	Aug 8	694.2	514.2	180.1	7.5	9.7	4.5	682.9	7.4	23.9	25.0	514.8	174.1	
	Sept 12	705.7	523.4	182.4	7.6	9.9	4.5	705.1	7.6	17.2	22.4	526.9	179.2	
	Oct 10 P	705.8	526.6	179.2	7.6	10.0	4.4	714.5	7.7	9.4	16.8	535.9	179.6	
<b>GREATER LONDON (included in South East)</b>														
1987	)	363.8	254.4	109.4	8.5	10.1	6.2	353.0	8.2			248.3	104.7	
1988**	) Annual	291.9	205.1	86.7	6.8	8.2	4.9	285.3	6.6			201.5	83.8	
1989	) averages	218.2	156.5	61.8	5.1	6.4	3.4	218.0	5.1			156.4	61.7	
1990	)	211.8	154.7	57.1	5.0	6.4	3.2	211.4	5.0			154.5	57.0	
1990	Oct 11	222.7	162.1	60.3	5.3	6.7	3.4	223.5	5.3	6.9	5.9	163.7	59.8	
	Nov 8	229.2	167.6	61.4	5.4	6.9	3.4	233.6	5.6	10.1	7.4	171.1	62.5	
	Dec 13	248.3	182.8	65.6	5.9	7.6	3.7	247.7	5.9	14.1	10.4	181.8	65.9	
1991	Jan 10	257.1	189.4	67.6	6.1	7.8	3.8	257.4	6.1	9.7	11.3	189.1	68.3	
	Feb 7	274.1	201.8	72.3	6.5	8.3	4.0	272.5	6.5	15.1	13.0	200.2	72.3	
	Mar 14	296.4	217.9	78.5	7.0	9.0	4.4	292.8	7.0	20.3	15.0	214.5	78.3	
	Apr 11	309.3	227.2	82.0	7.4	9.4	4.6	307.5	7.3	14.7	16.7	225.5	82.0	
	May 9	317.7	234.2	83.5	7.6	9.7	4.7	320.1	7.6	12.6	15.9	235.1	85.0	
	June 13	328.5	243.5	86.0	7.8	10.1	4.8	332.9	7.9	12.8	13.4	245.0	87.9	
	July 11	347.2	254.9	92.3	8.3	10.5	5.2	344.5	8.2	11.6	12.3	253.7	90.8	
	Aug 8	361.4	263.5	97.8	8.6	10.9	5.5	356.0	8.5	11.5	12.0	261.7	94.3	
	Sept 12	367.6	268.6	99.0	8.7	11.1	5.5	363.8	8.6	7.8	10.3	267.5	96.3	
	Oct 10 P	366.9	269.4	97.6	8.7	11.1	5.5	369.7	8.8	5.9	8.4	272.2	97.5	
<b>EAST ANGLIA</b>														
1987	)	72.5	47.4	25.1	7.7	8.6	6.3	69.4	7.3			45.8	23.6	
1988**	) Annual	52.0	33.6	18.5	5.4	6.0	4.6	50.4	5.2			32.7	17.7	
1989	) averages	35.2	24.0	11.2	3.6	4.2	2.7	35.2	3.6			24.0	11.2	
1990	)	37.5	27.3	10.2	3.7	4.7	2.4	37.4	3.7			27.2	10.2	
1990	Oct 11	38.3	27.9	10.5	3.8	4.8	2.4	40.4	4.0	1.8	1.3	29.6	10.8	
	Nov 8	41.1	30.2	10.9	4.1	5.2	2.5	42.6	4.2	2.2	1.6	31.3	11.3	
	Dec 13	45.4	33.9	11.5	4.5	5.8	2.7	45.0	4.4	2.4	2.1	33.4	11.6	
1991	Jan 10	49.4	36.8	12.6	4.9	6.3	2.9	46.9	4.6	1.9	2.2	34.9	12.0	
	Feb 7	53.5	40.0	13.5	5.3	6.9	3.1	50.4	5.0	3.5	2.6	37.5	12.9	
	Mar 14	56.4	42.1	14.2	5.6	7.3	3.3	53.5	5.3	3.1	2.8	39.9	13.6	
	Apr 11	57.2	42.8	14.5	5.7	7.4	3.4	55.5	5.5	2.0	2.9	41.4	14.1	
	May 9	58.0	43.4	14.6	5.7	7.5	3.4	57.7	5.7	2.2	2.4	43.1	14.6	
	June 13	57.1	43.0	14.2	5.6	7.4	3.3	59.0	5.8	1.3	1.8	44.2	14.8	
	July 11	60.0	44.7	15.3	5.9	7.7	3.5	61.1	6.0	2.1	1.9	45.7	15.4	
	Aug 8	61.5	45.5	16.1	6.1	7.8	3.7	62.6	6.2	1.5	1.6	46.7	15.9	
	Sept 12	62.1	46.1	16.0	6.1	7.9	3.7	63.8	6.3	1.2	1.6	47.7	16.1	
	Oct 10 P	61.8	46.0	15.8	6.1	7.9	3.7	64.2	6.3	0.4	1.0	48.0	16.2	
<b>SOUTH WEST</b>														
1987	)	178.9	115.0	63.9	8.5	9.4	7.2	172.3	8.1			111.4	60.9	
1988**	) Annual	137.6	88.5	49.1	6.4	7.2	5.4	133.7	6.2			86.5	47.3	
1989	) averages	98.1	66.1	31.9	4.5	5.3	3.3	98.0	4.5			66.1	31.9	
1990	)	97.3	69.8	27.5	4.4	5.6	2.8	97.2	4.4			69.7	27.5	
1990	Oct 11	101.0	73.3	27.7	4.5	5.8	2.9	103.2	4.6	3.5	2.5	75.2	28.0	
	Nov 8	109.4	79.9	29.5	4.9	6.4	3.0	109.3	4.9	6.1	3.8	80.2	29.1	
	Dec 13	122.6	90.7	31.9	5.5	7.2	3.3	118.4	5.3	9.1	6.2	87.5	30.9	
1991	Jan 10	133.3	98.7	34.6	6.0	7.9	3.6	124.8	5.6	6.4	7.2	92.7	32.1	
	Feb 7	142.7	106.0	36.7	6.4	8.4	3.8	134.5	6.1	9.7	8.4	100.4	34.1	
	Mar 14	150.2	112.4	37.9	6.8	8.9	3.9	144.0	6.5	9.5	8.5	108.0	36.0	
	Apr 11	152.0	114.5	37.5	6.8	9.1	3.9	150.1	6.8	6.1	8.4	112.7	37.4	
	May 9	151.8	114.8	37.0	6.8	9.1	3.8	155.3	7.0	5.2	6.9	116.7	38.6	
	June 13	153.1	116.1	37.0	6.9	9.2	3.8	160.6	7.2	5.3	5.5	120.8	39.8	
	July 11	162.9	122.4	40.5	7.3	9.7	4.2	167.1	7.5	6.5	5.7	125.6	41.5	
	Aug 8	169.3	126.4	42.8	7.6	10.1	4.4	171.9	7.7	4.8	5.5	129.1	42.8	
	Sept 12	172.8	129.3	43.4	7.8	10.3	4.5	176.2	7.9	4.3	5.2	132.4	43.8	
	Oct 10 P	174.5	131.4	43.1	7.9	10.5	4.5	178.5	8.0	2.3	3.8	134.6	43.9	

See footnotes to tables 2.1 and 2.2.

# UNEMPLOYMENT Regions 2.3

THOUSAND

		UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED						
		All	Male	Female	All	Male	Female	Number	Per cent work force †	Change since previous month	Average change over 3 months ended	Male	Female	
<b>WEST MIDLANDS</b>														
1987	)	305.9	211.1	94.8	12.0	13.8	9.2	292.0	11.4			203.4	88.6	
1988**	) Annual	238.0	163.0	75.0	9.2	10.7	7.1	229.7	8.9			158.3	71.4	
1989	) averages	168.5	118.8	49.7	6.6	7.9	4.7	167.9	6.6			118.3	49.6	
1990	)	152.7	111.7	41.1	5.9	7.4	3.8	152.6	6.0			111.5	41.1	
1990	Oct 11	152.2	111.9	40.2	5.9	7.4	3.7	154.3	6.0	3.0	1.6	113.9	40.4	
	Nov 8	155.6	115.4	40.2	6.0	7.6	3.7	159.6	6.2	5.3	2.8	118.2	41.4	
	Dec 13	166.0	124.3	41.7	6.4	8.2	3.9	166.5	6.4	6.9	5.1	123.8	42.7	
1991	Jan 10	177.1	132.5	44.5	6.8	8.8	4.1	171.8	6.6	5.3	5.8	128.0	43.8	
	Feb 7	186.7	140.1	46.6	7.2	9.2	4.3	181.8	7.0	10.0	7.4	136.0	45.8	
	Mar 14	198.9	150.0	49.0	7.7	9.9	4.6	195.8	7.6	14.0	9.8	147.3	48.5	
	Apr 11	207.2	156.4	50.8	8.0	10.3	4.7	206.5	8.0	10.7	11.6	155.6	50.9	
	May 9	210.9	160.2	50.7	8.1	10.6	4.7	214.2	8.3	7.7	10.8	161.9	52.3	
	June 13	216.0	164.1	51.9	8.3	10.8	4.8	220.5	8.5	6.3	8.2	166.8	53.7	
	July 11	229.1	172.0	57.1	8.8	11.4	5.3	227.7	8.8	7.2	7.1	171.9	55.8	
	Aug 8	236.0	176.1	59.9	9.1	11.6	5.6	233.4	9.0	5.7	6.4	176.0	57.4	
	Sept 12	239.9	179.6	60.3</										

## 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
<b>NORTH</b>												
1987	213.1	155.1	58.0	14.9	18.4	9.9	201.3	14.1			147.1	54.2
1988**	179.4	130.7	48.7	12.5	15.5	8.2	171.0	11.9			124.6	46.4
1989	141.9	105.7	36.2	10.0	12.8	6.1	140.0	9.9			103.9	36.2
1990	122.9	93.4	29.5	8.7	11.6	4.9	122.7	8.7			93.3	29.4
1990 Oct 11	120.6	92.3	28.3	8.6	11.4	4.7	123.7	8.8	1.1	0.9	95.1	28.6
Nov 8	124.5	96.0	28.6	8.9	11.9	4.8	126.8	9.0	3.1	1.5	97.5	29.3
Dec 13	129.0	100.2	28.8	9.2	12.4	4.8	129.0	9.2	2.2	2.2	99.4	29.6
1991 Jan 10	135.6	104.7	30.9	9.6	13.0	5.2	129.9	9.2	0.9	2.1	100.0	29.9
Feb 7	136.8	105.8	31.1	9.7	13.1	5.2	131.8	9.4	1.9	1.7	101.7	30.1
Mar 14	139.2	107.7	31.4	9.9	13.3	5.3	135.0	9.6	3.2	2.0	104.3	30.7
Apr 11	142.8	110.6	32.2	10.2	13.7	5.4	140.2	10.0	5.2	3.4	108.3	31.9
May 9	141.9	110.0	31.9	10.1	13.6	5.3	142.9	10.2	2.7	3.7	110.3	32.6
June 13	140.9	109.1	31.8	10.0	13.5	5.3	144.4	10.3	1.5	3.1	111.3	33.1
July 11	146.1	112.1	34.0	10.4	13.9	5.7	147.3	10.5	2.9	2.4	113.7	33.6
Aug 8	147.6	112.7	34.9	10.5	13.9	5.8	149.0	10.6	1.7	2.0	115.0	34.0
Sept 12	149.1	114.2	34.9	10.6	14.1	5.8	149.7	10.6	0.7	1.8	116.0	33.7
Oct 10 P	146.2	113.1	33.1	10.4	14.0	5.5	149.6	10.6	-0.1	0.8	116.0	33.6
<b>WALES</b>												
1987	157.0	111.8	45.2	12.7	15.2	9.0	148.1	12.0			105.9	42.2
1988**	130.0	92.9	37.1	10.3	12.5	7.2	123.9	9.8			88.6	35.4
1989	97.0	70.9	26.2	7.4	9.2	4.8	96.1	7.3			69.9	26.1
1990	86.3	65.7	20.6	6.7	8.6	3.8	86.2	6.6			65.6	20.6
1990 Oct 11	86.0	66.2	19.9	6.6	8.7	3.7	87.5	6.7	1.5	0.7	67.3	20.2
Nov 8	89.9	69.6	20.3	6.9	9.1	3.8	90.6	7.0	3.1	1.3	69.9	20.7
Dec 13	95.7	74.7	21.0	7.4	9.8	3.9	94.0	7.2	3.4	2.7	72.9	21.1
1991 Jan 10	101.5	78.9	22.5	7.8	10.4	4.2	96.2	7.4	2.2	2.9	74.8	21.4
Feb 7	104.9	81.8	23.1	8.1	10.8	4.3	100.3	7.7	4.1	3.2	78.4	21.9
Mar 14	108.0	84.8	23.2	8.3	11.1	4.3	104.9	8.1	4.6	3.6	82.2	22.7
Apr 11	110.5	86.7	23.8	8.5	11.4	4.4	109.1	8.4	4.2	4.3	85.4	23.7
May 9	110.2	86.7	23.5	8.5	11.4	4.4	112.2	8.6	3.1	4.0	87.8	24.4
June 13	109.8	86.6	23.2	8.5	11.4	4.3	114.6	8.8	2.4	3.2	89.7	24.9
July 11	116.0	90.3	25.7	8.9	11.9	4.8	117.6	9.1	3.0	2.8	92.0	25.6
Aug 8	118.5	91.6	26.9	9.1	12.0	5.0	119.6	9.2	2.0	2.5	93.6	26.0
Sept 12	119.0	92.5	26.4	9.2	12.2	4.9	119.9	9.2	0.3	1.8	94.1	26.8
Oct 10 P	117.1	92.0	25.1	9.0	12.1	4.7	119.8	9.2	-0.1	0.7	94.2	25.6
<b>SCOTLAND</b>												
1987	345.8	241.9	103.8	14.0	16.7	10.1	321.8	13.0			227.3	94.5
1988**	293.6	207.2	86.4	11.9	14.4	8.5	278.2	11.3			197.5	80.8
1989	234.7	169.5	65.2	9.4	11.8	6.1	233.2	9.3			168.2	65.0
1990	202.5	148.7	53.8	8.2	10.5	5.0	202.1	8.1			148.5	53.6
1990 Oct 11	193.0	143.5	49.4	7.8	10.1	4.6	197.9	8.0	-1.3	-1.2	146.9	51.0
Nov 8	195.7	145.9	49.7	7.9	10.3	4.7	198.6	8.0	0.7	-0.6	147.8	50.8
Dec 13	203.0	152.0	50.9	8.2	10.7	4.8	200.8	8.1	2.2	0.5	149.6	51.2
1991 Jan 10	212.7	158.8	53.8	8.6	11.2	5.0	201.5	8.1	0.7	1.2	150.3	51.2
Feb 7	213.7	159.7	54.0	8.6	11.3	5.1	204.7	8.2	3.2	2.0	153.0	51.7
Mar 14	215.1	161.6	53.5	8.7	11.4	5.0	209.3	8.4	4.6	2.8	157.0	52.3
Apr 11	217.0	163.1	53.9	8.7	11.5	5.1	214.6	8.6	5.3	4.4	160.6	54.0
May 9	215.3	162.5	52.9	8.7	11.5	5.0	219.8	8.9	5.2	5.0	164.4	55.4
June 13	215.5	162.7	52.8	8.7	11.5	4.9	222.7	9.0	2.9	4.5	167.0	55.7
July 11	228.4	168.4	59.9	9.2	11.9	5.6	226.7	9.1	4.0	4.0	170.1	56.6
Aug 8	230.2	169.5	60.6	9.3	12.0	5.7	227.6	9.2	0.9	2.6	171.3	56.3
Sept 12	222.0	167.0	55.0	8.9	11.8	5.1	225.8	9.1	-1.8	1.0	170.4	55.4
Oct 10 P	220.4	167.3	53.1	8.9	11.8	5.0	225.4	9.1	-0.4	-0.4	170.8	54.6
<b>NORTHERN IRELAND</b>												
1987	126.5	92.0	34.5	17.8	21.5	12.3	122.1	17.0			89.2	32.9
1988**	115.7	84.3	31.3	16.0	19.6	10.7	113.2	15.6			82.7	30.5
1989	105.7	77.7	28.0	14.6	18.2	9.5	105.6	14.6			77.6	27.9
1990	97.2	73.2	24.0	13.4	17.1	8.1	97.2	13.4			73.2	24.0
1990 Oct 11	94.8	71.5	23.3	13.1	16.7	7.9	95.4	13.2	-0.1	-0.5	72.4	23.0
Nov 8	94.3	71.6	22.7	13.0	16.8	7.7	96.3	13.3	0.9	0.2	73.0	23.3
Dec 13	95.6	73.2	22.4	13.2	17.1	7.5	96.9	13.4	0.6	0.5	73.5	23.4
1991 Jan 10	98.3	75.3	23.0	13.6	17.6	7.7	97.4	13.5	0.5	0.7	73.9	23.5
Feb 7	97.8	75.2	22.6	13.5	17.6	7.6	97.6	13.5	0.2	0.4	74.3	23.3
Mar 14	98.2	75.5	22.6	13.6	17.7	7.6	98.8	13.6	1.2	0.6	75.2	23.6
Apr 11	99.0	76.1	22.9	13.7	17.8	7.7	99.2	13.7	0.4	0.6	75.7	23.5
May 9	98.0	75.5	22.5	13.5	17.7	7.6	99.4	13.7	0.2	0.6	75.9	23.5
June 13	98.2	75.3	22.9	13.6	17.6	7.7	100.0	13.8	0.6	0.4	76.3	23.7
July 11	103.6	77.6	26.0	14.3	18.2	8.8	100.8	13.9	0.8	0.5	76.8	24.0
Aug 8	104.4	78.1	26.3	14.4	18.3	8.9	102.0	14.1	1.2	0.9	77.8	24.2
Sept 12	104.4	78.5	25.9	14.4	18.4	8.7	102.1	14.1	0.1	0.7	78.0	24.1
Oct 10 P	101.4	77.1	24.3	14.0	18.1	8.2	102.5	14.2	0.4	0.6	78.4	24.1

See footnotes to tables 2.1 and 2.2.

## UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status\* and in travel-to-work areas† at October 10, 1991

	Male			Female			All			Rate**		Male			Female			All			Rate**		per cent employees and workforce unemployed	
	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	per cent employees and unemployed	per cent employees and unemployed	per cent employees and unemployed	per cent employees and unemployed	per cent employees and unemployed	per cent employees and unemployed	per cent employees and unemployed	per cent employees and unemployed	per cent employees and unemployed	per cent employees and unemployed	per cent employees and unemployed	per cent employees and unemployed	per cent employees and unemployed		
<b>ASSISTED REGIONS †</b>																								
<b>South West</b>																								
Development Areas	8,150	2,521	10,671	15.9	...	...	Bury St Edmunds	1,219	479	1,698	5.3	4.4												
Intermediate Areas	17,241	5,531	22,772	13.1	...	...	Buxton	1,076	470	1,546	7.2	5.6												
Unassisted	105,960	35,064	141,024	8.7	...	...	Calderdale	5,968	1,819	7,787	9.6	8.3												
All	131,351	43,116	174,467	9.4	7.9	...	Cambridge	5,366	1,947	7,313	5.1	4.3												
<b>West Midlands</b>																								
Development Areas	141,873	44,748	186,621	11.8	...	...	Canterbury	3,225	924	4,149	8.9	7.3												
Intermediate Areas	36,442	12,910	49,352	7.5	...	...	Carlisle	2,460	847	3,307	5.9	5.1												
Unassisted	178,315	57,858	236,173	10.5	9.1	...	Castleford and Pontefract	4,149	1,246	5,395	10.9	9.6												
All	356,630	115,416	472,046	11.1	10.2	...	Chelmsford and Braintree	5,999	2,256	8,255	7.7	6.4												
<b>East Midlands</b>																								
Development Areas	2,377	782	3,159	8.9	...	...	Cheltenham	3,789	1,140	4,929	6.3	5.5												
Intermediate Areas	3,280	1,320	4,600	8.9	...	...	Chesterfield	5,870	1,910	7,780	10.5	9.1												
Unassisted	106,940	35,218	142,158	9.0	7.8	...	Chichester	3,122	4,600	8,722	6.9	5.5												
All	112,597	37,320	149,917	9.0	7.8	...	Chippenham	1,566	659	2,225	7.7	6.2												
<b>Yorkshire and Humberside</b> </																								



## 2.6 UNEMPLOYMENT

### Age and duration: October 11, 1991

#### Regions

Duration of unemployment in weeks	MALE				FEMALE				MALE				FEMALE																									
	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*																						
	SOUTH EAST				YORKSHIRE AND HUMBERSIDE				NORTH WEST				EAST ANGLIA																									
2 or less	15,473	38,553	10,773	64,819	8,931	13,652	3,067	25,797	5,802	10,141	2,599	18,544	2,804	3,692	828	7,397	3,912	6,969	1,684	12,567	1,689	2,400	531	4,661														
Over 2 and up to 4	7,423	20,314	5,099	32,838	5,724	10,452	2,986	19,215	3,332	6,111	1,417	10,864	2,145	2,940	852	5,979	4,052	11,153	2,494	17,700	2,501	4,520	1,091	8,131	4,901	8,368	1,802	15,073	2,500	3,674	1,084	7,296						
Over 4 and up to 8	6,676	17,328	4,382	28,391	13,043	19,552	4,484	37,276	2,952	5,042	1,203	9,199	4,307	5,189	1,095	10,682	4,060	10,274	2,269	16,624	5,990	1,963	7,456	4,208	7,164	1,503	12,878	5,689	6,915	1,415	14,117							
Over 8 and up to 13	1,360	2,502	798	4,660	5,512	5,888	1,041	12,561	543	658	211	1,412	1,632	1,319	200	3,202	813	1,619	3,857	24,228	9,260	15,121	4,110	28,614	2,144	5,387	1,224	8,755	3,328	4,037	1,025	8,437						
Over 13 and up to 26	4,179	16,191	3,857	24,228	12,053	17,357	3,911	33,480	2,293	6,106	1,855	10,254	4,389	4,464	950	9,893	3,922	15,158	4,638	23,718	12,053	17,357	3,911	33,480	2,293	6,106	1,855	10,254	4,389	4,464	950	9,893						
Over 26	1,799	7,816	3,757	13,372	28,852	43,287	10,444	82,887	963	3,329	1,975	6,267	8,707	10,572	2,582	21,968	1,799	7,816	3,757	13,372	28,852	43,287	10,444	82,887	963	3,329	1,975	6,267	8,707	10,572	2,582	21,968						
All	41,727	129,757	44,781	216,293	153,908	266,142	68,064	489,500	18,652	43,681	17,706	80,047	51,480	66,871	16,773	135,724																						

\* Including some aged under 18.

## UNEMPLOYMENT 2.6

### Age and duration: October 11, 1991

Duration of unemployment in weeks	AGE GROUPS											All ages	
	Under 18	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59		60 and over
GREAT BRITAIN													
MALE													
One or less	376	3,168	2,734	13,575	9,960	6,768	4,964	4,605	3,666	3,222	2,692	1,437	57,167
Over 1 and up to 2	324	3,317	2,744	14,163	10,789	7,221	5,424	5,106	4,270	4,116	3,703	2,200	63,377
Over 2 and up to 4	555	6,136	4,809	22,443	16,297	10,789	7,889	7,153	5,514	4,881	4,012	2,114	92,632
Over 4 and up to 6	512	8,100	4,853	20,873	15,092	10,506	7,706	7,213	5,634	5,492	4,584	2,450	93,015
Over 6 and up to 8	290	3,826	3,228	15,606	11,464	7,888	5,699	5,267	4,041	3,422	2,988	1,577	65,296
Over 8 and up to 13	498	8,380	7,820	38,199	28,271	19,216	14,075	12,707	10,014	9,279	8,288	4,614	161,361
Over 13 and up to 26	459	14,241	14,494	73,810	56,628	39,766	29,220	26,303	20,623	19,179	17,505	11,265	323,493
Over 26	124	7,697	10,163	52,180	45,582	32,743	24,760	21,482	16,752	15,814	14,049	9,029	250,375
All	3,188	57,800	68,822	365,493	310,273	223,686	168,000	151,772	121,357	121,162	124,661	46,381	1,762,595
FEMALE													
One or less	323	2,310	1,636	6,643	3,893	2,159	1,663	1,700	1,530	1,162	783	2	23,794
Over 1 and up to 2	260	2,366	1,767	7,369	4,348	2,386	1,830	1,979	1,797	1,392	961	3	26,458
Over 2 and up to 4	489	4,460	2,962	10,270	6,024	3,449	2,520	2,584	2,193	1,711	1,147	7	37,816
Over 4 and up to 6	411	7,187	3,255	10,116	6,336	3,521	3,038	3,040	2,456	2,155	1,496	7	43,018
Over 6 and up to 8	254	2,365	1,884	7,183	4,091	2,284	1,713	1,895	1,612	1,246	868	1	25,396
Over 8 and up to 13	487	5,289	4,541	17,087	10,330	5,683	4,217	4,475	4,149	3,434	2,427	13	62,132
Over 13 and up to 26	411	7,956	7,815	30,488	19,587	11,111	7,984	4,466	7,927	6,574	5,057	24	113,400
Over 26	70	3,698	4,529	17,438	13,725	8,201	5,812	6,419	6,107	5,334	4,252	19	75,604
All	2,752	37,024	36,200	137,746	90,937	52,149	39,458	44,193	42,463	40,227	38,430	375	561,954
UNITED KINGDOM													
MALE													
One or less	381	3,278	2,825	13,977	10,226	6,921	5,087	4,686	3,735	3,275	2,746	1,451	58,588
Over 1 and up to 2	327	3,436	2,841	14,623	11,050	7,392	5,552	5,190	4,354	4,179	3,766	2,230	64,940
Over 2 and up to 4	556	6,396	4,998	23,146	16,714	11,079	8,094	7,355	5,654	4,967	4,086	2,149	95,194
Over 4 and up to 6	514	8,642	5,152	21,586	15,506	10,808	7,917	7,356	5,604	4,682	2,491	96,018	
Over 6 and up to 8	291	3,965	3,380	16,097	11,772	8,078	5,827	5,377	4,126	3,485	3,029	1,602	67,029
Over 8 and up to 13	504	8,631	8,102	39,330	29,022	19,681	14,395	12,962	10,205	9,410	8,433	4,665	165,340
Over 13 and up to 26	459	14,839	15,067	76,473	60,830	40,852	30,041	26,967	21,163	19,567	17,788	11,443	332,979
Over 26	126	7,973	10,466	53,761	46,843	33,654	25,391	21,989	17,138	16,111	14,312	9,139	256,903
All	3,210	60,213	71,700	379,698	323,484	234,348	176,589	159,447	127,743	126,289	129,548	47,475	1,839,744
FEMALE													
One or less	325	2,389	1,689	6,872	4,007	2,212	1,705	1,744	1,558	1,185	796	3	24,485
Over 1 and up to 2	263	2,437	1,830	7,619	4,498	2,460	1,894	2,022	1,834	1,422	995	5	27,279
Over 2 and up to 4	493	4,696	3,111	10,714	6,225	3,573	2,617	2,652	2,255	1,775	1,150	7	39,308
Over 4 and up to 6	415	7,716	3,507	10,493	6,543	3,650	3,154	3,142	2,527	2,242	1,190	7	44,946
Over 6 and up to 8	255	2,449	1,999	7,387	4,252	2,381	1,770	1,937	1,657	1,274	888	2	26,251
Over 8 and up to 13	490	5,437	4,738	17,596	10,672	5,881	4,372	4,582	4,248	3,524	2,489	13	64,042
Over 13 and up to 26	411	8,199	8,200	31,721	20,256	11,523	8,305	8,764	8,179	6,772	5,190	25	117,545
Over 26	72	3,820	4,649	17,924	14,154	8,492	6,001	6,607	6,267	5,466	4,376	20	77,848
All	2,772	38,583	37,932	143,333	94,764	54,562	41,377	45,974	44,336	41,971	40,192	450	586,246





# 2.9 UNEMPLOYMENT Area statistics

## Unemployment in counties and local authority districts at October 10, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †		
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce	
<b>Dorset</b>	17,693	5,371	23,064	9.7	8.0	South Kesteven	1,984	716	2,700		
Bournemouth	6,083	1,721	7,804			West Lindsey	1,682	692	2,374		
Christchurch	911	261	1,172			<b>Northamptonshire</b>	14,404	5,045	19,449	7.8	6.7
East Dorset	1,359	470	1,829			Corby	2,141	671	2,812		
North Dorset	794	322	1,116			Daventry	1,053	459	1,512		
Poole	4,161	1,142	5,303			East Northamptonshire	1,192	481	1,673		
Purbeck	1,617	303	1,920			Kettering	1,866	639	2,505		
West Dorset	1,521	529	2,050			Northampton	5,389	1,704	7,093		
Weymouth and Portland	1,946	653	2,599			South Northamptonshire	1,056	423	1,479		
<b>Gloucestershire</b>	12,552	4,073	16,625	7.3	6.2	Wellingborough	1,707	668	2,375		
Cheltenham	2,633	698	3,331			<b>Nottinghamshire</b>	34,811	10,429	45,240	10.4	9.1
Cotswold	1,177	425	1,602			Ashfield	3,629	984	4,613		
Forest of Dean	1,617	578	2,195			Bassetlaw	2,990	1,089	4,079		
Gloucester	3,155	848	4,003			Broxtowe	2,488	852	3,340		
Stroud	2,416	954	3,370			Gedling	2,578	954	3,532		
Tewkesbury	1,554	570	2,124			Mansfield	3,503	977	4,480		
<b>Somerset</b>	10,807	3,881	14,688	8.3	6.7	Newark	2,697	869	3,566		
Mendip	2,329	839	3,168			Nottingham	14,788	3,969	18,757		
Sedgemoor	2,607	798	3,405			Rushcliffe	2,138	735	2,873		
South Somerset	2,995	1,165	4,160			<b>YORKSHIRE AND HUMBERSIDE</b>					
Taunton Deane	2,232	762	2,994			<b>Humber</b>	31,186	8,997	40,183	10.8	9.4
West Somerset	644	209	853			Beverley	1,961	811	2,772		
<b>Wiltshire</b>	12,629	4,545	17,174	7.3	6.3	Boothferry	1,617	535	2,152		
Kenilworth	1,220	463	1,683			Cleethorpes	2,283	649	2,932		
North Wiltshire	2,118	926	3,044			East Yorkshire	1,896	749	2,645		
Salisbury	2,049	769	2,818			Glanford	1,555	566	2,121		
Thamesdown	5,011	1,586	6,597			Great Grimsby	4,075	985	5,060		
West Wiltshire	2,231	801	3,032			Holderness	1,226	476	1,702		
<b>WEST MIDLANDS</b>						Kingston-upon-Hull	14,100	3,569	17,669		
<b>Hereford and Worcester</b>	15,543	5,597	21,140	8.5	6.9	Scunthorpe	2,473	657	3,130		
Bromsgrove	2,067	704	2,771			<b>North Yorkshire</b>	12,469	4,777	17,246	6.2	5.0
Hereford	1,446	594	2,040			Craven	743	304	1,047		
Leominster	708	236	944			Hambleton	1,104	485	1,589		
Malvern Hills	1,590	529	2,119			Harrogate	1,980	789	2,769		
Redditch	2,204	821	3,025			Richmondshire	518	330	848		
South Herefordshire	806	338	1,144			Ryedale	958	399	1,357		
Worcester	2,431	746	3,177			Scarborough	2,899	977	3,876		
Wyche	1,779	726	2,505			Selby	1,435	662	2,097		
Wyre Forest	2,512	903	3,415			York	2,832	831	3,663		
<b>Shropshire</b>	9,173	3,338	12,511	8.1	6.6	<b>South Yorkshire</b>	54,539	15,832	70,371	13.7	12.0
Bridgnorth	866	346	1,212			Barnsley	8,720	2,469	11,189		
North Shropshire	859	337	1,196			Doncaster	12,333	3,693	16,026		
Oswestry	726	288	1,014			Rotherham	10,245	3,093	13,338		
Shrewsbury and Atcham	1,886	672	2,558			Sheffield	23,241	6,577	29,818		
South Shropshire	746	283	1,029			<b>West Yorkshire</b>	67,825	20,146	87,971	9.6	8.4
The Wrekin	4,090	1,412	5,502			Bradford	17,634	4,849	22,483		
<b>Staffordshire</b>	27,167	9,378	36,545	8.9	7.6	Calderdale	5,968	1,819	7,787		
Cannock Chase	2,743	924	3,667			Kirklees	10,808	3,396	14,204		
East Staffordshire	2,679	923	3,602			Leeds	23,539	7,079	30,618		
Lichfield	2,144	788	2,932			Wakefield	9,876	3,003	12,879		
Newcastle-under-Lyme	2,920	1,086	4,006			<b>NORTH WEST</b>					
South Staffordshire	2,550	936	3,486			<b>Cheshire</b>	25,650	8,375	34,025	8.4	7.4
Stafford	2,328	869	3,197			Chester	3,247	1,051	4,298		
Staffordshire Moorlands	1,572	590	2,162			Congleton	1,509	666	2,175		
Stoke-on-Trent	7,736	2,327	10,063			Crewe and Nantwich	2,788	1,062	3,850		
Tamworth	2,495	935	3,430			Ellesmere Port and Neston	2,537	749	3,286		
<b>Warwickshire</b>	11,334	4,375	15,709	7.8	6.6	Halton	6,873	1,493	8,366		
North Warwickshire	1,391	579	1,970			Macclesfield	2,410	871	3,281		
Nuneaton and Bedworth	3,552	1,244	4,796			Vale Royal	2,681	979	3,660		
Rugby	2,013	881	2,894			Warrington	5,105	1,504	6,609		
Stratford-on-Avon	1,716	662	2,378			<b>Greater Manchester</b>	93,424	28,115	121,539	10.8	9.5
Warwick	2,662	1,009	3,671			Bolton	8,888	2,551	11,439		
<b>West Midlands</b>	115,098	34,970	150,068	12.3	10.9	Bury	4,285	1,397	5,682		
Birmingham	51,159	15,000	66,159			Manchester	25,354	6,869	32,223		
Coventry	13,251	4,151	17,402			Oldham	7,433	2,491	9,924		
Dudley	9,902	3,195	13,097			Rochdale	7,394	2,131	9,525		
Sandwell	13,194	4,067	17,261			Salford	9,652	2,481	12,133		
Solihull	5,752	2,076	7,828			Stockport	6,820	2,226	9,046		
Walsall	10,291	3,008	13,299			Tameside	7,319	2,297	9,616		
Wolverhampton	11,549	3,473	15,022			Trafford	6,341	2,078	8,419		
<b>EAST MIDLANDS</b>						Wigan	9,938	3,594	13,532		
<b>Derbyshire</b>	26,450	8,999	35,449	9.5	8.2	<b>Lancashire</b>	37,356	10,796	48,152	8.7	7.4
Amber Valley	2,552	895	3,447			Blackburn	5,259	1,252	6,511		
Bolsover	2,264	673	2,937			Blackpool	4,542	1,075	5,617		
Chesterfield	3,529	1,103	4,632			Burnley	2,701	860	3,561		
Derby	8,466	2,634	11,100			Clitheroe	2,065	765	2,830		
Derbyshire Dales	1,014	436	1,450			Fylde	889	262	1,151		
Erewash	2,743	948	3,691			Hyndburn	1,950	566	2,516		
High Peak	1,780	739	2,519			Lancaster	3,639	1,187	4,826		
North East Derbyshire	2,740	1,029	3,769			Pendle	2,061	590	2,651		
South Derbyshire	1,362	542	1,904			Preston	4,741	1,157	5,898		
<b>Leicestershire</b>	23,163	7,842	31,005	8.0	7.0	Ribble Valley	592	257	849		
Blaby	1,457	554	2,011			Rossendale	1,582	489	2,071		
Charwood	2,769	1,138	3,907			South Ribblesdale	2,028	658	2,686		
Harborough	996	358	1,354			West Lancashire	3,409	1,190	4,599		
Hinckley and Bosworth	1,681	689	2,370			Wyre	1,898	488	2,386		
Leicester	12,472	3,742	16,214			<b>Merseyside</b>	72,928	20,557	93,485	16.5	14.5
Melton	677	273	950			Knowsley	10,023	2,454	12,477		
North West Leicestershire	1,825	563	2,388			Liverpool	30,835	8,599	39,434		
Oadby and Wigston	910	349	1,259			Sefton	11,360	3,363	14,723		
Rutland	376	176	552			St Helens	6,986	2,137	9,123		
<b>Lincolnshire</b>	13,769	5,005	18,774	8.7	7.1	Wirral	13,724	4,004	17,728		
Boston	1,167	403	1,570			<b>NORTH</b>					
East Lindsey	3,196	1,183	4,379			<b>Cleveland</b>	24,988	6,847	31,835	14.0	12.5
Lincoln	3,359	1,018	4,377			Hartlepool	4,328	1,056	5,384		
North Kesteven	1,312	588	1,900			Langbaugh	6,091	1,631	7,722		
South Holland	1,089	405	1,494								

# UNEMPLOYMENT 2.9 Area statistics

## Unemployment in counties and local authority districts at October 10, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †		
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce	
Middlesbrough	7,547	2,025	9,572			<b>Central Region</b>	8,124	2,818	10,942	10.1	8.9
Stockton-on-Tees	7,022	2,135	9,157			Clackmannan	1,564	503	2,067		
<b>Cumbria</b>	10,964	3,875	14,839	6.9	5.8	Falkirk	4,450	1,577	6,027		
Allerdale	2,525	960	3,485			Stirling	2,110	738	2,848		
Barrow-in-Furness	2,429	835	3,264			<b>Dumfries and Galloway Region</b>	3,403	1,493	4,896	8.7	7.0
Carlisle	2,271	761	3,032			Annandale and Eskdale	680	328	1,008		
Copeland	2,089	683	2,772			Nithsdale	1,385	563	1,948		
Eden	544	211	755			Stewartry	391	198	589		
South Lakeland	1,106	425	1,531			Wigtown	947	404</			

# 2.10 UNEMPLOYMENT Area statistics

## Unemployment in Parliamentary constituencies at October 10, 1991

	Male	Female	All		Male	Female	All				
<b>SOUTH EAST</b>											
<b>Bedfordshire</b>											
Luton South	4,399	1,114	5,513	Newham North West	4,075	1,330	5,405				
Mid Bedfordshire	2,079	801	2,880	Newham South	4,158	1,134	5,292				
North Bedfordshire	2,973	870	3,843	Old Bexley and Sidcup	5,212	1,981	7,193				
North Luton	3,043	929	3,972	Orpington	1,196	497	1,693				
South West Bedfordshire	2,579	929	3,508	Peckham	1,452	559	2,011				
<b>Berkshire</b>											
East Berkshire	2,409	822	3,231	Putney	2,452	970	3,422				
Newbury	2,039	712	2,751	Ravensbourne	1,266	490	1,756				
Reading East	2,763	703	3,466	Richmond-upon-Thames and Barnes	1,738	785	2,523				
Reading West	1,126	576	1,702	Romford	1,808	589	2,397				
Slough	3,380	1,161	4,541	Ruislip-Northwood	1,236	494	1,730				
Windsor and Maidenhead	1,774	682	2,456	Streatham and Bermondsey	5,383	1,639	7,022				
Wokingham	1,721	545	2,266	Streatham	4,359	1,607	5,966				
<b>Buckinghamshire</b>											
Aylesbury	2,513	881	3,394	Surbiton	1,141	446	1,587				
Beaconsfield	1,262	464	1,726	Sutton and Cheam	1,766	584	2,350				
Buckingham	1,886	667	2,553	Tooting	3,998	1,594	5,592				
Chesham and Amersham	1,367	474	1,841	Tottenham	7,885	2,528	10,413				
Milton Keynes	4,643	1,411	6,054	Tottenham	1,644	722	2,366				
Wycombe	2,570	775	3,345	Upminster	1,940	663	2,603				
<b>East Sussex</b>											
Bexhill and Battle	1,422	442	1,864	Uxbridge	2,021	652	2,673				
Brighton Kempdown	3,530	989	4,519	Vauxhall	6,550	2,327	8,877				
Brighton Pavilion	3,460	1,194	4,654	Walthamstow	3,453	1,091	4,544				
Eastbourne	2,404	723	3,127	Wanstead and Woodford	1,527	652	2,179				
Hastings and Rye	3,671	988	4,659	Westminster North	3,993	1,706	5,699				
Hove	3,127	1,120	4,247	Wimbledon	1,865	802	2,667				
Lewes	1,998	620	2,618	Woolwich	4,303	1,324	5,627				
Wealden	1,505	498	2,003	<b>Hampshire</b>							
<b>Essex</b>											
Basildon	3,675	1,196	4,871	Aldershot	2,295	815	3,110				
Billerica	2,232	773	3,005	Basinstoke	2,624	778	3,402				
Braintree	2,509	911	3,420	East Hampshire	1,888	641	2,529				
Brentwood and Ongar	1,656	528	2,184	Eastleigh	2,924	799	3,723				
Castle Point	2,241	774	3,015	Fareham	1,975	692	2,667				
Chelmsford	2,367	940	3,307	Gosport	3,262	939	4,201				
Epping Forest	1,953	829	2,782	Havant	3,448	806	4,254				
Harlow	2,716	1,051	3,767	New Forest	1,741	472	2,213				
Harwich	3,196	849	4,045	North West Hampshire	1,605	553	2,158				
North Colchester	2,435	872	3,307	Portsmouth North	3,164	810	3,974				
Rochford	2,034	706	2,740	Portsmouth South	4,609	1,369	5,978				
Saffron Walden	1,740	678	2,418	Romsey and Waterside	2,268	620	2,888				
South Colchester and Maldon	2,729	941	3,670	Southampton Itchen	4,132	1,000	5,132				
Southend East	3,085	889	3,974	Southampton Test	3,743	905	4,648				
Southend West	2,378	660	3,038	Winchester	1,600	485	2,085				
Thurrock	3,304	919	4,223	<b>Hertfordshire</b>							
<b>Greater London</b>											
Barking	2,782	751	3,533	Broxbourne	2,330	1,107	3,437				
Battersea	4,100	1,588	5,688	Hertford and Stortford	1,911	721	2,632				
Beckenham	2,272	832	3,104	Hertsmere	2,120	717	2,837				
Bethnal Green and Stepney	5,474	1,456	6,930	North Hertfordshire	2,731	985	3,716				
Bexleyheath	1,800	697	2,497	South West Hertfordshire	1,734	589	2,323				
Bow and Poplar	5,554	1,651	7,205	St Albans	1,885	638	2,523				
Brent East	4,577	1,623	6,200	Stevenage	3,053	965	4,018				
Brent North	2,395	1,087	3,482	Watford	2,551	838	3,389				
Brent South	4,714	1,750	6,464	Welwyn Hatfield	2,537	813	3,350				
Brentford and Isleworth	2,726	1,131	3,857	West Hertfordshire	2,393	792	3,185				
Carshalton and Wallington	2,191	693	2,884	<b>Isle of Wight</b>							
Chelsea	1,600	848	2,448	Isle of Wight	3,663	1,194	4,857				
Chingford	2,059	757	2,816	<b>Kent</b>							
Chipping Barnet	1,630	657	2,287	Ashford	2,105	657	2,762				
Chislehurst	1,486	542	2,028	Canterbury	2,439	713	3,152				
City of London				Dartford	2,409	769	3,178				
City of Westminster				Dover	2,414	728	3,142				
Croydon Central	2,290	924	3,214	Faversham	3,604	1,115	4,719				
Croydon North East	2,392	692	3,084	Cheltenham	2,661	659	3,320				
Croydon North West	2,759	1,004	3,763	Cirencester and Tewkesbury	3,201	1,045	4,246				
Croydon South	2,938	1,060	3,998	Gloucester	3,206	973	4,179				
Dagenham	1,467	498	1,965	Gloucester	2,248	685	2,933				
Dagenham	2,674	785	3,459	Gloucester	2,248	685	2,933				
Dulwich	3,343	1,332	4,675	Gloucestershire	2,248	685	2,933				
Ealing North	3,000	1,071	4,071	Stroud	2,459	968	3,427				
Ealing Acton	3,006	1,232	4,238	West Gloucestershire	2,118	740	2,858				
Ealing Southall	3,820	1,356	5,176	<b>Somerset</b>							
Edmonton	3,453	1,092	4,545	Bridgwater	2,366	792	3,158				
Eltham	2,614	788	3,402	Somerton and Frome	1,918	748	2,666				
Enfield North	3,178	1,107	4,285	Taunton	2,299	794	3,093				
Enfield Southgate	2,200	868	3,068	Wells	2,076	765	2,841				
Erith and Crayford	2,882	962	3,844	Yeovil	2,148	782	2,930				
Feltham and Heston	3,371	1,270	4,641	<b>Wiltshire</b>							
Finchley	2,071	932	3,003	Devizes	2,267	797	3,064				
Fulham	3,297	1,413	4,710	North Wiltshire	2,118	926	3,044				
Greenwich	3,097	1,078	4,175	Salisbury	1,965	735	2,700				
Hackney North and Stoke Newington	6,452	2,285	8,737	Swindon	3,964	1,252	5,216				
Hackney South and Shoreditch	7,127	2,365	9,492	Westbury	2,315	835	3,150				
Hammersmith	4,356	1,593	5,949	<b>WEST MIDLANDS</b>							
Hampstead and Highgate	3,253	1,632	4,885	<b>Hereford and Worcester</b>							
Harrow East	2,722	1,147	3,869	Bromsgrove	2,067	704	2,771				
Harrow West	1,864	809	2,673	Hereford	2,069	847	2,916				
Hayes and Harlington	2,261	751	3,012	Leominster	1,509	576	2,085				
Hendon North	2,075	768	2,843	Mid Worcestershire	2,956	1,117	4,073				
Hendon South	1,778	717	2,495	South Worcestershire	1,817	621	2,438				
Holborn and St Pancras	4,982	1,875	6,857	Worcester	2,613	829	3,442				
Hornchurch	1,882	628	2,510	Wyre Forest	2,512	903	3,415				
Hornsey and Wood Green	5,244	2,303	7,547	<b>Shropshire</b>							
Ilford North	1,916	728	2,644	Ludlow	1,612	629	2,241				
Ilford South	2,992	1,019	4,011	North Shropshire	1,812	733	2,545				
Islington North	5,766	2,339	8,105	Shrewsbury and Atcham	1,886	672	2,558				
Islington South and Finsbury	4,625	1,815	6,440	The Wrekin	3,863	1,304	5,167				
Kensington	2,711	1,245	3,956	<b>Staffordshire</b>							
Kingston-upon-Thames	1,739	645	2,384	Burton	2,679	923	3,602				
Lewisham East	3,252	1,094	4,346	Canooch and Burntwood	2,602	939	3,541				
Lewisham West	4,109	1,484	5,593	Mid Staffordshire	2,315	783	3,098				
Lewisham Deptford	5,284	1,946	7,230	Newcastle-under-Lyme	2,207	788	2,995				
Leyton	4,339	1,483	5,822	North East Staffordshire	2,953	1,141	4,094				
Mitcham and Morden	3,005	1,022	4,027	South Staffordshire	2,550	936	3,486				
Newham North East	4,728	1,447	6,175	Stafford	1,999	713	2,712				
				Staffordshire Moorlands	1,572	590	2,162				
				Stoke-on-Trent Central	3,013	862	3,875				
				Stoke-on-Trent North	2,812	911	3,723				
				Stoke-on-Trent South	2,465	792	3,257				

# UNEMPLOYMENT 2.10 Area statistics

## Unemployment in Parliamentary constituencies at October 10, 1991

	Male	Female	All		Male	Female	All				
<b>North East</b>											
South East Cambridgeshire	1,333	546	1,879	<b>Warwickshire</b>							
South West Cambridgeshire	2,049	802	2,851	North Warwickshire	2,434	968	3,402				
<b>Norfolk</b>											
Great Yarmouth	3,178	1,202	4,380	Nuneaton	2,655	935	3,590				
Mid Norfolk	1,660	541	2,201	Rugby and Kenilworth	2,171	949	3,120				
North Norfolk	1,670	542	2,212	Stratford-on-Avon	1,716	662	2,378				
North West Norfolk	2,227	705	2,932	Warwick and Leamington	2,358	861	3,219				
Norwich North	2,094	601	2,695	<b>West Midlands</b>							
Norwich South	3,289	918	4,207	Aldridge-Brownhills	2,350	834	3,184				
South Norfolk	1,562	581	2,143	Birmingham Edgbaston	3,192	1,053	4,245				
South West Norfolk	2,138	844	2,982	Birmingham Erdington	4,702	1,354	6,056				
<b>Suffolk</b>											
Bury St Edmunds	1,954	782	2,736	Birmingham Hall Green	3,349	1,045	4,394				
Central Suffolk	1,842	696	2,538	Birmingham Ladywood	4,886	1,232	6,118				
Ipswich	2,682	773	3,455	Birmingham Northfield	5,899	1,707	7,606				
South Suffolk	2,152	795	2,947	Birmingham Perry Barr	4,640	1,346	5,986				
Suffolk Coastal	1,534	566	2,100	Birmingham Small Heath	4,760	1,415	6,175				
Waveney	2,633	989	3,622	Birmingham Sparkbrook	6,405	1,528	7,933				
<b>SOUTH WEST</b>											
<b>Avon</b>											
Bath	2,647	930	3,577	Birmingham Yardley	2,762	906	3,668				
Bristol East	3,689	1,166	4,855	Birmingham Selly Oak	3,615	1,296	4,911				
Bristol North West	3,555	1,002	4,557	Birmingham North East	4,582	1,379	5,961				
Bristol South	4,812	1,363	6,175	Coventry North West	2,673	924	3,597				
Bristol West	4,660	1,824	6,484	Coventry South East	3,497	1,035	4,532				
Kingswood	2,416	909	3,325	Coventry South West	2,499	813	3,312				
Northavon	1,979	660	2,639	Dudley East	4,095	1,213	5,308				
Wansdyke	2,725	910	3,635	Dudley West	3,247	1,083	4,330				
Weston-super-Mare	1,875	737	2,612	Halesowen and Stourbridge	3,894	1,254	5,148				
Woodspring				Meriden	1,858	822	2,680				
<b>Cornwall</b>											
Falmouth and Camborne	3,856	1,057	4,913	Sutton Coldfield	1,800	819	2,619				
North Cornwall	3,177	1,120	4,297	Walsall North	4,073	1,042	5,115				
South East Cornwall	2,565	898	3,463	Walsall South	3,868	1,132	5,000				
St Ives	3,292	1,085									

# 2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at October 10, 1991

	Male	Female	All		Male	Female	All
<b>South Yorkshire</b>				Liverpool Mossley Hill	4,286	1,356	5,642
Barnsley Central	3,232	827	4,059	Liverpool Riverside	6,182	1,724	7,906
Barnsley East	2,818	758	3,576	Liverpool Walton	6,065	1,596	7,661
Barnsley West and Penistone	2,670	884	3,554	Liverpool West Derby	5,129	1,360	6,489
Don Valley	3,573	1,124	4,697	Southport	2,345	795	3,140
Doncaster Central	4,308	1,277	5,585	St Helens North	3,150	1,038	4,188
Doncaster North	4,452	1,292	5,744	St Helens South	3,836	1,099	4,935
Rother Valley	3,012	1,019	4,031	Wallasey	4,047	1,147	5,194
Rotherham	3,873	1,091	4,964	Wirral South	1,926	743	2,669
Sheffield Central	5,876	1,514	7,390	Wirral West	2,132	771	2,903
Sheffield Attercliffe	3,312	896	4,208				
Sheffield Brightside	4,641	1,072	5,713	<b>NORTH</b>			
Sheffield Hallam	2,280	998	3,278	<b>Cleveland</b>			
Sheffield Heeley	4,167	1,132	5,299	Hartlepool	4,328	1,056	5,384
Sheffield Hillsborough	2,965	965	3,930	Langbaugh	3,722	1,120	4,842
Wentworth	3,360	983	4,343	Middlesbrough	5,129	1,306	6,435
				Redcar	4,110	1,022	5,132
<b>West Yorkshire</b>				Stockton North	4,213	1,187	5,400
Batley and Spen	2,763	814	3,577	Stockton South	3,486	1,156	4,642
Bradford North	4,734	1,219	5,953				
Bradford South	3,424	929	4,353	<b>Cumbria</b>			
Bradford West	5,292	1,342	6,634	Barrow and Furness	2,715	949	3,664
Calder Valley	2,409	836	3,245	Carlisle	1,871	594	2,465
Colne Valley	2,130	768	2,898	Copeland	2,089	683	2,772
Dewsbury	2,763	813	3,576	Penrith and the Border	1,255	532	1,787
Elmet	1,776	588	2,364	Westmorland	865	325	1,190
Halifax	3,559	988	4,547	Workington	2,169	792	2,961
Hemsworth	2,686	811	3,497				
Huddersfield	3,152	1,001	4,153	<b>Durham</b>			
Keighley	2,261	774	3,035	Bishop Auckland	2,972	878	3,850
Leeds Central	5,003	1,243	6,246	City of Durham	2,383	822	3,205
Leeds East	4,236	1,035	5,271	Darlington	3,178	996	4,174
Leeds North East	2,608	860	3,468	Easington	2,586	668	3,254
Leeds North West	2,058	807	2,865	North Durham	3,063	967	4,030
Leeds West	3,288	983	4,271	North West Durham	2,834	970	3,804
Morley and Leeds South	2,500	798	3,298	Sedgefield	2,194	731	2,925
Normanton	1,875	704	2,579				
Pontefract and Castleford	2,895	802	3,697	<b>Northumberland</b>			
Pudsey	1,640	614	2,254	Berwick-upon-Tweed	1,535	564	2,099
Shipley	1,923	585	2,508	Blyth Valley	2,658	801	3,459
Wakefield	2,850	837	3,687	Hexham	1,112	501	1,613
				Wansbeck	2,718	836	3,554
<b>NORTH WEST</b>							
<b>Cheshire</b>				<b>Tyne and Wear</b>			
City of Chester	2,723	832	3,555	Blaydon	2,587	719	3,306
Congleton	1,607	717	2,324	Gateshead East	3,395	982	4,377
Crewe and Nantwich	2,690	1,011	3,701	Houghton and Washington	3,780	1,083	4,863
Eddisbury	2,201	838	3,039	Jarrow	3,679	1,004	4,683
Ellesmere Port and Neston	2,768	839	3,607	Newcastle upon Tyne Central	3,176	1,029	4,205
Halton	4,219	1,203	5,422	Newcastle upon Tyne East	3,888	1,026	4,914
Macclesfield	1,543	594	2,137	Newcastle upon Tyne North	3,229	907	4,136
Tatton	1,640	547	2,187	South Shields	3,858	1,196	5,054
Warrington North	3,294	912	4,206	Sunderland North	5,555	1,225	6,780
Warrington South	2,965	882	3,847	Sunderland South	4,389	1,211	5,600
				Tyne Bridge	5,514	1,231	6,745
<b>Greater Manchester</b>				Tynemouth	3,050	934	3,984
Altrincham and Sale	1,746	638	2,384	Wallsend	3,770	1,098	4,868
Ashton-under-Lyne	2,722	812	3,534				
Bolton North East	2,793	725	3,518	<b>WALES</b>			
Bolton South East	3,649	975	4,624	<b>Clwyd</b>			
Bolton West	2,446	851	3,297	Alyn and Deeside	1,770	645	2,415
Bury North	2,109	587	2,696	Clwyd North West	2,630	721	3,351
Bury South	2,176	810	2,986	Clwyd South West	1,710	604	2,314
Cheadle	1,262	524	1,786	Delyn	1,862	568	2,430
Davyhulme	2,338	790	3,128	Wrexham	2,412	711	3,123
Denton and Reddish	3,269	1,003	4,272				
Eccles	2,978	800	3,778	<b>Dyfed</b>			
Hazel Grove	1,592	539	2,131	Carmarthen	2,009	689	2,698
Heywood and Middleton	3,026	919	3,945	Ceredigion and Pembroke North	1,854	686	2,540
Leigh	2,983	1,020	4,003	Pembroke	2,514	782	3,296
Littleborough and Saddleworth	1,968	739	2,707		3,641	1,035	4,676
Makerfield	2,642	1,055	3,697				
Manchester Central	6,922	1,617	8,539	<b>Gwent</b>			
Manchester Blackley	4,015	1,025	5,040	Blaenau Gwent	2,667	511	3,178
Manchester Gorton	4,008	1,169	5,177	Islwyn	1,821	441	2,262
Manchester Withington	3,841	1,283	5,124	Monmouth	1,569	550	2,119
Manchester Wythenshawe	3,868	932	4,800	Newport East	2,726	761	3,487
Oldham Central and Royton	3,564	1,063	4,627	Newport West	2,813	735	3,548
Oldham West	2,593	910	3,503	Torfaen	3,083	836	3,919
Rochdale	3,676	991	4,667				
Salford East	4,381	1,017	5,398	<b>Gwynedd</b>			
Stalybridge and Hyde	3,221	956	4,177	Caernarfon	2,088	616	2,704
Stockport	2,073	689	2,762	Conwy	2,056	633	2,689
Stretford	4,957	1,493	6,450	Meirionnydd Nant Conwy	1,137	410	1,547
Wigan	3,607	1,254	4,861	Ynys Mon	2,616	896	3,512
Worsley	2,999	929	3,928				
				<b>Mid Glamorgan</b>			
<b>Lancashire</b>				Bridgend	2,258	785	3,043
Blackburn	4,350	922	5,272	Caerphilly	3,359	745	4,104
Blackpool North	2,352	556	2,908	Cynon Valley	2,800	614	3,414
Blackpool South	2,190	519	2,709	Merthyr Tydfil and Rhymney	3,233	623	3,856
Burnley	2,701	860	3,561	Ogmore	2,520	609	3,129
Chorley	2,172	835	3,007	Pontypridd	2,569	686	3,255
Fylde	1,104	333	1,437	Rhondda	3,196	639	3,835
Hyndburn	1,950	566	2,516				
Lancaster	1,650	575	2,225	<b>Powys</b>			
Morecambe and Lunesdale	2,139	664	2,803	Brecon and Radnor	1,152	459	1,611
Pendle	2,061	590	2,651	Montgomery	1,015	354	1,369
Preston	4,129	942	5,071				
Ribble Valley	1,989	401	2,390	<b>South Glamorgan</b>			
Rossendale and Darwen	2,491	819	3,310	Cardiff Central	3,515	1,032	4,547
South Ribble	2,028	658	2,686	Cardiff North	1,665	473	2,138
West Lancashire	3,302	1,120	4,422	Cardiff South and Penarth	3,322	692	4,014
Wyre	1,748	436	2,184	Cardiff West	3,513	819	4,332
				Vale of Glamorgan	2,791	737	3,528
<b>Merseyside</b>							
Birkenhead	5,619	1,343	6,962	<b>West Glamorgan</b>			
Bootle	6,167	1,447	7,614	Aberavon	2,010	486	2,496
Crosby	2,848	1,121	3,969	Gower	1,793	533	2,326
Knowsley North	5,056	1,148	6,204	Neath	2,080	522	2,602
Knowsley South	4,967	1,306	6,273	Swansea East	2,954	640	3,594
Liverpool Broadgreen	4,849	1,390	6,239	Swansea West	3,270	818	4,088
Liverpool Garston	4,324	1,173	5,497				

# UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at October 10, 1991

	Male	Female	All		Male	Female	All
<b>SCOTLAND</b>				Dumbarton	2,874	845	3,719
<b>Borders Region</b>				East Kilbride	2,382	868	3,250
Roxburgh and Berwickshire	888	329	1,217	Eastwood	1,613	580	2,193
Tweeddale, Ettrick and Lauderdale	947	357	1,304	Glasgow Cathcart	2,003	591	2,594
				Glasgow Central	4,064	1,060	5,124
<b>Central Region</b>				Glasgow Garscadden	3,123	746	3,869
Clackmannan	2,079	689	2,768	Glasgow Govan	3,076	818	3,894
Falkirk East	2,129	782	2,911	Glasgow Hillhead	2,869	1,213	4,082
Falkirk West	2,122	695	2,817	Glasgow Maryhill	4,229	1,230	5,459
Stirling	1,794	652	2,446	Glasgow Pollock	3,698	953	4,651
				Glasgow Provan	4,309	941	5,250
<b>Dumfries and Galloway Region</b>				Glasgow Rutherglen	3,370	943	4,313
Dumfries	1,707	728	2,435	Glasgow Shettleston	3,685	976	4,661
Galloway and Upper Nithsdale	1,696	765	2,461	Glasgow Springburn	4,482	1,158	5,640
				Greenock and Port Glasgow	3,952	892	4,844
<b>Fife Region</b>				Hamilton	3,166	868	4,034
Central Fife	2,652	972	3,624	Kilmarnock and Loudoun	3,204	1,091	4,295
Dunfermline East	2,299	745	3,044	Monklands East	2,827	748	3,575
Dunfermline West	1,998	667	2,665	Monklands West	2,095	613	2,708
Kirkcaldy	2,532	901	3,433	Motherwell North	3,108	824	3,932
North East Fife	1,027	525	1,552	Motherwell South	2,709	751	3,460
				Paisley North	2,510	722	3,232
<b>Grampian Region</b>				Paisley South	2,466	677	3,143
Aberdeen North	1,762	484	2,246	Renfrew West and Inverclyde	1,525	611	2,136
Aberdeen South	1,412	437	1,849	Strathkelvin and Bearsden	1,657	611	2,268
Banff and Buchan	1,245	537	1,782				
Gordon	802	416	1,218	<b>Tayside Region</b>			
Kincardine and Deeside	745	367	1,112	Angus East	1,762	791	2,553
Moray	1,492	778	2,270	Dundee East	3,471	1,128	4,599
				Dundee West	3,076	1,097	4,173
<b>Highlands Region</b>				North Tayside	1,018	525	1,543
Caitness and Sutherland	1,317	461	1,778	Perth and Kinross	1,743	628	2,371

## 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
<b>MALE AND FEMALE</b>														
1990														
Oct 11	2,107	1,508	108	308	680	371	636	981	293	444	899	6,827	—	6,827
Nov 8	786	616	29	85	163	37	85	164	38	117	144	1,648	—	1,648
Dec 13	670	526	24	76	139	44	72	152	31	84	110	1,402	—	1,402
1991														
Jan 10	619	472	19	63	141	46	62	158	33	78	111	1,330	—	1,330
Feb 7	598	449	23	62	139	49	58	147	35	76	110	1,297	—	1,297
Mar 14	611	434	22	67	144	51	63	152	38	71	110	1,329	—	1,329
Apr 11	367	256	9	30	87	17	19	50	6	33	36	654	—	654
May 9	376	270	7	33	61	17	32	56	13	25	37	657	—	657
June 13	274	205	12	31	84	23	29	65	19	36	118	691	—	691
July 11	834	520	47	218	294	146	232	342	203	195	242	2,753	—	2,753
Aug 8	892	568	54	196	286	153	218	297	166	191	200	2,653	—	2,653
Sept 12	827	505	55	192	293	167	194	433	195	167	131	2,654	—	2,654
Oct 10	499	362	23	64	110	47	75	78	46	43	57	1,042	—	1,042

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

## 2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1990														
Oct 11	54	27	12	12	205	86	209	208	136	83	1,083	2,088	408	2,496
Nov 8	69	39	17	13	246	75	349	212	165	118	792	2,056	502	2,558
Dec 13	76	32	20	39	379	205	1,140	214	171	140	1,007	3,391	478	3,869
1991														
Jan 10	119	39	22	98	686	319	943	1,182	275	281	1,446	5,371	1,578	6,949
Feb 7	279	89	42	94	1,316	292	923	669	248	247	1,657	5,767	1,382	7,149
Mar 14	287	134	68	59	6,694	647	1,035	1,256	250	456	1,688	12,440	1,946	14,386
Apr 11	227	119	35	57	2,393	449	1,130	1,493	160	500	1,999	8,443	1,645	10,088
May 9	175	131	33	47	1,981	399	872	780	130	259	1,106	5,782	1,344	7,126
June 13	325	224	35	38	2,097	291	633	514	133	141	876	5,083	1,045	6,128
July 11	615	91	93	22	1,775	188	556	482	108	250	938	5,027	838	5,865
Aug 8	290	161	21	47	1,164	234	771	442	83	162	777	3,991	820	4,811
Sept 12	138	97	48	35	710	593	752	872	105	215	723	4,191	702	4,893
Oct 10	175	51	32	47	1,369	266	425	530	63	132	1,182	4,221	848	5,069

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

## UNEMPLOYMENT Rates by age 2.15

PER CENT

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
<b>MALE AND FEMALE</b>								
1988								
Oct	12.6	11.0	8.9	6.3	5.2	9.6	3.3	7.5
1989								
Jan	12.1	11.0	8.5	6.2	5.0	9.2	3.1	7.3
Apr	10.5	9.9	7.8	5.7	4.6	8.5	2.7	6.6
July	9.8	9.9	7.4	5.3	4.3	7.7	2.4	6.2
Oct	9.5	8.6	6.9	5.0	4.0	7.1	2.2	5.8
1990								
Jan	10.4	9.3	7.1	5.1	4.1	6.9	2.2	5.9
Apr	9.8	8.9	6.9	5.0	4.0	6.6	2.1	5.7
July	9.8	9.5	6.9	5.0	3.9	6.2	2.0	5.7
Oct	10.8	9.4	7.2	5.2	4.0	6.3	2.1	5.9
1991								
Jan	12.5	11.2	8.6	6.2	4.8	6.9	2.5	6.9
Apr	13.9	12.6	9.8	7.0	5.4	7.3	2.9	7.7
July	14.3	13.8	10.7	7.6	5.8	7.5	3.0	8.3
Oct	15.6	13.9	10.8	7.8	6.0	7.8	3.5	8.5
<b>MALE</b>								
1988								
Oct	13.8	12.7	9.9	8.0	6.7	12.0	4.7	9.1
1989								
Jan	13.8	13.2	9.9	8.0	6.5	11.7	4.3	9.0
Apr	12.2	12.0	9.2	7.4	6.0	10.9	3.7	8.3
July	11.3	11.7	8.8	6.9	5.5	9.7	3.3	7.7
Oct	10.9	10.5	8.3	6.6	5.3	8.9	3.0	7.2
1990								
Jan	11.9	11.7	8.9	7.0	5.5	8.9	3.1	7.6
Apr	11.3	11.3	8.7	6.8	5.3	8.4	2.9	7.4
July	11.2	11.8	8.8	6.8	5.2	7.9	2.8	7.3
Oct	12.4	12.0	9.2	7.2	5.5	8.1	3.0	7.7
1991								
Jan	14.7	14.5	11.2	8.7	6.6	9.0	3.6	9.1
Apr	16.6	16.4	12.8	9.9	7.4	9.7	4.2	10.3
July	17.3	17.6	13.9	10.6	8.0	9.8	4.5	10.9
Oct	18.3	18.1	14.1	11.0	8.2	10.3	4.9	11.3
<b>FEMALE</b>								
1988								
Oct	11.2	8.8	7.3	3.9	3.3	6.3	2	5.3
1989								
Jan	10.1	8.3	6.5	3.7	3.2	5.8	2	5.0
Apr	8.6	7.2	5.8	3.3	2.9	5.3	2	4.4
July	8.2	7.5	5.4	3.0	2.7	4.8	2	4.2
Oct	7.9	6.2	4.8	2.7	2.5	4.5	1	3.8
1990								
Jan	8.6	6.3	4.6	2.6	2.4	4.3	1	3.7
Apr	8.1	5.9	4.4	2.5	2.3	4.1	1	3.5
July	8.2	6.6	4.3	2.5	2.3	3.9	1	3.5
Oct	9.0	6.1	4.3	2.4	2.2	3.8	1	3.5
1991								
Jan	9.9	7.0	4.9	2.8	2.6	4.0	1	3.9
Apr	10.8	7.8	5.5	3.2	2.9	4.2	1	4.4
July	10.9	9.0	6.1	3.5	3.2	4.3	0.1	4.8
Oct	12.5	8.7	6.0	3.5	3.2	4.5	0.1	4.8

\* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note \*\* to tables 2.1 and 2.2.  
Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid 1990 for 1990 and 1991 figures and at the corresponding mid-year for earlier years. These rates have been revised to take account of the 1989 Census Of Employment and 1990 Labour Force Survey and hence are consistent with the unadjusted rates shown in table 2.1.  
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

# 2.18 UNEMPLOYMENT Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark §	Finland ††	France §	Germany † (FR)	Greece**
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>										
<b>Monthly</b>										
1990	1,670	607	164	345	1,121	268	109	2,589	1,687	143
Oct	1,728	630	188	346	1,217	268	124	2,583	1,685	169
Nov	1,850	705	216	356	1,262	273	146	2,616	1,784	185
Dec										
1991	1,960	768	236	369	1,455	309	160	2,647	1,879	187
Jan	2,045	812	236	372	1,515	305	177	2,643	1,869	193
Feb	2,142	825	202	366	1,592	308	177	2,621	1,731	194
Mar										
Apr	2,198	856	186	361	1,443	299	196	2,571	1,652	179
May	2,214	812	164	354	1,412	281	196	2,551	1,604	158
June	2,241	764	148	352	1,384	275	222	2,553	1,593	155
July	2,368	802	148	373	1,439	272	252	2,666	1,694	155
Aug	2,435	806	151	379	1,419	293	243	2,753	1,672	152
Sep	2,451	...	152	369	1,282	...	264	2,832	1,610	146
Oct	2,368	...	...	...	...	...	...	1,599	...	...
Percentage rate: latest month	8.5	9.5	4.7	12.6	9.3	10.5	10.2	9.8	6.0	3.8
latest month: change on a year ago	+2.6	+2.5	+0.1	+0.6	+1.6	+1.1	+6.3	+0.7	-0.5	+0.7
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>										
<b>Annual averages</b>										
1987	2,807	629	165	435	1,150	217	...	2,621	2,231	110
1988	2,275	575	159	398	1,031	238	...	2,564	2,234	109
1989	1,784	509	150	364	1,018	259	...	2,533	2,029	118
1990	1,662	590	169	348	1,110	267	106	2,505	1,870	140
<b>Monthly</b>										
1990	1,705	652	180	349	1,210	275	117	2,516	1,798	161
Oct	1,763	697	180	353	1,246	273	125	2,528	1,738	166
Nov	1,842	690	176	354	1,281	272	135	2,532	1,719	160
Dec										
1991	1,892	712	171	355	1,321	271	147	2,542	1,676	152
Jan	1,990	738	181	360	1,399	274	160	2,587	1,678	158
Feb	2,091	777	175	357	1,442	278	177	2,603	1,661	171
Mar										
Apr	2,174	844	186	361	1,398	285	194	2,637	1,671	174
May	2,241	804	189	361	1,413	289	212	2,689	1,689	174
June	2,300	793	200	...	1,453	292	230	2,721	1,687	175
July	2,369	832	201	...	1,449	296	245	2,763	1,708	177
Aug	2,425	841	202	...	1,462	301	255	2,746	1,710	179
Sep	2,457	...	...	...	1,410	...	260	2,772	1,703	176
Oct	2,473	...	...	...	...	...	...	1,700	...	...
Percentage rate: latest month	8.7	9.8	6.4	12.5	10.2	10.8	10.0	9.6	6.4	4.6
latest three months: change on previous three months	+0.5	+0.1	+2.4	+0.1	+0.1	+0.5	+1.5	+0.3	+0.1	+0.1
<b>OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)</b>										
Latest month	Sep 10.1	Sep 10.0	...	Sep 7.8	Sep 10.2	...	Aug 7.9	Aug 9.5	Aug 4.6	...
Per cent										

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

# UNEMPLOYMENT 2.18 Selected countries

THOUSAND

	Irish Republic **	Italy ††	Japan ††	Luxembourg †	Netherlands §	Norway §	Portugal †	Spain**	Sweden §§	Switzerland §	United States §§
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>											
<b>Monthly</b>											
1990	218	4,060	1,390	2.2	331	83	300	2,345	80	16.5	6,722
Oct	223	4,070	1,260	2.3	330	80	304	2,348	88	19.6	7,211
Nov	233	4,090	1,190	2.3	338	89	304	2,351	82	22.6	7,343
Dec											
1991	241	4,110	1,330	2.5	345	103	308	2,359	104	25.9	8,595
Jan	243	4,150	1,360	2.2	346	100	307	2,362	106	27.7	8,919
Feb	247	4,170	1,540	2.1	330	97	301	2,341	102	28.9	8,804
Mar											
Apr	248	4,193	1,450	2.1	320	93	298	2,309	97	30.2	8,049
May	244	4,188	1,360	2.2	305	89	289	2,255	98	31.3	8,233
June	253	4,175	1,320	2.1	303	101	284	2,228	103	31.4	8,774
July	261	4,160	1,330	2.2	302	115	284	2,195	134	33.4	8,576
Aug	265	4,205	1,390	2.2	...	113	282	2,193	142	35.1	8,237
Sep	259	4,255	...	2.4	...	...	285	2,261	142	...	8,070
Oct	257	...	...	...	...	...	...	...	...	...	8,013
Percentage rate: latest month	19.3	18.5	2.1	1.6	4.3	5.3	6.3	15.9	3.1	1.3	6.4
latest month: change on a year ago	+2.6	+1.0	+0.1	+0.4	-0.6	+0.5	-0.2	-0.1	+1.3	+0.8	+1.1
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>											
<b>Annual averages</b>											
1987	247	3,317	1,729	2.7	...	32.3	319	2,924	84	21.9	7,412
1988	241	3,833	1,552	2.5	...	49.9	306	2,858	72	19.5	6,896
1989	232	3,951	1,417	2.3	...	83.5	312	2,550	62	15.1	6,521
1990	225	4,148	1,344	2.1	...	93.2	307	2,349	70	16.0	6,884
<b>Monthly</b>											
1990	226	4,100	1,440	2.1	...	89	311	2,346	80	17.8	7,142
Oct	228	4,087	1,340	2.2	...	84	307	2,321	89	19.7	7,337
Nov	228	4,157	1,320	2.1	...	87	303	2,312	88	21.0	7,600
Dec											
1991	232	4,082	1,300	2.2	...	86	296	2,288	92	21.8	7,715
Jan	237	4,056	1,290	2.0	...	87	291	2,291	105	24.6	8,158
Feb	243	4,076	1,400	2.0	...	89	289	2,287	103	27.4	8,572
Mar											
Apr	249	4,126	1,360	2.2	...	94	293	2,282	105	29.5	8,274
May	250	4,157	1,320	2.3	...	103	291	2,275	102	32.4	8,640
June	255	4,239	1,360	2.3	...	111	293	2,280	116	34.1	8,745
July	261	4,278	1,420	2.3	...	122	295	2,273	134	36.3	8,501
Aug	263	4,240	1,400	2.4	...	110	295	2,267	133	38.8	8,488
Sep	264	4,264	...	2.5	...	...	296	2,305	133	...	8,442
Oct	265	...	...	...	...	...	...	...	...	...	8,582
Percentage rate: latest month	20.3	18.5	2.1	1.6	...	5.2	6.6	16.2	2.9	1.4	6.8
latest three months: change on previous three months	+0.6	+0.4	N/C	+0.1	...	+0.9	+0.1	+0.1	+0.6	+0.2	-0.1
<b>OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)</b>											
Latest month	Sep 16.4	Apr 10.0	Aug 2.2	...	Jul 6.5	May 5.3	May 3.6	May 15.6	Sep 2.8	...	Sep 6.6
Per cent											

† Numbers registered at employment offices. Rates are calculated as percentages of total employees.  
 †† Insured unemployed. Rates are calculated as percentages of total insured Labour Force.  
 †† Labour force sample survey. Rates are calculated as percentages of total labour force.  
 †† Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.  
 § Numbers registered at employment offices. Rates are calculated as a percentage of total Labour Force.  
 §§ Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.  
 N/C no change.

# 2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted\*

THOUSAND

UNITED KINGDOM		INFLOW †						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1990	Oct 11	330.6	+49.4	231.6	+41.1	99.0	+8.3	32.6
	Nov 8	339.7	+66.0	241.7	+52.9	98.0	+13.1	33.7
	Dec 13	328.4	+73.1	240.7	+58.6	87.7	+14.5	30.6
1991	Jan 10	327.3	+57.3	226.4	+46.1	101.0	+11.2	35.9
	Feb 7	387.7	+93.7	274.8	+73.1	113.0	+20.7	39.2
	Mar 14	378.1	+106.7	269.9	+82.5	108.2	+24.3	39.2
	Apr 11	359.2	+89.4	252.3	+67.5	106.9	+21.9	40.3
	May 9	334.7	+98.6	237.6	+72.4	97.2	+26.2	36.2
	June 13	326.3	+79.4	231.2	+58.7	95.1	+20.8	34.4
	July 11	441.9	+113.0	293.5	+77.5	148.4	+35.5	42.3
	Aug 8	385.8	+81.5	259.1	+56.2	126.7	+25.2	41.7
	Sept 12	372.4	+61.1	252.2	+40.7	120.2	+20.4	38.2
	Oct 10	387.2	+56.7	270.7	+39.1	116.5	+17.5	36.9
UNITED KINGDOM		OUTFLOW †						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1990	Oct 11	334.2	-19.6	220.5	-10.5	113.7	-9.0	33.3
	Nov 8	277.5	-21.7	186.1	-12.1	91.4	-9.6	30.3
	Dec 13	222.4	-9.9	149.9	-4.5	72.5	-5.4	29.6
1991	Jan 10	208.8	-9.1	139.5	-3.3	69.3	-5.7	24.5
	Feb 7	295.0	-11.3	202.2	-7.2	92.8	-4.1	32.4
	Mar 14	294.3	-8.7	203.9	-3.7	90.4	-5.0	31.7
	Apr 11	298.1	+10.8	204.2	+6.1	93.9	+4.6	32.8
	May 9	318.1	+30.2	219.7	+24.0	98.5	+6.3	33.6
	June 13	302.7	+36.0	211.4	+26.1	91.4	+9.9	32.0
	July 11	304.8	+49.6	212.6	+36.3	92.2	+13.3	30.5
	Aug 8	312.6	+45.3	215.1	+33.6	97.5	+11.7	29.6
	Sept 12	358.9	+61.6	234.5	+42.3	124.4	+19.3	41.1
	Oct 10	414.0	+79.8	274.7	+54.2	139.3	+25.6	38.4

\* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/2 week month.  
† The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.

# UNEMPLOYMENT 2.20

Flows by age (GB); standardised\*; not seasonally adjusted  
computerised records only

THOUSAND

INFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
<b>MALE</b>											
1991	May 9	1.9	22.7	51.8	40.9	27.9	40.6	28.5	11.3	6.5	232.2
	June 13	2.0	22.8	51.5	39.4	27.0	38.8	26.9	10.7	6.0	225.2
	July 11	2.3	31.4	84.4	46.9	30.7	42.1	29.5	11.8	6.9	285.9
	Aug 8	2.5	27.7	66.1	42.6	28.6	40.0	28.3	11.4	6.2	253.2
	Sept 12	2.4	32.9	59.0	40.7	27.7	38.7	27.4	10.6	5.7	245.1
	Oct 10	2.4	29.4	62.6	45.5	30.3	42.9	31.2	12.4	7.0	263.6
<b>FEMALE</b>											
1991	May 9	1.3	13.7	24.4	16.4	9.3	15.0	11.3	3.1	—	94.4
	June 13	1.4	14.0	24.4	15.3	8.9	14.2	10.6	3.0	—	91.8
	July 11	1.8	22.5	52.1	20.4	11.1	17.8	12.8	3.5	—	142.0
	Aug 8	2.0	19.7	37.7	19.1	10.4	17.4	13.4	3.7	—	123.3
	Sept 12	1.8	24.8	31.4	17.3	9.6	15.8	11.4	3.3	—	115.5
	Oct 10	1.8	20.7	31.1	17.9	10.0	15.5	12.0	3.5	—	112.4
<b>Changes on a year earlier</b>											
<b>MALE</b>											
1991	May 9	1.0	5.1	13.4	13.1	9.5	13.7	10.1	3.8	2.7	72.3
	June 13	1.0	3.7	10.7	10.1	7.8	11.3	7.8	3.3	2.1	57.5
	July 11	1.0	7.0	20.4	12.3	8.7	11.6	9.0	3.6	2.6	76.2
	Aug 8	1.1	4.3	11.8	9.3	6.7	9.9	7.8	3.1	1.9	56.0
	Sept 12	1.1	3.6	7.1	6.8	5.3	7.2	5.8	2.3	1.5	40.6
	Oct 10	1.1	2.5	7.0	6.6	5.0	6.7	6.2	2.4	1.5	39.0
<b>FEMALE</b>											
1991	May 9	0.6	2.9	6.2	4.8	2.8	4.7	3.3	0.8	—	26.2
	June 13	0.6	2.3	5.1	3.4	2.3	3.6	2.4	0.6	—	20.3
	July 11	0.8	4.8	12.3	5.1	2.9	4.3	3.4	0.8	—	34.5
	Aug 8	0.9	3.4	6.6	4.3	2.3	3.7	3.3	0.9	—	25.5
	Sept 12	0.7	3.4	5.4	3.1	1.7	3.3	2.3	0.8	—	20.7
	Oct 10	0.7	2.8	4.2	2.7	1.8	2.6	2.1	0.6	—	17.6

OUTFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
<b>MALE</b>											
1991	May 9	0.6	17.5	46.9	35.1	23.5	34.0	24.0	9.7	6.0	197.4
	June 13	0.7	17.1	46.4	34.5	23.2	33.6	23.6	9.0	5.9	193.9
	July 11	0.7	17.0	48.3	34.2	23.3	32.9	22.8	8.5	5.7	193.5
	Aug 8	0.8	17.6	51.3	33.9	22.9	32.1	25.5	8.6	5.5	195.2
	Sept 12	1.0	20.9	57.6	37.6	25.0	34.5	23.4	8.8	5.7	214.6
	Oct 10	1.1	31.6	70.8	42.7	27.9	37.7	25.6	9.5	6.4	253.4
<b>FEMALE</b>											
1991	May 9	0.6	12.8	25.3	15.5	8.5	13.3	9.9	2.9	0.1	88.9
	June 13	0.6	11.9	24.0	14.8	8.2	12.5	9.6	2.8	0.1	84.4
	July 11	0.7	11.8	24.9	14.6	8.1	12.1	9.0	2.6	0.1	84.0
	Aug 8	0.7	12.7	29.3	14.5	8.1	11.6	8.6	2.6	0.1	88.2
	Sept 12	0.9	16.0	36.4	18.1	10.2	17.0	12.1	3.3	0.1	113.8
	Oct 10	0.9	25.0	40.7	19.4	10.7	16.6	11.7	3.3	0.1	128.5
<b>Changes on a year earlier</b>											
<b>MALE</b>											
1991	May 9	0.2	0.2	4.1	5.1	3.4	4.3	3.3	1.3	1.1	23.1
	June 13	0.3	0.1	4.4	4.6	3.3	4.7	4.1	1.6	1.3	24.3
	July 11	0.3	0.9	7.7	6.5	4.7	6.0	4.6	1.6	1.4	33.7
	Aug 8	0.3	1.1	6.3	5.5	4.1	5.9	4.9	2.0	1.3	31.4
	Sept 12	0.5	2.0	8.4	7.0	5.0	6.7	5.3	2.0	1.5	38.4
	Oct 10	0.6	5.9	15.2	9.0	6.1	7.3	5.7	2.2	1.8	53.9
<b>FEMALE</b>											
1991	May 9	0.2	0.7	3.0	1.3	0.4	0.5	0.2	-0.2	—	6.1
	June 13	0.2	0.9	3.2	1.6	1.0	1.7	1.0	0.1	—	9.8
	July 11	0.3	0.8	4.0	2.2	1.3	2.3	1.2	0.3	—	12.4
	Aug 8	0.3	0.7	3.5	1.9	1.3	1.5	1.1	0.4	—	10.8
	Sept 12	0.4	1.9	5.4	3.0	1.8	2.7	2.0	0.5	—	17.8
	Oct 10	0.5	4.8	8.6	3.6	2.0	3.4	2.3	0.6	—	25.9

\* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/2 week month.  
† The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

## 2.30 CONFIRMED REDUNDANCIES † Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Great Britain
1988	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1989	12,954	3,732	3,853	3,644	9,400	10,333	12,824	19,870	11,994	84,872	11,499	20,395	116,766
1990 R	14,408	1,999	5,250	15,503	25,500	11,291	16,674	28,165	13,209	130,000	10,719	17,669	158,388
1990 Q2 R	4,728	359	842	2,584	6,301	2,508	2,677	6,404	2,697	28,741	2,988	4,343	36,072
Q3 R	3,338	660	1,384	5,260	5,713	2,194	4,870	6,673	2,423	31,855	1,940	3,198	36,993
Q4 R	3,265	518	1,948	4,335	8,540	4,688	5,594	9,278	4,237	41,885	3,695	4,912	50,492
1991 Q1 R	6,034	2,417	1,534	6,640	13,612	5,132	8,521	10,420	4,887	56,780	4,147	6,424	67,351
Q2 R	5,440	1,609	1,329	3,406	9,432	4,541	7,926	10,364	4,116	46,554	3,054	4,190	53,798
1990 Oct R	879	63	649	1,312	2,078	803	1,652	2,345	1,253	10,971	1,381	1,460	13,812
Nov R	1,341	307	615	1,383	2,445	2,298	3,466	1,652	15,728	1,274	1,761	1,873	18,763
Dec R	1,045	148	684	1,640	4,017	1,587	1,414	3,467	1,332	15,186	1,040	1,691	17,917
1991 Jan R	1,186	136	328	1,183	3,190	1,563	1,913	2,158	1,310	12,831	609	1,321	14,761
Feb R	1,367	261	697	1,731	4,430	1,947	2,417	3,942	1,223	17,754	900	1,837	20,491
Mar R	3,481	2,020	509	3,724	5,992	1,622	4,191	4,320	2,354	26,195	2,638	3,226	32,099
Apr R	1,779	313	770	1,225	3,888	2,367	2,052	3,031	1,141	16,253	1,201	1,303	18,757
May R	1,477	252	259	874	3,373	1,231	2,943	3,890	1,957	16,004	817	1,198	18,019
June R	2,184	1,044	300	1,307	2,171	943	2,931	3,443	1,018	14,297	1,036	1,689	17,022
July P	2,094	681	456	1,535	3,809	2,844	3,240	3,097	973	18,048	528	684	19,260
Aug P	2,298	754	475	1,130	2,470	804	2,667	2,812	871	13,327	1,041	1,454	15,832
SeptPR	1,797	506	274	1,432	2,116	642	850	2,141	230	9,482	1,023	877	11,382
Oct*	1,887	375	982	778	1,258	670	303	1,408	432	7,718	282	569	8,569

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

## 2.31 CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN	Division	Class	1989	1990 R	1990 R Q2	Q3	Q4	1991 R Q1	Q2	1991 Aug P	Sept PR	Oct *
SIC 1980												
<b>Agriculture, forestry and fishing</b>	0		129	379	25	242	61	14	0	0	33	18
Coal extraction and coke		11-12	15,372	3,707	1,255	1,133	1,158	3,481	1,007	153	146	110
Mineral oil and natural gas		13-14	265	481	158	94	150	255	9	208	132	4
Electricity, gas, other energy and water		15-17	332	539	118	143	803	296	56	47	33	
<b>Energy and water supply industries</b>	1		16,169	4,727	1,531	1,370	1,365	4,539	1,312	417	325	147
Extraction of other minerals and ores		21,23	304	705	56	310	294	728	414	47	0	0
Metal manufacture		22	2,618	7,588	762	1,776	3,047	2,480	2,385	268	127	84
Manufacture of non-metallic products		24	1,823	4,365	1,019	442	1,643	2,665	1,116	254	164	290
Chemicals and man-made fibres		25-26	1,884	3,031	479	645	1,411	937	1,187	229	281	84
<b>Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals</b>	2		6,629	15,689	2,316	3,173	6,395	6,810	5,102	798	572	458
Manufacture of metal goods		31	2,565	4,612	1,154	681	1,601	1,907	2,202	486	505	152
Mechanical engineering		32	8,935	13,141	2,458	2,976	4,693	6,052	4,906	1,307	794	488
Manufacture of office machinery and data processing equipment		33	1,656	858	69	281	467	190	72	86	16	0
Electrical and electronic engineering		34	8,963	13,091	3,063	2,995	3,937	6,008	4,910	1,485	1,106	916
Manufacture of motor vehicles		35	2,362	5,020	1,005	945	1,947	3,296	2,863	566	428	667
Manufacture of other transport equipment		36	3,766	5,154	482	1,236	1,910	1,879	2,634	599	165	304
Instrument engineering		37	1,113	1,151	126	392	352	548	145	159	7	117
<b>Metal goods, engineering and vehicles industries</b>	3		29,360	43,027	8,357	9,506	14,907	19,880	17,732	4,688	3,021	2,644
Food, drink and tobacco		41-42	7,446	10,219	2,829	2,172	2,633	2,791	2,830	831	329	182
Textiles		43	7,267	8,780	2,461	1,967	1,882	1,779	1,743	565	280	750
Leather, footwear and clothing		44-45	5,179	9,052	2,745	1,880	2,668	3,952	3,061	337	455	163
Timber and furniture		46	2,061	4,933	1,354	1,034	1,140	1,818	900	267	197	29
Paper, printing and publishing		47	3,518	5,679	855	1,555	2,203	2,445	2,516	295	420	175
Other manufacturing		48-49	2,950	5,987	1,171	1,362	2,379	3,487	2,220	1,161	365	482
<b>Other manufacturing industries</b>	4		28,421	44,650	11,415	9,970	12,905	16,272	13,270	3,456	2,046	1,781
<b>Construction</b>	5		6,812	10,381	2,989	2,561	3,374	3,066	3,423	1,011	666	539
Wholesale distribution		61-63	3,100	3,740	950	890	962	1,066	1,052	402	592	173
Retail distribution		64-65	4,149	6,522	2,306	1,106	1,441	2,006	1,176	929	237	114
Hotel and catering		66	977	1,078	558	139	233	821	528	1,375	187	100
Repair of consumer goods and vehicles		67	594	363	4	217	142	292	128	114	51	33
<b>Distribution, hotels and catering, repairs</b>	6		8,820	11,703	3,818	2,352	2,778	4,185	2,884	2,820	1,067	420
Transport		71-77	4,313	5,575	939	1,150	1,714	2,437	2,250	228	256	153
Telecommunications		79	69	1,030	0	441	560	782	685	102	196	87
<b>Transport and communication</b>	7		4,382	6,605	939	1,591	2,274	3,219	2,935	330	452	240
<b>Insurance, banking, finance and business services</b>	8		2,109	4,112	463	1,272	1,514	2,463	2,971	505	855	986
Public administration and defence		91-94	8,859	13,330	3,821	4,168	3,388	5,731	2,771	1,327	1,661	426
Medical and other health services		95	2,295	1,922	129	443	447	481	807	314	448	38
Other services nes		96-99,00	2,781	1,863	269	340	1,084	691	591	166	236	872
<b>Other services</b>	9		13,935	17,115	4,219	4,596	4,919	6,903	4,169	1,807	2,345	1,336
<b>All production industries</b>	1-4		80,579	108,093	23,619	24,019	35,572	47,501	37,416	9,359	5,964	5,030
<b>All manufacturing industries</b>	2-4		64,410	103,366	22,088	22,648	34,207	42,962	36,104	8,942	5,639	4,883
<b>All service industries</b>	5-9		29,246	39,535	9,439	10,171	11,485	16,770	12,959	5,462	4,719	2,982
<b>ALL INDUSTRIES AND SERVICES</b>	0-9		116,766	158,388	36,072	36,993	50,492	67,351	53,798	15,832	11,382	8,569

PR Provisional, Revised, P Provisional.

\* First estimates as at 1 November 1991; final figures are expected to be higher than this. The total for Great Britain is projected to be about 20,600 in September.

† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. For details on this series and its limitations, and for information on alternative sources of statistics on redundancies readers are referred to the article on redundancy statistics that appeared in the August 1991 edition of *Employment Gazette* (p 450-454).

## VACANCIES 3.1 UK vacancies at jobcentres\*: seasonally adjusted

UNITED KINGDOM		UNFILLED VACANCIES			INFLOW		OUTFLOW		PLACINGS	
		Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1986	Annual averages	188.8			212.2		208.3		157.4	
1987		235.4			226.4		222.3		159.5	
1988		248.7			231.2		223.8		159.1	
1989		219.5			226.1		229.2		158.4	
1990		173.7			201.2		207.4		147.0	
1989	Oct	215.3	-3.4	-1.8	227.8	-0.5	231.3	0.7	158.2	-0
	Nov	212.7	-2.6	-1.6	222.3	-1.8	227.6	-1.2	157.2	-1.0
	Dec	201.7	-11.0	-5.7	217.2	-3.2	222.0	-2.1	154.6	-1.0
1990	Jan	200.2	-1.5	-5.0	211.0	-5.6	211.0	-6.8	147.4	-3.6
	Feb	197.1	-3.1	-5.2	219.8	-0.8	222.4	-1.7	155.2	-7
	Mar	196.4	-0.7	-1.8	218.2	0.3	220.3	-0.6	154.2	-1
	Apr	197.1	0.7	-1.0	215.3	1.4	218.8	2.6	152.0	1.5
	May	193.9	-3.2	-1.1	213.7	-2.0	217.6	-1.6	151.1	-1.4
	June	184.3	-9.6	-4.0	202.2	-5.3	210.7	-3.2	146.6	-2.5
	July	171.9	-12.4	-8.4	198.2	-5.7	211.6	-2.4	148.9	-1.0
	Aug	166.3	-6.6	-9.2	195.8	-6.0	202.4	-5.1	145.0	-2.0
	Sept	159.4	-6.9	-8.3	193.8	-2.8	201.8	-3.0	145.2	-5
	Oct	145.5	-13.9	-8.8	186.6	-3.9	202.4	-3.1	147.0	-6
	Nov	138.2	-7.3	-9.4	182.5	-4.4	192.6	-3.3	140.5	-1.5
	Dec	133.5	-4.7	-8.6	177.4	-5.5	177.5	-8.1	130.7	-4.8
1991	Jan	143.6	10.1	-0.6	198					

# 3.3 VACANCIES

## Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>Vacancies at jobcentres: total †</b>														
1986 )	70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1
1987 ) Annual	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988 ) averages	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1989 )	71.7	23.6	8.3	18.5	20.5	12.9	13.3	24.4	10.7	13.8	21.7	215.8	2.6	218.4
1990 )	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	3.4	172.5
1990 Oct	43.4	13.1	4.8	12.7	14.7	11.0	12.6	23.1	9.9	12.1	24.0	168.4	3.5	171.9
Nov	37.1	11.2	3.8	10.3	12.6	9.5	10.9	19.9	8.5	10.1	19.4	142.1	3.3	145.4
Dec	27.1	8.4	2.9	8.0	9.4	7.6	8.1	15.5	6.6	8.5	15.2	108.9	3.0	111.9
1991 Jan	25.4	7.6	2.8	9.0	9.8	7.4	8.6	16.8	7.3	9.0	15.6	111.6	2.9	114.5
Feb	25.3	7.7	2.7	10.2	8.7	6.9	7.8	17.1	7.1	9.1	19.8	114.5	3.1	117.6
Mar	26.9	8.5	2.9	11.1	8.3	6.3	7.6	16.7	7.1	8.8	21.8	117.5	2.9	120.4
Apr	27.4	8.7	3.4	11.3	7.6	6.8	7.7	16.5	7.1	8.7	19.4	116.0	3.0	119.0
May	28.6	8.7	3.2	11.2	7.7	7.0	8.1	15.5	6.5	8.0	18.5	114.3	3.2	117.5
June	29.6	8.2	3.6	10.9	8.3	6.7	8.1	15.3	6.7	8.6	18.8	116.6	3.5	120.1
July	28.4	7.7	3.2	9.4	7.3	6.3	7.1	14.1	6.1	7.7	17.1	106.8	3.1	109.9
Aug	28.3	7.2	3.1	8.9	7.0	6.5	7.3	14.4	5.9	7.2	16.3	104.7	2.9	107.7
Sept	33.8	9.2	3.7	10.2	8.8	8.2	8.5	17.2	6.7	8.0	18.6	123.9	3.3	127.2
Oct	34.3	9.3	3.8	10.3	9.3	8.7	9.1	17.1	6.9	8.0	19.6	127.0	2.9	129.9
<b>Vacancies at careers offices</b>														
1986 )	7.6	4.4	0.4	0.7	1.2	0.7	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987 ) Annual	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1988 ) averages	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1989 )	14.4	7.5	1.0	1.6	2.7	1.5	1.2	1.4	0.5	0.4	0.8	25.5	1.3	26.8
1990 )														
1990 Oct	6.9	3.8	0.5	0.9	1.8	0.7	1.0	1.6	0.5	0.3	0.9	15.0	0.5	15.4
Nov	5.8	3.2	0.3	0.7	1.4	0.6	0.7	1.2	0.4	0.2	0.9	12.2	0.4	12.6
Dec	3.9	2.0	0.2	0.5	1.4	0.4	0.6	0.9	0.3	0.1	0.6	9.1	0.3	9.4
1991 Jan	3.9	2.1	0.3	0.4	1.4	0.4	0.5	0.9	0.3	0.1	0.7	8.9	0.3	9.2
Feb	4.2	2.7	0.2	0.6	1.5	0.4	0.6	0.8	0.3	0.1	0.6	9.3	0.3	9.6
Mar	3.4	1.9	0.3	0.6	1.6	0.4	0.7	0.8	0.2	0.1	0.6	8.9	0.3	8.9
Apr	3.2	1.7	0.4	0.5	1.5	0.4	0.7	0.9	0.3	0.1	0.7	8.8	0.3	9.1
May	3.7	2.0	0.5	0.6	1.5	0.5	0.8	1.1	0.3	0.2	0.8	9.9	0.3	10.2
June	4.9	2.5	0.4	0.6	1.5	0.6	0.7	1.0	0.4	0.2	0.9	11.2	0.3	11.5
July	4.5	2.4	0.4	0.6	1.5	0.5	0.7	0.8	0.3	0.2	0.8	10.2	0.3	10.5
Aug	3.9	2.2	0.3	0.5	1.5	0.4	0.6	0.8	0.3	0.1	0.7	9.1	0.2	9.3
Sept	3.8	2.1	0.3	0.5	1.4	0.4	0.6	0.8	0.4	0.1	0.6	8.8	0.3	9.1
Oct	2.6	1.3	0.3	0.4	1.3	0.4	0.5	0.6	0.3	0.0	0.6	7.1	0.3	7.4

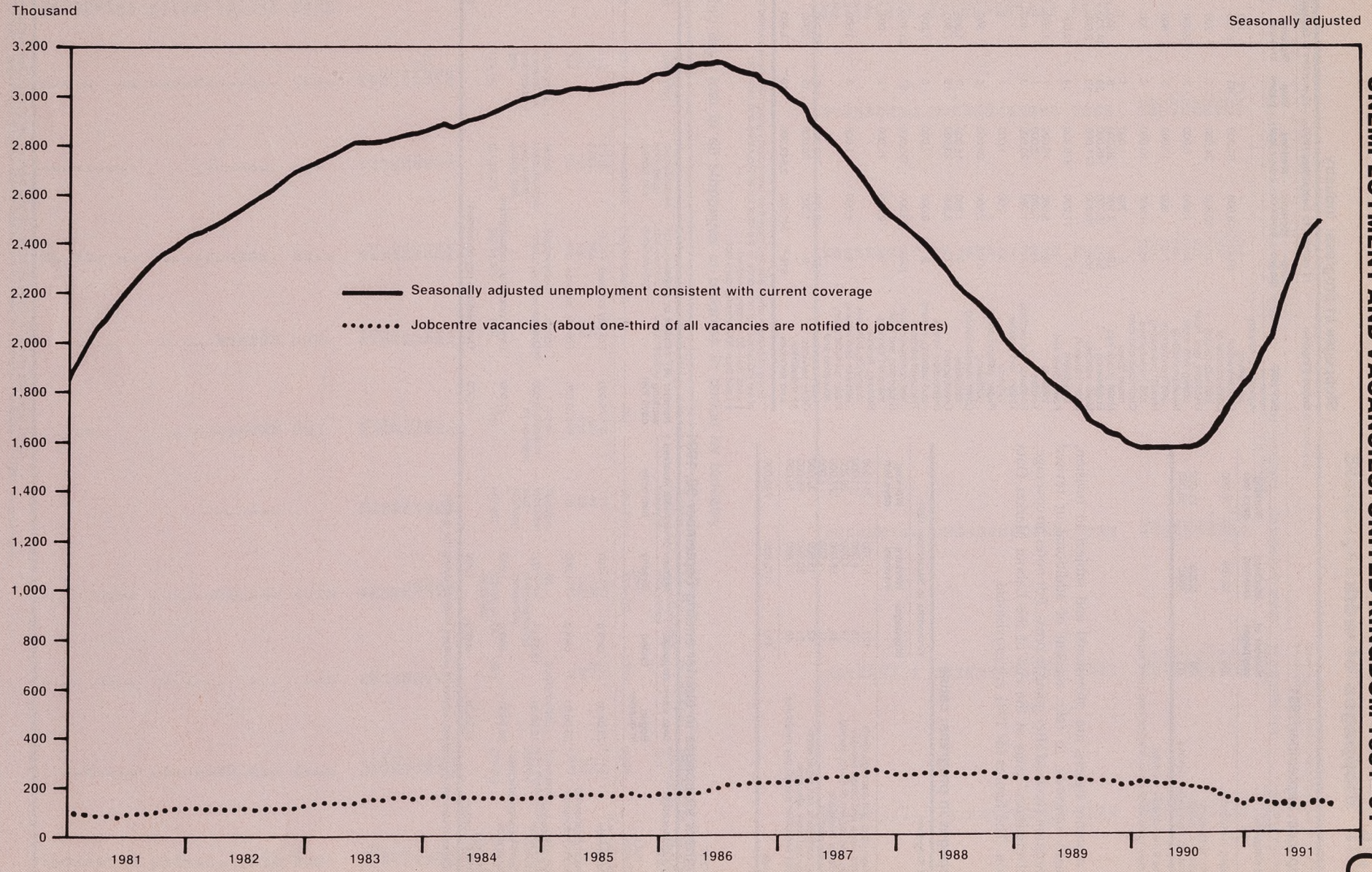
Note: About one-third of all vacancies nationally are notified to jobcentres. These could include some that are suitable for young people and similarly vacancies notified to careers offices could include some for adults. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count. Because of possible duplication and also due to a difference between the timing of the two counts, the two series should not be added together.

\* Included in South East.

† Excluding vacancies on government programmes. See note to table 3.1.



UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1981-91 C1



## 4.1 INDUSTRIAL DISPUTES Stoppages of work

### Stoppages: September 1991

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	34	12,700	76,000
of which, stoppages:			
Beginning in month	23	9,200*	21,000
Continuing from earlier months	11	3,500**	55,000

\* Includes 9,100 directly involved.  
\*\* Includes 1,400 involved for the first time in the month.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see 'Definitions' page at the end of the Labour Market Data section. The figures for 1991 are provisional.

### Stoppages in progress: cause

United Kingdom	12 months to September 1991		
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels	121	51,700	311,000
extra-wage and fringe benefits	16	4,000	11,000
Duration and pattern of hours worked	15	4,000	26,000
Redundancy questions	66	66,000	227,000
Trade union matters	11	1,500	5,000
Working conditions and supervision	42	13,600	32,000
Manning and work allocation	91	20,500	85,000
Dismissal and other disciplinary measures	48	11,600	50,000
All causes	410	173,000	746,000

### Prominent stoppages in quarter ending September 30, 1991

Industry and location	Date when stoppage		Number of workers involved †		Number of working days lost	Cause or object
	Began in quarter	Ended	Directly	Indirectly		
Metal goods n.e.s. Merseyside	23.04.91	cont'g	100	-	5,000	For pay increase
Mechanical engineering Northamptonshire	03.06.91	cont'g	1,800	-	22,000	For pay increase
Food, drink, tobacco Lanarkshire	12.08.91	13.09.91	500	-	13,000	Over general pay claim
Public administration, education Merseyside	20.06.91	cont'g	1,000	-	47,000	Over compulsory redundancies
Other services Greater London	27.05.91	cont'g	1,200	-	13,000	Over National pay agreement

† The figures shown are the highest number of workers involved during the quarter.

### Stoppages in progress: industry

United Kingdom	12 months to September 1990			12 months to September 1991			
	SIC 1980	Stoppages	Workers involved	Working days lost	Stoppages	Workers involved	Working days lost
Agriculture, forestry and fishing	-	-	-	2	100	‡	
Coal extraction	94	18,900	57,000	43	6,700	38,000	
Coke, mineral oil and natural gas	3	16,600	34,000	2	200	2,000	
Electricity, gas, other energy and water	5	1,800	6,000	3	2,400	4,000	
Metal processing and manufacture	7	900	17,000	3	800	3,000	
Mineral processing and manufacture	9	1,900	10,000	4	700	6,000	
Chemicals and man-made fibres	5	700	1,000	1	‡	‡	
Metal goods nes	16	2,100	26,000	9	900	17,000	
Engineering	54	15,700	145,000	39	14,700	101,000	
Motor vehicles	55	76,500	571,000	13	3,800	7,000	
Other transport equipment	17	17,200	576,000	14	13,800	42,000	
Food, drink and tobacco	14	5,600	70,000	7	3,500	18,000	
Textiles	4	1,200	3,000	1	‡	‡	
Footwear and clothing	7	1,700	20,000	3	400	‡	
Timber and wooden furniture	3	200	1,000	1	‡	‡	
Paper, printing and publishing	11	2,800	20,000	5	300	1,000	
Other manufacturing industries	9	1,800	15,000	3	1,000	5,000	
Construction	17	6,800	23,000	19	7,800	20,000	
Distribution, hotels and catering, repairs and communication	8	3,000	7,000	5	1,200	16,000	
Transport services and communication	103	63,000	155,000	67	21,400	88,000	
Supporting and misc. transport services	5	2,600	15,000	2	200	1,000	
Banking, finance, insurance, business services and leasing	2	1,000	1,000	3	3,500	6,000	
Public administration, education and health services	167	98,700	750,000	145	86,700	338,000	
Other services	9	1,300	20,000	16	2,900	32,000	
All industries and services	616**	341,800	2,542,000	410**	173,000	746,000	

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

## INDUSTRIAL DISPUTES † 4.2 Stoppages of work: summary

United Kingdom	Number of stoppages		Number of workers		Working days lost in all stoppages in progress in period (Thou)		
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services	All manufacturing industries	
1981	1,338	1,344	1,512	1,513	4,266	2,292	
1982	1,528	1,538	2,101*	2,103	5,313	1,919	
1983	1,352	1,364	573	574*	3,754	1,776	
1984	1,206	1,221	1,436*	1,464*	27,135	2,658	
1985	887	903	643	791	6,402	912	
1986	1,053	1,074	538	720	1,920	1,069	
1987	1,004	1,016	884	887	3,546	595	
1988	770	781	759	790	3,702	1,639	
1989	693	701	727	727	4,128	751	
1990	620	630	285	298	1,903	1,072	
1989	Sept	69	78	26	26	71	30
Oct	49	61	61	68	162	52	
Nov	43	55	26	45	341	229	
Dec	21	36	8	51	297	151	
1990	Jan	45	55	45	58	443	279
Feb	66	78	24	46	515	359	
Mar	66	95	19	49	236	127	
Apr	53	71	53	57	112	66	
May	53	71	23	28	131	97	
Jun	57	73	20	32	150	75	
Jul	55	67	16	19	55	20	
Aug	55	69	25	26	67	10	
Sep	41	59	15	16	35	10	
Oct	61	77	18	19	54	13	
Nov	41	62	18	20	65	12	
Dec	27	45	9	12	40	5	
1991	Jan	19	31	6	8	44	7
Feb	26	36	14	16	35	6	
Mar	32	44	40	41	55	6	
Apr	42	52	12	38	105	14	
May	43	60	19	22	100	47	
Jun	27	46	7	11	54	34	
Jul	29	48	9	11	54	10	
Aug	24	42	9	12	63	13	
Sep	23	34	11	13	76	34	

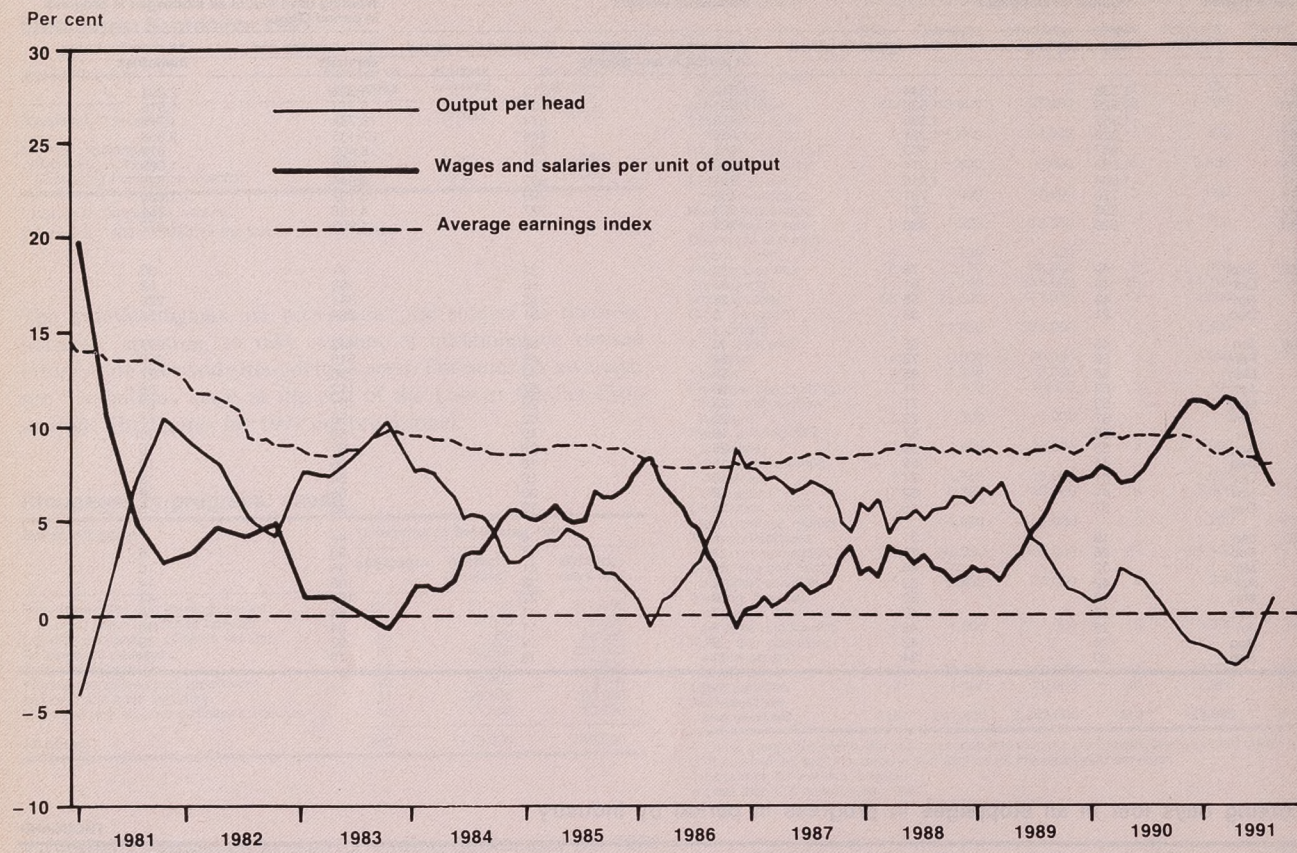
### Working days lost in all stoppages in progress in period by industry

United Kingdom	SIC 1968	Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries	THOUSAND
												(I, XXI, XXIII-XXVII)
1979	128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541		
1980	165	8,884	13,441	586	195	490	698	281	253	367		
1981	237	113	433	230	956	39	522	86	359	1,293		
1982	374	199	486	116	656	66	395	44	1,675	1,301		
1982	(II)	(VI and XIII)	(VII, VIII and IX)	(X)	(XI)	(XIII-XV)	(III-V, XVI-XIX)	(XX)	(XXII)	(XXI, XXIII-XXVII)		
1982	(11-14)	(21,22,31)	(32-34,37)	(35)	(36)	(43-45)	(23-26,41,42, 44,46-49)	(50)	(71-79)	(01-03,15-17, 61-67,81-85, 91-99 and 00)		
1982	380	197	538	551	172	61	400	41	1,675	1,299		
1983	591	177	507	545	191	32	324	68	295	1,024		
1984	22,484	90	422	1,046	497	65	537	334	666	992		
1985	4,143	109	155	70	256	31	291	50	197	1,100		
1986	143	152	225	108	411	38	136	33	190	486		
1987	217	36	197	158	67	50	88	22	1,705	1,007		
1988	222	47	76	530	803	90	93	17	1,490	335		
1989	52	37	204	134	279	16	80	128	625	2573		
1990	94	31	92	490	340	24	95	14	177	545		
1989	Sep	4	-	9	7	-	15	14	5	17		
Oct	3	5	4	18	11	-	14	9	2	96		
Nov	8	6	44	49	130	-	2	5	8	89		
Dec	1	2	22	18	101	-	8	-	12	133		
1990	Jan	1	-	4	137	132	5	-	3	160		
Feb	5	13	9	205	125	2	10	-	8	144		
Mar	13	9	13	48	33	17	6	-	26	66		
Apr	4	8	18	12	18	1	9	-	7	33		
May	2	5	15	42	15	-	19	-	25	7		
Jun	5	2	3	38	3	1	29	-	60	9		
Jul	9	1	3	1	6	1	9	-	13	12		
Aug	36	1	1	1	2	1	4	-	6	16		
Sep	5	-	-	3	-	-	1	-	1	18		
Oct	5	-	-	4	-	-	3	-	9	27		
Nov	6	-	-	9	2	-	1	-	5	16		
Dec	3	-	-	5	-	-	-	-	4	25		
1991	Jan	5	1	2	-	-	4	4	2	27		
Feb	4	1	2	-	-	-	3	-	4	22		
Mar	1	-	-	1	-	-	3	3	2	43		
Apr	-	1	-	6	-	-	2	-	2	88		
May	2	4	15	-	27	-	1	-	32	19		
Jun	-	3	24	1	5	-	1	-	4	16		
Jul	2	3	6	1	-	-	-	-	13	27		
Aug	11	2	2	-	1	-	-	-	7	38		
Sep	2	2	26	-	-	-	5	4	-	37		

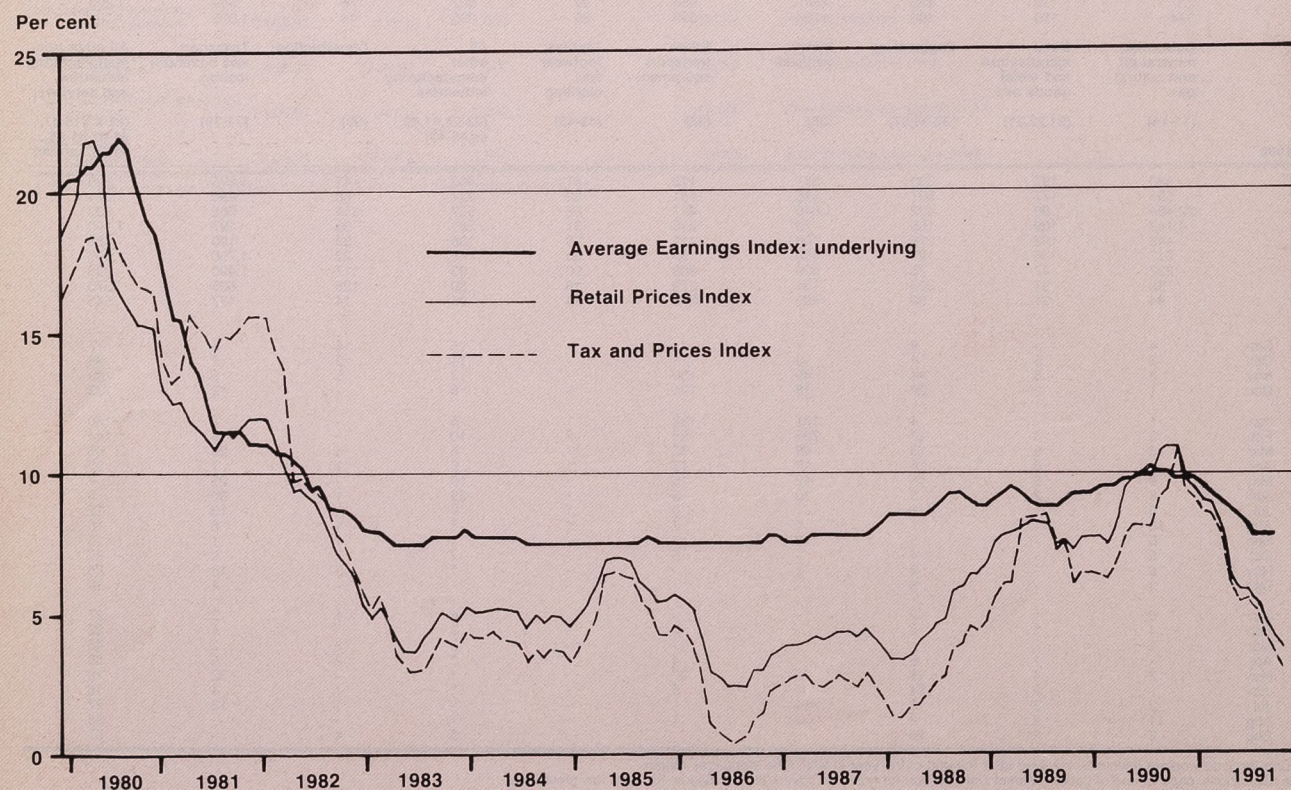
\* Figures exclude workers becoming involved after the end of the year in which the stoppages began.  
† See 'Definitions' page at end of Labour Market Data section for notes on coverage. The figures for 1991 are provisional.

## C2 EARNINGS

### Earnings and output per head: manufacturing—increases over previous year



### Earnings and prices: whole economy—increases over previous year



## EARNINGS 5.1

### Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)									
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted								
									Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months			
1988=100		R	Under-lying*	R	Under-lying*	R	Under-lying*	R								
1988 ) Annual	100.0			100.0		100.0		100.0								
1989 ) averages	109.1			108.7		109.1		108.9								
1990 )	119.7			118.9		119.4		119.4								
1988 Jan	95.4	96.1		95.8	96.6	95.8	96.5	95.4	96.3							
Feb	95.5	96.7		95.6	96.3	95.3	96.0	96.0	97.1							
Mar	98.3	97.5		98.0	97.7	97.8	97.8	98.6	97.4							
Apr	97.8	97.9		98.8	98.0	98.9	98.2	97.3	97.6							
May	98.4	98.6		99.3	98.9	99.5	99.2	98.0	98.2							
June	99.8	99.3		100.6	99.5	100.4	99.5	99.6	99.2							
July	101.3	100.2		101.1	99.9	101.3	100.1	101.3	100.4							
Aug	100.3	100.9		99.5	100.9	99.9	100.9	100.5	100.8							
Sept	100.9	101.5		100.2	101.3	100.5	101.5	100.6	101.4							
Oct	101.7	102.6		101.8	102.6	101.9	102.7	101.2	102.3							
Nov	103.7	103.5		103.6	103.5	103.7	103.4	103.6	103.5							
Dec	106.9	105.2		105.5	104.4	105.3	104.3	107.9	105.6							
1989 Jan	104.2	105.0	9.3	9	104.2	105.1	8.8	8 3/4	104.2	105.2	9.2	9				
Feb	104.6	105.9	9.5	9 1/4	105.0	105.8	9.9	8 1/2	104.9	105.8	10.2	8 3/4	104.4	105.7	8.9	9 1/4
Mar	107.3	106.5	9.2	9 1/2	105.7	105.4	7.9	8 3/4	106.0	106.0	8.4	8 3/4	107.8	106.5	9.3	9 1/2
Apr	107.3	107.4	9.7	9 1/4	107.8	106.9	9.1	8 1/2	107.9	107.2	9.2	8 3/4	107.1	107.4	10.0	9 1/4
May	107.5	107.7	9.2	9	108.0	107.6	8.8	8 3/4	108.1	107.8	8.7	8 3/4	107.2	107.3	9.3	9
June	109.1	108.4	9.2	8 3/4	109.4	108.2	8.7	8 1/2	109.6	108.6	9.1	8 3/4	108.5	108.1	9.0	8 1/2
July	110.3	109.1	8.9	8 3/4	110.3	109.1	9.2	8 1/2	110.8	109.5	9.4	9	109.7	108.8	8.4	8 1/4
Aug	109.1	109.6	8.6	8 3/4	108.3	109.8	8.8	8 3/4	109.2	110.3	9.3	9 1/4	108.7	109.0	8.1	8 1/2
Sept	110.7	111.3	9.7	9	109.5	110.7	9.3	8 3/4	109.8	110.9	9.3	9	110.4	111.2	9.7	8 3/4
Oct	111.7	112.6	9.7	9 1/4	110.6	111.5	8.7	9	111.0	111.8	8.9	9 1/4	111.6	112.9	10.4	9
Nov	113.2	112.9	9.1	9 1/4	112.2	112.1	8.3	8 3/4	112.9	112.5	8.8	9	112.7	112.5	8.7	9 1/4
Dec	114.7	112.9	7.3	9 1/4	113.8	112.7	8.0	8 1/2	114.3	113.3	8.6	9	114.3	111.9	6.0	9
1990 Jan	113.8	114.7	9.2	9 1/2	112.7	113.6	8.1	8 3/4	113.2	114.1	8.7	9 1/4	113.9	115.0	9.3	9 1/4
Feb	114.0	115.4	9.0	9 1/2	113.9	114.7	8.4	9 1/4	114.3	115.1	8.8	9 1/2	113.7	115.0	8.8	9 1/4
Mar	117.4	116.5	9.4	9 1/2	116.8	116.5	10.5	9 1/2	117.0	117.0	10.4	9 3/4	117.2	115.8	8.7	9 1/4
Apr	117.3	117.5	9.4	9 3/4	117.2	116.2	8.7	9 1/2	117.4	116.6	8.8	9 3/4	116.9	117.2	9.1	9 1/2
May	118.5	118.8	10.3	9 3/4	117.9	117.5	9.2	9 1/4	118.2	117.8	9.3	9 3/4	118.6	118.8	10.7	9 3/4
June	120.5	119.9	10.6	10	120.1	118.8	9.8	9 1/2	120.7	119.7	10.2	9 3/4	119.8	119.4	10.5	10
July	121.2	120.0	10.0	10 1/4	120.8	119.5	9.5	9 1/2	121.3	119.9	9.5	10	120.5	119.5	9.8	10
Aug	120.9	121.6	10.9	10	118.8	120.5	9.7	9 1/2	119.7	120.9	9.6	9 3/4	121.1	121.5	11.5	10
Sept	121.3	122.0	9.6	10	120.2	121.6	9.8	9 1/2	121.0	122.1	10.1	9 3/4	120.6	121.5	9.3	10
Oct	121.7	122.7	9.0	9 3/4	120.8	121.7	9.1	9 1/4	121.6	122.4	9.5	9 3/4	120.9	122.2	8.2	9 3/4
Nov	123.8	123.5	9.4	9 3/4	123.0	122.9	9.6	9 1/2	123.7	123.3	9.6	9 3/4	123.0	122.8	9.2	9 3/4
Dec	126.3	124.2	10.0	9 3/4	125.1	123.8	9.8	9 1/2	125.2	124.1	9.5	9 3/4	126.3	123.7	10.5	9 1/2
1991 Jan	124.3	125.2	9.2	9 1/2	123.4	124.4	9.5	9 1/4	124.3	125.2	9.7	9 1/2	123.8	125.0	8.7	9 1/2
Feb	124.7	126.2	9.4	9 1/4	124.3	125.1	9.1	8 3/4	125.2	126.1	9.6	9	123.8	125.3	9.0	9
Mar	127.5	126.5	8.6	9	126.1	125.8	8.0	8 1/2	126.8	126.9	8.5	9	127.6	126.1	8.9	8 3/4
Apr	127.4	127.5	8.5	8 3/4	128.0	126.9	9.2	8 1/2	128.6	127.7	9.5	9	126.1	126.4	7.8	8 1/4
May	128.1	128.4	8.1	8 1/2	127.7	127.3	8.3	8 3/4	129.2	128.9	9.4	9	127.1	127.3	7.2	8
Jun	129.2	128.5	7.2	8	129.7	128.3	8.0	8 1/4	130.3	129.2	7.9	8 3/4	127.9	127.4	6.7	7 1/2
Jul	130.5	129.1	7.6	7 3/4	130.0	128.5	7.5	8 1/4	130.8	129.3	7.8	8 1/2	129.5	128.5	7.5	7 1/2
Aug	130.8	131.5	8.1	7 3/4	128.7	130.6	8.4	8	130.2	131.4	8.7	8 1/4	130.4	130.8	7.7	7 1/2
Sep p	130.8	131.6	7.9	7 3/4	129.2	130.6	7.4	8	130.9	132.1	8.2	8	130.0	131.0	7.8	7 1/2

Note: (1) The seasonal adjustment factors have been revised this month and are now based on data up to April 1991.  
(2) Figures for years 1984-89 on a 1985=100 basis were published in *Employment Gazette* October 1989; the 1985=100 series was discontinued after July 1989.  
\* For a note on the underlying rate of change see News Brief, this issue.

# 5.3 EARNINGS

## Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agri- culture and forestry	Coal and coke	Mineral oil and natural gas	Elec- tricity gas, other energy and water supply	Metal process- ing and manu- facturing	Mineral extrac- tion and manu- facturing	Chem- icals and man- made fibres	Mech- anical engin- eering	Elec- trical, elec- tronic and in- strument engin- eering	Motor vehicles and parts	Other trans- port equip- ment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34, 37)	(35)	(36)	(31)	(41,42)
1988 ) Annual	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1989 ) averages	108.0	113.3	110.3	109.8	107.2	109.4	109.0	109.8	109.5	109.9	112.7	107.9	109.3
1990 )	120.0	125.0	126.7	121.6	115.5	119.1	122.6	119.3	119.3	119.5	125.6	117.5	121.7
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.2	96.4
1988 Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	96.8	95.0
1988 Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	96.9	95.6
April	95.5	104.4	97.0	98.4	107.1	98.2	98.2	98.7	98.3	98.6	98.9	98.6	99.3
May	95.2	98.5	100.5	101.2	93.8	99.8	98.7	99.3	99.0	100.4	99.0	99.8	100.5
June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	105.2	94.9	100.2	101.3
July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	101.7	100.1
Aug	109.4	101.8	100.0	103.7	101.3	99.0	99.2	99.3	99.5	100.7	95.4	99.3	98.8
Sept	114.2	103.7	99.0	101.6	96.4	101.0	99.0	99.9	100.4	100.2	100.6	100.8	100.2
Oct	116.3	104.8	101.4	102.4	111.5	101.4	99.8	101.8	101.6	100.5	102.0	101.4	101.6
Nov	98.6	104.5	109.1	102.7	97.0	102.6	108.2	104.0	102.6	105.5	103.9	105.6	104.6
Dec	101.3	103.8	107.6	101.6	104.5	106.6	111.9	105.6	105.1	106.2	110.8	102.6	106.8
1989 Jan	96.4	106.7	106.6	100.7	107.9	104.8	102.5	104.9	105.0	105.2	108.1	104.6	104.2
1989 Feb	95.2	107.2	104.0	101.8	99.8	106.6	104.8	106.8	105.5	107.1	108.2	105.9	102.7
1989 Mar	98.5	111.0	104.0	106.6	99.6	105.5	103.7	107.1	107.2	109.3	112.2	103.9	104.9
Apr	102.1	112.3	105.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	111.6
May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	109.4	111.5	107.4	109.6
June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	107.5	108.9
Sept	126.3	115.1	110.0	110.9	103.0	111.1	108.5	110.2	110.7	108.7	112.9	109.2	110.2
Oct	120.4	117.2	110.1	113.0	118.6	110.8	109.6	111.6	112.0	114.3	109.5	109.5	110.9
Nov	111.6	122.2	120.5	114.9	104.2	112.6	117.5	113.2	113.5	112.2	115.5	111.3	113.4
Dec	108.3	119.6	118.9	114.4	109.6	114.2	120.8	115.6	113.6	119.4	115.7	110.8	115.9
1990 Jan	104.3	124.7	123.1	112.6	111.5	112.6	115.7	114.4	113.5	109.3	115.3	112.7	112.7
1990 Feb	103.8	124.5	118.2	113.3	104.9	114.4	117.2	116.2	115.4	109.4	118.1	113.3	114.1
1990 Mar	108.1	124.5	120.4	114.8	107.9	115.7	117.7	118.9	118.4	122.8	123.8	115.5	115.4
Apr	110.8	124.2	121.6	116.3	121.2	117.9	120.2	116.9	116.2	122.0	121.7	116.1	120.5
May	110.6	121.7	123.3	118.7	109.4	119.3	120.9	118.4	117.9	118.4	125.3	117.0	122.3
June	122.6	123.1	125.3	126.5	119.8	121.4	123.4	119.9	119.2	122.3	127.7	118.8	123.9
July	124.9	122.5	130.7	124.3	131.8	121.8	121.9	119.9	121.3	127.3	119.0	119.0	124.3
Aug	133.3	125.9	129.2	127.2	112.6	118.3	122.7	118.2	119.0	119.4	127.3	118.0	122.2
Sept	139.3	125.9	130.8	125.8	114.7	119.6	122.0	120.0	121.2	119.1	127.3	118.9	123.7
Oct	136.0	128.3	130.4	126.9	122.0	120.5	122.3	120.7	122.1	121.5	127.9	118.9	122.9
Nov	126.5	131.1	131.4	126.8	113.0	122.6	130.2	122.3	123.5	124.0	132.1	121.4	127.3
Dec	120.1	123.7	135.8	125.4	117.7	124.8	136.9	124.7	124.7	125.0	132.8	120.6	130.9
1991 Jan	118.7	137.8	139.6	125.7	123.2	122.3	126.3	124.2	123.6	124.5	135.0	119.9	127.0
1991 Feb	122.0	141.0	131.5	127.8	114.9	121.9	129.7	126.6	125.3	124.8	132.4	121.8	128.4
1991 Mar	120.9	142.7	136.0	126.4	116.9	122.2	135.4	127.8	127.3	124.9	135.7	122.0	131.3
Apr	129.9	139.3	140.0	127.8	127.2	123.7	129.9	129.1	127.1	139.4	139.2	122.6	135.5
May	125.4	140.6	140.8	140.9	119.5	125.8	130.7	129.2	129.4	126.7	133.2	123.9	135.9
Jun	127.1	142.2	141.7	129.0	119.8	128.0	131.6	131.6	132.1	131.2	135.5	124.4	135.5
Jul	134.4	139.7	145.1	133.4	128.6	127.5	132.4	131.0	131.0	131.3	136.0	127.4	134.5
Aug	160.4	141.5	140.8	140.8	125.9	126.5	134.6	130.5	129.3	124.9	135.2	124.3	134.3
Sept p		140.7	140.5	146.0	120.7	127.5	136.1	130.2	129.7	127.5	135.3	126.9	134.7

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

# EARNINGS 5.3

## Average earnings index: all employees: by industry (not seasonally adjusted)

Textiles	Leather, footwear and clothing	Paper products, printing and publishing	Rubber, plastics, timber and other manufacturing	Con- struction	Distri- bution and repairs	Hotels and catering	Transport and communi- cation †	Banking, finance insurance and business services	Public adminis- tration	Education and health services	Other services ††	Whole economy	SIC 1980 CLASS
(43)	(44,45)	(47)	(48,49)	(50)	(61,62, 64,65, 67)	(66)	(71,72, 75-77,79)	(81-82, 83pt.- 84pt.)	(91-92pt.)	(93,95)	(92pt. 94,96pt. 97,98pt.)		
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1988 ) Annual
107.4	107.1	106.1	107.7	111.8	108.6	107.6	107.6	109.9	108.8	108.6	111.3	109.1	1989 ) averages
117.6	115.8	113.5	117.5	124.6	117.3	118.4	118.8	121.2	120.7	118.0	122.9	119.7	1990 )
96.2	97.0	94.9	95.0	93.4	95.6	96.0	97.3	95.7	95.2	93.0	97.8	95.4	1988 Jan
96.3	97.5	95.5	96.5	93.9	96.1	95.1	96.6	96.8	97.2	93.5	95.9	95.5	1988 Feb
98.7	100.0	98.0	98.5	98.7	100.1	97.0	97.8	100.0	98.3	97.1	96.3	98.3	1988 Mar
98.6	100.6	97.7	96.7	96.7	98.2	97.6	99.3	98.7	96.6	94.1	96.8	97.8	1988 Apr
98.9	100.1	99.7	99.7	96.9	99.2	99.1	98.9	98.8	97.9	94.5	99.0	98.4	1988 May
101.7	101.6	102.2	101.5	100.4	100.5	99.8	98.7	100.3	98.6	99.0	100.6	99.8	1988 Jun
102.6	101.0	101.3	102.5	101.7	99.7	100.2	100.4	100.9	101.6	103.6	102.2	101.3	1988 Jul
99.8	100.6	101.3	102.2	99.0	99.9	99.7	100.2	99.6	100.2	102.8	100.2	100.3	1988 Aug
100.6	99.3	102.1	101.1	102.1	101.0	100.5	102.2	98.6	100.5	101.1	101.4	100.9	1988 Sept
101.3	100.2	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8	100.9	101.7	1988 Oct
103.5	101.0	102.6	102.5	106.1	102.1	103.1	103.2	106.1	105.9	101.8	101.9	103.7	1988 Nov
101.6	101.5	102.4	104.1	107.8	106.3	109.9	102.8	106.0	104.3	118.7	106.6	106.9	1988 Dec
102.4	104.0	101.6	102.9	104.7	104.7	103.7	102.7	105.0	104.7	102.8	107.8	104.2	1989 Jan
103.1	104.7	101.5	107.2	106.0	105.0	103.6	103.0	105.1	105.9	102.7	104.7	104.6	1989 Feb
102.0	106.6	103.5	105.0	111.2	109.5	106.5	103.8	114.7	106.2	103.2	106.8	107.3	1989 Mar
104.7	105.3	104.9	104.9	108.3	109.4	104.6	106.7	108.3	106.0	104.4	107.7	107.3	1989 Apr
107.2	107.1	105.8	106.7	108.6	107.6	106.2	106.0	107.3	106.6	107.8	107.6	107.5	1989 May
110.6	108.4	107.7	109.5	112.8	109.2	106.8	105.8	108.5	106.9	110.3	112.2	109.1	1989 Jun
109.6	108.8	107.2	109.1	112.3	108.1	106.6	109.1	111.5	106.8	111.7	114.2	110.3	1989 Jul
107.8	108.2	106.8	107.6	109.3	107.5	107.5	107.2	108.0	106.3	113.8	110.5	109.1	1989 Aug
108.7	107.8	108.8	109.4	114.0	110.1	108.0	107.6	107.5	110.7	114.6	114.1	110.7	1989 Sept

# 5.4 EARNINGS AND HOURS

## Average earnings and hours: manual employees: by industry †

UNITED KINGDOM	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
<b>MALE (full-time on adult rates)</b>										
<b>Weekly earnings</b>										
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	£ 128.59
1985	180.15	172.96	187.19	167.86	160.26	170.94	174.76	156.56	173.18	140.50
1986	198.21	184.98	201.37	176.15	167.36	184.09	186.36	168.16	186.47	148.48
1987	219.89	198.94	215.84	192.92	179.27	210.58	197.89	184.19	197.82	162.93
1988	238.17	216.29	234.67	212.22	196.04	226.97	213.22	197.33	211.36	170.37
1989	253.44	229.61	255.71	229.02	217.18	247.11	231.45	212.40	229.59	181.36
1990	265.23	248.83	279.94	245.92	228.76	263.70	262.23	228.41	251.04	196.51
<b>Hours worked</b>										
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
1985	41.9	45.3	42.7	43.0	42.3	40.4	42.1	42.9	45.1	44.2
1986	41.8	45.1	42.9	42.3	41.8	40.2	41.8	42.8	44.9	43.7
1987	42.8	45.3	43.3	43.6	42.6	41.8	42.3	43.6	45.0	44.5
1988	42.8	45.4	43.4	42.7	42.3	41.3	43.3	43.6	45.1	43.4
1989	42.7	45.0	43.8	43.8	43.3	42.3	42.8	43.0	45.0	42.8
1990	41.6	44.1	43.0	42.8	41.4	41.2	42.6	43.0	44.7	42.5
<b>Hourly earnings</b>										
1984	400.3	361.4	403.5	359.3	347.9	385.1	382.4	347.0	356.9	pence 366.7
1985	429.6	382.2	438.5	390.6	379.2	422.8	414.8	364.9	383.7	317.9
1986	473.6	410.5	469.1	416.1	400.6	457.8	445.9	392.6	415.7	340.0
1987	513.7	439.3	498.3	442.1	420.8	503.5	467.9	422.8	439.2	366.3
1988	556.2	476.4	541.3	479.7	459.5	536.8	492.6	452.7	468.3	392.7
1989	594.0	509.8	586.1	523.4	501.3	584.0	541.3	490.5	509.9	424.1
1990	638.2	563.7	651.7	574.6	552.1	639.8	616.3	531.6	561.7	462.7
<b>FEMALE (full-time on adult rates)</b>										
<b>Weekly earnings</b>										
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	£ 82.97
1985	111.45	106.43	118.44	118.10	109.74	126.39	126.63	105.55	114.20	89.52
1986	113.84	112.92	130.58	125.38	117.27	140.86	127.86	115.19	123.21	94.47
1987	124.44	121.14	137.88	131.67	127.08	155.14	138.76	123.99	130.64	102.13
1988	137.36	131.60	147.87	147.78	139.18	174.17	151.51	133.24	144.28	110.05
1989	144.26	139.90	164.11	159.79	148.50	197.97	166.95	145.28	156.58	117.87
1990	152.48	152.88	177.25	171.79	162.56	207.23	177.75	155.76	167.98	128.36
<b>Hours worked</b>										
1984	38.8	38.5	38.5	38.5	38.3	38.5	38.3	37.9	38.8	38.4
1985	38.5	38.4	38.5	39.0	38.6	38.1	38.2	38.1	38.7	37.9
1986	38.9	38.1	39.1	38.8	38.9	38.0	38.9	38.7	39.0	37.6
1987	39.0	38.8	39.1	39.4	39.0	39.0	39.4	39.3	38.7	37.8
1988	39.4	38.8	39.8	40.0	39.6	40.8	39.6	39.4	39.7	37.8
1989	39.6	38.8	40.0	39.7	39.5	40.5	39.0	39.0	40.1	37.4
1990	39.2	38.1	39.2	38.8	39.5	39.1	38.2	39.2	39.0	37.0
<b>Hourly earnings</b>										
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2	pence 215.8
1985	289.2	277.0	308.0	302.9	284.3	331.6	331.2	277.3	295.0	235.9
1986	293.0	296.1	333.9	323.0	301.5	370.9	328.3	297.3	316.1	251.4
1987	319.2	312.4	352.5	334.4	326.0	397.9	352.3	315.8	337.7	270.1
1988	348.8	339.0	371.5	369.6	351.5	427.4	383.0	338.5	363.5	291.0
1989	364.2	360.6	410.6	402.6	375.6	489.0	427.7	372.5	390.0	315.3
1990	389.4	401.7	452.7	443.3	411.9	529.7	465.6	397.6	430.3	346.5
<b>ALL (full-time on adult rates)</b>										
<b>Weekly earnings</b>										
1984	166.50	155.58	161.37	149.78	129.34	156.22	156.85	137.66	146.47	£ 108.56
1985	177.90	165.23	174.30	165.16	142.68	167.87	172.71	145.58	156.17	118.15
1986	195.58	175.69	187.43	173.36	148.97	181.07	183.24	157.31	169.55	124.86
1987	216.75	189.58	201.11	189.24	159.36	206.97	195.23	172.10	178.69	135.89
1988	234.83	205.75	217.86	207.98	174.46	223.16	210.12	184.24	192.27	143.59
1989	250.12	218.09	237.12	224.52	190.97	243.88	228.53	197.81	209.25	153.67
1990	261.78	236.72	260.62	241.39	205.28	259.82	258.80	212.59	227.61	167.59
<b>Hours worked</b>										
1984	42.1	44.3	42.2	42.2	40.5	41.1	41.4	41.7	43.5	41.6
1985	41.8	44.5	41.9	42.8	41.0	40.3	41.9	43.3	41.5	41.5
1986	41.8	44.2	42.2	42.1	40.7	40.1	41.6	42.0	43.2	41.0
1987	42.7	44.5	42.5	43.4	41.2	41.6	42.2	42.7	43.2	41.5
1988	42.7	44.6	42.7	44.0	41.5	42.2	43.1	42.7	43.6	40.9
1989	42.6	44.2	42.9	43.5	41.9	42.2	42.6	42.4	43.7	40.4
1990	41.5	43.4	42.2	42.6	40.7	41.1	42.4	42.1	43.1	40.2
<b>Hourly earnings</b>										
1984	395.9	351.0	382.8	355.1	319.3	380.1	378.5	330.1	336.5	pence 261.2
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	360.8	285.0
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2	304.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3	327.4
1988	549.9	461.5	510.6	473.1	420.4	529.1	487.5	431.2	441.2	351.0
1989	587.5	493.0	552.9	516.2	456.0	578.0	536.6	466.9	479.2	380.2
1990	631.0	545.7	617.0	567.3	503.9	632.6	610.8	504.5	528.1	417.2

† More detailed results were published in an article in the April 1991 issue of the Employment Gazette. Previous articles can be found in the May 1990, April 1989, April 1988, March 1987 issues and in February issues for earlier years.

# 5.5 EARNINGS

## Index of average earnings: non-manual workers

GREAT BRITAIN April of each year	Manufacturing industries									
	Weights	1983	1984	1985	1986	1987	1988	1989	1990	
April 1970=100										
<b>FULL-TIME ADULTS *</b>										
Men	699	604.5	657.5	724.7	776.8	854.3	939.4	1032.0	1075.0	
Women	311	743.9	807.2	869.4	947.0	1039.4	1162.5	1287.5	1411.9	
Men and women	1,000	627.3	682.0	748.4	804.6	883.7	975.9	1073.8	1130.2	

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

# EARNING AND HOURS 5.4

## Average earnings and hours: manual employees: by industry †

Leather, footwear and clothing (44-45)	Timber and wooden furniture (46)	Paper products, printing and publishing (47)	Rubber, plastics and other manufacturing (48-49)	All manufacturing industries (21-49)	Electricity, gas, other energy and water supply (15-17)	Construction (50)	Transport and communication (71-72, 75-77,79)	All industries covered (SIC 1980 Class)
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	£ 159.30
129.72	154.00	214.42	162.57	170.58	193.34	160.37	193.34	160.37
134.81	163.40	235.17	177.70	182.25	208.70	171.25	208.70	171.25
142.55	174.76	253.77	190.88	197.92	222.22	180.62	222.22	180.62
153.01	186.54	269.67	207.04	213.59	237.16	200.01	237.16	200.01
166.76	193.08	284.81	219.21	229.87	262.63	220.12	262.63	220.12
180.71	208.11	301.03	235.83	247.15	295.57	239.46	295.57	239.46
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
42.0	44.1	42.4	43.4	43.0	41.1	44.0	41.1	44.0
41.7	43.6	42.1	43.4	42.7	41.3	44.0	41.3	44.0
42.0	44.4	43.0	43.7	43.5	41.4	44.1	41.4	44.1
41.5	43.8	42.9	43.7	43.6	41.7	44.6	41.7	44.6
41.4	42.4	42.9	43.3	43.4	41.9	45.2	41.9	45.2
41.5	42.5	41.7	42.4	42.6	42.0	44.9	42.0	44.9
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	pence 366.7
309.0	348.9	502.2	374.5	470.0	504.9	364.8	504.9	364.8
323.6	374.7	558.6	409.6	504.9	536.3	389.3	536.3	389.3
339.7	393.9	590.7	436.3	556.3	566.8	409.4	566.8	409.4
368.4	425.4	628.1	473.6	489.6	568.1	448.3	568.1	448.3
403.1	455.7	663.6	506.8	529.6	627.1	467.4	627.1	467.4
435.5	489.5	721.4	556.0	580.0	704.3	533.1	704.3	533.1
78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	£ 97.34
85.22	113.18	129.16	98.23	103.21	124.17	95.86	124.17	95.86
89.55	121.09	139.81	107.39	110.48	110.48	98.55	110.48	98.5

# 5.6

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES *						ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (£)		Weekly earnings (£)		Hours	Hourly earnings (£)			
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours			
April of each year												
<b>ADULTS</b>												
Manual occupations												
1984	141.0	146.8	43.5	3.37	3.28	139.0	143.0	43.5	3.29	3.20		
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40		
1986	163.9	168.6	43.7	3.88	3.75	159.5	163.2	43.6	3.75	3.63		
1987	175.2	181.1	43.8	4.13	3.99	169.4	173.5	43.8	3.98	3.85		
1988	188.7	195.5	44.3	4.41	4.24	182.2	187.2	44.2	4.25	4.11		
1989	204.1	212.1	44.5	4.76	4.58	203.2	209.2	44.4	4.59	4.44		
1990	223.3	231.1	44.3	5.20	5.00	218.2	221.2	44.3	5.01	4.84		
1991	223.9	231.9	44.3	5.22	5.03	218.2	223.3	44.4	5.04	4.87		
1991	232.7	241.9	42.9	5.62	5.44	230.2	236.2	43.6	5.43	5.27		
Non-manual occupations												
1984	184.1	186.1	38.7	4.73	4.71	170.5	172.2	37.6	4.49	4.47		
1985	200.0	201.5	38.8	5.11	5.08	182.9	184.6	37.7	4.79	4.76		
1986	220.3	221.6	38.7	5.61	5.58	199.9	200.9	37.7	5.22	5.19		
1987	235.7	237.6	38.8	5.99	5.97	215.0	217.4	37.8	5.63	5.60		
1988	258.4	260.3	38.9	6.52	6.49	237.9	240.7	37.9	6.22	6.19		
1989	284.3	286.5	39.0	7.19	7.17	261.9	264.9	37.9	6.89	6.83		
1990	313.3	315.1	38.9	7.89	7.86	288.4	291.2	37.9	7.51	7.49		
1991	305.1	307.6	39.4	7.61	7.59	284.3	287.3	38.0	7.38	7.36		
1991	330.0	333.5	38.9	8.39	8.38	309.1	312.5	37.8	8.10	8.09		
All occupations												
1984	155.2	160.8	41.9	3.81	3.75	155.8	159.3	40.3	3.90	3.87		
1985	169.2	174.7	41.9	4.12	4.05	167.4	171.0	40.4	4.17	4.13		
1986	183.1	188.6	41.9	4.44	4.38	181.2	184.7	40.4	4.51	4.47		
1987	196.0	202.0	42.0	4.74	4.68	194.9	198.9	40.4	4.85	4.81		
1988	212.7	219.4	42.3	5.09	5.02	213.6	218.4	40.6	5.29	5.26		
1989	231.7	239.5	42.5	5.55	5.48	234.3	239.7	40.7	5.81	5.79		
1990	255.1	262.8	42.4	6.09	6.01	258.0	263.1	40.5	6.37	6.34		
1991	271.3	280.7	41.3	6.69	6.62	278.9	284.7	40.0	7.00	6.98		
<b>MEN</b>												
Manual occupations												
1984	153.6	158.9	44.4	3.58	3.49	148.8	152.7	44.3	3.45	3.36		
1985	167.5	172.6	44.6	3.87	3.74	159.8	163.6	44.5	3.68	3.57		
1986	178.4	183.4	44.5	4.12	3.98	170.9	174.4	44.5	3.93	3.81		
1987	191.2	195.9	44.7	4.38	4.24	182.0	185.5	44.6	4.17	4.04		
1988	206.8	212.3	45.2	4.69	4.52	196.3	200.6	45.0	4.46	4.32		
1989	223.8	230.6	45.5	5.06	4.89	212.9	217.8	45.3	4.81	4.66		
1990	243.7	250.0	45.2	5.51	5.32	233.1	237.2	45.2	5.25	5.09		
1991	245.1	251.4	45.3	5.55	5.36	235.4	239.5	45.4	5.28	5.12		
1991	254.5	261.8	43.7	5.98	5.80	248.4	253.1	44.4	5.70	5.54		
Non-manual occupations												
1984	211.7	213.5	39.3	5.38	5.37	207.3	209.0	38.5	5.37	5.36		
1985	230.7	232.0	39.3	5.82	5.81	223.5	225.0	38.6	5.75	5.73		
1986	254.4	255.7	39.3	6.41	6.40	243.4	244.9	38.6	6.27	6.26		
1987	271.9	273.7	39.4	6.84	6.84	263.9	265.9	38.7	6.80	6.79		
1988	299.1	300.5	39.4	7.45	7.44	292.1	294.1	38.7	7.49	7.48		
1989	329.6	331.5	39.6	8.22	8.23	321.3	323.6	38.8	8.23	8.24		
1990	362.3	364.1	39.6	9.03	9.04	352.9	354.9	38.7	9.02	9.02		
1991	348.2	351.0	40.1	8.57	8.59	344.0	346.4	38.9	8.72	8.74		
1991	375.5	379.2	39.5	9.43	9.45	372.8	375.7	38.7	9.55	9.56		
All occupations												
1984	171.2	176.8	42.8	4.10	4.06	174.3	178.8	41.7	4.23	4.21		
1985	187.2	192.6	42.9	4.44	4.39	187.9	192.4	41.9	4.53	4.50		
1986	202.3	207.8	42.9	4.79	4.74	203.4	207.5	41.8	4.89	4.87		
1987	217.0	222.3	43.0	5.11	5.07	219.4	224.0	41.9	5.27	5.26		
1988	236.3	242.3	43.3	5.50	5.44	240.6	245.8	42.1	5.74	5.73		
1989	257.3	264.6	43.6	5.98	5.94	263.5	269.5	42.3	6.28	6.29		
1990	282.2	289.2	43.4	6.55	6.50	290.2	295.6	42.2	6.88	6.89		
1991	299.5	308.1	42.1	7.20	7.15	312.9	318.9	41.5	7.55	7.57		
<b>WOMEN</b>												
Manual occupations												
1984	91.9	96.0	39.9	2.41	2.38	90.8	93.5	39.4	2.35	2.35		
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53		
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69		
1987	113.8	119.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87		
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06		
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33		
1990	145.2	152.8	40.5	3.77	3.69	142.2	148.0	39.8	3.72	3.66		
1991	145.2	152.8	40.5	3.77	3.69	142.2	148.0	39.8	3.72	3.66		
1991	152.8	162.1	40.0	4.06	3.98	152.5	159.2	39.7	4.01	3.95		
Non-manual occupations												
1984	115.8	117.2	37.4	3.11	3.09	123.0	124.3	36.5	3.34	3.33		
1985	125.5	126.8	37.4	3.37	3.35	132.4	133.8	36.6	3.59	3.58		
1986	135.8	136.7	37.4	3.63	3.61	144.3	145.7	36.7	3.91	3.89		
1987	147.7	149.1	37.5	3.92	3.89	155.4	157.2	36.8	4.18	4.16		
1988	161.6	163.3	37.6	4.30	4.28	172.9	175.6	36.9	4.68	4.65		
1989	181.3	182.8	37.6	4.82	4.80	192.5	195.0	36.9	5.22	5.20		
1990	201.6	202.8	37.6	5.31	5.29	213.0	215.5	36.9	5.76	5.73		
1991	199.7	201.2	37.7	5.25	5.23	211.7	214.3	36.9	5.72	5.70		
1991	219.3	221.8	37.6	5.86	5.83	233.8	236.8	36.8	6.38	6.36		
All occupations												
1984	101.7	105.5	38.8	2.71	2.69	114.9	117.2	37.2	3.10	3.09		
1985	110.6	114.7	38.8	2.94	2.92	123.9	126.4	37.3	3.34	3.32		
1986	119.2	123.2	38.8	3.16	3.13	134.7	137.2	37.3	3.63	3.61		
1987	128.2	133.4	39.0	3.39	3.36	144.9	148.1	37.5	3.88	3.86		
1988	138.4	144.3	39.2	3.66	3.62	160.1	164.2	37.6	4.31	4.29		
1989	152.7	159.1	39.1	4.04	4.00	178.1	182.3	37.6	4.80	4.78		
1990	170.3	177.1	39.1	4.48	4.44	197.0	201.5	37.5	5.30	5.28		
1991	184.2	192.9	38.8	4.94	4.91	217.2	222.4	37.4	5.91	5.89		

Note: (1) Results for manufacturing industries relate to divisions 2, 3 and 4 of the 1980 Standard Industrial Classifications. (2) Manual and non-manual results for 1983-1989 inclusive and the first row of figures for 1990 are based on the List of Key Occupations for Statistical Purposes (KOS). Results for 1991 and the second row of figures for 1990 are based on the Standard Occupational Classification (SOC). (3) See the "Technical Note" on page 610 of the November 1991 issue of the Employment Gazette.

# LABOUR COSTS 5.7

## All employees: main industrial sectors and selected industries

GREAT BRITAIN SIC 1980	Total labour costs * (pence per hour)	Percentage shares of labour costs *						
		Total wages and salaries	National insurance	Redundancy payments	Voluntary social welfare payments	Subsidised services	All other labour costs †	
<b>Manufacturing</b>	1975 161.68 1978 244.54 1981 394.34 1984 509.80 1985 555.90 1986 597.20 1987 641.20 1988 692.35 1989 751.50 1990 827.00	88-1 84-3 82-1 84-0 84-4 84-2 84-8 85-2 85-3 84-8	6-5 8-5 9-0 7-4 6-9 6-8 6-9 7-0 7-1 7-0	0-6 0-5 2-1 1-3 1-6 2-2 1-8 1-6 1-4 2-0	3-9 4-8 5-2 5-3 5-1 4-7 4-5 4-2 4-2 4-2	1-1 1-3 1-3 1-3 1-2 1-2 1-2 1-1 1-1 1-1	-0-2 0-6 0-3 0-7 0-8 0-8 0-8 0-9 0-9 0-9	
<b>Energy (excl. coal) and water supply**</b>	1975 217.22 1978 324.00 1981 595-10 1984 811.41 1985 847.50 1986 919.90 1987 924.80 1988 937.89 1989 1,029.20 1990 1,147.50	82-9 78-2 75-8 81-1 78-4 75-8 79-5 81-9 82-0 81-9	6-0 6-9 7-0 5-5 5-5 5-3 5-6 6-2 6-2 6-2	0-6 0-4 1-9 1-9 2-6 7-1 3-8 1-6 1-5 1-5	8-5 12-2 13-1 12-1 10-7 9-1 8-3 7-4 7-4 7-4	1-2 1-3 1-3 1-8 1-7 1-6 1-6 1-7 1-7 1-7	0-8 1-0 0-9 1-1 1-1 1-1 1-2 1-3 1-2 1-3	
<b>Construction</b>	1975 156.95 1978 222.46 1981 357.43 1984 475.64 1985 504.70 1986 535.90 1987 566.70 1988 616.86 1989 688.90 1990 769.70	90-2 86-8 85-0 86-0 86-4 86-5 87-1 87-6 87-7 87-5	6-3 9-1 9-9 7-7 7-7 7-6 7-6 7-6 7-6 7-6	0-2 0-2 0-6 0-6 0-7 0-7 0-5 0-4 0-3 0-5	1-7 2-3 2-8 4-1 3-8 3-5 3-3 3-0 3-0 3-0	0-7 0-8 0-8 0-6 0-6 0-6 0-6 0-6 0-6 0-6	0-9 0-8 0-8 1-1 1-0 1-0 0-9 0-9 0-8 0-8	
<b>Distribution</b>	1974 96.54 1978 192.32 1981 310.76 1984 423.07 1985 444.90 1986 463.50 1987 483.10 1988 511.32 1989 554.80 1990 599.10	87-9 8						

# 5.8 UNIT WAGE COSTS\*

All employees: index for main industrial sectors

UNITED KINGDOM		Manufacturing	Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy		
SIC 1980		Per cent change from a year earlier					Per cent change from a year earlier		
1985 = 100									
1980		80.1	22.3	102.4	86.1	80.4	85.0	76.1	22.7
1981		87.5	9.3	107.3	91.9	92.4	91.8	83.4	9.6
1982		91.2	4.2	107.1	94.0	90.4	93.4	87.4	4.8
1983		91.7	0.5	101.1	92.5	91.7	92.3	90.6	3.7
1984		94.5	3.1	87.1	95.7	95.8	95.7	94.8	4.6
1985		100.0	5.8	100.0	100.0	100.0	100.0	100.0	5.5
1986		104.0	4.0	99.5	103.6	103.6	103.7	105.5	5.5
1987		105.9	1.8	101.0	106.9	108.9	107.1	110.4	4.6
1988		108.6	2.5	108.9	110.9	116.4	112.3	118.5	7.3
1989		113.6	4.7	129.6	120.9	135.1	129.8	129.8	9.5
1990		123.6	8.8	141.8	133.7	150.1	143.2	143.2	10.3
1986	Q1	104.9	8.3	..	..	..	..	104.1	6.4
	Q2	104.0	5.8	..	..	..	..	105.2	6.8
	Q3	104.0	3.0	..	..	..	..	105.7	4.3
	Q4	103.1	-7	..	..	..	..	107.0	4.5
1987	Q1	105.8	-9	..	..	..	..	108.0	3.7
	Q2	105.4	-1.3	..	..	..	..	109.6	4.2
	Q3	105.5	1.4	..	..	..	..	110.7	4.7
	Q4	106.9	3.7	..	..	..	..	113.5	6.1
1988	Q1	107.9	2.0	..	..	..	..	115.1	6.6
	Q2	108.8	3.2	..	..	..	..	117.1	6.8
	Q3	108.2	2.5	..	..	..	..	119.4	7.9
	Q4	109.1	2.1	..	..	..	..	122.3	7.8
1989	Q1	110.4	2.3	..	..	..	..	125.3	8.9
	Q2	112.4	3.3	..	..	..	..	128.6	9.8
	Q3	114.5	5.8	..	..	..	..	130.9	9.6
	Q4	117.0	7.2	..	..	..	..	134.2	9.7
1990	Q1	119.2	8.0	..	..	..	..	137.6	9.8
	Q2	120.2	6.9	..	..	..	..	140.8	9.5
	Q3	124.8	9.0	..	..	..	..	145.4	11.1
	Q4	130.1	11.2	..	..	..	..	148.8	10.9
1991	Q1	132.2	10.9	..	..	..	..	152.4	10.8
	Q2	133.3	10.9	..	..	..	..	153.9	9.3
	Q3	133.2	6.7	..	..	..	..	..	..
1989	May	112.7	3.9	..	..	..	..	..	..
	Jun	113.4	4.2	..	..	..	..	..	..
	Jul	113.4	5.3	..	..	..	..	..	..
	Aug	114.3	5.2	..	..	..	..	..	..
	Sept	115.8	7.2	..	..	..	..	..	..
	Oct	116.6	8.5	..	..	..	..	..	..
	Nov	117.4	7.2	..	..	..	..	..	..
	Dec	117.0	6.1	..	..	..	..	..	..
1990	Jan	118.7	7.9	..	..	..	..	..	..
	Feb	119.2	8.2	..	..	..	..	..	..
	Mar	119.5	7.6	..	..	..	..	..	..
	Apr	119.5	6.8	..	..	..	..	..	..
	May	120.0	6.5	..	..	..	..	..	..
	June	122.2	7.8	..	..	..	..	..	..
	July	122.7	8.2	..	..	..	..	..	..
	Aug	124.9	9.3	..	..	..	..	..	..
	Sept	126.8	9.5	..	..	..	..	..	..
	Oct	128.5	10.2	..	..	..	..	..	..
	Nov	131.1	11.7	..	..	..	..	..	..
	Dec	130.8	11.8	..	..	..	..	..	..
1991	Jan	131.4	10.7	..	..	..	..	..	..
	Feb	133.0	11.6	..	..	..	..	..	..
	Mar	132.1	10.5	..	..	..	..	..	..
	Apr	133.5	12.7	..	..	..	..	..	..
	May	133.3	11.1	..	..	..	..	..	..
	Jun	133.0	8.8	..	..	..	..	..	..
	Jul	131.4	7.1	..	..	..	..	..	..
	Aug	134.3	7.5	..	..	..	..	..	..
	Sep	133.8	5.5	..	..	..	..	..	..
Three months ending:									
1989	May	111.6	2.7	..	..	..	..	..	..
	June	112.4	3.3	..	..	..	..	..	..
	July	113.2	4.5	..	..	..	..	..	..
	Aug	113.7	4.9	..	..	..	..	..	..
	Sept	114.5	5.8	..	..	..	..	..	..
	Oct	115.6	6.9	..	..	..	..	..	..
	Nov	116.6	7.6	..	..	..	..	..	..
	Dec	117.0	7.2	..	..	..	..	..	..
1990	Jan	117.7	7.1	..	..	..	..	..	..
	Feb	118.3	7.4	..	..	..	..	..	..
	Mar	119.2	9.0	..	..	..	..	..	..
	Apr	119.1	7.5	..	..	..	..	..	..
	May	119.3	6.9	..	..	..	..	..	..
	June	120.2	6.9	..	..	..	..	..	..
	July	121.6	7.5	..	..	..	..	..	..
	Aug	123.3	8.4	..	..	..	..	..	..
	Sept	124.8	9.0	..	..	..	..	..	..
	Oct	126.7	9.7	..	..	..	..	..	..
	Nov	128.8	10.5	..	..	..	..	..	..
	Dec	130.1	11.2	..	..	..	..	..	..
1991	Jan	131.1	11.4	..	..	..	..	..	..
	Feb	131.7	11.4	..	..	..	..	..	..
	Mar	132.2	10.9	..	..	..	..	..	..
	Apr	132.9	11.6	..	..	..	..	..	..
	May	133.0	11.4	..	..	..	..	..	..
	Jun	133.3	10.9	..	..	..	..	..	..
	Jul	132.6	9.0	..	..	..	..	..	..
	Aug	132.9	7.8	..	..	..	..	..	..
	Sep	133.2	6.7	..	..	..	..	..	..

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

# EARNINGS 5.9

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

	THOUSAND														
	Great Britain	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Spain	Sweden	United States	
	(1) (2)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(2) (8) (9)	(6) (8)	(8) (10)	
<b>Annual averages</b>	Indices 1985 = 100														
1983	84.4	92	92	91.0	87.8	93	66	83	80.9	..	94	..	84.9	92	
1984	91.7	96	96	95.3	94.6	96	83	92	90.2	97.0	95	90.9	93.0	96	
1985	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100.0	100.0	100	
1986	107.7	102	103	104.8	104.3	104	113	107	104.8	101.6	102	110.9	107.4	102	
1987	116.3	104	106	114.5	107.2	108	124	113	111.6	103.1	103	119.3	114.3	104	
1988	126.2	105	111	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107	
1989	137.2	111	117	127.7	114.7	117	176	124	125.6	114.0	106	136.3	135.7	110	
1990	150.1	116	123	133.8	119.9	123	..	..	134.7	120.1	109	148.2	148.5	114	
<b>Quarterly averages</b>															
1989	Q1	133.1	109	115	124.8	112.8	114	167	120	122.4	111.6	105	132.9	131.6	109
	Q2	135.7	110	116	128.0	114.3	117	173	121	124.8	113.0	106	133.4	135.5	109
	Q3	138.7	110	117	128.2	115.2	118	176	123	126.6	114.4	106	136.2	136.5	110
	Q4	141.5	116	120	129.9	116.4	119	189	124	128.6	115.4	106	141.9	139.2	111
1990	Q1	145.0	113	121	131.0	117.7	119	201	125	131.4	116.7	107	145.8	144.4	112
	Q2	148.3	116	123	134.1	119.4	124	207	126	133.6	120.7	109	145.7	149.6	113
	Q3	152.1	115	123	134.3	120.6	125	..	129	135.8	118.1	110	147.9	149.1	114
	Q4	155.0	120	126	135.9	121.7	126	..	..	137.9	121.8	109	152.7	150.9	115
1991	Q1	157.9	119	129	136.1	123.1	126	..	..	141.7	121.1	111	156.2	152.5	116
	Q2	160.9	120	130	140.9	..	132	..	..	..	125.7	112	155.3	155.1	117
<b>Monthly</b>															
1989	Aug	138.6	..	117	126.6	..	..	..	..	126.5	115.6	106	..	135.1	110
	Sept	139.7	110	118	128.7	..	..	..	..	126.8	113.5	106	..	137.3	111
	Oct	140.7	..	119	129.5	116.4	119	..	..	126.8	113.4	106	..	138.3	110
	Nov	141.5	..	120	129.7	..	..	..	..	129.1	115.3	106	..	138.5	111
	Dec	142.2	116	120	131.8	..	..	..	..	129.8	117.5	106	..	140.9	112
1990	Jan	143.4	..	121	131.3	117.7	120	..	..	131.3	119.4	107	..	140.5	111
	Feb	144.8	..	121	130.3	..	..	..	..	131.4	114.6	107	..	145.7	112
	Mar	147.0	113	122	131.5	..	..	..	125	131.5	116.0	107	..	146.9	113
	Apr	146.6	..	122	133.4	119.4	121	..	..	131.5	117.0	109	..	149.7	113
	May	148.3	..	123	134.1	..	..	..	..	134.5	118.0	109	..	148.3	113
	Jun	149.9	116	123	134.7	..	..	..	..	134.8	127.0	109	..	149.9	114
	Jul	150.8	..	123	136.4	120.6	125	..	..	135.8	118.5	110	..	149.9	114
	Aug	152.1	..	123	132.4	..	..	..	..	135.8	116.6	110	..	147.5	113
	Sep	153.5	115	124	134.2	..	..	..	..	135.9	119.2	109	..	149.9	115
	Oct	153.6	..	125	135.1	121.7	126	..	..	135.9	119.7	109	..	149.3	115
	Nov	155.1	..	126	135.1	..	..	..	..	138.7	121.5	109	..	149.9	115
</															

# 6.1 RETAIL PRICES

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

(Source: Central Statistical Office)

	All items				All items except seasonal foods			
	Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1990 Oct	130.3	0.8	4.2	10.9	130.7	0.7	4.5	
Nov	130.0	-0.2	3.0	9.7	130.4	-0.2	3.2	
Dec	129.9	-0.1	2.5	9.3	130.2	-0.2	2.6	
1991 Jan	130.2	0.2	2.7	9.0	130.4	0.2	2.4	
Feb	130.9	0.5	2.2	8.9	131.1	0.5	2.0	
Mar	131.4	0.4	1.6	8.2	131.6	0.4	1.4	
Apr	133.1	1.3	2.1	6.4	133.3	1.3	2.0	
May	133.5	0.3	2.7	5.8	133.8	0.4	2.6	
June	134.1	0.4	3.2	5.8	134.3	0.4	3.1	
July	133.8	-0.2	2.8	5.5	134.2	-0.1	2.9	
Aug	134.1	0.2	2.4	4.7	134.4	0.1	2.5	
Sep	134.6	0.4	2.4	4.1	135.2	0.6	2.7	
Oct	135.1	0.4	1.5	3.7	135.6	0.3	1.7	

Between September and October mortgage interest rates fell but there were increases in motoring costs, notably for insurance, and higher prices for clothing as more new stocks arrived in the shops. There were also rises in postal and telephone charges as well as increases for other household services such as contents insurance.

**Food:** The index for the group rose by 0.2 per cent over the month. There was a 1.0 per cent increase in the price of seasonal food, largely reflecting dearer prices for eggs, fresh fish and some fresh vegetables. The index for non seasonal food was unchanged over the month. While there were some price rises for pork, cheese, soft drinks, bread, biscuits and cakes, these were offset by special offers on beef, poultry and other meats. Processed vegetables were also cheaper.

**Catering:** There were price increases for restaurant meals and take-aways. The group index rose by 0.4 per cent between September and October.

**Alcoholic drinks:** There were small increases in pub prices. The index rose by 0.3 per cent. **Tobacco:** The group index rose by 0.1 per cent between September and October.

**Housing:** Housing costs fell by 0.6 per cent over the month, reflecting a further fall in mortgage interest rates, but there were some increases for repairs and maintenance and for rents.

**Fuel and light:** The index was unchanged over the month. **Household goods:** There was no overall change in the index for this group.

**Household services:** An increase in telephone and postal charges helped push the index up by 1.2 per cent over the month. Increases for other services such as house contents insurance also affected the index.

**Clothing and footwear:** The index for the group rose by 1.2 per cent, as new stocks continued to arrive in the shops.

**Personal goods and services:** Increases in the prices of chemists goods helped push the index up by 0.7 per cent between September and October.

**Motoring expenditure:** A rise of 1.2 per cent over the month reflected higher insurance premiums and also price rises for petrol and second-hand cars.

**Fares and other travel costs:** An increase of 0.3 per cent mainly reflected higher bus fares.

**Leisure goods:** An overall rise of 0.8 per cent over the month reflected dearer newspapers and magazines.

**Leisure services:** The group index rose by 0.1 per cent between September and October.

# 6.2 RETAIL PRICES

## Detailed figures for various groups, sub-groups and sections for October 15

	Index Jan 1987 = 100	Percentage change over (months)			Index Jan 1987 = 100	Percentage change over (months)	
		1	12			1	12
		<b>ALL ITEMS</b>	135.1			0.4	3.7
<b>Food and catering</b>	129.4	0.2	5.6	Cigarettes	134.0	15	15
<b>Alcohol and tobacco</b>	140.3	0.2	12.8	Tobacco	128.8	12	12
<b>Housing and household expenditure</b>	141.0	-0.2	-2.6	<b>Housing</b>	154.8	-0.8	-10.0
<b>Personal expenditure</b>	126.7	0.9	5.3	Rent	156.8	11	11
<b>Travel and leisure</b>	132.8	0.9	6.6	Mortgage interest payments	185.1	-17	-17
<b>All items excluding seasonal food</b>	135.6	0.3	3.7	Rates and community charges	120.9	-30	-30
<b>All items excluding food</b>	136.9	0.4	3.6	Water and other payments	174.1	17	17
<b>Seasonal food</b>	116.1	1.0	3.8	Repairs and maintenance charges	140.4	11	11
<b>Food excluding seasonal</b>	127.4	0.0	4.5	Do-it-yourself materials	138.5	10	10
<b>All items excluding housing</b>	131.1	0.5	6.9	Dwelling insurance & ground rent	195.7	10	10
<b>All items exc mortgage interest</b>	132.7	0.5	5.5	<b>Fuel and Light</b>	128.0	0.0	5.0
<b>Consumer durables</b>	116.9	0.6	3.3	Coal and solid fuels	114.1	6	6
<b>Food</b>	125.6	0.2	4.3	Electricity	139.6	11	11
Bread	129.0	6	6	Gas	119.5	6	6
Cereals	133.7	7	7	Oil and other fuels	115.4	-37	-37
Biscuits and cakes	131.1	6	6	<b>Household goods</b>	124.8	0.0	6.5
Beef	123.0	0	0	Furniture	125.5	5	5
Lamb	98.7	-7	-7	Furnishings	123.4	5	5
of which, home-killed lamb	91.9	-10	-10	Electrical appliances	113.0	6	6
Pork	121.3	-1	-1	Other household equipment	130.3	7	7
Bacon	131.4	1	1	Household consumables	139.0	10	10
Poultry	114.0	-4	-4	Pet care	115.1	4	4
Other meat	122.2	1	1	<b>Household services</b>	132.6	1.2	7.6
Fish	128.9	5	5	Postage	138.1	10	10
of which, fresh fish	146.3	6	6	Telephones, telemessages, etc	120.1	7	7
Butter	122.2	1	1	Domestic services	144.8	9	9
Oil and fats	123.5	4	4	Fees and subscriptions	137.9	7	7
Cheese	122.9	4	4	<b>Clothing and footwear</b>	121.5	1.2	3.3
Eggs	113.3	-1	-1	Men's outerwear	123.0	5	5
Milk fresh	134.0	5	5	Women's outerwear	113.3	0	0
Milk products	135.6	4	4	Children's outerwear	120.0	1	1
Tea	152.0	11	11	Other clothing	133.0	10	10
Coffee and other hot drinks	91.3	2	2	Footwear	124.0	4	4
Soft drinks	146.8	6	6	<b>Personal goods and services</b>	137.0	0.7	9.1
Sugar and preserves	139.3	6	6	Personal articles	112.9	3	3
Sweets and chocolates	117.9	8	8	Chemists' goods	141.3	10	10
Potatoes	123.9	11	11	Personal services	158.8	15	15
of which, unprocessed potatoes	111.9	12	12	<b>Motoring expenditure</b>	134.5	1.2	5.5
Vegetables	109.0	-4	-4	Purchase of motor vehicles	127.2	6	6
of which, other fresh vegetables	101.6	-6	-6	Maintenance of motor vehicles	146.0	11	11
Fruit	133.2	15	15	Petrol and oil	132.2	-3	-3
of which, fresh fruit	136.2	17	17	Vehicles tax and insurance	151.8	15	15
Other foods	132.2	8	8	<b>Fares and other travel costs</b>	137.8	0.3	9.4
<b>Catering</b>	142.6	0.4	9.7	Rail fares	141.7	9	9
Restaurant meals	142.6	9	9	Bus and coach fares	147.6	15	15
Canteen meals	144.2	11	11	Other travel costs	128.3	6	6
Take-aways and snacks	141.9	10	10	<b>Leisure goods</b>	119.1	0.8	4.3
<b>Alcoholic drink</b>	143.6	0.3	12.0	Audio-visual equipment	86.4	-4	-4
Beer	147.5	13	13	Records and tapes	109.2	7	7
on sales	149.4	13	13	Toys, photographic and sport goods	119.7	4	4
off sales	134.2	10	10	Books and newspapers	145.8	8	8
Wines and spirits	137.9	11	11	Gardening products	133.8	7	7
on sales	143.1	12	12	<b>Leisure services</b>	144.6	0.1	12.6
off sales	134.1	11	11	Television licences and rentals	117.2	6	6
				Entertainment and other recreation	161.2	15	15

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

# RETAIL PRICES 6.3

## Average retail prices of selected items

Average retail prices on October 15 for a number of important items derived from prices collected by the Central Statistical Office for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below. It is only possible to calculate a meaningful average price for

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

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

### Average prices on October 15, 1991

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
<b>FOOD ITEMS</b>				<b>Margarine</b>			
<b>Beef: home-killed</b>				Soft 500g tub	386	46	36-82
Best beef mince	423	162	128-199	Low fat spread	386	43	39-49
Topside	409	251	199-299	<b>Other fats</b>			
Brisket (without bone)	343	191	169-216	Lard, per 250g	395	18	16-20
Rump steak *	433	357	298-400	<b>Cheese</b>			
Stewing steak	407	178	159-219	Cheddar type	403	159	129-199
<b>Lamb: home-killed</b>				<b>Eggs</b>			
Loin (with bone)	408	192	168-249	Size 2 (65-70g), per dozen	353	120	108-140
Shoulder (with bone)	411	97	79-134	Size 4 (55-60g), per dozen	287	102	90-118
Leg (with bone)	400	162	139-199	<b>Milk</b>			
<b>Lamb: imported (frozen)</b>				Pasteurised, per pint	437	33	28-33
Loin (with bone)	319	191	139-289	Skimmed, per pint	412	33	28-33
Leg (with bone)	308	168	139-189	<b>Tea</b>			
<b>Pork: home-killed</b>				loose, per 125g	409	61	46-79
Leg (foot off)	353	139	98-190	Tea bags, per 250g	415	155	78-162
Belly *	389	112	89-138	<b>Coffee</b>			
Loin (with bone)	414	192	149-199	Pure, instant, per 100g	825	130	99-159
Shoulder (with bone)	331	146	128-176	Ground (filter line), per 8oz	371	136	89-209
<b>Bacon</b>				<b>Sugar</b>			
Streaky *	375	131	115-160	Granulated, per kg	426	66	65-69
Gammon *	365	247	180-269	<b>Fresh vegetables</b>			
Back, vacuum packed	311	223	149-261	Potatoes, old loose			
Back, not vacuum packed	327	208	176-230	White	305	15	10-21
<b>Ham</b>				Red	143	16	10-18
Ham (not shoulder), per 4oz	389	74	55-98	Potatoes, new loose - - -			
<b>Sausages</b>				Tomatoes	405	57	45-65
Pork	425	107	89-134	Cabbage, greens	373	35	20-49
Beef	321	103	79-120	Cabbage, hearted	379	24	18-39
<b>Canned meats</b>				Cauliflower, each	418	46	39-55
Pork luncheon meat, 12oz can	236	55	45-65	Brussels sprouts	330	38	25-49
Corned beef, 12oz can	255	99	82-109	Carrots	414	21	15-25
<b>Chicken: roasting, oven ready</b>				Onions	399	26	18-29
Frozen, oven ready	369	70	54-81	Mushrooms, per 4oz	420	33	25-35
Fresh or chilled 3lb,	381	104	74-145	Cucumber, each	393	59	50-69
<b>Fresh and smoked fish</b>				Lettuce - iceberg	409	57	40-65
Cod fillets	319	302	249-340	<b>Fresh fruit</b>			
Mackerel, whole	280	105	76-145	Apples, cooking	394	44	30-55
Kippers, with bone	333	114	98-189	Apples, dessert	402	61	49-69
<b>Canned fish</b>				Pears, dessert	369	55	40-60
Red salmon, half size	247	134	129-149	Oranges, each	395	20	12-26
<b>Bread</b>				Bananas	421	55	39-59
White loaf, sliced, 800g	412	52	39-70	Grapes	385	86	60-115
White loaf, unwrapped, 800g	366	70	65-77	<b>Items other than food</b>			
White loaf, unsliced, 400g	396	46	43-51	Draught bitter, per pint	779	128	110-145
Brown loaf, sliced, small	397	47	39-51	Draught lager, per pint	791	142	125-160
Brown loaf, unsliced, 800g	356	73	68-79	Whisky per nip	794	98	85-110
<b>Flour</b>				Gin, per nip	795	98	85-110
Self raising, per 1.5kg	257	63	58-68	Cigarettes 20 king size filter	5,259	191	159-202
<b>Butter</b>				Coal, per 50kg	422	614	495-760
Home produced, per 250g	393	63	56-72	Smokeless fuel per 50kg	477	848	690-1034
New Zealand, per 250g	383	58	58-62	4-star petrol, per litre	575	50	48-51
Danish, per 250g	368	70	69-75	Derv per litre	528	45	43-46
				Unleaded petrol ord. per litre	587	46	44-48
				Super unleaded petrol, per litre	299	49	47-50

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

On July 31, 1989 the responsibility for the Retail Prices Index was transferred from the Department of Employment to the Central Statistical Office. For the immediate future the RPI will continue to be published in *Employment Gazette* as at present. Similar arrangements will also apply to the tables on household spending from the Family Expenditure Survey (tables 7.1, 7.2 and 7.3), responsibility for which also passes to the Central Statistical Office.



# 6.4 RETAIL PRICES

## General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 15, 1974 = 100		ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food	Meals bought and consumed outside the home	Alcoholic drink		
						All	Seasonal †	Non- seasonal food		
Weights	1974	1,000	747	951.2-925.5	80	253	47.5-48.8	204.2-205.5	51	70
	1975	1,000	768	961.9-966.3	77	232	33.7-38.1	193.9-198.3	48	82
	1976	1,000	772	958.0-960.8	90	228	39.2-42.0	186.0-188.8	47	81
	1977	1,000	753	953.3-955.8	91	247	44.2-46.7	200.3-202.8	45	83
	1978	1,000	767	966.5-969.6	96	233	30.4-33.5	199.5-202.6	51	85
	1979	1,000	768	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	77
	1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82
	1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79
	1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	38	77
	1983	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	39	78
	1984	1,000	799	966.1-968.7	102 Feb-Nov 87 Dec-Jan	201	31.3-33.9	167.1-169.8	36	75
	1985	1,000	810	970.3-973.2	86	190	26.8-29.7	160.3-163.2	45	75
	1986	1,000	815	973.3-976.0	83 Feb-Nov 60 Dec-Jan	185	24.0-26.7	158.3-161.0	44	82
	1974	108.5	109.3	108.4	108.4	106.1	103.0	106.9	108.2	109.7
	1975	134.8	135.3	135.1	147.5	133.3	129.8	134.3	147.4	135.2
	1976	157.1	156.4	156.5	185.4	159.9	177.7	156.8	171.3	159.3
	1977	182.0	179.7	181.5	208.1	190.3	197.0	189.1	209.7	183.4
	1978	197.1	195.2	197.8	227.3	203.8	180.1	208.4	226.2	196.0
	1979	223.5	222.2	224.1	246.7	228.3	211.1	231.7	247.6	217.1
	1980	263.7	265.9	265.3	295.0	255.9	224.5	262.0	290.0	261.8
	1981	295.0	299.8	296.9	307.9	277.5	244.7	283.9	318.0	306.1
	1982	320.4	326.2	322.0	417.6	299.3	276.9	303.5	341.7	341.4
	1983	335.1	342.4	337.1	440.9	308.8	282.8	313.8	364.0	366.5
	1984	351.8	358.9	353.1	454.9	326.1	319.0	327.8	390.8	387.7
	1985	373.2	383.2	375.4	478.9	336.3	314.1	340.9	413.3	412.1
	1986	385.9	396.4	387.9	496.6	347.3	336.0	350.0	439.5	430.6
	1975 Jan 14	119.9	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2
	1976 Jan 13	147.9	147.9	147.6	172.8	148.3	158.6	146.6	142.2	149.0
	1977 Jan 18	172.4	169.3	170.9	198.7	183.1	214.8	177.1	172.3	173.7
	1978 Jan 17	189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	188.9
	1979 Jan 16	207.2	204.3	207.3	234.5	217.5	207.6	219.5	218.7	198.9
	1980 Jan 15	245.3	245.5	246.2	274.7	244.8	223.6	248.9	267.8	241.4
	1981 Jan 13	277.3	280.3	279.3	307.9	266.7	225.9	274.7	307.5	277.7
	1982 Jan 12	310.6	314.6	311.5	348.9	286.7	287.6	297.5	329.7	321.8
	1983 Jan 11	325.9	332.6	328.5	387.0	301.8	256.8	310.3	353.7	353.7
	1984 Jan 10	342.6	348.9	343.5	441.4	319.8	321.3	319.8	378.5	376.1
	1985 Jan 15	359.8	367.8	361.8	445.8	330.6	321.3	335.6	401.8	397.9
	1986 Jan 14	379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7	423.8
	1987 Jan 13	394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7

† For the February, March and April 1988 indices the weights for seasonal and non-seasonal food were 24 and 139 respectively. Thereafter the weight for home-killed lamb (a seasonal item) was increased by 1 and that for imported lamb (a non-seasonal item) correspondingly reduced by 1, in the light of new information about their relative shares of household expenditure.  
 \*\* The Nationalised Industries index is no longer published from December 1989, see also General Notes under table 6.7.

# RETAIL PRICES 6.4

## General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All items except food	All items except seasonal food †	All items except housing	All items except mortgage interest	Nationalised industries **	Consumer durables	Food	Catering	Alcoholic drink		
									All	Seasonal †	Non- seasonal †		
Weights	1987	1,000	833	974	843	956	57	139	167	26	46	76	
	1988	1,000	837	975	840	959	54	141	163	25	50	78	
	1989	1,000	846	977	825	940	46	135	154	23	49	83	
	1990	1,000	842	976	815	925	—	132	158	24	47	77	
	1991	1,000	849	976	808	924	—	128	151	24	47	77	
	1987 Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0	102.8	101.7
	1988	106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	105.0	109.6	106.9
	1989	115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	111.6	111.6	116.5	112.9
	1990	126.1	127.4	126.4	119.2	122.1	—	111.3	119.4	116.4	119.9	126.4	123.8
	1987 Jan 13	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1988 Jan 12	103.3	103.4	103.3	103.2	103.7	102.8	101.2	102.9	103.7	102.7	106.4	103.7
	1989 Jan 17	111.0	111.7	111.2	108.5	109.4	110.9	104.5	107.4	103.2	108.2	113.1	109.9
	1989 Oct 17	117.5	118.5	117.9	113.3	114.9	117.2	108.8	112.4	101.5	114.4	118.9	115.5
	Nov 14	118.5	119.5	118.9	113.8	115.3	117.4	109.3	113.5	106.2	114.8	119.5	115.4
	Dec 12	118.8	119.7	119.0	114.0	115.5	—	109.5	114.5	111.1	115.1	120.1	115.5
	1990 Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	116.0	121.2	116.3
	Feb 13	120.2	120.9	120.3	115.3	116.7	—	109.1	117.0	116.7	118.7	121.8	117.1
	Mar 13	121.4	122.1	121.4	115.9	117.3	—	109.9	117.7	119.6	117.3	122.4	117.8
	Apr 10	125.1	126.3	125.1	117.6	121.3	—	111.0	118.8	123.4	117.1	123.9	121.5
	May 15	126.2	127.4	126.3	118.8	122.1	—	111.6	120.1	123.6	119.4	125.0	123.8
	June 12	126.7	128.0	126.9	119.1	122.5	—	111.5	120.0	118.3	120.3	125.9	124.3
	July 17	126.8	128.4	127.3	119.1	122.6	—	109.7	118.8	108.1	120.7	127.1	125.8
	Aug 14	128.1	129.6	128.5	120.3	123.7	—	110.7	120.0	112.2	121.4	127.7	126.7
	Sept 11	129.3	131.1	129.8	121.6	124.9	—	112.5	120.3	111.5	121.8	129.1	127.4
	Oct 16	130.3	132.2	130.7	122.6	125.8	—	113.2	120.4	111.8	121.9	130.0	128.2
	Nov 13	130.0	131.7	130.4	122.7	125.9	—	113.8	121.3	114.5	122.4	130.8	128.3
	Dec 11	129.9	131.4	130.2	122.6	125.9	—	114.1	122.1	119.2	122.6	131.4	128.6
	1991 Jan 15	130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	123.1	132.2	129.7
	Feb 12	130.9	132.2	131.1	123.5	126.7	—	111.8	124.4	125.9	124.0	132.8	130.9
	Mar 12	131.4	132.8	131.6	123.9	127.2	—	113.0	124.4	124.4	124.4	133.3	131.5
	Apr 16	133.1	134.5	133.3	127.6	129.3	—	115.2	125.9	125.6	125.8	137.9	139.3
	May 14	133.5	135.1	133.8	128.5	130.2	—	116.0	125.6	122.5	126.2	139.1	140.1
	Jun 11	134.1	135.5	134.3	129.3	130.9	—	116.1	126.9	126.0	127.1	139.9	140.9
	Jul 16	133.8	135.4	134.2	129.2	130.9	—	113.2	125.3	117.3	126.8	140.7	142.0
	Aug 13	134.1	135.6	134.4	129.8	131.4	—	113.9	126.4	121.6	127.3	141.2	142.6
	Sep 10	134.6	136.4	135.2	130.4	132.0	—	116.2	125.4	114.9	127.4	142.0	143.2
	Oct 15	135.1	136.9	135.6	131.1	132.7	—	116.9	125.6	116.1	127.4	142.6	143.6

\* These sub-groups have no direct counterparts in the index series produced for the period up to the end of 1986 but indices for categories which are approximately equivalent were published in the July 1987 issue of *Employment Gazette* (pp 332-3) for the period 1974-86 (using the January 1987 reference date). These historical indices may be helpful to users wishing to make comparisons over long periods but should not be used for any calculation requiring precision of definition or of measurement. (See General Notes below table 6.7.)

# 6.5 RETAIL PRICES

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

(Source: Central Statistical Office)

UNITED KINGDOM	All Items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
1974 Jan 15	12.0	20.1	20.7	1.7	0.4	10.5	5.8	9.8	13.5	7.3	9.8	12.2
1975 Jan 14	19.9	18.3	18.7	18.2	24.0	10.3	24.9	18.3	18.6	25.2	30.3	15.8
1976 Jan 13	23.4	25.4	23.2	26.1	31.1	22.2	35.1	19.0	10.9	21.6	20.5	33.0
1977 Jan 18	16.6	23.5	17.9	16.6	18.8	14.3	17.8	11.5	12.9	15.7	13.9	8.3
1978 Jan 17	9.9	7.1	15.8	8.8	15.3	6.6	10.6	11.6	10.2	12.7	11.1	11.8
1979 Jan 16	9.3	10.9	9.6	5.3	3.9	15.8	6.0	6.9	7.6	9.0	10.0	8.3
1980 Jan 15	18.4	12.6	22.5	21.4	16.5	24.8	18.9	15.4	11.9	19.6	22.8	22.2
1981 Jan 13	13.0	8.9	14.8	15.0	10.0	20.1	28.4	6.9	5.3	13.4	11.6	17.1
1982 Jan 12	12.0	11.0	7.2	15.9	32.2	22.8	13.0	3.7	-0.2	6.5	10.4	12.6
1983 Jan 11	4.9	1.9	7.3	9.9	8.7	-0.5	16.2	2.6	1.8	8.0	7.1	3.7
1984 Jan 10	5.1	6.0	7.0	6.3	5.8	9.9	0.5	2.6	-0.3	4.7	4.8	3.9
1985 Jan 15	5.0	3.4	6.2	5.8	12.7	8.8	3.9	2.1	3.3	7.1	2.4	5.4
1986 Jan 14	5.5	3.2	6.2	6.5	7.4	11.4	4.0	2.9	3.6	6.5	3.6	6.3
1987 Jan 13	3.9	3.8	6.6	4.0	10.5	8.3	-0.2	0.2	2.5	2.5	1.7	4.0

	All Items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1988 Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
1989 Jan 17	7.5	4.4	6.3	6.0	4.1	19.9	6.0	4.1	5.0	4.7	5.8	5.2	7.4	2.2	8.2
1989 Oct 17	7.3	7.1	6.4	5.9	3.4	15.7	5.5	3.6	5.5	5.1	7.6	4.7	6.8	3.5	6.2
Nov 14	7.7	7.4	6.6	5.8	2.9	17.9	5.6	3.6	5.9	5.0	7.3	4.5	6.8	4.8	6.1
Dec 12	7.7	7.5	6.9	6.1	2.9	18.2	5.7	4.0	5.9	4.9	7.5	3.8	6.8	4.8	6.0
1990 Jan 16	7.7	8.0	7.2	5.8	2.6	17.0	6.1	4.2	5.4	4.6	7.4	4.0	4.1	4.8	6.7
Feb 13	7.5	8.6	7.3	6.0	2.6	15.5	5.5	4.2	5.3	4.9	7.7	4.0	7.2	4.7	6.9
Mar 13	8.1	8.7	7.3	6.2	2.5	18.2	5.6	4.6	5.3	5.2	8.2	3.8	7.2	5.0	6.9
Apr 10	9.4	8.4	7.7	9.0	6.2	23.4	6.0	4.6	4.8	4.7	7.1	4.0	7.4	5.2	8.2
May 15	9.7	8.9	8.1	10.6	8.5	23.8	7.4	4.7	5.5	4.6	7.0	3.6	6.8	4.7	8.0
June 12	9.8	8.4	8.3	10.8	8.6	23.7	7.8	4.9	5.9	4.2	7.0	3.8	7.1	4.6	8.4
July 17	9.8	7.9	8.8	11.4	8.7	23.7	7.7	4.3	6.3	3.6	6.9	4.6	7.2	4.2	8.0
Aug 14	10.6	8.5	8.8	11.1	8.8	23.8	9.1	4.7	6.5	4.7	7.5	7.8	7.5	4.6	8.0
Sept 11	10.9	8.1	9.4	11.1	8.3	23.7	9.6	5.2	7.5	4.9	8.0	9.7	7.5	4.7	9.0
Oct 13	10.9	7.1	9.3	11.0	8.2	23.2	11.4	5.1	7.9	4.7	8.0	10.5	8.1	5.1	9.4
Nov 13	9.7	6.9	9.5	11.2	8.1	17.9	10.1	5.5	7.7	5.0	8.1	9.0	7.8	4.5	9.1
Dec 11	9.3	6.6	9.4	11.3	8.7	17.1	9.5	5.6	7.6	4.8	7.6	7.9	7.8	4.6	9.5
1991 Jan 15	9.0	5.9	9.1	11.5	9.1	17.0	9.9	4.2	7.9	3.1	7.3	6.8	11.3	4.4	9.3
Feb 12	8.9	6.3	9.0	11.8	9.1	16.8	10.6	4.8	7.6	2.5	7.5	6.4	8.9	4.7	9.1
Mar 12	8.2	5.7	8.9	11.6	9.2	14.0	9.2	4.9	8.0	3.1	7.3	6.6	9.2	3.9	9.0
Apr 16	6.4	6.0	11.3	14.7	17.5	-2.2	8.6	6.2	9.7	3.7	8.9	7.8	9.7	5.1	12.2
May 14	5.8	4.6	11.3	13.2	16.0	-4.3	8.0	7.0	9.4	3.6	9.2	8.8	10.2	5.3	12.2
Jun 11	5.8	5.8	11.1	13.4	15.9	-5.2	8.4	7.0	9.0	4.1	9.4	8.8	10.3	4.9	12.0
Jul 16	5.5	5.5	10.7	12.9	15.9	-7.0	9.0	6.7	9.1	2.8	10.2	9.5	10.1	5.3	12.3
Aug 13	4.7	5.3	10.6	12.5	15.7	-8.2	7.6	7.0	9.0	1.8	9.7	7.3	9.9	5.1	12.3
Sep 10	4.1	4.2	10.0	12.4	15.6	-8.8	7.1	6.9	7.6	3.2	9.0	5.2	9.9	4.7	13.2
Oct 15	3.7	4.3	9.7	12.0	14.4	-10.0	5.0	6.5	7.6	3.3	9.1	5.5	9.4	4.3	12.6

Notes: See notes under table 6.7.

# 6.6 RETAIL PRICES

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

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	293.2	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
1986	378.4	382.8	382.6	384.3	375.4	379.6	379.9	382.0	367.4	371.0	372.2	375.3
1987 January	386.5				384.2				377.8			
JAN 13, 1987 = 100												
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7
1989	108.0	110.0	111.0	113.2	108.2	110.4	111.3	113.4	109.0	111.2	112.0	113.7
1990	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6
1991	123.8	127.4	128.5	129.7	123.7	128.0	128.9	129.8	123.4	128.5	129.8	129.8

Note: The indices for January 1987 are shown to enable calculations to be made involving periods which span the new reference date—see General Notes below table 6.7.

# RETAIL PRICES 6.7

## Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services			
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
JAN 15, 1974 = 100														
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	311.5			
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	321.3			
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	343.1			
1986	382.0	340.1	432.7	428.4	587.2	510.4	281.3	231.0	468.4	472.1	357.0			
1987 January	386.5	344.6	448.5	438.4	605.5	510.5	...	231.7	...	...	...			
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1983	333.3	296.7	358.2	377.3	440.6	461.2	257.4	223.8	383.9	393.1	320.6			
1984	350.4	315.6	384.3	399.9	488.5	479.2	264.3	223.9	405.8	407.0	331.1			
1985	367.6	325.1	406.7	425.5	531.6	503.1	275.8	232.4	438.1	429.9	353.8			
1986	379.2	334.6	432.9	445.3	584.4	511.3	281.2	239.5	456.0	428.5	368.4			
1987 January	384.2	338.8	448.8	456.0	602.3	512.2	...	240.5	...	...	...			
GENERAL INDEX OF RETAIL PRICES														
1983	329.8	308.8	364.0	366.5	440.9	465.4	250.4	214.8	345.6	366.3	342.9			
1984	343.9	326.1	390.8	387.7	489.0	478.8	256.7	214.6	364.7	374.7	357.3			
1985	360.7	336.3	413.3	412.1	532.5	499.3	263.9	222.9	392.2	392.5	381.3			
1986	371.5	347.3	439.5	430.6	584.9	506.0	266.7	229.2	409.2	390.1	400.5			
1987 January	377.8	354.0	454.8	440.7	602.9	506.1	...	230.8	...	...	...			
GENERAL INDEX OF RETAIL PRICES														
JAN 13, 1987 = 100														
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	101.1	101.1	102.3	102.9	102.8	103.5	100.4
1988	104.8	104.6	109.7	106.4	103.5	101.3	106.2	104.5	104.5	109.1	107.9	108.7	109.3	103.3
1989	110.6	110.8	116.7	111.9	106.5	106.8	110.9	109.1	109.3	119.3	115.1	114.9	116.2	106.1
1990	118.9	120.0	126.4	122.3	113.8	116.2	116.5	116.4	115.3	129.4	124.1	121.7	124.8	111.2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101.2	101.1	102.8	101.8	100.1	99.1	102.2	100.9	101.2	102.3	103.0	102.8	103.4	100.5
1988	105.0	104.7	109.6	106.7	103.4	101.4	106.1	103.8	104.5	108.8	107.4	108.7	109.4	103.7
1989	110.9	111.0	116.5	112.4	106.4	106.8	110.5	107.9	109.4	118.3	114.2	115.2	116.3	106.7
1990	119.1	120.4	126.3	123.1	113.7	115.7	115.8	114.9	115.5	127.6	122.8	122.1	124.6	112.1
GENERAL INDEX OF RETAIL PRICES														
1987	101.6	101.1	102.8	101.7	100.1	99.1	102.1	101.9	101.1	101.9	10			

# 6.8 RETAIL PRICES Selected countries

(Source: Central Statistical Office)

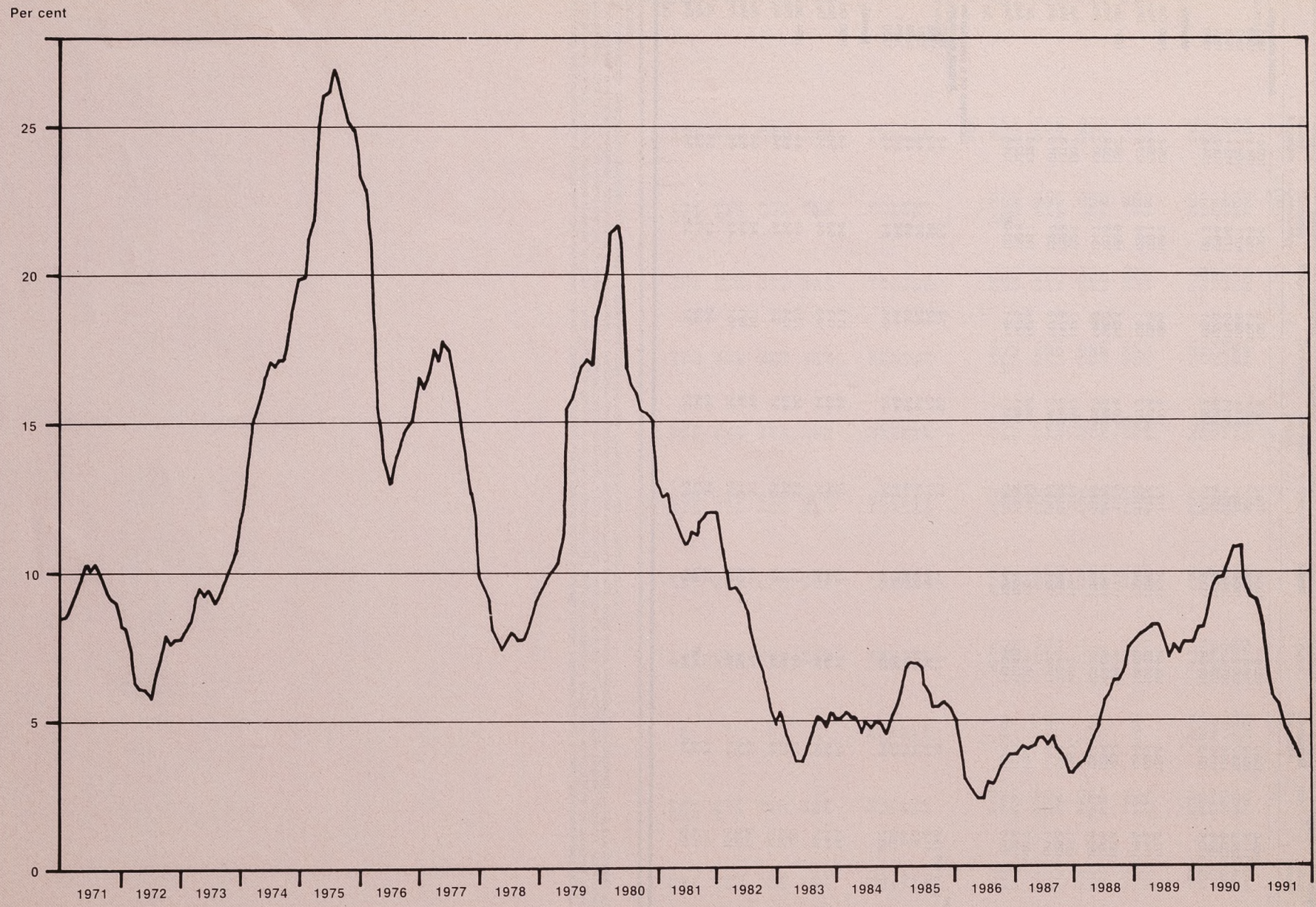
	United Kingdom	European Community (12)	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
<b>Annual averages</b>											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	103.5	101.3	103.6	99.9	123.0	108.8	102.7	103.8	105.8	100.3
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.7	104.1	112.7	101.4	162.5	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.4	107.3	118.1	104.2	184.9	128.2	112.5	113.9	123.8	105.1
1990	133.3	123.0	111.0	121.2	107.0	222.6	136.8	116.3	117.6	131.8	109.0
<b>Monthly</b>											
1990 Oct	137.8	125.5	113.1	122.9	108.2	237.9	140.5	118.2	118.7	134.3	110.8
Nov	137.4	125.6	112.7	122.8	108.0	241.3	140.2	118.0	118.7	135.1	111.4
Dec	137.3	125.7	112.6	122.5	108.1	245.4	140.5	117.9	118.7	135.4	111.3
1991 Jan	137.6	126.4	113.4	122.5	108.8	244.9	142.2	118.4	118.7	136.3	111.2
Feb	138.4	126.9	113.8	122.8	109.1	245.3	142.0	118.6	119.6	137.5	111.4
Mar	138.9	127.2	113.3	123.0	109.0	249.7	142.5	118.7	118.7	138.3	111.6
Apr	140.7	128.0	113.4	123.3	109.5	258.3	142.8	119.1	118.7	138.8	111.2
May	141.1	128.4	113.8	124.1	109.9	259.3	143.2	119.4	120.6	139.3	111.7
Jun	141.8	128.9	114.3	124.4	110.5	264.3	143.6	119.7	118.7	140.0P	111.9
Jul	141.5	129.5	114.9	124.0	111.5	264.1	145.4	120.2	118.7	140.4R	112.5
Aug	141.8	129.8P	115.3	124.2R	111.5	263.5	146.0	120.4	122.2	140.8	112.8
Sep	142.3	130.3P	115.2	124.9	111.7	273.8	147.2P	120.6P	118.7	141.3	113.1
Oct	142.8										
<b>Increases on a year earlier</b>											
<b>Annual averages</b>											
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	Per cent
1986	3.4	3.6	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	4.1
1987	4.2	3.3	1.6	4.1	0.3	16.4	5.2	3.1	3.2	4.8	0.3
1988	4.9	3.6	1.2	4.5	1.2	13.5	4.8	2.6	2.1	5.0	-0.1
1989	7.8	5.1	3.1	4.8	2.8	13.8	6.8	3.5	4.1	6.3	1.5
1990	9.4	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.3
<b>Monthly</b>											
1990 Oct	10.9	6.3	4.3	2.7	3.3	22.3	7.0	3.9	2.7	6.8	4.2
Nov	9.7	5.9	4.0	2.2	3.0	22.9	6.7	3.5	2.7	6.8	4.5
Dec	9.3	5.7	3.5	1.9	2.8	22.8	6.5	3.4	2.7	6.6	4.4
1991 Jan	9.0	5.6	3.9	2.5	2.8	21.7	6.8	3.5	2.5	6.3	3.0
Feb	8.9	5.5	4.0	2.6	2.7	21.8	6.0	3.5	2.5	6.4	3.2
Mar	8.2	5.3	3.3	2.4	2.5	19.5	5.9	3.2	2.5	6.6	3.5
Apr	6.4	5.0	2.9	2.6	2.8	21.5	5.9	3.2	2.5	6.6	2.9
May	5.8	5.0	3.2	2.5	3.0	18.4	6.2	3.2	3.1	6.7	3.2
Jun	5.8	5.1P	3.6	2.9	3.5	18.1	6.2	3.3	2.8	6.6R	3.3
Jul	5.5	5.3P	3.8	2.9	4.4	18.3	6.1	3.4	2.5	6.7R	3.8
Aug	4.7	4.9P	3.5	2.1	4.1	17.4	6.0	3.0	3.5	6.2R	3.6
Sep	4.1	4.6P	2.5	1.8	3.9	17.9	5.7	2.6P	3.2	6.1P	3.2
Oct	3.7										

Source: Eurostat

Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.  
2 The construction of consumer prices indices varies across countries. In particular, the treatment of owner occupiers' shelter costs varies, reflecting both differences in housing markets and methodologies. Within the EC, only Ireland and the UK include mortgage interest payments directly. Of the other ten members there are six—France, Italy, Greece, Denmark, Luxembourg, Portugal—which include no direct measure of owner-occupiers' shelter costs. The other four members—Germany (FR), Netherlands, Belgium, Spain—take account of owner-occupiers' shelter costs using rental equivalents. Among other major developed nations, Canada, Australia and New Zealand include mortgage interest payments directly in their Consumer Prices Indices.

# RETAIL PRICES 6.8 Selected countries

	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
<b>Annual averages</b>										
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	100.2	111.7	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7
1988	100.6	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1
1989	101.7	150.8	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
1990	104.2	170.9	121.5	106.9R	113.2	111.3	135.4	135.1	127.3	124.4
<b>Monthly</b>										
1990 Oct	105.6	177.0	124.1	108.9R	115.0	112.7	137.6	138.8	129.2	126.2
Nov	105.6	178.2	124.4	108.7R	116.0	112.3	137.6	139.3	129.1	126.9
Dec	105.4	179.6	124.4	108.6R	116.0	112.3	137.2	139.1	129.0	126.8
1991 Jan	106.0	181.4	125.2	109.3R	117.0	112.9	137.8	142.4	130.9	130.7
Feb	106.1	184.6	125.4	109.0R	118.1	113.7	138.3	146.3	131.6	130.2
Mar	106.8	185.6	125.5	109.5R	118.1	114.0	139.3	146.9	131.7	130.7
Apr	107.2	187.1	125.7	110.2	118.4	114.1	139.7	147.7	132.2	130.7
May	107.4	189.5	126.1	110.7	119.4	114.2	139.9	147.8	132.8	131.3
Jun	107.5	191.1	126.5	110.3	119.9	114.9	140.0	147.6	132.7	131.9
Jul	109.0	191.7	126.7	110.2	120.0	116.3	140.2	147.6	132.0	132.0
Aug	109.4	192.9	127.1	110.4R	120.6	117.0	140.1	147.5	132.8	132.1
Sep	110.1	193.0	127.6	110.3P	120.8	116.1	141.1	149.1	133.0P	131.8
Oct										
<b>Increases on a year earlier</b>										
<b>Annual averages</b>										
1985	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.2
1987	-0.4	9.3	3.7	0.1	1.4	1.4	8.7	4.2	3.7	4.4
1988	0.8	9.6	4.1	0.7	2.0	1.9	6.7	5.8	4.9	4.0
1989	1.1	12.6	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
1990	2.5	13.3	5.4	3.2	5.4	3.2	4.2	10.5	6.1	4.8
<b>Monthly</b>										
1990 Oct	2.9	14.4	6.3	3.5	6.4	3.7	4.6	11.3	5.6	4.8
Nov	2.9	14.1	6.3	4.2	6.0	3.9	4.5	11.4	5.6	5.0
Dec	2.7	13.7	6.1	3.8	5.3	3.5	4.4	10.9	4.9	5.0
1991 Jan	3.4	12.9	5.7	4.0	5.5	3.4	4.0	10.0	4.9	6.8
Feb	3.1	12.3	5.3	3.6	6.2	3.3	4.0	12.6	5.0	6.2
Mar	3.4	12.2	4.9	3.6	5.8	3.5	3.5	9.9	4.8	6.3
Apr	3.3	11.8	4.9	3.4	5.8	3.3	3.8	10.7	4.6	6.3
May	3.4	12.0	5.0	3.4	6.3	3.3	3.8	10.1	4.6	6.2
Jun	3.6	12.6	4.7	3.4	6.5	3.8	3.5	10.1	4.2	6.3
Jul	4.7	12.1	4.4	3.5	6.6	3.6	3.5	9.0	4.1	5.8
Aug	4.7	11.4	3.8	3.3R	6.0	3.7	3.6	8.2	3.7	5.8
Sep	4.6	10.2	3.4	2.7	5.7	3.2	3.3	8.1	3.3	5.4
Oct										



# TOURISM 8.1

## Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotels and other tourist accommodation 665, 667	Libraries, museums, art galleries, sports and other recreational services 977, 979	All tourism-related industries
Self-employed * 1981	48.0	51.7	1.6	36.4	18.4	156.1
<b>Employees in employment</b>						
1986 Mar	215.3	249.9	137.1	226.5	322.0	1150.8
June	229.2	259.8	138.2	270.5	370.9	1268.6
Sept	227.7	264.3	138.5	268.4	362.0	1260.9
Dec	225.2	263.4	139.2	232.3	331.2	1191.2
1987 Mar	223.8	257.0	138.4	220.9	328.5	1168.6
June	240.4	263.1	136.9	265.4	375.1	1280.9
Sept	242.2	264.1	139.9	270.1	367.0	1283.3
Dec	245.9	274.5	143.3	245.5	348.3	1257.5
1988 Mar	245.3	274.3	139.3	240.9	352.7	1252.4
June	265.1	289.3	140.5	281.2	373.5	1349.7
Sept	265.9	304.5	139.5	287.3	374.3	1371.6
Dec	269.9	313.1	144.9	251.7	346.3	1325.8
1989 Mar	268.4	316.4	139.9	259.1	343.2	1327.0
June	290.1	326.2	140.4	301.0	373.3	1431.0
Sept	295.3	329.1	143.3	310.6	376.2	1454.6
Dec	296.6	336.3	144.5	282.1	335.8	1395.0
1990 Mar	294.1	326.3	140.9	278.8	337.7	1377.7
June	306.0	338.8	142.3	317.6	387.4	1492.1
Sept	310.1	338.3	144.9	320.8	380.9	1495.0
Dec	301.6	333.3	150.0	285.6	346.6	1417.1
1991 Mar	285.1	317.9	145.3	271.2	337.4	1356.9
June	293.8	325.2	144.9	297.9	379.4	1441.3
CHANGES: Jun 1990-1991 no.(thousands)	-12.2	-13.6	2.6	-19.7	-8.0	-50.7
Percentage	-4.0	-4.0	1.8	-6.2	-2.1	-3.4

\* Based on Census of Population.

In addition the Labour Force Survey showed the following estimates (thousands) of self-employment in all tourism related industries: (1982 not available)

1981	163	1986	211	1990 P	191
1983	159	1987	200		
1984	187	1988	204		
1985	190	1989	191		

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

# TOURISM 8.2

## Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

		Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
1982		3,188	2,034	3,640	2,490	-452	
1983		4,003	2,034	4,090	2,521	-87	
1984		4,614	1,912	4,663	2,408	-49	
1985		5,442	1,898	4,871	2,498	+571	
1986		5,553	1,898	6,083	2,498	-530	
1987		6,260	1,898	7,280	2,498	-1,020	
1988		6,184	1,898	8,216	2,498	-2,032	
1989		6,945	1,898	9,357	2,498	-2,412	
1990		7,785	1,898	9,916	2,498	-2,131	
Percentage change 1990/1989		+12		+6			
		Overseas visitors to the UK		UK residents abroad		Balance	
		Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1990	Q1	1,374	1,374	1,698	1,698	-324	-456
	Q2	1,858	1,941	2,531	2,521	-673	-580
	Q3	2,822	1,912	3,752	2,408	-930	-495
	Q4	1,731	1,898	1,935	2,498	-204	-600
1991 P	Q1 R	1,158	1,702	1,614	2,387	-456	-685
	Q2 (e)	1,680	1,771	2,490	2,591	-810	-820
1990	Jan	489	641	584	862	-95	-221
	Feb	400	732	486	814	-85	-81
	Mar	485	661	629	814	-144	-153
	Apr	537	629	697	829	-161	-200
	May	618	682	731	839	-114	-157
	June	704	630	1,102	854	-398	-223
	July	942	645	1,092	834	-150	-189
	Aug	1,020	623	1,396	819	-376	-196
	Sept	860	644	1,264	755	-404	-111
	Oct	678	613	991	828	-313	-214
	Nov	532	689	527	843	5	-154
	Dec	521	596	417	828	104	-231
1991 P	Jan R	421	570	522	800	-101	-230
	Feb R	295	550	457	788	-162	-238
	Mar R	442	582	634	799	-192	-217
	Apr (e)	470	575	775	981	-305	-406
	May (e)	585	635	730	851	-145	-216
	June (e)	625	561	985	759	-360	-198
	July (e)	845	584	1,130	872	-285	-288
	August (e)	990	600	1,490	837	-500	-237

(e) Rounded to the nearest £5 million.

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

Source: International Passenger Survey.

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

		All areas		North America	Western Europe	Other areas
		Actual	Seasonally adjusted			
1979		12,486		2,196	7,873	2,417
1980		12,421		2,082	7,910	2,429
1981		11,452		2,105	7,055	2,291
1982		11,636		2,135	7,082	2,418
1983		12,464		2,336	7,164	2,464
1984		13,644		3,330	7,551	2,763
1985		14,449		3,797	7,870	2,782
1986		13,897		2,843	8,355	2,699
1987		15,566		3,394	9,317	2,855
1988		15,799		3,272	9,669	2,859
1989		17,338		3,481	10,689	3,168
1990		18,021		3,749	10,645	3,627
1990	Q1	3,319	4,663	603	2,029	687
	Q2	4,525	4,363	1,097	2,570	859
	Q3	6,305	4,447	1,325	3,668	1,311
	Q4	3,872	4,547	724	2,378	770
1991 P	Q1 R	2,855	3,888	411	1,896	548
	Q2 (e)	4,110	4,038	790	2,590	730
1990	Jan	1,183	1,513	222	689	272
	Feb	966	1,593	149	632	185
	Mar	1,170	1,557	232	709	229
	Apr	1,404	1,390	234	955	215
	May	1,480	1,508	385	782	312
	June	1,642	1,466	477	833	332
	July	2,205	1,518	466	1,312	427
	Aug	2,309	1,409	488	1,323	498
	Sept	1,791	1,520	371	1,034	386
	Oct	1,535	1,509	346	873	316
	Nov	1,210	1,540	210	764	237
	Dec	1,127	1,499	168	742	217
1991 P	Jan R	1,025	1,312	181	601	243
	Feb R	792	1,310	90	570	132
	Mar R	1,038	1,266	140	725	172
	Apr (e)	1,240	1,328	190	860	190
	May (e)	1,420	1,428	270	890	260
	June (e)	1,450	1,292	330	840	280
	July (e)	1,950	1,372	360	1,220	370
	August (e)	2,210	1,364	370	1,440	400

Notes: See table B-2.

## 8.4 TOURISM Visits abroad by UK residents

		All areas		North America	Western Europe	Other areas
		Actual	Seasonally adjusted			
1979		15,466		1,087	12,959	1,420
1980		17,507		1,382	14,455	1,670
1981		19,046		1,514	15,862	1,671
1982		20,611		1,299	17,625	1,687
1983		20,994		1,023	18,229	1,743
1984		22,072		919	19,371	1,781
1985		21,610		914	18,944	1,752
1986		24,949		1,167	21,877	1,905
1987		27,447		1,559	23,678	2,210
1988		28,828		1,823	24,519	2,486
1989		31,030		2,218	26,128	2,684
1990		31,182		2,349	25,817	3,016
1990	Q1	5,274	7,919	371	4,070	833
	Q2	8,225	7,741	626	6,897	702
	Q3	11,485	7,553	782	9,850	853
	Q4	6,198	7,968	569	5,000	628
1991 P	Q1 R	5,182	7,665	379	4,119	684
	Q2 (e)	8,200	7,947	590	6,990	620
1990	Jan	1,811	2,755	124	1,363	324
	Feb	1,534	2,593	101	1,227	206
	Mar	1,929	2,572	146	1,480	303
	Apr	2,537	2,634	170	2,100	267
	May	2,470	2,610	191	2,042	237
	June	3,218	2,498	265	2,755	198
	July	3,395	2,539	220	2,897	278
	Aug	4,288	2,537	286	3,713	288
	Sept	3,803	2,477	275	3,240	288
	Oct	3,094	2,632	303	2,546	245
	Nov	1,886	2,835	133	1,540	213
	Dec	1,217	2,502	133	914	170
1991 P	Jan R	1,709	2,640	133	1,296	280
	Feb R	1,447	2,469	92	1,190	164
	Mar R	2,027	2,556	154	1,632	241
	Apr (e)	2,760	3,094	180	2,330	250
	May (e)	2,420	2,551	170	2,070	180
	June (e)	3,020	2,302	240	2,590	190
	July (e)	3,360	2,604	210	2,920	230
	August (e)	4,350	2,582	330	3,720	300

Notes: See table B-2.

## OTHER FACTS AND FIGURES 9.2 Numbers of people benefiting from Enterprise Allowance Scheme

Measure	Great Britain	Scotland	Wales
	September	September	September
Enterprise Allowance Scheme ‡	46,156	2,273	1,846

‡ Includes all participants in receipt of allowances as of September 16, except new start-up in Scotland.

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

Placed into employment by jobcentre advisory service, September 7 1991 to October 4 1991 †	2,746
Registered as disabled on April 17, 1991 ‡	368,276

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

## OTHER FACTS AND FIGURES 9.5 Regional Selective Assistance: April-June 1991\*

	North East	North West	Yorkshire and Humberside	West Midlands	East Midlands	South West	England	Scotland	Wales	Great Britain
Number of offers	98	113	47	109	8	25	400	69	74	543
Value of offers (£'000)	12,633	13,129	6,777	5,598	204	3,780	42,121	28,883	50,890	121,894

Note: Inquiries should be directed to the Department of Trade and Industry, tel 071-215 2601.  
\* Date of first payment.

# 9.6 OTHER FACTS AND FIGURES

## Regional Selective Assistance: Offers of £75,000 or more: April-June 1991 \*

Region and company	Travel-to-work area	Assistance offered (£)	Project category †	SIC 1980 description
<b>SCOTLAND</b>				
Alexander Ross Holdings Ltd	Falkirk	210,000	A	Chemical products NES
Calder Millerfield Ltd	Ayr	462,000	A	Bacon curing & meat processing
Caradon Heating Ltd	Stewartry	1,200,000	B	Refrigerating & ventilating equipment
Carron Phoenix Ltd	Falkirk	1,400,000	A	Plastics building products
Eagle Colour Books Ltd	Lanarkshire	375,000	A	Printing & publishing of books
Eclipse Blinds Ltd	Glasgow	1,359,550	A	Other manufactures NES
EPS (Moulders) Ltd	Bathgate	180,000	A	Plastics packaging products
FMC Corporation (UK) Ltd	Dunfermline	500,000	A	Fabricated constructional steelwork
Hoover Ltd	Glasgow	4,500,000	B	Domestic-type electric appliances
J K Peters & Co Ltd	Glasgow	80,000	A	Processing of fruit & vegetables
John Brown Engineering Ltd	Glasgow	480,000	B	Compressors & fluid power equipment
MacLellan & Rose Ltd	Glasgow	130,000	B	Stationery
Peter Tilling Plastics Scotland	Lanarkshire	800,000	A	Plastics products NES
Ritchie (UK) Ltd	Kilmarnock	140,000	A	Other printing & publishing
Rockliff Ltd	Glasgow	125,000	A	Mining machinery
Weir Paper Products Ltd	Aloa	1,770,000	B	Pulp, paper & board
<b>Total</b>		<b>13,711,550</b>		
<b>WALES</b>				
Brite Sparks Ltd	Aberdare	98,000	A	Other paper & board products
Cardinal Packaging Ltd	Blaenau Gwent Abergavenny	100,000	A	Plastics packaging products
GTS Flexible Materials Ltd	Blaenau Gwent Abergavenny	200,000	A	Textile finishing
Mid Wales Litho Ltd	Pontypool & Cwmbran	96,000	A	Other printing & publishing
Penn Pharmaceuticals Ltd	Merthyr and Rhymney	342,000	A	Dispensing & other chemists
Precision Writing Points Ltd	Aberdare	100,000	A	Miscellaneous stationers goods
Viskase Ltd	Swansea	600,000	B	Retail distribution of household goods etc
Warwill Ltd	Blaenau Gwent Abergavenny	150,000	A	Ferrous metal foundries
3M UK Holdings PLC	Swansea	950,000	B	Chemical products NES
<b>Total</b>		<b>2,636,000</b>		
<b>NORTH EAST</b>				
Anson Ltd	Newcastle Upon Tyne	110,000	A	Mechanical and marine engineering NES
Barnshaw Section Benders Ltd	Newcastle Upon Tyne	95,000	A	Mechanical and marine engineering NES
Burn Fireclay Co Ltd	Morpeth and Ashington	93,000	A	Refractory goods
Cuspo Ltd	Sunderland	75,000	A	Other manufactures NES
Garbutt Heaters Ltd	Middlesbrough	100,000	A	Refrigerating & ventilating equipment
Industrial Health Ltd	Newcastle Upon Tyne	90,000	A	Professional & tech services NES
Inkel Corporation	Newcastle Upon Tyne	885,000	A	Electronic equipment NES
Marley Kanto Ltd	Sunderland	846,000	A	Plastics products NES
Maul Technology Co	Sunderland	80,000	A	Machinery for working wood, rubber etc
Miller Welding Eng Ltd	Sunderland	95,000	A	Engineers small tools
MKW Eng Ltd	Newcastle Upon Tyne	75,000	A	Other industrial & commercial machines
MTS Teeside Ltd	Middlesbrough	75,000	A	Professional & tech services NES
North East Print Finishers Ltd	Newcastle Upon Tyne	95,000	A	Other printing & publishing
Peter Vassallo Ltd	Newcastle Upon Tyne	250,000	A	Fish processing
Stadium Ltd	Hartlepool	150,000	A	Plastics semi-manufactures
Tolwood Multifasteners Ltd	Bishop Auckland	75,000	A	Bolts, springs & non precision chains
<b>Total</b>		<b>3,189,000</b>		
<b>NORTH WEST</b>				
BASF Coatings & Inks Ltd	Liverpool	500,000	B	Printing ink
BSH Industries Ltd	Manchester	75,000	A	Electrical equipment for vehicles etc
C V Woven Fabrics Ltd	Wigan and St Helens	2,730,000	B	Textile finishing
Daikin Clutch Europe Ltd	Liverpool	95,000	A	Motor vehicle parts
FEL International Ltd	Oldham	90,000	A	Mechanical lifting & handling equipment
Imasys Ltd	Manchester	80,000	A	Computer services
James Dowson Ltd	Workington	85,000	A	Food, drink & tobacco processing, packaging mach
James Killalea & Co Ltd	Accrington & Rossendale	150,000	A	Construction & repair of buildings
Shepley Window Systems Co Ltd	Manchester	90,000	A	Plastics building products
Slumberland PLC	Oldham	600,000	A	Wooden & upholstered furniture
Wright & Beyer Ltd	Wirral and Chester	90,000	A	Shipbuilding & repairing
<b>Total</b>		<b>4,585,000</b>		
<b>YORKSHIRE AND HUMBERSIDE</b>				
Beatson Clark PLC	Rotherham & Mexborough	500,000	A	Glass containers
Kosset Carpets Ltd	Bradford	1,000,000	A	Pile carpets, carpeting & rugs
Nylo Stretch Co Ltd	Rotherham & Mexborough	95,000	A	Soft furnishings
S Betts & Sons Ltd	Rotherham & Mexborough	75,000	A	Hand tools & implements
Sauce Co	Scunthorpe	400,000	A	Miscellaneous foods
<b>Total</b>		<b>2,050,000</b>		
<b>WEST MIDLANDS</b>				
Bergstrom (Europe) Ltd	Birmingham	75,000	A	Electrical equipment for vehicles etc
Entaco Ltd	Birmingham	150,000	A	Finished metal products NES
G R Smithson & Co Ltd	Wolverhampton	75,000	A	Forging, pressing and stamping
Hartington Conroy Ltd	Coventry & Hinckley	95,000	B	Other glass products
Societa Italiana Vetro	Coventry & Hinckley	250,000	A	Flat glass
Steel & Alloy Processing Ltd	Dudley & Sandwell	90,000	A	Iron & steel industry
Trisport Ltd	Birmingham	150,000	A	Plastics products NES
W H Smith & Sons (Extrusions) Ltd	Birmingham	80,000	A	Plastics products NES
Zeus Pattern & Tool Co Ltd	Dudley & Sandwell	75,000	A	Non-ferrous metal foundries
<b>Total</b>		<b>1,040,000</b>		
<b>SOUTH WEST</b>				
Birch Valley Plastics	Plymouth	85,000	A	Synthetic resins & plastics mats
Mr T Le Grice T A Trereife Park	Penzance & St Ives	85,000	A	Libraries, museums, art galleries etc
<b>Total</b>		<b>170,000</b>		

Note: Inquiries regarding the published information should be addressed to:  
 English cases—Department of Trade and Industry, Room 417, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 071-215 2601);  
 Scottish cases—Industry Department for Scotland, 1E/1A Branch 2, Room 110, Magnet House, Glasgow G2 7BT (tel 041-242 5624);  
 Welsh cases—Welsh Office Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).

\* Date of first payment.

† A = Employment created, B = Employment safeguarded.

### DEFINITIONS

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

### EARNINGS

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

### EMPLOYEES IN EMPLOYMENT

A count of civilian jobs of employees paid by employers who run a PAYE scheme. Participants in Government employment and training schemes are included if they have a contract of employment. HM forces, homeworkers and private domestic servants are excluded. As the estimates of employees in employment are derived from employers' reports of the number of people they employ, individuals holding two jobs with different employers will be counted twice.

### FULL-TIME WORKERS

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

### GENERAL INDEX OF RETAIL PRICES

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

### HM FORCES

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

### HOUSEHOLD SPENDING

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

### INDUSTRIAL DISPUTES

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

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

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

### MANUAL WORKERS (OPERATIVES)

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

### MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

### NORMAL WEEKLY HOURS

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

### Conventions

The following standard symbols are used:

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

### 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.

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

Those who in their main employment work on their own account, whether or not they have any employees. Second occupations classified as self-employed are not included.

### SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

### SHORT-TIME WORKING

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

### STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

### TAX AND PRICE INDEX.

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

### TEMPORARILY STOPPED

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

### UNEMPLOYED

People claiming benefit—that is, Unemployment Benefit, Income Support or National Insurance credits—at Unemployment Benefit Offices on the day of the monthly count, who say on that day they are unemployed and that they satisfy the conditions for claiming benefit. (Students claiming benefit during a vacation and who intend to return to full-time education are excluded.)

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKFORCE

Workforce in employment plus the unemployed as defined above.

### WORKFORCE IN EMPLOYMENT

Employees in employment, self-employed, HM Forces and participants on work-related government training programmes.

### WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

Those participants on government programmes and schemes who in the course of their participation receive training in the context of a workplace but are not employees, self-employed or HM Forces.

- R revised
- r series revised from indicated entry onwards
- nes not elsewhere specified
- SIC UK Standard Industrial Classification, 1980 edition
- EC European Community

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

# Regularly published statistics

Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce: UK and GB							
Quarterly series	M (Q)	Nov 91:	1-1				
Labour force estimates, projections		May 91:	269				
Employees in employment							
Industry: GB				Manufacturing			
All industries: by division, class or group	Q	Nov 91:	1-4	International comparisons	M	Dec 91:	5-9
: time series, by order group	M	Nov 91:	1-2	Agriculture	A	May 90:	253
Manufacturing: by division, class or group	M	Nov 91:	1-3	Coal-mining	A	May 90:	253
Occupation				Overtime and short-time: manufacturing			
Administrative, technical and clerical in manufacturing	A	Dec 91:	1-10	Latest figures: industry	M	Dec 91:	1-11
Local authorities manpower	Q	Oct 91:	1-7	Regions: summary	Q	Dec 91:	1-13
Region: GB				Hours of work: manufacturing	M	Dec 91:	1-12
Sector: numbers and indices	Q	Nov 91:	1-5				
Self-employed: by region		Apr 90:	224	Output per head			
: by industry		Apr 90:	222	Output per head: quarterly and annual indices	M (Q)	Dec 91:	1-8
Census of Employment				Wages and salaries per unit of output			
UK and regions by industry (Sept 1989)		Apr 91:	209	Manufacturing index, time series	M	Dec 91:	5-8
GB and regions by industry (Sept 1989)		May 91:	308	Quarterly and annual indices	Q	Dec 91:	5-8
International comparisons	Q	Nov 91:	1-9				
Apprentices and trainees				Labour costs			
Manufacturing industries: by industry	D	Aug 91:	1-14	Survey results 1988	Quadrennial	Sept 90:	431
: by region	D	Aug 91:	1-15	Per unit of output	Q	Dec 91:	5-7
Employment measures							
Registered disabled in the public sector	M	Sept 91:	9-2	Retail prices			
Labour turnover in manufacturing	A	Feb 91:	81	General index (RPI)			
Trade union membership	D	Apr 90:	1-6	Latest figures: detailed indices	M	Dec 91:	6-2
	A	June 91:	337	: percentage changes	M	Dec 91:	6-2
				Recent movements and the index			
				excluding seasonal foods	M	Dec 91:	6-1
				Main components: time series and weights	M	Dec 91:	6-4
				Changes on a year earlier: time series	M	Dec 91:	6-5
				Annual summary	A	May 89:	242
				Revision of weights	A	Apr 89:	197
				Pensioner household indices			
				All items excluding housing	M (Q)	Dec 91:	6-6
				Group indices: annual averages	M (A)	Dec 91:	6-7
				Revision of weights	A	June 91:	351
				Food prices	M	Dec 91:	6-3
				London weighting: cost indices	D	May 82:	267
				International comparisons	M	Dec 91:	6-8
				Household spending			
				All expenditure: per household	Q	Jan 91:	7-1
				: per person	Q	Jan 91:	7-1
				Composition of expenditure			
				Quarterly summary	Q	Jan 91:	7-2
				In detail	Q (A)	Jan 91:	7-3
				Household characteristics	Q (A)	Jan 91:	7-3
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	Dec 91:	4-1
				: time series	M	Dec 91:	4-2
				Latest year and annual series	A	July 89:	349
				Industry			
				Monthly: Broad sector: time series	M	Sept 91:	4-1
				Annual: Detailed	A	July 90:	337
				: Prominent stoppages	A	July 90:	344
				Main causes of stoppage			
				Cumulative	M	Sept 91:	4-1
				Latest year for main industries	A	July 90:	341
				Size of stoppages	A	July 90:	342
				Days lost per 1,000 employees in recent years by industry	A	July 90:	339
				International comparisons	A	Dec 90:	609
				Tourism			
				Employment in tourism: by industry			
				Time series GB	M	Dec 91:	8-1
				Overseas travel: earnings and expenditure	M	Dec 91:	8-2
				Overseas travel: visits to the UK by overseas residents	M	Dec 91:	8-3
				Visits abroad by UK residents	M	Dec 91:	8-4
				Overseas travel and tourism			
				Visits to the UK by country of residence	Q	Oct 91:	8-5
				Visits abroad by country visited	Q	Aug 91:	8-6
				Visits to the UK by mode of travel and purpose of visit	Q	Oct 91:	8-7
				Visits abroad by mode of travel and purpose of visit	Q	Oct 91:	8-9
				Visitor nights	Q	Oct 91:	8-9
				YTS			
				Entrants: regions	D	Oct 90:	9-1
				Regional aid			
				Selective Assistance by region	Q	Dec 91:	9-5
				Selective Assistance by region and company	Q	Dec 91:	9-6
				Development Grants by region	Q	Nov 91:	9-7
				Development Grants by region and company	Q	Nov 91:	9-8

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

## Special Feature

### Education and labour market status of young people in Great Britain

Firm estimates are now available for 1990 on the education and labour market status of young people aged 16, 17 and 18, along with revised figures for other recent years: see table 1 and Technical note. Previous such information was published in *Employment Gazette*, December 1990, pp 645-647 and September 1987, pp 459-464.

#### Key findings

Reflecting current demographic trends, the table shows that the total population of 16-18 year olds in Great Britain fell by about 165,000 or 7 per cent between January 1988 and January 1990, with most of the reduction being concentrated among the younger age groups.

Over the same two-year period, the proportion of young people in full-time education grew significantly for 16, 17 and 18 year olds and for young men and young women. In January 1990 some 36 per cent of 16-18 year olds were in full-time education (34 per cent for young men, 39 per cent for young women) against 32 per cent in January 1988. These higher participation rates resulted in the absolute numbers of 16-18 year olds in full-time education increasing by over 5 per cent, at a time when the population in the age group dropped: in particular, the number of 17 and 18 year olds in full-time education increased during the two years by 12 per cent, from 430,000 to 480,000.

Numbers of 16-18 year olds participating in YTS—now Youth Training (YT)—fell from around 385,000 in 1988 and 1989 to some 350,000 in 1990, mirroring the drop in numbers of young people in the eligible age groups. In January 1990 the stock number of 16 and 17 year olds on YTS schemes (just over 335,000) comprised 40 per cent of those in the age group not in full-time education, a slight increase over the corresponding figure for January 1989 (39 per cent).

Between January 1988 and January 1990 there was a sharp fall in the number of claimant unemployed 18 year olds (from 115,000 to 70,000), and at the later date this group accounted for around 8 per cent of all 18 year olds (10 per cent for young men, 7 per cent for young women) compared to 13 per cent two years before. In September 1988 benefit regulation changes resulted in very few 16 and 17 year olds remaining in the monthly unemployment count: see Technical note.

The size of the residual other young people group (those not in full-time education or on YTS schemes: see table 1 footnote) fell substantially between January 1988 and January 1990: and in 1990 for the first time this group



The number of 16-18 year olds in Great Britain fell by 7 per cent between January 1988 and January 1990.  
Photo: FORMAT/Mo Wilson



comprised under half of all 16–18 year olds. Among 18 year olds alone, the further breakdown available of the 'other' group suggests that numbers in employment (outside YTS) remained at roughly the same level between the two dates, and accounted for some two-thirds of the age group.

### Future estimates

A number of changes affecting these estimates in future years are in prospect. Most immediately, information on the numbers of young men and young women on YT by year of age is not currently available from administrative sources (from May 1990). Estimates for YT included in the

analyses for January 1991 (and subsequently) may therefore be less firmly based than the corresponding figures for YTS up to 1990 (see also below).

As noted in December 1990, the feasibility of using data from the Youth Cohort Studies in England and Wales and the Scottish Young People's Survey<sup>1</sup> to extend and improve the present series of estimates has recently been explored; and the results of this methodological research have been published in *DE Research Paper No 81*<sup>1</sup>.

Since the review was undertaken, however, there have been a number of changes affecting the availability of relevant data<sup>3</sup>, as a result of which the future construction of these estimates may evolve in a different way from that proposed in the Research Paper.

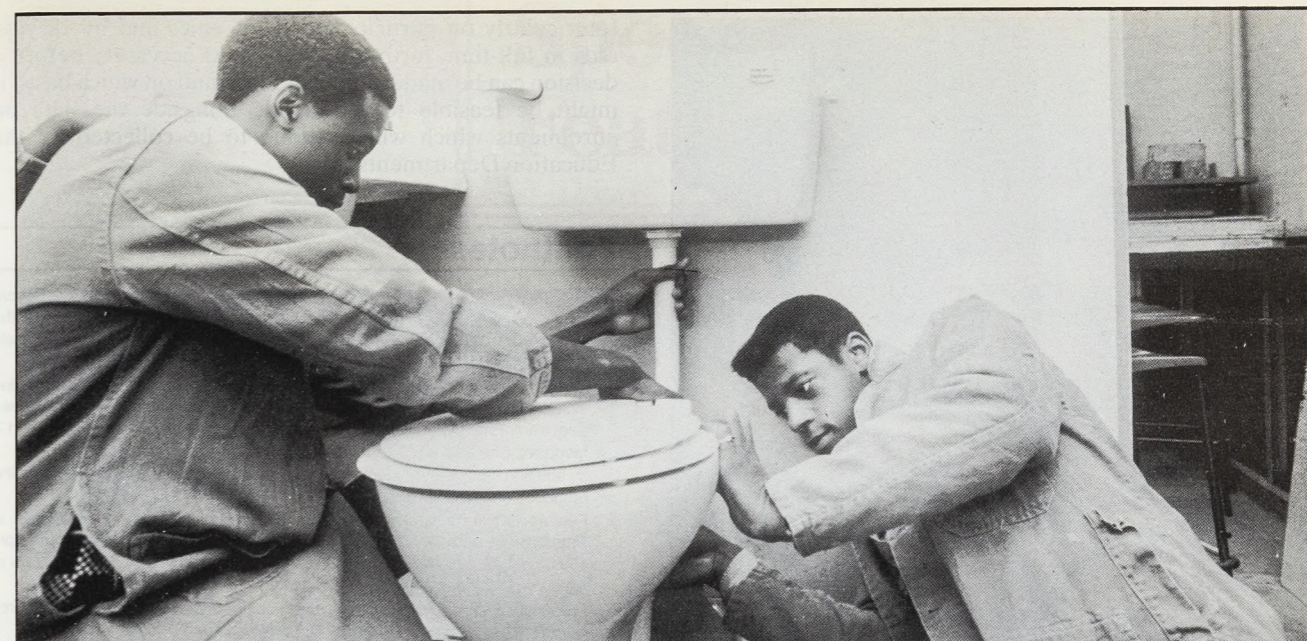
Table 1 Education and labour market status of young people: 1988–90

Great Britain, January each year

	Estimated numbers (thousands)						Percentage of age group					
	Young men			Young women			Young people			Young people		
	1988	1989	1990	1988	1989	1990	1988	1989	1990	1988	1989	1990
<b>16 year olds(†)</b>												
<b>Total population</b>	<b>436</b>	<b>407</b>	<b>382</b>	<b>414</b>	<b>385</b>	<b>360</b>	<b>849</b>	<b>791</b>	<b>743</b>	<b>100</b>	<b>100</b>	<b>100</b>
Full-time education:												
School(**)	130	130	128	132	134	132	262	265	260	30.9	33.5	35.0
Further education(‡)	54	51	54	78	73	75	132	124	129	15.6	15.7	17.3
All	184	182	181	211	207	207	395	389	389	46.5	49.2	52.3
On YTS(††)	122	116	104	84	76	66	206	192	170	24.2	24.2	22.9
Other young people:												
Unemployed(‡‡)	34	*	*	28	*	*	62	*	*	7.3	*	*
Other (mainly in employment)(§)	95	*	*	92	*	*	187	*	*	22.0	*	*
All	129	109	97	119	101	87	249	210	184	29.3	26.6	24.8
<b>17 year olds(†)</b>												
<b>Total population</b>	<b>430</b>	<b>435</b>	<b>407</b>	<b>409</b>	<b>415</b>	<b>387</b>	<b>839</b>	<b>850</b>	<b>794</b>	<b>100</b>	<b>100</b>	<b>100</b>
Full-time education:												
School(**)	80	86	89	77	84	90	157	170	179	18.7	20.0	22.5
Further education(‡)	47	51	52	67	70	70	114	121	122	13.6	14.3	15.3
All	127	137	141	144	154	160	271	291	300	32.2	34.3	37.8
On YTS(††)	108	112	104	67	67	61	174	179	166	20.7	21.1	20.9
Other young people:												
Unemployed(‡‡)	46	*	*	35	*	*	82	*	*	9.7	*	*
Other (mainly in employment)(§)	149	*	*	164	*	*	313	*	*	37.3	*	*
All	195	186	162	199	193	166	395	379	328	47.0	44.6	41.3
<b>18 year olds(†)</b>												
<b>Total population</b>	<b>441</b>	<b>429</b>	<b>434</b>	<b>423</b>	<b>410</b>	<b>416</b>	<b>864</b>	<b>839</b>	<b>850</b>	<b>100</b>	<b>100</b>	<b>100</b>
Full-time education:												
School(**)	11	11	12	9	9	102	20	20	22	2.3	2.4	2.6
Further education(‡)	70	71	79	69	69	79	138	140	158	16.0	16.7	18.6
All	81	82	91	77	79	89	158	161	180	18.3	19.1	21.2
On YTS(††)	4	8	11	3	5	6	7	13	17	0.8	1.5	2.0
Other young people:												
Unemployed(‡‡)	67	51	43	48	34	29	115	85	71	13.3	10.2	8.4
Other (mainly in employment)(§)	289	288	289	295	293	293	584	581	582	67.6	69.2	68.5
All	356	339	85	343	327	321	699	666	653	80.9	79.4	76.8
<b>16–18 year olds(†)</b>												
<b>Total population(§§)</b>	<b>1,307</b>	<b>1,270</b>	<b>1,223</b>	<b>1,246</b>	<b>1,210</b>	<b>1,163</b>	<b>2,553</b>	<b>2,480</b>	<b>2,386</b>	<b>100</b>	<b>100</b>	<b>100</b>
Full-time education:												
School(**)	221	227	228	218	228	232	439	455	461	17.2	18.4	19.3
Further education(‡)	171	173	185	213	213	224	385	386	408	15.1	15.6	17.1
All	392	400	413	432	440	456	824	841	869	32.3	33.9	36.4
On YTS(††)	234	236	230	153	148	133	387	384	352	15.2	15.5	14.8
Other young people:												
Unemployed(‡‡)	147	*	*	111	*	*	258	*	*	10.1	*	*
Other (mainly in employment)(§)	534	*	*	551	*	*	1,084	*	*	42.5	*	*
All	681	634	591	661	621	574	1,342	1,255	1,165	52.6	50.6	48.8

Source: DES estimates, based on DES, DE, WO, ED, OPCS and GAD source material.

\* Component figures for 'other young people' in 1989 and 1990 are shown only for 18 year olds: see Technical note.  
 (†) Ages as at August 31 of preceding year.  
 (\*\*) Pupils attending maintained, independent and special schools are included.  
 (‡) Full-time and sandwich including higher education but excluding private further education. Excludes those on YTS within colleges.  
 (††) Includes those in further education establishments attending YTS courses. Excludes young people under 16 on YTS in Scotland.  
 (‡‡) Claimant unemployed.  
 (§) Mainly those in employment (outside the YTS) but including those who were neither employed nor seeking work (for example, because of domestic responsibilities). Also including those seeking work but not claiming benefit. Excluding those holding a contract of employment under the YTS. This category (or 'other young people' where it is not shown) is derived as a residual and includes net errors in the other estimates.  
 (§§) Up to 7 per cent of the 16–18 age group attended evening classes in 1990, and up to 10 per cent in 1988 and 1989. The available data do not allow analysis by day-time activity and therefore cannot be incorporated into the table.  
 Note on rounding: Numbers are shown for reference purposes to the nearest 1,000 (or 0.1 per cent) but cannot in all cases be regarded as accurate to that degree. The estimates involve a range of data sources and adjustments, and rounding to the nearest 5,000 (or 1/2–1 per cent) may therefore be more appropriate, particularly for the residual 'other' category (see footnote §).



In January 1990 the stock number of 16 and 17 year olds on YTS schemes was just over 335,000.

Photo: FORMAT/Jenny Matthews

### Enhanced Labour Force Survey (ELFS)

A development of particular potential value in the present context relates to the Labour Force Survey (LFS), one of the Employment Department's principal data sources on labour market topics<sup>4</sup>.

From 1973 to 1983 the LFS was conducted in alternate years, and since 1984 annually, each spring (March–May). From spring 1992, however, a full survey (the ELFS) will be conducted each quarter<sup>5</sup>, with the same sample size each quarter (60,000 households in Great Britain) as the present annual survey. If the future ELFS data could be used as an integrated source of information about the education and labour market status of young people, an important consequence would be that the full range of other information provided by the ELFS would become available. Thus, it would, for example, be feasible for young people's employment and training patterns (as well as their educational status) to be related to different demographic and labour market characteristics (in addition to age and sex).

There are at least three respects in which the survey in its new form might prove a better source of data on the education and labour market status of 16–18 year olds than the present annual survey. First, the availability of data for the December–February quarter<sup>6</sup> will allow closer reconciliation with the school and further/higher education enrolment series produced each year by the Education Departments. Second, the extension of the sampling frame in the quarterly survey to provide, for the first time, coverage of certain groups of people not in private households will disproportionately improve the reliability of the survey data for young people (by bringing in, for example, students in college accommodation). Third, the intended use of grossing factors by single years of age for young people between 16 and 20 will increase the reliability of information from the survey for this group by single years of age.

### Comparison of estimates

In order to explore the potential use of ELFS data as a future source of information, some exploratory research has been carried out to test how closely estimated numbers of young people in full-time education in Great Britain

derived from the current (annual) LFS can be aligned with corresponding figures taken from the present series<sup>7</sup>.

The research has explored data for years between 1984 and 1990, for young men and for young women, and for 16, 17 and 18 year olds separately. Results so far suggest that, once the LFS data are adjusted to take account of young people's age to the nearest month<sup>8</sup>, there is a reasonably close match between the figures for numbers at school and in other full-time education, particularly for 16 and 17 year olds.

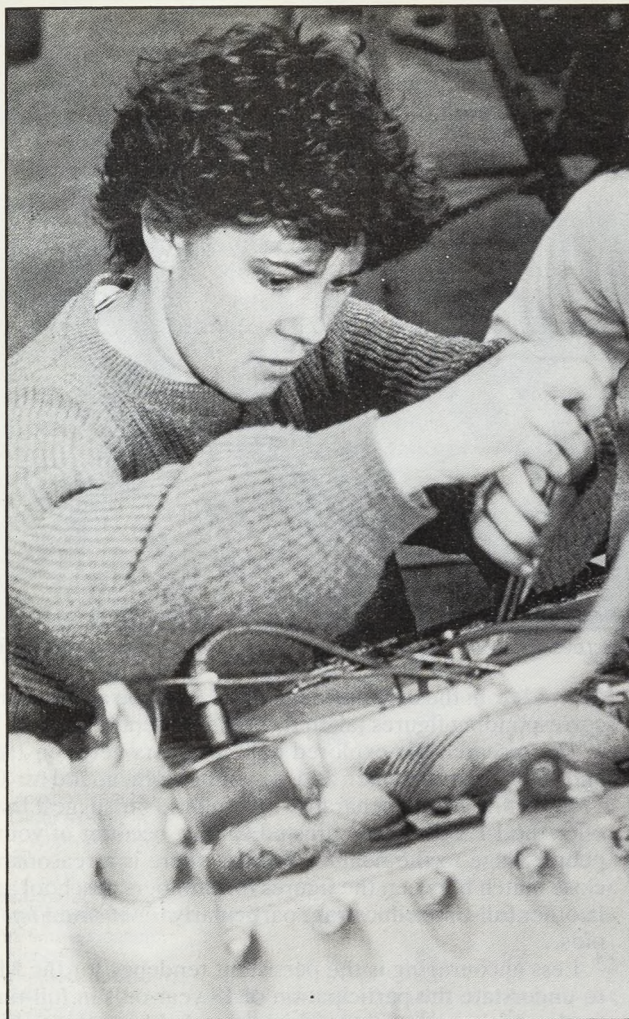
Less encouraging is the persistent tendency for the LFS to understate the participation of 18 year olds in full-time further/higher education, which is probably accounted for by students in halls of residence not covered by the survey. In view of the three prospective methodological gains outlined above, however, it is at least possible that future ELFS estimates will not suffer the same shortfall. These particular comparisons will need to be monitored on a continuing basis, together with those which are already substantially in alignment.

Least satisfactory are the comparisons between the LFS and administrative sources for numbers of young people on YTS, which are much less closely aligned than are the figures for numbers at school or in other full-time education. The most likely explanation is that young people (or their proxy respondents in the survey) are not always aware that their work or training activity is a YTS (or YT) scheme, even where this is the case.

In the ELFS, for those respondents who say they are on a scheme but cannot immediately identify it, an additional question is to be asked to establish whether it is a government scheme; although there will still be some scheme participants (or their proxy respondents) who do not report their status as such. One consequence of changing administrative arrangements for government schemes<sup>9</sup> is that ELFS estimates for YT (or other individual schemes) will not be so reliable and figures for participation in schemes generally should therefore be used instead.

### Further assessment

In the light of the foregoing, some further assessment of the likely reliability of ELFS data for 16–18 year olds



Between January 1988 and January 1990, the number of claimant unemployed 18 year olds fell sharply. Photo: FORMAT/Brenda Prince

(particularly on participation in schemes and by 18 year olds in full-time further education) is necessary before a decision can be made about whether, and on which basis, it might be feasible to use them, alongside the data on enrolments which will continue to be collected by the Education Departments. ■

### Footnotes

- 1 The Youth Cohort Studies are discussed in *Labour Market Quarterly Report*, May 1990, pp 13-15 and February 1991, pp 8-10. Further information on the surveys is available from Employment Department, TRE 4, Moorfoot, Sheffield S1 4PQ, tel 0742 594194.
- 2 *The Use of Cohort Study Data for Estimating the Education and Labour Market Status of Young People*, by Burnhill and Raffé, 1991. Copies can be obtained free from Employment Department, Research Management, Room E417, Moorfoot, Sheffield S1 4PQ, tel 0742 593932.
- 3 In addition, the review identified a number of significant drawbacks to the proposed use of youth cohort data.
- 4 Feature articles based on data from the LFS are periodically published in *Employment Gazette*. '1990 Labour Force Survey preliminary results', April 1991, pp 175-196 contains an extensive technical note which gives details of the survey methodology.
- 5 For a full description of the ELFS, see 'The Enhancement of the Labour Force Survey in Great Britain', *Statistical News No 95*, HMSO, Winter 1991.
- 6 Starting with data for the period December 1992-February 1993.
- 7 A discussion of YTS estimates follows, but estimates of young unemployed people were not considered. These latter figures in the present series are based on the monthly claimant count and have been incomplete since 1989: see Technical note. If the ELFS becomes a prime data source for the series, the unemployment estimates would be based instead on the internationally recognised ILO measure: this and alternative measures of unemployment are fully discussed in *Employment Gazette*, November 1991, pp 617-624 and December 1990, pp 601-608.
- 8 A similar ageing adjustment has already been made to the unemployment estimates in the present series. For details, see the technical note in *Employment Gazette*, December 1990, pp 645-647 and also *DE Research Paper No 81* cited above.
- 9 Since the introduction of Training and Enterprise Councils (TECs) in England and Wales and local enterprise companies (LECs) in Scotland, which now administer many of the government schemes, the problem of survey respondents being unaware of what schemes they are on may be exacerbated. The reason for this is that, although many schemes run by TECs and LECs may be YT schemes (and participants are at some stage so advised), they often go under a variety of other names for practical everyday purposes.

## Technical note

### Sources and definitions

The information shown in table 1 is derived from a range of official data sources, from the Department of Education and Science, the Employment Department, the Welsh Office, the Scottish Education Department, the Office of Population Censuses and Surveys and the Government Actuary's Department.

The estimates are for January of the years concerned but the ages quoted are those at the end of the preceding academic year: this convention enables comparable figures to be included from the different sources.

The various definitions adopted are indicated in footnotes to the table.

Information for England only is included in the Department of Education and Science's *Statistical Bulletin 13/91*, June 1991, and is also discussed in *Labour Market Quarterly Report*, August 1991, page 6.

Estimates shown in the table for 1990 are based on newly available information for Great Britain, and generally correspond to the estimates for earlier years. However, in September 1988 changes in benefit regulations resulted in most 16 and 17 year olds no longer being entitled to claim income support, with the effect that very few young people under 18 now remain in the monthly unemployment count. In view of this discontinuity the component figures for 'other young people' are shown for 1990 (and 1989) only for 18 year olds.

### Revisions to previous estimates

Estimates shown for 1988 and 1989 slightly revise those previously published in December 1990<sup>1</sup>.

Estimates for 1974-83 and 1984-87 were published in September 1987 and December 1990 respectively (see previous reference): details of minor revisions since publication can be obtained from the contact address below.

**Further information** about the estimates presented in this article is available on request from Statistical Services Division C3, Employment Department, Caxton House, Tothill Street, London SW1H 9NF, tel 071-273 5588.

### Footnote

1 The estimates for 1990 and the revised figures for 1988 and 1989 relating to YTS now exclude 6-7,000 young people under 16 on YTS schemes in Scotland (numbers of 'other young people' are therefore correspondingly higher): the revision for 1988 is still subject to further minor adjustment. In addition, Scottish students on Initial Teacher Training (numbering under 1,000 each year) are now included under 'further education', which in this context also covers 'higher education' rather than 'other young people' for years back to 1987. Scottish ITT students were previously excluded from the education category for these years: figures for earlier years (not repeated in the present table) remain unadjusted. The population estimates in the table are subject to minor revision.

## Special Feature



Photo: FORMAT/Monique Cabral

## Alcohol at work: the cost to employers

by Lynda Joeman

Social Science Research Branch, Employment Department

This article presents the main results of three recent projects which looked into the effects of alcohol misuse in the workplace.

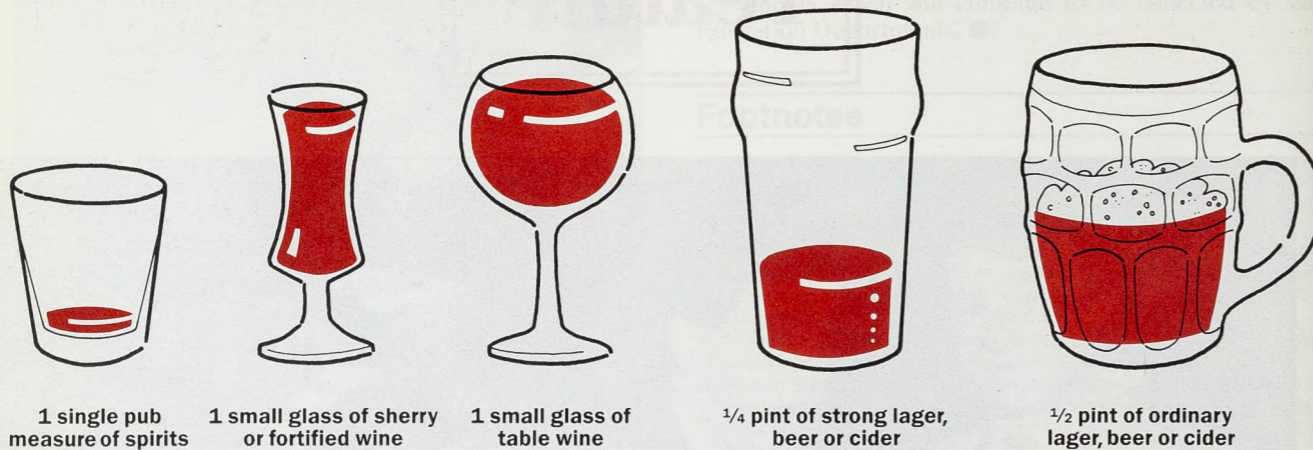
Studies have shown that employees with alcohol problems have high rates of sickness absence and industrial accidents. It has been estimated that problem drinkers take up to four times as many days off work as other workers, resulting in a total of some 8-14 million days excess absence per year across the workforce as a whole. The cost to industry of this absence, it has been calculated, is likely to exceed £700 million annually<sup>1</sup>.

Alcohol-related industrial accidents result not only in

damage and lost production through stoppages but may endanger the health and safety of all employees. One study of an engineering firm over a two-year period discovered that almost 21 per cent of accidents were alcohol-related and that those employees who were referred for alcoholism treatment had an industrial accident rate over three years prior to referral which was 50 per cent higher than the workforce average<sup>2</sup>.

Alcohol misuse also affects work in other ways which are

## WHAT IS A UNIT OF ALCOHOL?



1 single pub  
measure of spirits

1 small glass of sherry  
or fortified wine

1 small glass of  
table wine

¼ pint of strong lager,  
beer or cider

½ pint of ordinary  
lager, beer or cider

less easy to quantify in financial terms. Employees who are under the influence of alcohol will probably be less efficient, and business opportunities may be lost through impaired judgement. Work relationships may suffer, as colleagues become increasingly resentful at having to cover up for the problem drinker. Time might be wasted through long hours spent in the pub at lunchtime or through lateness.

The vast majority of workplaces include employees whose work is affected by alcohol consumption. It has been estimated that one in ten employees in any organisation, at all levels of seniority, has an alcohol problem<sup>1</sup>.

Research carried out by the Office for Population Censuses and Surveys (OPCS) for the Employment Department<sup>4</sup> has shown that 28 per cent of men in employment and 11 per cent of women in employment drink more than the medically recommended 'sensible' limits of 21 units of alcohol per week for men and 14 units for women. Two per cent of working men and 1 per cent of working women exceed the 'safe' limits of 50 units per week for men and 35 units for women. One unit of alcohol is equivalent to half a pint of beer, a glass of wine, sherry or port or a single whisky, gin or brandy.

It is not only heavy drinkers, however, who cause problems. Drinking by more moderate drinkers may be equally costly for their employers if, for example, it occurs at lunchtime or just before the start of a shift and affects their work afterwards. In the OPCS research 11 per cent of working men and 6 per cent of working women admitted that they had had a drink during working hours in the week before interview, and heavy drinkers were particularly likely to have done so. Three per cent of respondents admitted to taking time off work because of a hangover at least once in the last year<sup>5</sup>.

### Employment Department research

To date, most studies of the workplace effects of drinking have been based on small samples of individuals in advanced stages of alcohol dependency, and there has been a lack of information and publicity about alcohol-related problems among employees more generally. This may be one of the reasons why relatively few organisations in this country have taken steps to reduce the costs of drinking by implementing alcohol policies, even though these have proved to be cost-effective in the USA and other countries.

In order to obtain more information about the costs to employers of drinking at all levels and to explore ways of tackling the problems, the Employment Department commissioned a number of research projects in 1990-91:

- Lynda Joeman of the Employment Department Social Science Research Branch examined drinking patterns and the relationship between alcohol consumption and sickness absence among different groups of employees in the 1984 General Household Survey.
- The second piece of research used survey data on the health of non-industrial civil servants in order to explore the relationship between alcohol intake and short and long-term sickness absence in a large, office-based workforce. This was carried out by Professor Michael Marmot, Fiona North, Amanda Feeny and Jenny Head of the Department of Epidemiology and Public Health, University College, London.
- The third project was conducted by Christine Godfrey, Professor Alan Maynard, Professor David Robinson, John Britton and Tim Ensor of the Universities of York and Hull. It attempted to assess the feasibility of a national employer-based survey of the costs of alcohol misuse, by finding out whether workplace records provide useful information on alcohol-related workplace costs including accidents and reduced productivity, and by exploring employer attitudes to alcohol misuse and existing strategies for dealing with it.

### Main findings

The General Household Survey analysis revealed that, among the general employed population, men who drink 35 or more units of alcohol per week, e.g. more than 17 pints of beer, are a little more likely to take sickness absence from work than those who drink more moderately, and this is true of men in all main industrial sectors and occupational groups. There was no evidence of an association between alcohol consumption and absence in the case of women employees, perhaps reflecting the lower levels of alcohol consumption which were observed among women.

The University College study also found that men with a high weekly alcohol intake take more sickness absence than those whose average consumption is lower, although high rates of absence were also observed among non-drinkers. This study confirmed the lack of a clear association between drinking and absence in the case of women. Although neither study revealed any increase in sickness absence at more moderate levels of alcohol consumption, previous studies have indicated that a reduction in alcohol consumption across the workforce generally is likely to result in lower levels of 'heavy' drinking.

The feasibility study highlighted the difficulties of obtaining information from workplaces about other alcohol-related problems, such as accidents and reduced productivity, and revealed a general lack of awareness on the part of employers about the costs of alcohol misuse. A significant finding which emerged, however, is that employers are less interested in total cost figures than in information about policies which have been effective in other organisations in reducing sickness absence and other problems.

The findings of these three studies are discussed in more detail below.

### Additional research

In addition to these three projects, the Employment Department commissioned OPCS to carry out some additional analysis of their 1987 and 1989 surveys of drinking in England and Wales, drawing together all the employment-related information collected in these surveys. Topics covered included variation in alcohol consumption according to occupation; drinking during working hours; alcohol-related sickness absence from work; and awareness of alcohol policies in the workplace. The full results have been published in the OPCS report *Drinking in England and Wales in the late 1980s*, available from HMSO.

### Guidance for employers

The Employment Department recommends that employers adopt a policy on the use of alcohol in order to promote a sensible attitude to drinking among their workforce. Guidance is available in the form of a booklet, *Alcohol in the workplace: A guide for employers*<sup>6</sup>.

Alcohol Concern has produced an information pack for employers which gives advice on the form an alcohol policy should take. This stresses the importance of including an educational campaign on alcohol and health aimed at the whole workforce, of reviewing working practices to ensure that they support the policy, and of making provision for the minority of employees who need skilled help in beating an alcohol problem. Employers can obtain guidance and information on how to go about tackling the problems of alcohol among their workforce from organisations such as Alcohol Concern and the Health Education Authority. Over time, an alcohol policy will help to reduce costs and result in a healthier workforce and a safer workplace. ■

### Useful addresses

Alcohol Concern, 305 Grays Inn Road, London WC1X 8QF, tel 071-833 3471.  
Health Education Authority, Hamilton House, Mabledon Place, London WC1H 9TX, tel 071-383 3833.

### Footnotes

- 1 *Alcohol problems and work*, Alcohol Concern, 1989.
- 2 Beaumont, P B & Allsop, S J, 'Beverage Report', *Occupational Safety and Work*, Vol 13, No 10, October 1983.
- 3 *Alcohol problems and work*, Alcohol Concern, 1989.
- 4 Goddard, E (OPCS Social Survey Division) *Drinking in England and Wales in the late 1980s*, HMSO, 1991.
- 5 op cit.
- 6 *Alcohol in the Workplace: A Guide for Employers*, Employment Department, 1989.

## Alcohol and sickness absence: evidence from the 1984 GHS

The General Household Survey (GHS) is a continuous national survey which has been carried out annually by the Office of Population Censuses and Surveys since 1971. It is based on a representative sample of the general population resident in households in Great Britain. In 1984 1,016 households were sampled, a total of 25,354 individuals (including children).

The GHS has a number of main subject areas on which questions are asked every year: population and fertility; housing; employment; education and health. Other subjects which are covered periodically but not every year include drinking and absence from work. The most recent year for which data are available on drinking and sickness absence is 1984.

Findings from the 1984 General Household Survey were used to look for an association between respondents' average level of alcohol consumption and whether they had taken sickness absence from work in the month before interview.

Data were examined on the drinking behaviour and sickness absence of 7,858 employees who said that they drink alcohol, taking into account health characteristics

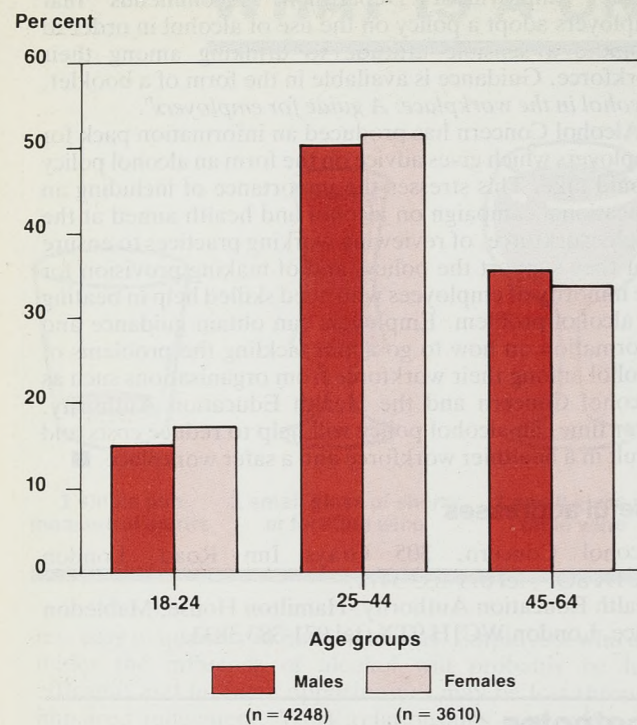
and smoking. Alcohol consumption levels and the relationship between drinking and absence were also explored for different age and occupational groups among male employees: the small number of female heavy drinkers in the sub-sample did not permit this more detailed analysis in the case of women. *Figure 1* shows the distribution of the employee sub-sample by gender and age.

It was expected that any differences between the sickness absence rates of light, moderate and heavy drinkers would be minor since alcohol-related causes of sickness absence are likely to account for only a small proportion of all reasons for absence.

### Data on alcohol consumption

The 1984 GHS collected detailed information on respondents' drinking behaviour. All adults who said that they drink alcohol were requested to provide information on how often they had drunk each of five types of alcoholic drink (shandy, beer, spirits, sherry, wine) over the past 12 months and, for each type of drink, how much they had

Figure 1: Distribution of GHS employee; sub-sample by age and gender



usually drunk on any one occasion. This information was used to classify respondents as light, moderate or heavy drinkers by their average alcohol consumption per week, using the following categories:

- Light:** up to 10 units a week for men  
up to 7 units a week for women
- Moderate:** 11 to 35 units a week for men  
8 to 25 units a week for women
- Heavy:** over 35 units a week for men  
over 25 units a week for women

The cut-off points for heavy drinking were chosen to fall mid-way between the medically recommended 'sensible' maximum limits of alcohol consumption per week (21 units of alcohol for men, 14 units for women) and the recommended 'safe' limits (50 units for men; 35 units for women). See table 1.

Among male employees, 16 per cent were categorised as heavy drinkers, 39 per cent as moderate drinkers and 46 per cent as light drinkers. Among women, the majority (69 per cent) were light drinkers, 27 per cent were moderate drinkers and only 4 per cent were heavy drinkers.

### Findings

Among both men and women as a whole, there was very little difference in the proportions of light, medium and heavy drinkers who had been absent from work due to illness in the four weeks before interview. In the case of men, 11 per cent of light drinkers, 9 per cent of moderate drinkers and 12 per cent of heavy drinkers had taken some sickness absence, while among women 13 per cent of light drinkers and 11 per cent of both moderate and heavy drinkers had taken time off (table 2).

### Pre-existing illness

In order to isolate the effects of alcohol consumption on absence it is necessary to take into account some measure

Table 1 Distribution of 1984 GHS employee sub-sample by alcohol consumption and gender. Percentages.

Gender	Alcohol consumption			Base (100 per cent)
	Light	Moderate	Heavy	
Men	46	39	16	4,248
Women	69	27	4	3,610

Table 2 Alcohol consumption by absence for men and women, 1984 GHS employee sub-sample. Percentages.

Alcohol consumption	Absence		Base (100 per cent)
	Yes	No	
<b>Men</b>			
Light	11	90	1,954
Moderate	9	91	1,633
Heavy	12	88	655
<b>Women</b>			
Light	13	88	2,481
Moderate	11	89	974
Heavy	11	90	152

Table 3 Alcohol consumption rating by absence by illness/disability by gender, 1984 GHS employee sub-sample. Percentages.

Alcohol consumption	Absence		Base (100 per cent)
	Yes	No	
<b>Men: no limiting illness or disability</b>			
Light	9	91	1,684
Moderate	8	92	1,449
Heavy	11	89	595
<b>Men: illness or disability which limits activity</b>			
Light	22	78	268
Moderate	24	76	182
Heavy	20	80	60
<b>Women: no limiting illness or disability</b>			
Light	11	89	2,205
Moderate	11	89	875
Heavy	8	92	136
<b>Women: illness or disability which limits activity</b>			
Light	20	80	276
Moderate	16	84	98
Heavy	31	69	16

of the respondents' general state of health. The GHS provides information on limiting illness or disability and on the respondent's own perception of their general state of health.

All types of drinker (both men and women) who were in good health, whether identified by the absence of a longstanding illness which limits activity or by self-perceived health status, had lower rates of absence than people with a limiting illness or who reported their health as 'fair' or 'poor'. Among male employees in good health, a slightly higher proportion of heavy drinkers (11 per cent) than light (9 per cent) or moderate (8 per cent) drinkers had been absent. In the case of male employees with a limiting illness the highest rate of absence was found

among moderate drinkers, suggesting that drinking is not associated with absence in the same way for those with this kind of health problem. There was no clear pattern of association between drinking and sickness absence among women employees, regardless of their health status (tables 3 and 4).

### Smoking

An important finding, in terms of the interpretation of any observed association between drinking behaviour and sickness absence, is that smoking has a significant effect on the rate of sickness absence of male heavy drinkers. Fifteen per cent of male heavy drinkers who also smoke had been absent from work in the month before interview, compared with only 9 per cent of non-smokers who drink heavily. Smoking alone was not found to be associated with higher rates of sickness absence. There was no clear pattern of association between drinking, smoking and sickness absence in the case of women (table 5).

### Men only

The small number of female heavy drinkers meant that it was not possible to explore drinking patterns and the relationship between drinking and absence for different age and occupational groups in the case of women. Therefore, the rest of this section and the corresponding tables report findings which relate only to men.

In order to exclude some of the non-alcohol-related effects of health on absence, men with a limiting illness (n=510) were not included in this part of the analysis. The limiting illness data was regarded as a more useful measure of health than self-reported health status. Interpretation of the influence of self-reported health status on the relationship between drinking and absence is more problematic due to the subjective nature of responses and the difficulty of determining the extent to which they are influenced by recent experiences of sickness absence.

### Age

It was found that 18-24 year old male employees had the highest proportion of heavy drinkers (24 per cent), compared with 16 per cent of those aged 25-44 and only 11 per cent of 45-64 year old male employees (table 6). However, in the case of the youngest age group, similar proportions of light (11 per cent), moderate (11 per cent) and heavy drinkers (9 per cent) had taken sickness absence. Among all men aged 25 or over, heavy drinkers had slightly higher rates of absence than moderate or light drinkers.

Thirteen per cent of heavy drinkers aged 25-44 had been away from work due to sickness, compared with 10 per cent of light drinkers and 8 per cent of moderate drinkers. Among 45-64 year old men, 10 per cent of heavy drinkers had taken sickness absence, but only 7 per cent of light drinkers and 4 per cent of moderate drinkers had done so (table 7).

### Employment characteristics

The GHS contains data on the industrial sector in which respondents are employed (Standard Industrial Classification) and on their occupational group (OPCS 1980 Classification of Occupations). Each of these classifications was merged into just three broad categories. Drinking characteristics and the relationship between drinking and sickness absence were thus examined for male employees according to whether they were employed in construction, manufacturing or services, and according to which of three occupational groups they fell into: managers and professionals; intermediate and junior non-manual workers; or manual workers.

Table 4 Alcohol consumption rating by absence by self-perceived health by gender, 1984 employee sub-sample. Percentages.

Alcohol consumption	Absence		Base (100 per cent)
	Yes	No	
<b>Men: health good</b>			
Light	8	93	1,446
Moderate	7	93	1,300
Heavy	9	91	518
<b>Men: health fairly good or not good</b>			
Light	18	82	508
Moderate	17	83	333
Heavy	23	77	137
<b>Women: health good</b>			
Light	10	90	1,761
Moderate	9	91	744
Heavy	8	92	103
<b>Women: health fairly good or not good</b>			
Light	20	80	719
Moderate	18	82	230
Heavy	16	84	49

Table 5 Alcohol consumption by absence by smoking by gender, 1984 employee sub-sample. Percentages.

Alcohol consumption	Absence		Base (100 per cent)
	Yes	No	
<b>Men: smokers</b>			
Light	9	91	611
Moderate	11	89	596
Heavy	15	85	314
<b>Men: non-smokers</b>			
Light	11	89	1,336
Moderate	8	92	1,031
Heavy	9	91	337
<b>Women: smokers</b>			
Light	16	84	778
Moderate	13	87	382
Heavy	13	87	86
<b>Women: non-smokers</b>			
Light	11	89	1,692
Moderate	10	90	589
Heavy	8	92	66

Table 6 Age group by alcohol consumption, men only, GHS employee sub-sample. Percentages.

Age group	Alcohol consumption			Base (100 per cent)
	Light	Moderate	Heavy	
18-24	36	40	24	605
25-44	43	41	16	1,912
45-64	54	35	11	1,211

### Sector

The data provided evidence of a higher proportion of heavy drinkers in construction (21 per cent) than in either manufacturing (16 per cent) or services (15 per cent), see table 8.

In all three sectors, a slightly higher proportion of heavy drinkers than moderate or light drinkers had taken sickness absence. In manufacturing, 11 per cent of heavy drinkers compared with 8 per cent of both light and moderate



Photo: Alcohol Concern

**Table 7 Alcohol consumption by absence by age group, men only, 1984 GHS employee sub-sample. Percentages.**

Alcohol consumption	Absence		
	Yes	No	Base (100 per cent)
<b>18-24</b>			
Light	11	89	220
Moderate	11	89	241
Heavy	9	91	144
<b>25-44</b>			
Light	10	91	814
Moderate	8	92	786
Heavy	13	87	312
<b>45-64</b>			
Light	7	93	650
Moderate	4	96	422
Heavy	10	90	139

**Table 8 Sector of employment by alcohol consumption, men only, 1984 GHS employee sub-sample. Percentages.**

Sector	Alcohol consumption			
	Light	Moderate	Heavy	Base (100 per cent)
Manufacturing	43	41	16	1,491
Construction	41	38	21	332
Services	47	37	15	1,880

drinkers had been absent from work due to sickness in the month before interview. In construction, overall rates of absence were found to be lower, but 9 per cent of heavy drinkers, as against only 5 per cent of both light and moderate drinkers, had been off sick. In services the differences were smaller: 12 per cent of employees categorised as heavy drinkers had taken sickness absence, whereas 10 per cent of those who fell into the light drinking category and 7 per cent of moderate drinkers had done so (table 9).

#### Occupational group

Table 10 shows the distribution of employees in the three occupational groups by alcohol consumption. Manual workers were found to include a slightly higher proportion of heavy drinkers (18 per cent) than either managers/professionals (13 per cent) or intermediate/junior non-manual employees (14 per cent).

Within each occupational group, slightly higher proportions of heavy drinkers than moderate or light drinkers had taken sickness absence. The differences were smallest in the case of managers and professionals, whose overall rates of absence were relatively low. Eight per cent of men in this occupational group who were heavy drinkers had been absent, compared with 7 per cent of light drinkers and 5 per cent of moderate drinkers in the same type of occupation. Among intermediate and junior non-manual employees 12 per cent of heavy drinkers had been absent, as against 9 per cent of both light and moderate drinkers. Finally, 12 per cent of heavy drinkers, 9 per cent of light

**Table 9 Alcohol consumption by absence by sector of employment, men only, 1984 GHS employee sub-sample. Percentages.**

Alcohol consumption	Absence		
	Yes	No	Base (100 per cent)
<b>Manufacturing</b>			
Light	8	93	640
Moderate	8	92	612
Heavy	11	90	237
<b>Construction</b>			
Light	5	95	137
Moderate	5	95	127
Heavy	9	91	68
<b>Services</b>			
Light	10	90	889
Moderate	7	93	699
Heavy	12	88	288

**Table 10 Occupational group by alcohol consumption, men only, 1984 GHS employee sub-sample. Percentages.**

Occupation	Alcohol consumption			
	Light	Moderate	Heavy	Base (100 per cent)
Managers/professionals	44	43	13	960
Intermediate/junior non-manual	47	39	14	834
Manual workers	45	37	18	1,936

drinkers and 8 per cent of moderate drinkers in the manual worker category had taken sickness absence in the previous month (table 11).

#### Conclusions

The 1984 General Household Survey provides evidence of slightly higher rates of sickness absence among heavy drinkers than among light or moderate drinkers in the male employee population. Higher rates of absence were observed for male heavy drinkers in all three main

**Table 11 Alcohol consumption by absence by occupational group, men only, 1984 GHS employee sub-sample. Percentages.**

Alcohol consumption	Absence		
	Yes	No	Base (100 per cent)
<b>Managers/professionals</b>			
Light	7	93	422
Moderate	5	95	409
Heavy	8	92	129
<b>Intermediate/junior non-manual</b>			
Light	9	91	390
Moderate	9	91	323
Heavy	12	88	119
<b>Manual workers</b>			
Light	9	91	869
Moderate	8	92	719
Heavy	12	88	347

industrial sectors and in the three major occupational groups identified in this study, the only exception being heavy drinkers in the youngest age group who appear to be no more likely to take sickness absence than their young colleagues who drink more moderately. Heavy drinkers who smoke as well had even higher rates of sickness absence, and this was true of men in all age groups.

The data did not reveal any association between alcohol consumption and sickness absence in the case of female employees. However, there were too few female heavy drinkers in the sample for the relationship between drinking and absence to be analysed in much detail in their case. A specialised survey designed to include a higher proportion of women employees whose alcohol consumption is relatively high might well produce different results.

The percentage differences in rates of absence for different categories of male drinkers were small, but a significant proportion of male employees fell into the category which exhibits higher rates of absence, suggesting that the contribution of alcohol-related sickness absence to the total amount of sickness absence taken by employees might be quite substantial. ■

## Alcohol and sickness absence: evidence from Whitehall II

Information on alcohol consumption and sickness absence was collected as part of The Whitehall II survey of health and disease among non-industrial civil servants based in London. This took place over a three-year period, from 1985 to 1988.

#### Data on drinking

For the purposes of this analysis, two different measures of drinking behaviour were used, see boxes.

Social and heavy drinking categories were based on definitions of social drinking (2-3 units per day) and heavy drinking (6 or more units per day) proposed by the Royal College of Physicians, which assume two days of abstinence a week. Women have lower alcohol consumption than men and lower limits of recommended consumption, hence the different cut-off points used.

#### Sickness absence

Computerised sickness absence records were obtained from Civil Service payroll centres and linked to respondents' questionnaire data using identity codes. Sickness absence was analysed as the number of spells per person per year; short spells (7 days or less) and long spells (more than 7 days) were analysed separately.

#### Frequency of alcohol consumption over the past 12 months, categorised as:

- none
- special occasions only/once or twice a month
- once or twice a week
- almost daily
- twice a day or more

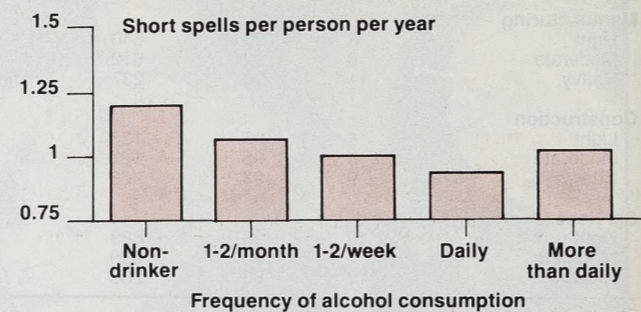
Figures 2-5: These graphs show sickness absence for different levels of alcohol consumption (over the past 12 months) using rate ratios. Drinking 1-2 times a week is used as the base rate category (assigned a rate ratio of 1) against which the sickness absence rates of the other drinking categories can be compared.

**Figure 2 Men: Alcohol consumption past 12 months; short spells of sickness absence**



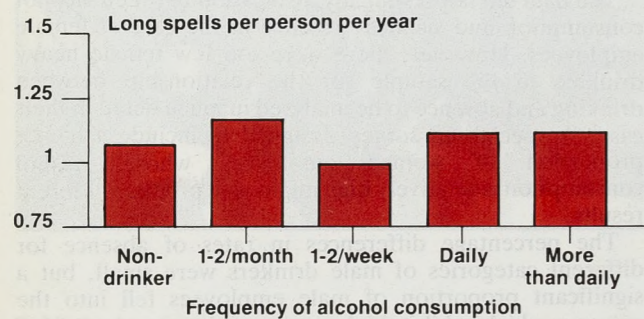
Adjusted rate ratios for grade and age  
N-5823

**Figure 4 Women: Alcohol consumption past 12 months; short spells of sickness absence**



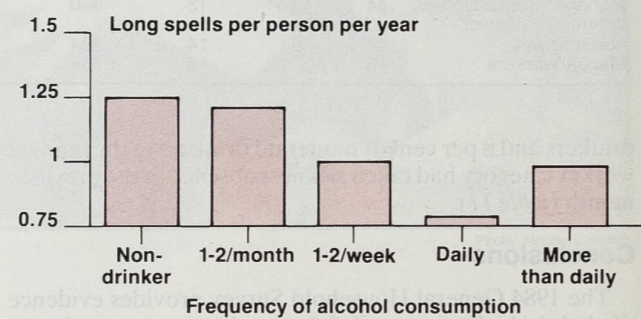
Adjusted rate ratios for grade and age  
N-2683

**Figure 3 Men: Alcohol consumption past 12 months; long spells of sickness absence**



Adjusted rate ratios for grade and age  
N-5823

**Figure 5 Women: Alcohol consumption past 12 months; long spells of sickness absence**



Adjusted rate ratios for grade and age  
N-2683

**Amount of alcohol consumed over the past 7 days, measured in 'alcohol units' (equivalent to half a pint of cider, a single measure of spirits or a glass of wine). Respondents were classified as follows:**

	Units	
	Men	Women
None	0	0
Light	1-10	1-6
Social	11-15	7-10
Moderate	16-30	11-20
Heavy	31+	21+

## Findings

### Grade differences in alcohol consumption

Alcohol consumption was found to be strongly related to employment grade: the lower the grade the higher the proportion of men and women reporting low or no alcohol consumption. Age differences among grades were small, nevertheless all subsequent analyses were adjusted for the effects of age and grade.

### Frequency of alcohol consumption and rates of sickness absence

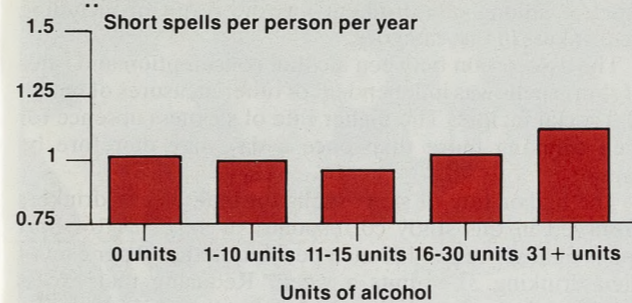
The relationship between frequency of drinking over the last 12 months and *short* spells of sickness absence among men appeared to be U-shaped (*figure 2*). Respondents who either reported that they had consumed no alcohol over the past 12 months or that they had consumed alcohol more than once a day had higher rates of *short* spells of absence than other drinkers. Those who had been drinking at least twice per day had a 18 per cent higher rate of short spells than those who had consumed alcohol only once or twice a week. This increase corresponds to 23.8 extra short spells of absence per 100 men per year.

Men who had been drinking daily, or more than once a day also showed higher rates of *long* spells of absence: in each case this was 12 per cent higher than the rate of long-term absence of men who had consumed alcohol only once or twice per week. Men who had not consumed any alcohol over the past 12 months did not have excess long-term sickness absence (*figure 3*).

No relationship emerged between frequent drinking and sickness absence among women (*figure 4 and 5*).

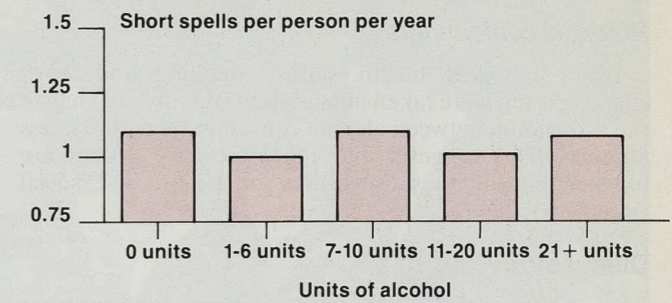
Figures 6-9: These graphs show sickness absence for different levels of alcohol consumption (over the past 7 days) using rate ratios. Alcohol consumption of 1-10 units (men) and 1-6 units (women) are used as the base rate categories (assigned a rate ratio of 1) against which the sickness absence rates of the other drinking categories can be compared.

**Figure 6 Men: Units of alcohol over past 7 days; short spells of sickness absence**



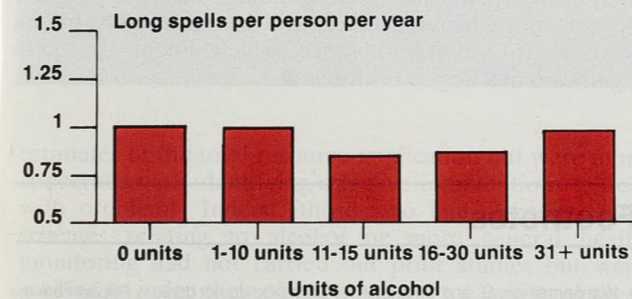
Adjusted rate ratios for grade and age  
N-5823

**Figure 8 Women: Units of alcohol over past 7 days; short spells of sickness absence**



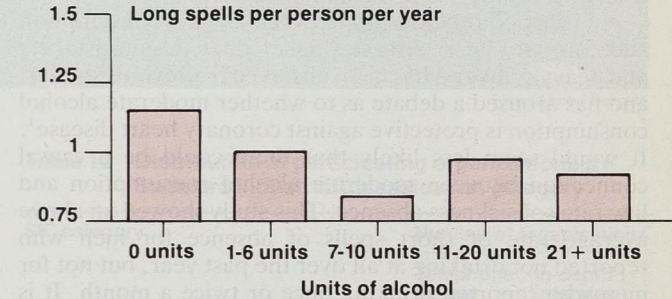
Adjusted rate ratios for grade and age  
N-2683

**Figure 7 Men: Units of alcohol over past 7 days; long spells of sickness absence**



Adjusted rate ratios for grade and age  
N-5823

**Figure 9 Women: Units of alcohol over past 7 days; long spells of sickness absence**



Adjusted rate ratios for grade and age  
N-2683

### Amount of alcohol consumed and rates of sickness absence

When respondents' sickness absence rates were examined by number of units of alcohol consumed in the past week, men who had consumed more than 30 units were found to have a 12 per cent higher rate of *short* spells of absence than men who had drunk 1-10 units. There was no excess absence in men reporting no alcohol consumption over the past seven days (*figure 6*).

The relationship between units of alcohol consumption per week and long spells of absence appeared to be U-shaped with the lowest absence rates among men drinking 11-15 units (*figure 7*).

Among women there was no clear relationship between units of alcohol consumed over the past seven days and sickness absence. Women reporting no alcohol consumption, moderate consumption (7-10 units) and heavy consumption (21+ units) had similar rates of short spells of sickness absence (*figure 8*).

However, women reporting no consumption over the past seven days had higher rates of *long* spells than all those who had consumed alcohol in the past week (*figure 9*).

### Binge drinkers

In order to examine whether the relationship between alcohol intake and sickness absence is different for regular drinkers and 'binge' drinkers, each grouping of units consumed (light, social, moderate and heavy) was sub-divided according to whether the respondent was a 'frequent' (drinking daily or more often) or 'infrequent' drinker (drinking 1-2 times a week or less).

Among men the rates of sickness absence for 'frequent' and 'infrequent' drinkers were similar within each category of units consumed. There were very few 'binge' drinkers (8.6 per cent) among the men who reported drinking more than 31 units in the past week. This suggests that the relationship between heavy drinking and sickness absence for men applies to regular drinkers.

For women, however, there were higher rates of both short and long spells of absence for infrequent drinkers when units of alcohol consumed over the past seven days were sub-divided into 'frequent' and 'infrequent' drinkers.

### Ex-drinkers

The higher rate of sickness absence in non-drinkers (over

the past 12 months) could have resulted from the inclusion of ex-drinkers who might have worse than average health. However, excluding men and women who reported that they had reduced their drinking over the last five years made little difference to the higher rates of absence found in non-drinkers.

#### Potential confounders

When reported health status, smoking and work characteristics were taken into account, this did not change the association between alcohol consumption and sickness absence. This suggests that the effects of alcohol are independent of these measures of health and social circumstances.

#### Discussion

Among men, there was a tendency towards higher rates of both short and long spells of sickness absence among heavy drinkers, when classified both by quantity of alcohol consumed over the past seven days (31+ units) and by frequency of consumption over the past 12 months (more than once daily). There was no excess sickness absence among women who were at the upper end of the spectrum of alcohol consumption. This discrepancy in findings between men and women may simply relate to the lower level of consumption in women.

A U-shaped relationship between alcohol consumption and coronary heart disease (higher rates in non-drinkers and heavy drinkers) has been observed in previous studies, and has aroused a debate as to whether moderate alcohol consumption is protective against coronary heart disease<sup>1</sup>. It would seem less likely that there could be a causal connection between moderate alcohol consumption and low rates of sickness absence. This study showed an above average rate of short spells of absence for men who reported not drinking at all over the past year, but not for men who reported drinking once or twice a month. It is implausible, however, that drinking once or twice a month could be protective. Moreover, non-drinkers did not have a higher rate of long spells of absence. It is likely, therefore,

that there are other differences between non-drinkers and drinkers that may account for the higher rate of short spells of absence among non-drinkers.

Since the study did not identify people who gave up drinking more than five years ago, it is not possible to exclude the possibility that the higher rates of short spells of absence among non-drinkers was the result of including ex-drinkers in this category.

The association between alcohol consumption and rates of short spells was independent of other measures of health and social factors. The higher rate of sickness absence for men drinking more than once a day may therefore be causal.

The higher rate of short spells for male heavy drinkers observed in this study corresponds to an extra 16 short spells of absence per 100 men per year in the 10 per cent of men drinking 31+ units a week. Reducing that excess would lead to substantial savings across the workforce. The study found no evidence that lower levels of consumption were associated with increased sickness absence rates. One response to these findings might be to identify and treat heavy drinkers, and ignore lesser levels of consumption. Recent studies have shown, however, that there is a strong correlation between the proportion of heavy drinkers in a population and mean alcohol consumption<sup>2</sup>. It is possible, therefore, that if moderate drinking at the workplace increases, then the corresponding increase in the proportion of heavy drinkers will be responsible for an increase in sickness absence which might be quite significant in a large workforce. ■

#### Footnotes

1 Wannamethee, G, and Shaper, A G, 'Men who do not drink: A Report from the British Regional Heart Study', *International Journal of Epidemiology*, Vol 17, No 2, 1988.

2 Rose, G, and Day, S, 'The population mean predicts the number of deviant individuals', *British Medical Journal*, Vol 301, 1990.

## The cost of alcohol at work: an employer survey

The projects discussed in the previous two sections were designed to provide better information on the problem of alcohol-related sickness absence. However, sickness absence is only one of a range of workplace problems associated with alcohol. Accidents and associated stoppages, reduced productivity and inefficient working all contribute to the overall cost to employers of alcohol misuse.

In order to explore the feasibility of using in-house company data to improve estimates of the total cost of alcohol misuse of employers, two complementary surveys were carried out in 1990 on behalf of the Employment Department by researchers at the Universities of York and Hull.

The research consisted of a large telephone survey and more detailed work with 25 firms in the York and Hull areas. For the telephone survey a sample of 400 companies was drawn from the Kompass directories. This sample was selected to reflect the percentage of the workforce in each of the ten Standard Industrial Classification (SIC 1980) categories. A total of 189 employing organisations completed the questionnaire, those who refused being

predominantly small firms with less than 100 employees. Both samples included small, medium and large firms in all main industrial categories. Table 12 shows the distribution of participating organisations by SIC category.

Topics covered in both surveys included: perceptions of alcohol-related costs; the accessibility and coverage of company databases; and attitudes and policies towards alcohol problems.

#### Findings

Both surveys revealed a lack of awareness of the nature of alcohol problems, which were only thought to relate to those who were drunk at work or to employees who reach the severely dependent stage. Because of this lack of awareness, many respondents in both the in-depth and telephone surveys expressed the opinion that costs arising from alcohol misuse were minor. There was no recognition of the effects of alcohol on the workplace behaviour of moderate or light drinkers or the range of workplace problems that may be associated with alcohol misuse.

Firms did not seem to be concerned or motivated by



Photo: Alcohol Concern

estimates of the total resource implication but were more concerned with identifying effective interventions to deal with problems. Indeed, those who had already set up schemes relating to alcohol or more general health monitoring had not carried out prior studies but were seeking to judge their effectiveness by measuring changes in productivity, accidents or sickness absences.

One reason for the lack of awareness seemed to be that most staff who had a functional responsibility for alcohol issues also have other matters competing for their attention. It was also evident, however, that only very limited education, training and publicity about the problems of alcohol misuse at work had reached workplaces.

#### Existing company databases

Existing record systems were found to be mixed in content and accessibility and it was concluded that they would only be of limited use in monitoring alcohol-related problems and improving cost estimates. A large number of organisations hold records on days absent (94 per cent), days of certified illness (96 per cent) and the number of accidents (95 per cent), but a much smaller proportion record the quantity (26 per cent) and the quality (39 per cent) of the work produced (table 13). The majority of records are still kept manually, but many organisations, especially the larger ones, are computerising them. Only a small number of firms reported using record systems to monitor productivity and this would generally be on an individual basis once a problem had been discovered.

A number of reasons were put forward by firms to explain why it would not be possible to access records for further analysis. These included confidentiality, accessibility, the cost of access, and the difficulties of linking records across departments, for example to obtain the sickness absence linked to a work-related accident. In the telephone survey, 76 per cent of the organisations said

Table 12 Distribution of participating organisations by Standard Industrial Classification category

SIC category	Number of organisations	
	Telephone survey	In-depth interview
0 Agriculture, forestry and fishing	6	
1+7 Energy, transport and communications	26	2
2 Mineral extraction and manufacture	9	1
3 Engineering industry	28	2
4 Other manufacturing	24	4
5 Construction	13	2
6 Wholesale, retail and catering	27	3
8 Banking, finance and business services	16	4
9a Public administration	8	3
9b Education	10	2
9c Medical and veterinary services	3	2
9d Other services	19	0
All	189	25

Table 13 Type of records kept by size of organisation (percentages)

Type of record	Telephone survey number of employees				In-depth interviews	
	Under 100	100-499	500-999	1,000 or over	All	All
Days absent	95	95	88	100	94	100
Certified illness	96	98	100	100	96	100
Self-certified illness	95	98	94	96	95	100
Number of accidents	92	98	100	92	95	100
Drink-driving convictions	43	36	31	38	43	24
Quality of product	36	38	63	35	39	40
Quantity of product	26	21	44	19	26	44
Total number of organisations in category	81	42	16	26	189	25

that they would be prepared to help in future work but only 57 per cent felt that researchers should be given access to their records, and this fell to 28 per cent when the question was limited to those with computer-readable records.

#### Alcohol problems and policies

Most of those interviewed by telephone responded negatively when asked "Is alcohol a problem in your place of work?". A more mixed response was obtained in the in-depth interviews but in only eight out of 25 local organisations was alcohol thought to be a problem. In both surveys, more respondents admitted past rather than current problems. Larger firms were more likely to admit to a current problem. Among those who did report existing problems, respondents in smaller firms tended to consider that they occurred more among manual workers than among white-collar workers (table 14). Examples were given in the in-depth interviews of employee groups where problems had been experienced at different times of the day: these included senior managers after lunch and blue collar staff on the early morning shift. Relatively more problems were reported for the catering and retailing industries and the mineral extraction industries (table 15).

**Table 14 Perception of alcohol problems: number of organisations**

Type of problem	Telephone survey Number of employees		
	Under 499	500 and over	In-depth interviews
Current problem: All	25	13	8
Operatives	24	12	6
White collar	15	12	8
Past problem	55	30	22
All	123	42	25

Few companies were found to have formal alcohol policies or a well-defined strategy for dealing with problems, but 82 per cent of organisations who took part in the telephone survey had some regulation or policy which related to alcohol consumption, e.g. 69 per cent prohibited alcohol on the premises.

When asked about company responses to the detection of alcohol-related problems, more than 85 per cent of respondents mentioned dismissal although a large number of firms which gave this response also said that they used verbal and written warnings. Strategies which included the possibility of counselling for the problem drinker were mentioned by 31 per cent of respondents (table 16). It was found that the firms that carried out health monitoring were more likely to offer some counselling to those with identified alcohol problems, regardless of the size of the organisation. Twenty-two per cent of firms that did not monitor health offered counselling as one of their responses to an alcohol problem compared with 41 per cent of those with who did monitor employees' health. Employers who had specific skill investment and a stable workforce were more likely to consider less confrontational policies.

There was some evidence that attitudes to comprehensive policies seemed to be changing, perhaps reflecting changes in patterns of social drinking and the success of some public education campaigns such as those related to drink-driving. It was also felt that the introduction of smoking policies (in 49 per cent of organisations) facilitated the consideration of alcohol as a workplace issue.

**Table 15 Perception of alcohol problems by SIC category: number of organisations**

SIC category	Current problem	Past problem	Offer counselling
0 Agriculture, forestry and fishing	1	2	2
1+7 Energy, transport and communications	2	10	7
2 Mineral extraction and manufacture	5	4	4
3 Engineering industry	8	10	8
4 Other manufacturing	4	14	5
5 Construction	3	8	5
6 Wholesale, retail and catering	9	16	11
8 Banking, finance and business services	3	8	4
9a Public administration	4	6	6
9b Education	2	6	6
9c Medical and veterinary services	1	3	3
9d Other services	4	14	9
All	46	101	119

**Table 16 Responses to alcohol problems: number of organisations**

Response	Telephone interviews	In-depth interviews
Dismissal	163	20
Written warning	148	24
Verbal warning	138	15
Counselling offered	100	19
Time off for counselling	93	13
Sent home	59	16
Performance monitoring	58	12
Do nothing	27	2
Trade Union action	15	3
Docked wages	12	0
Employee transferred	8	8
<b>Total number of organisations</b>	<b>189</b>	<b>25</b>

Note: organisations can give more than one response.

#### Conclusions

The main finding to emerge from the feasibility study was the widespread lack of awareness on the part of employers of the nature of alcohol-related workplace costs. Very few organisations interviewed had directly addressed the issue of alcohol at work and there was little evidence that educational or publicity material on alcohol had reached workplaces.

While improvements in the estimates of the costs of alcohol in the workplace may help to encourage companies to adopt workplace alcohol policies, however, the results of the surveys suggest that total cost figures are not of general interest to employing organisations. Employers are more interested in obtaining information about policies which have proved to be effective in reducing sickness absence and other alcohol-related problems.

A larger employer survey of the problems of alcohol misuse would be likely to encounter significant response problems and the findings would be probably be biased, since companies with experience of problems would be more likely to co-operate. Surveys of individuals, such as the General Household Survey and the OPCS Drinking Surveys, can provide more reliable responses to questions about alcohol consumption and alcohol-related problems.

The results of this research suggest, however, that it is very unlikely that one survey could be devised to cover all data requirements. It will be necessary to exploit data from both companies and existing surveys to improve estimates of the costs of alcohol in the workplace. ■

## Special Feature



Photo: Alan Crumlish Photographs

## Industrial Tribunal Statistics 1991

Industrial tribunals are independent judicial bodies which settle disputes, mainly between employees and their employers about employment rights. This article presents information on the outcome of cases brought to the industrial tribunals and the Employment Appeal Tribunal (EAT) between April 1990 and March 1991. It updates the tables in the article published in *Employment Gazette*, May 1991, which provided further details of the work of these tribunals.

Table 1 shows the outcome of all tribunal applications dealt with in 1990-91. The total number increased by 12.3 per cent over the previous year. The majority of cases (54.6 per cent) concerned unfair dismissal. However, this proportion has been falling since 1986-87, when unfair dismissal cases represented 74.5 per cent of all complaints. At the same time, the number and proportion of redundancy pay and Wages Act cases have continued to increase.

As in previous years, nearly two-thirds of all cases dealt with in 1990-91 did not reach a tribunal hearing either because they were withdrawn or because they were settled privately or through ACAS. Settlements were reached in around 40 per cent of cases where ACAS has a duty to conciliate. Fifteen per cent of all applications were successful at a tribunal hearing.

Table 2 gives details of the outcomes of all unfair dismissal cases which reached a hearing and shows the remedies for the successful applicants.

Table 3 gives details of the amounts awarded by tribunals in successful unfair dismissal cases. Amounts awarded in race and sex discrimination cases are given in tables 4 and 5 respectively.

Table 6 shows cases by representation and outcome.

Table 7 sets out details of pre-hearing assessments (PHAs), which may be used where either the applicant or respondent appears to have a case which has no reasonable



chance of succeeding.

Tribunals can award costs where a case is held to be frivolous, vexatious or otherwise unreasonable. *Table 8* shows that such awards are rare; they occurred in only 1.06 per cent of cases disposed of in 1990-91, compared with 1.7 per cent of cases in 1989-90.

### Appeals

Parties who are dissatisfied with the decision of a tribunal may either request a review of the case by the industrial

tribunal or appeal to the Employment Appeal Tribunal on a point of law.

*Tables 9, 10 and 11* show the number of cases registered and dealt with by the EAT at preliminary and full hearings. In England and Wales the EAT holds preliminary hearings of all those cases which do not appear to the Registrar to disclose an error of law. Two-thirds of all cases heard at preliminary hearings are dismissed at that stage. In total, about 88 per cent of appeals disposed of are either withdrawn or dismissed. ■

**Table 1 Outcomes of cases**

	Total number of registered cases disposed of		ACAS conciliated settlements*		Withdrawal	
	1989-90	1990-91	1989-90	1990-91	1989-90	1990-91
Other provisions of the Employment Protection (Consolidation) Act 1978	1,797	1,732	578	495	612	578
Redundancy provisions of Employment Protection Act 1975	212	240	42	46	72	110
Equal pay	397	508	64	64	210	246
Insolvency pay	127	94	0	0	44	44
Redundancy pay	3,837	5,022	0	0	2,309	3,044
Race discrimination	939	926	204	185	350	371
Sex discrimination	1,046	1,078	384	335	370	424
Unfair dismissal	18,098	19,554	7,269	7,329	4,717	5,807
Wages act	4,878	6,238	1,687	1,730	1,746	2,344
Others	582	434	14	13	342	238
<b>All</b>	<b>31,913</b>	<b>35,826</b>	<b>10,242</b>	<b>10,197</b>	<b>10,772</b>	<b>13,206</b>

	Successful at tribunal hearing		Dismissed at tribunal hearing (out of scope)		Dismissed at tribunal hearing (other reasons)		Disposed of otherwise	
	1989-90	1990-91	1989-90	1990-91	1989-90	1990-91	1989-90	1990-91
Other provisions of the Employment Protection (Consolidation) Act 1978	322	318	36	50	203	238	46	53
Redundancy provisions of Employment Protection Act 1975	69	61	1	4	24	18	4	1
Equal pay	33	10	2	6	20	19	68	163
Insolvency pay	40	17	5	8	11	21	27	4
Redundancy pay	948	1,273	82	112	396	498	102	95
Race discrimination	61	47	56	67	219	202	49	54
Sex discrimination	86	78	18	32	176	188	12	21
Unfair dismissal	2,276	2,530	723	810	2,865	2,726	248	352
Wages act	690	1,107	333	349	324	483	98	225
Others	73	62	15	17	122	79	16	25
<b>All</b>	<b>4,598</b>	<b>5,503</b>	<b>1,271</b>	<b>1,455</b>	<b>4,360</b>	<b>4,472</b>	<b>670</b>	<b>993</b>

\* ACAS does not conciliate in the following jurisdictions: redundancy pay, insolvency pay, written statements of terms of employment, interim relief, paid time off for safety representatives and certain health and safety matters.

**Table 2 All unfair dismissal cases proceeding to a tribunal hearing**

	Number		Percentage of cases proceeding to a hearing		Percentage of all applications	
	1989-90	1990-91	1989-90	1990-91	1989-90 (100 per cent = 18,098)	1990-91 (100 per cent = 19,554)
<b>Cases dismissed</b>						
Out of scope	723	810	12.3	13.4	4.0	4.1
Other reasons	2,865	2,726	48.9	44.9	15.8	13.9
<b>All cases dismissed</b>	<b>3,588</b>	<b>3,536</b>	<b>61.2</b>	<b>58.3</b>	<b>19.8</b>	<b>18.1</b>
<b>Cases upheld</b>						
Reinstatement or re-engagement	59	63	1.0	1.0	0.3	0.3
Remedy left to parties	866	911	14.8	15.0	4.8	4.6
Compensation	1,310	1,290	22.3	21.3	7.2	6.6
No award made	41	266	0.7	4.4	0.2	1.4
<b>All cases upheld</b>	<b>2,276</b>	<b>2,530</b>	<b>38.8</b>	<b>41.7</b>	<b>12.5</b>	<b>12.9</b>
<b>All cases proceeding to a hearing</b>	<b>5,864</b>	<b>6,066</b>	<b>100.0</b>	<b>100.0</b>	<b>32.3</b>	<b>31.0</b>

**Table 3 Compensation awarded by tribunals—Unfair dismissal cases\***

	1989-90		1990-91	
	Numbers	Per cent	Numbers	Per cent
Less than £100	11	0.85	13	1.01
£100-£149	12	0.93	9	0.70
£150-£199	14	1.09	11	0.86
£200-£299	37	2.87	20	1.56
£300-£399	33	2.56	47	3.67
£400-£499	39	3.02	37	2.89
£500-£749	92	7.13	103	8.04
£750-£999	92	7.13	87	6.79
£1,000-£1,499	136	10.54	136	10.62
£1,500-£1,999	109	8.45	105	8.20
£2,000-£2,499	89	6.90	77	6.01
£2,500-£2,999	64	4.96	71	5.54
£3,000-£3,999	105	8.14	105	8.20
£4,000-£4,999	59	4.57	66	5.15
£5,000-£5,999	30	2.33	51	3.99
£6,000-£6,999	32	2.48	38	2.97
£7,000-£7,999	14	1.09	19	1.48
£8,000-£8,999	22	1.70	23	1.79
£9,000 and over	67	5.20	23	1.79
Unspecified	233	18.06	240	18.74
<b>All</b>	<b>1,290</b>	<b>100.00</b>	<b>1,281</b>	<b>100.00</b>
<b>Median award</b>	<b>£1,786</b>		<b>£1,773</b>	

\* These figures do not cover unfair dismissal on grounds of trade union membership or activities, or non-membership of a trade union; pregnancy, or refusal of the right to return to work after pregnancy; or in a strike or lock out situation.

**Table 4 Compensation awarded by tribunals—Race discrimination cases**

	1989-90		1990-91	
	Numbers	Per cent	Numbers	Per cent
Less than £100	1	4.8	1	3.7
£100-£149	1	4.8	0	0.0
£150-£199	0	0.0	0	0.0
£200-£299	1	4.8	0	0.0
£300-£399	2	9.6	1	3.7
£400-£499	1	4.8	1	3.7
£500-£749	2	9.6	5	18.5
£750-£999	0	0.0	1	3.7
£1,000-£1,499	3	14.2	4	14.8
£1,500-£1,999	4	19.0	1	3.7
£2,000-£2,999	3	14.2	8	29.7
£3,000 and over	3	14.2	5	18.5
<b>All</b>	<b>21</b>	<b>100.0</b>	<b>27</b>	<b>100.0</b>
<b>Median award</b>	<b>£1,416</b>		<b>£1,749</b>	

**Table 5 Compensation awarded by tribunals—Sex discrimination cases**

	1989-90		1990-91	
	Numbers	Per cent	Numbers	Per cent
Less than £100	2	3.6	0	0.0
£100-£149	4	7.3	1	2.0
£150-£199	1	1.8	1	2.0
£200-£299	3	5.5	3	6.0
£300-£399	3	5.5	2	4.0
£400-£499	5	9.1	0	0.0
£500-£749	6	10.9	9	18.0
£750-£999	2	3.6	7	14.0
£1,000-£1,499	8	14.5	7	14.0
£1,500-£1,999	9	16.3	3	6.0
£2,000-£2,999	4	7.3	5	10.0
£3,000 and over	3	5.5	2	4.0
£4,000-£4,000	3	5.5	3	6.0
£5,000-£5,999	1	1.8	1	2.0
£6,000-£6,999	0	0.0	2	4.0
£7,000-£7,000	0	0.0	1	2.0
£8,000 and over	1	1.8	3	6.0
<b>All</b>	<b>55</b>	<b>100.0</b>	<b>50</b>	<b>100.0</b>
<b>Median award</b>	<b>£1,093</b>		<b>£1,142</b>	

**Table 6 Representation of parties at tribunal hearings (all jurisdictions)**

	Applicant				
	Self	Trade Union	Legal	Other	All
<b>1989-90</b>					
<b>Cases successful at tribunal hearing:</b>					
<b>Respondent</b>					
Self	1,267	296	449	499	2,511
Legal	411	252	709	252	1,624
Other	162	89	139	73	463
<b>All</b>	<b>1,840</b>	<b>637</b>	<b>1,297</b>	<b>824</b>	<b>4,598</b>
<b>Cases dismissed at tribunal hearing:</b>					
<b>Respondent</b>					
Self	1,329	186	309	357	2,181
Legal	942	455	1,072	407	2,876
Other	245	83	130	102	560
<b>All</b>	<b>2,516</b>	<b>724</b>	<b>1,511</b>	<b>866</b>	<b>5,617</b>
<b>1990-91</b>					
<b>Cases successful at tribunal hearing:</b>					
<b>Respondent</b>					
Self	1,857	303	564	699	3,423
Legal	394	251	538	273	1,456
Other	209	128	149	138	624
<b>All</b>	<b>2,460</b>	<b>682</b>	<b>1,251</b>	<b>1,110</b>	<b>5,503</b>
<b>Cases dismissed at tribunal hearing:</b>					
<b>Respondent</b>					
Self	1,579	249	311	454	2,593
Legal	984	440	809	409	2,642
Other	258	152	146	136	692
<b>All</b>	<b>2,821</b>	<b>841</b>	<b>1,266</b>	<b>999</b>	<b>5,927</b>

**Table 7 Pre-hearing assessments**

	1989-90	1990-91
<b>Number of pre-hearing assessments ordered</b>		
Initiated by applicant	7	14
Initiated by respondent	334	249
Initiated by chairman	204	118
<b>All</b>	<b>545</b>	<b>381</b>
<b>Outcome of pre-hearing assessments</b>		
Costs warning against applicant	269	165
Costs warning against respondent	5	2
<b>All</b>	<b>274</b>	<b>167</b>
<b>Destination of cases with costs warning against applicant</b>		
Withdrawn/settled after PHA	224	139
Case went to full hearing	42	21
<b>All</b>	<b>266</b>	<b>160</b>
<b>Destination of cases where no warning was given against applicant</b>		
Withdrawn/settled after PHA but before full hearing	111	102
Case went to full hearing	161	108
<b>All</b>	<b>272</b>	<b>210</b>
<b>Outcome of full hearing in cases where applicant was warned</b>		
Applicant won	9	3
Applicant lost	33	18
<b>All</b>	<b>42</b>	<b>21</b>
Costs awarded against applicant	12	7
<b>Outcome of full hearing in cases where applicant was not warned</b>		
Applicant won	46	29
Applicant lost	115	79
<b>All</b>	<b>161</b>	<b>108</b>
Costs awarded against applicant	3	3

Table 8 Costs awarded—all jurisdictions

	Number of cases	
	1989-90	1990-91
£0-£25	25	16
£26-£50	31	16
£51-£75	3	10
£76-£100	14	18
£101-£150	17	7
£151-£200	14	29
£201-£300	21	23
£301-£400	10	3
£401-£500	15	7
£501-£1,000	19	18
Over £1,000	4	10
Unspecified	12	18
<b>Total</b>	<b>185</b>	<b>175</b>

Table 9 Appeals to EAT registered by jurisdiction

Jurisdiction	Number of cases registered 1989-90		Number of cases registered 1990-91	
	Number	Per cent	Number	Per cent
Unfair dismissal	357	68.1	361	70.1
Redundancy pay	22	4.2	29	5.6
Sex discrimination	19	3.6	25	4.9
Equal pay	13	2.5	5	0.9
Race relations	70	13.4	50	9.7
Others	43	8.2	45	8.7
<b>All</b>	<b>524</b>	<b>100.0</b>	<b>515</b>	<b>100.0</b>

Table 10 Preliminary hearings disposed of by EAT (England and Wales only)\*

	Appeals by employers		Appeals by employees		Total appeals	
	1989-90	1990-91	1989-90	1990-91	1989-90	1990-91
Dismissed at preliminary hearing	26	26	78	90	104	116
Allowed to proceed to full hearing	28	15	31	41	59	56
<b>Total appeals at preliminary hearing</b>	<b>54</b>	<b>41</b>	<b>109</b>	<b>131</b>	<b>163</b>	<b>172</b>

\* No preliminary hearings were held in Scotland.

Table 11 EAT appeals registered and disposed of

	Appeals by employers		Appeals by employees		Total appeals	
	1989-90	1990-91	1989-90	1990-91	1989-90	1990-91
Appeals registered	213	199	311	316	524	515
Appeals disposed of of which:	191	169	208	178	399	347
Withdrawn	72	69	98	66	170	135
Dismissed at hearing	63	61	78	76	141	137
Allowed/remitted	56	39	32	36	88	75

# Employment Gazette

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## Changes in Average Earnings—3rd quarter 1991

This note describes the factors affecting average earnings in the third quarter of 1991. The first table sets out the adjustments made to the actual earnings indices for temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes, and the influence of public holidays in relation to the survey period during 1989, 1990 and 1991. The second table shows the underlying rates of increase in earnings as quarterly series.

The derivation of the underlying rate of increase was described in the November 1989 issue of *Employment Gazette*, pp 606-612.

A longer run of the underlying index on a consistent basis was given in the December 1989 issue, page 674.

Average Earnings for the whole economy in the third quarter of 1991, as measured by the average earnings index, showed an increase of 7.9 per cent over the same period a year earlier. This is above the 7 3/4 per cent underlying increase for the quarter mainly because arrears of pay were 50 per cent higher than in the third quarter of 1990.

Lower bonus payments and lower settlements reduced the underlying rate for the whole economy by 1/2 percentage point from the rate of 8 1/4 per cent for the previous quarter, and the rate is now 2 1/4 percentage points below its peak of 10 per cent in quarter 3 of 1990.

The underlying increase in manufacturing industries was about 8 per cent in the third quarter. This is 1/2 percentage point lower than the 8 1/2 per cent rate of increase recorded for the second quarter of 1991, and 1 1/2 percentage points lower than the 9 1/2 per cent plateau of the second, third and fourth quarters of 1990.

Overtime working in the third quarter of 1991 was substantially lower than in 1990 (see below), but the main downward movement was from lower settlement levels.

The underlying increase in service industries was about 7 1/2 per cent in the third quarter of 1991, which was 1/2 percentage point lower than the rate in the second quarter and 2 1/2 percentage points lower than the peak rate of 10 per cent in the third quarter of 1990 due to lower settlement levels and lower bonus payments.

It is estimated that

Underlying increases in average earnings Percentage increases on a year earlier

		Underlying increases in average earnings Percentage increases on a year earlier		
		Whole economy	Manufacturing	Services
1989	Q1	9 1/4	8 3/4	9 1/4
	Q2	9	8 1/2	9
	Q3	8 3/4	8 3/4	8 1/2
	Q4	9 1/4	8 3/4	9 1/4
1990	Q1	9 1/2	9	9 1/4
	Q2	9 3/4	9 1/2	9 3/4
	Q3	10	9 1/2	10
	Q4	9 3/4	9 1/2	9 3/4
1991	Q1	9 1/4	8 3/4	9
	Q2	8 1/4	8 1/2	8
	Q3	7 3/4	8	7 1/2

reductions in overtime earnings made the same contribution to the annual rate of growth in average earnings during the third quarter of 1991 as during the second, which was about -3/4 percentage point in manufacturing and about -1/2 percentage point in the whole economy.

Whole economy average earnings index: underlying series (1988 = 100)

		Seasonally adjusted	Further adjustments (index points)		Underlying index	Underlying increase (per cent) over latest 12 months
			Arrears	Timing* etc		
1989	Jan	105.0	-0.2	0.0	104.8	9
	Feb	105.9	-0.3	0.4	106.0	9 1/4
	Mar	106.5	-0.4	0.4	106.5	9 1/2
	Apr	107.4	-0.3	0.4	107.5	9 1/4
	May	107.7	-0.4	0.2	107.5	9
	Jun	108.4	-0.7	0.1	107.8	8 3/4
	Jul	109.1	-0.5	0.5	109.1	8 3/4
	Aug	109.6	-0.5	0.8	109.9	8 3/4
	Sep	111.3	-0.6	0.2	110.9	9
	Oct	112.6	-1.1	0.3	111.8	9 1/4
	Nov	112.9	-0.4	0.3	112.8	9 1/4
	Dec	112.9	-0.3	1.7	114.3	9 1/4
1990	Jan	114.7	-0.3	0.3	114.7	9 1/2
	Feb	115.4	-0.2	0.8	116.0	9 1/2
	Mar	116.5	-0.5	0.7	116.7	9 1/2
	Apr	117.5	-0.4	0.9	118.0	9 3/4
	May	118.8	-0.8	0.2	118.2	9 3/4
	Jun	119.9	-0.9	-0.4	118.6	10
	Jul	120.0	-0.5	0.6	120.1	10 1/4
	Aug	121.6	-0.8	0.1	120.9	10
	Sep	122.0	-0.3	0.3	122.0	10
	Oct	122.7	-0.3	0.3	122.7	9 3/4
	Nov	123.5	-0.3	0.7	123.9	9 3/4
	Dec	124.2	-0.7	1.8	125.3	9 3/4
1991	Jan	125.2	-0.2	0.6	125.6	9 1/2
	Feb	126.2	-0.2	0.6	126.6	9 1/4
	Mar	126.5	-0.1	0.8	127.2	9
	Apr	127.5	-0.3	0.9	128.1	8 3/4
	May	128.4	-0.4	0.1	128.1	8 1/2
	Jun	128.5	-0.5	0.1	128.1	8
	Jul	129.1	-0.8	1.2	129.5	7 3/4
	Aug	131.5	-0.7	-0.5	130.3	7 3/4
	[Sep]	131.6	-1.0	0.8	131.4	7 3/4

[ ] 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.

## New panel industries

Between Censuses of Employment, which now take place every two years, the Employment Department estimates employment levels using a sample of 30,000 employers known as 'the panel'. These estimates have become increasingly unreliable, and a programme of work is under way to improve them.

The first results of this programme will be available next April when estimates based on a new panel will be published. This new panel more closely reflects the national employment patterns than the old one and for this reason, coupled with technical and methodological improvements, the estimates will be more reliable. See *Employment Gazette*, March 1990, page 166 and April 1991, pp 197-204 and pp 209-226.

The new panel was selected from those employers who took part in the 1989 Census of Employment, and covers a total of 10,000 manufacturing industry units and 20,000 service industry units. This is the same size as the old panel but revises the weighting which was biased towards manufacturing—reflecting the UK industrial base as it was in the early 1970s when the old panel was chosen. The sampling methodology used in the exercise will be explained in an article to be published in *Employment Gazette* next year.

The arrangement for collecting statistics will continue as before with panel members being approached quarterly for information on employment levels while a subset of manufacturing units will also be approached monthly.

The main information collected is the number of people employed, analysed by sex and whether they work part-time or full-time. Manufacturing and production industries—divisions 2-4 of the Standard Industrial Classification (SIC)—are asked some additional questions which vary from quarter to quarter.

At the same time as

introducing the new panel, the opportunity has been taken to simplify the forms sent out. Questions which asked for details of the number of apprentices and trainees employed, engagements and changes since the previous month have been dropped and the forms themselves redesigned to make them clearer. The detail dropped was incomplete and duplicated fuller and more accurate information available from the Labour Force Survey.

The composition of the new panel has been carefully balanced to provide reliable estimates of employment levels and trends both at national level and for SIC Divisions within Regions. At the same time the size of the panel has been kept as small as possible to minimise the form-filling burden on businesses. The greater prominence given to service industries in the new panel is reflected in a change in the industrial detail available: information for some industries (mainly within manufacturing) will no longer be available but there will be more detail for service industries. All information which is statistically reliable will be published.

A consistent series going back to June 1971 will be issued in an Historical Supplement with the May 1992 *Employment Gazette*. This will include revisions to the aggregate estimates and industrial detail for periods after September 1989. Estimates for September 1989 and earlier have already been updated using the results of the 1989 Census of Employment and will not require further revision. Estimates for periods prior to September 1989 will only be published on the current industrial breakdown while, to aid comparisons, September 1989 will be shown for both the current and new industrial detail.

The industry detail for which information will be published using the new panel is shown in the table. Information from the new panel will be first published in April 1992.

### New panel of employers for short-term employment estimates: L2/L5 industries

Class	Group	Activity	Description
<b>New panel L2 industries</b>			
14	140		Oil Processing
17	170	1,700	Water Supply
21/23			Mineral Extraction
22			Metal Manufacturing
24			Other Mineral Manufacturing
25/26			Chemicals Man Made Fibres
31			Other Metal Goods Manufacture
32			Mechanical Engineering
33			Office Machinery Manufacturing
	341/342		Wires/Basic Electrical Equipment
	343		Industrial Electrical Equipment
	344		Telecommunication Equipment
	345		Other Electronic Equipment
	346-348		Lighting/Appliances/Installation
35			Motor Vehicle Manufacturing
36			Other Transport Manufacturing
37			Instrument Engineering
	411-423		Food
	424-429		Drink/Tobacco
43			Textiles
44			Leather/Leather Goods
	451	4510	Footwear
	453/456		Clothing/Fur Goods
	455		Household Textiles
46			Timber/Wood Furniture
	471/472		Paper
	475		Printing & Publishing
48			Rubber & Plastics Processing
49			Other Manufacturing
<b>L5 Industries</b>			
	611/612		Wholesale Distribution of Raw Materials
	613	6130	of Timber/Building Materials
	614		or Machinery/Vehicles
	615/616		of Household Goods/Clothing
	617	6170	of Food/Drink/Tobacco
	618/619		of Pharmaceutical and Other Goods
62			Scrap Metal & Waste Dealing
63			Commission Agents
	630	6300	Retail Food
	641	6410	Newsagents/Off-Licences
	642	6420	Dispensing Chemists
	643	6430	Retail Clothing/Footwear
	645/646		Retail Household Textiles/Goods
	647/648		Retail Motor Vehicles/Petrol
	651/652		Other Retail
	653-656		Restaurants, Cafes, etc
	661		Public Houses/Bars
	662	6620	Night Clubs/Licensed Clubs
	663	6630	Canteen/Messes
	664	6640	Hotels
	665	6650	Other Short Stay Accommodation
	667	6670	Repair of Consumer Goods
67			Other Inland Transport
72			Misc. Transport Services
77		7700	Other Financial Inst.
	815	8150	Insurance
82		8200	Banking Services
	831	8310	Insurance Services
	832	8320	Estate Agents
	834	8340	Legal Services
	835	8350	Accountants
	836	8360	Other Professional/Tech. Services
	837	8370	Advertising
	838	8380	Computer Services
	8394	8394	Other Business Services
	8395	8395	Central Offices
	8396	8396	Renting of Moveables
84		8500	Real Estate Owning/Dealing
85	850	8500	Cleaning Services
	9230	9230	Research
94	940	9400	Charitable/Community Services
	9611	9611	Libraries/Museums
Rest of 96 (9631.9660.9690)		9770	Sport/Other Recreational Services
	977	9770	
	979	9791	
Rest of 97 (910/9740/9760)		9820	Hairdressing
Rest of 98 (9811.9812.9890)			

Note: 411-423 means activity headings 4115 to 4239. 453/456 means groups 453 and 456 (i.e. activity headings 4531 to 4539 and 4560). NB: Estimate for the following industries will also continue to be published from our centralised returns: Division 5; classes 01, 71, 75, 93, 95; Groups 111, 161, 162, 814, 912-914, 915; Activity Headings 7901, 7902, 9111/9190, 9112, 9211/9212.

## PARLIAMENTARY QUESTIONS

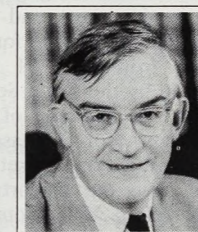


### A selection of Parliamentary Questions put to Employment Department Ministers.

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



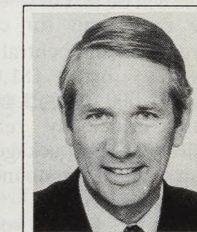
Michael Howard  
Secretary of State



Robert Jackson  
Parliamentary Under Secretary of State



Eric Forth  
Parliamentary Under Secretary of State



Viscount Ullswater  
Parliamentary Under Secretary of State

### Employment Department Ministers

### HSE inspectors

Bob Cryer (Bradford South) asked the Secretary of State for Employment if he will state the number of Health and Safety inspectors employed by the Executive in each division; how many are full-time and part-time; what vacancies exist in each category; and if he will make a statement.

Eric Forth: The information requested is as follows, at November 1 1991:

HSE division	No of inspectors
Field Operations Division	914-5
Nuclear Installations Inspectorate	164-0
Technology & Health Sciences Division	136-5
Inspectorate of Mines	38-5
Offshore Safety Division	57-0
Railway Inspectorate	28-0
Resources and Planning Division	8-0
Safety and General Policy Division	12-5
Special Hazards Division	16-0
Health Policy Division	9-0
Executive Support Branch	13-0
Hazardous Installations Policy Branch	6-0
Research and Laboratory Services Division	1-0

Of these, 1,387 worked full-time and 34 part-time; part-timers being counted as half units. Targets for each inspector category are set for the end of the planning year. The number of vacancies calculated against the April 1 1992 targets are given below:

Inspector occupational grouping	No of vacancies
Agricultural	0
Factory	17-0
Specialist	0-5
Mines	0
Quarries	4-0
Nuclear Installations	10-0
Railway	7-0
Offshore Safety	61-0

Considerable efforts are being made to fill inspector vacancies, particularly those for Offshore Safety inspectors. Thirty-four successful candidates have joined or are shortly expected to join HSE as Offshore Safety inspectors from a recruitment competition earlier this year.

Two competitions are currently underway and 19 further successful candidates have already been selected from these. There are currently 12 successful candidates for Factory Inspector posts waiting to join the organisation and applicants for Factory and Nuclear Installations inspector jobs will shortly be interviewed.

(November 11)

### Payment of invoices

Simon Coombs (Swindon) asked the Secretary of State for Employment if he will make a statement on his Department's survey of the Government's performance in paying invoices, particularly to small and medium-sized companies.

Robert Jackson: The Government believes that it is important that all organisations recognise their responsibilities to their suppliers by settling accounts on time. I recognise that Government should itself set an example to both the private and public sectors. All Government Departments are committed to ensuring that they pay within agreed terms or, if there is no contractual provision or other understanding governing the timing of payment, within 30 days of receipt of goods or a valid invoice, whichever is the later. Furthermore, my hon Friend, the Minister for Small Firms, has offered to follow up individual cases of delayed payments to small firms by Government Departments.

During the financial year 1991-92, major spending Departments are undertaking surveys of their payment performance and

making a return to the Department. The surveys will encompass payments to businesses of all sizes. The results will be published as soon as possible after the end of the financial year.

(November 15)

### Women in the workforce

Gwyneth Dunwoody (Crewe and Nantwich) asked the Secretary of State for Employment what percentage of the workforce is female.

Robert Jackson: At June 1991, the latest date for which estimates are available, 42.6 per cent of the workforce in the United Kingdom was female.

(November 14)

### Training credits administration

Tom Cox (Tooting) asked the Secretary of State for Employment what measures he is taking to ensure a degree of standardisation in the administration of local training credit schemes; and if he will make a statement.

Robert Jackson: The Training Credits now running in 11 areas throughout Great Britain were selected to test a range of approaches in a number of different environments. My hon and learned Friend, the Secretary of State, has commissioned a rigorous evaluation of these pilot schemes.

The evaluation results will be disseminated to TECs and local enterprise companies to inform the future development of training credit schemes, including any areas where the evaluation suggests that a degree of standardisation may be appropriate.

(November 13)

## ED running costs

David Tredinnick (Bosworth) asked the Secretary of State for Employment whether any changes will be made to his Department's cash limits or running costs limits for 1991-92.

Michael Howard: Subject to Parliamentary approval of the necessary Supplementary Estimates, the following changes will be made:

The cash limit for class VI, vote 1 (programmes and central services) will be increased by £81,066,000 from £2,357,241,000 to £2,438,307,000. The increase principally reflects additional provision for the package of employment measures which I announced to the House on June 19 1991.

The changes for this vote relating to the package are: £43,520,000 provision for the new Employment Action (EA) programme; an increase of £29,900,000 for Employment Training (ET); increased provision of £1,000,000 for publicity to promote the June measures; increased receipts from the Welsh Office (class XVI, vote 4) to recover increased expenditure on EA and ET in Wales; and increased running costs associated with the delivery of EA, of which £1,315,000 is for Training and Enterprise Councils and departmental area offices in England and Wales and local enterprise companies in Scotland, and £342,000 is for Employment Department Headquarters. The increase in the cash limit as a result of these measures is partially offset by reduced requirements by the Department of Social Security (class XIV, vote 1).

Other changes to the cash limit reflect: a transfer of £3,100,000 from the Scottish Office (class XV, vote 3) for residual expenditure by my Department mainly on Youth Training (YT) in Scotland; increased provision of £1,599,000 (running costs) and £2,000,000 (capital) for full take up of end year flexibility entitlement, to carry forward unspent provision from 1990-91 to 1991-92 as announced by the Chief Secretary to the Treasury on July 17 1991 (Official Report Cols 186-190); an increase of £2,585,000 running costs for payment to Property Holdings for opportunity cost rents; an increase of £1,168,000 running costs for payment to the Treasury Solicitor's Department (TSD) for legal services and £17,000 new receipts for recovery of costs and awards from legal cases following the move to a repayment system with the Treasury Solicitor's Department; a transfer of £78,000 running costs from the Department of Education and Science (class XI, vote 4) for secretariat services to the School Teachers Review Body; increased receipts of £300,000 from the sale of capital assets from the former National Dock Labour Board; a transfer of £45,000 to the Scottish Office (class XV, vote 13) to fund a grant to the Scottish Council on Alcohol; and a reduction of £20,000 for tourist projects to reflect an excess in expenditure on tourism in 1990-91.

The cash limit for class VI, vote 2

(Employment Service), will be increased by £35,031,000 from £453,849,000 to £488,880,000. The increase is the net result of an increase of £15,715,000 running costs for measures to assist the unemployed; an increase of £5,408,000 running costs for administration of payments to ET, YT and EA participants; an increase of £2,800,000 for Job Review and Restart courses programmes; an increase of £10,060,000 running costs in respect of opportunity costs rents; an increase of £3,106,000 for full take up of running costs end year flexibility entitlement to carry forward unspent provision from 1991-91 to 1991-92 as announced by the Chief Secretary on July 17 1991; an increase of £5,000,000 in running costs for increased funding for fraud investigation, offset by equivalent receipts from the Department of Social Security (class XIV, vote 4); increased receipts of £1,651,000 relating to VAT refunds on contracted out services and increased VAT receipts of £407,000 in respect of programmes for priority groups.

The running costs limit for the Employment Department will be increased by £44,725,000 from £1,057,699,000 to £1,102,424,000.

The increases are within the forecast outturn for the planning total included in the Chancellor's Autumn Statement today.

(November 6)

## Public opinion surveys

Frank Dobson (Holborn and St Pancras) asked the Secretary of State for Employment if he will list the public opinion surveys carried out by his Department since July 11.

Eric Forth: The Department's various research branches do not commission public opinion surveys as such. However, they do carry out research projects on a variety of employment-related issues which involve surveys of individuals. Listed below are those research studies, commissioned or partly funded by the Employment Department Group (ED, Employment Service, Health and Safety Executive and the Advisory, Conciliation and Arbitration Service), which have involved surveys of individuals commissioned since July 11 1991:

- Abolition of the Dock Labour Scheme
- Top Managers Views of the ED Group
- A Survey of Industrial Tribunal Applications
- Customer Satisfaction Survey
- New Clients Survey
- Job Link
- Restart Courses Follow-Up

(November 5)

## Supply of rural tradesmen

Archy Kirkwood (Roxburgh and Berwickshire) asked the Secretary of State for Employment what proposals he has to increase the supply of qualified tradesmen, including mechanics and engineers, to small

businesses located in rural areas; and if he will make a statement.

Eric Forth: The primary responsibility for training lies with employers, who must recognise that investment in training is essential to ensure the success of their business. This is just as relevant for all businesses, large or small, wherever they are based.

The Government is supporting and encouraging the efforts of employers in a number of ways. In particular, the employer-led Training and Enterprise Councils (TECs) and local enterprise companies (LECs) have been charged with helping to ensure that local people develop the skills that businesses need. They also have particular responsibility for promoting the growth of small firms.

Employer-led Industry Training Organisations (ITOs) also have a key role at industry level to develop strategies to meet the needs of particular industries and to work with TECs and LECs to encourage effective training.

(November 5)

## Youth Training unit prices

Ron Leighton (Newham North East) asked the Secretary of State for Employment what criteria are used to justify different unit prices for Youth Training places, or weeks; and what is the range of prices paid.

Robert Jackson: Targets for numbers of training weeks and outputs to be delivered on Youth Training (YT), the payment for each and the overall budget are agreed by negotiation between the Employment Department and individual Training and Enterprise Councils (TECs). TEC volume targets and unit prices are influenced by past performance and by a range of local factors.

TECs are responsible for all contractual and financial arrangements with individual organisations which provide training.

(November 6)

## Claimant advisers

Mr Ron Leighton (Newham North East) asked the Secretary of State for Employment what has been the percentage increase in the number of unemployed claimants over the last 12 months; and what has been the percentage increase in claimant advisers during the same period.

Robert Jackson: In the 12 months to September 1991, the total number of unemployed claimants in the United Kingdom, on the unadjusted basis, has increased by 46 per cent. Over the same period the number of claimant advisers, whose main function is to help longer term unemployed people, has increased by almost 24 per cent.

(November 12)

## Average earnings of manual workers

Austin Mitchell (Great Grimsby) asked the Secretary of State for Employment what is his assessment of the effect on the recruitment of skilled labour of the change in the real average earnings of manual workers in manufacturing industry compared to non-manuals employed in the rest of the private sector.

Robert Jackson: The real average earnings of non-manual employees in the private sector outside manufacturing have risen relative to those of manual employees in manufacturing over several years. This may have assisted the transfer of labour to sectors of the economy in which employment is growing more rapidly. There is no evidence that it has led to difficulties in the recruitment of skilled labour.

(November 7)

## Employment training

Ron Leighton (Newham North East) asked the Secretary of State for Employment what is the annual performance target for Employment Training places for 1991-92; and what has been the attainment in the first six months of the current year.

Robert Jackson: Plans are to provide an average of 149,000 trainees in training on Employment Training (ET) in Great Britain in 1991-92. By 12 September an estimated 130,000 trainees were in training.

(November 12)

Ron Leighton (Newham North East) asked the Secretary of State for Employment what was the annual performance target for Employment Training places for 1990-91; and what was the outturn.

Robert Jackson: An average of 215,000 trainees in training on Employment Training (ET) was planned in Great Britain in 1990-91. An average number in training of 196,000 was achieved.

(November 12)

## Industrial tribunals

Keith Vaz (Leicester East) asked Mr Attorney General if he will list the numbers of industrial tribunal members; and how many are (a) black, (b) Asian and (c) women.

Robert Jackson: There are 1,599 members of the industrial tribunals, of whom 382 are women. Information on the racial origin of members has only been systematically collected since 1986 and is not available in the form requested. However, of the 1,599 lay members we estimate that there are 50 from the ethnic minorities: 18 Afro-Caribbean, 15 Asian

and 17 whose particular racial origin is not currently recorded.

(November 15)

## Recognition of NVQs

Terry Rooney (Bradford North) asked the Secretary of State for Employment which areas of employment now have recognised NVQ qualifications; and when remaining areas will be finalised.

Robert Jackson: A detailed listing of accredited NVQs is provided in the booklet, *The NVQ Framework*, which is published by the National Council for Vocational Qualifications and updated on a quarterly basis. A copy has been placed in the Library.

The NVQ Framework covers all major occupational areas and is sub divided into 11 main categories, the first 10 of which already have a number of NVQs in place. These are:

1. Tending animals, plants and land.
2. Extracting and providing natural resources.
3. Constructing.
4. Engineering.
5. Manufacturing.
6. Transporting.
7. Providing goods and services.
8. Providing health, social care and protective services.
9. Providing business services.
10. Communicating and entertaining.
11. Developing and extending knowledge and skill.

Ultimately, the aim is to ensure all 11 categories are fully covered in all five NVQ levels within the Framework. However, the immediate target is to have sufficient NVQs accredited by December 31 1992 to cover 80 per cent of the employed workforce at NVQ levels one to four. This will ensure all major occupations are covered.

Good progress continues to be made, with currently 322 NVQs accredited, covering some 40 per cent of the employed workforce at levels one to four.

The NVQ Framework booklet includes a timetable for the submission of NVQs for accreditation over the ensuing 18 months.

(November 21)

## EC authority

Tony Marlow (Northampton North) asked the Secretary of State for Employment what legislative competence the EC has in respect of deciding, by majority voting, matters relating to (a) maternity leave and (b) the length of the working week, and under what legislative authority.

Eric Forth: It is for the European Court of Justice in the final analysis to determine such matters.

Existing directives which are concerned with terms and conditions of employment have been based on Article 100 of the Treaty of Rome (establishment or functioning of the Common Market) or Article 235 (measures necessary to achieve

the objectives of the Community but which are not provided for elsewhere in the Treaty). These Articles require unanimity in the Council.

The European Commission has cited Article 118A (health and safety of workers) as the proposed legal base for its draft directives on pregnant workers and working time. Under Article 118A, the Council may adopt directives through qualified majority voting.

(November 11)

## Pump-priming cash

Alun Michael (Cardiff South and Penarth) asked the Secretary of State for Employment if he will list the organisations which have received or are to receive pump-priming cash or other grant aid from his Department in order to help develop cooperatives.

Robert Jackson: The Department has agreed to provide pump-priming support for the United Kingdom Cooperative Council. A number of other proposals are under consideration at present for development funding.

Cooperative ventures and other organisations involved with the cooperative sector can also receive assistance indirectly from the Department through the Training and Enterprise Councils or local enterprise companies, bodies such as the Prince's Youth Business Trust and a range of Government initiatives available for small businesses.

(November 19)

## Marketing NVQs

Terry Rooney (Bradford North) asked the Secretary of State for Employment, for the latest period for which figures are available, how much has been spent on marketing NVQs to employers.

Robert Jackson: The main responsibility for marketing NVQs rests with the employers in the sector concerned, and with the Awarding Bodies offering the NVQs.

The Government offers marketing support through the National Council for Vocational Qualifications (NCVQ) and the Employment Department's Standards Programme. To date this support has been concentrated on the development of NVQs. Marketing activities have included seminars, exhibitions and conferences. £400,000 was spent on these activities in 1990-91.

Over the next 18 months, the Government's focus will move increasingly to the implementation of NVQs. The NCVQ communications strategy will take forward the enhanced marketing of NVQs to employers. This commits £800,000 in 1991-92 and proposes further substantial investment in the following two years.

(November 21)

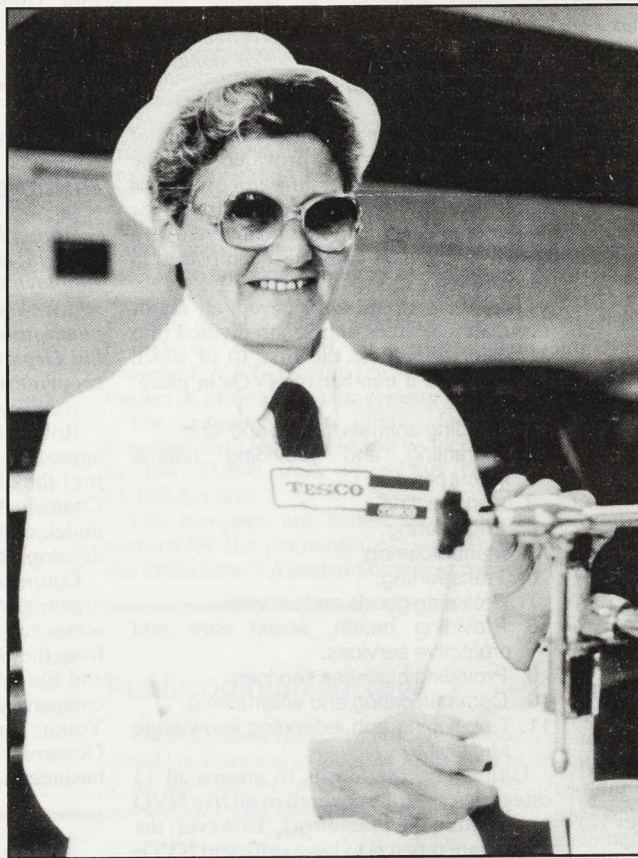
## Don't discriminate

Ageism is as urgent a problem as racism and sexism. That is the message underlying a new resource pack from the Local Government Management Board. Although primarily intended for use by local government managers, *Age discrimination in employment* is equally applicable for use by other managers in the public and private sectors.

It focuses on the type of discrimination which overlooks older workers for promotion, which decides their training is not worth investing in, that does not even consider their job applications and which encourages them into early retirement.

Based on the premise that elimination of age discrimination would bring social and personal as well as economic benefits, the pack sets out the statistical and legislative framework surrounding this issue, presents examples of positive action by a number of well-known companies and puts forward ways in which organisations can review their current practice.

The pack challenges the myths about ageing and the older worker and suggests ways in which managers and trainers can take action to revise their policies towards older workers or would-be workers. It indicates that organisations would directly benefit in terms of their business



needs by retaining experience and wisdom-sound business practice.

This resource pack is one of a series of Local Government Management Board publications on equal opportunities. It is recommended that it is used in conjunction with the LGMB strategy document, *Maximising Human Resources: Through*

*Equal Opportunities* (ref no PM0054).

*Age discrimination in employment: An awareness resource pack.* Published by The Local Government Management Board, Arndale House, The Arndale Centre, Luton, Bedfordshire LU1 2TS, tel 0582 451166. Price £10 to local authorities in England and Wales; £13 to registered charities; £20 to other organisations. The price includes post and packing.

## Do you get the message?

Effective personal and corporate communication is one of the most important features of business success. Management technique depends on good communication, as does every marketing and sales method.

*The Handbook of Communication Skill* brings together a wide variety of insights, advice and techniques covering three types of communication: face to face; telephone/media; and all types of written communication.

It includes detailed sections examining everyday situations such as giving speeches, presentations, interviews and negotiating, with clear guidelines and 'do's and don'ts' to ensure maximum effectiveness. It also gives practical advice on the correct presentation of written communication for both in-house and external purposes, for example, annual reports, brochures, sales material and staff newsletters.

Finally, in line with the growing internationalism of companies, hints are given on communicating across culture differences.

This handbook should prove especially useful to new managers and personnel officers, wishing to develop these skills.

*The Handbook of Communication Skills* by Bernice Hurst. Published by Kogan Page, 120 Pentonville Road, London N1 9JN, tel 071-278 0433. Price £25 hbk.

## Europe 2002

What will life be like in the 21st century? A new book, *Europe 2002: Looking Ahead to a New Europe*, addresses this question. It is a predictive study of the major factors which will shape and influence our lives in ten years' time.

The author bases his predictions on a detailed analysis of world trends, looking at such areas as: the environment; information technology; the workplace; management and the new consumer.

He also considers the future for business on a global scale by analysing trends in the countries of the Pacific Rim and the USA.

*Europe 2002: Looking Ahead to a New Europe* by Bengt Wahlstrom. Published by Kogan Page, 120 Pentonville Road, London N1 9JN, tel 071-278 0433. Price £17.95 hbk.

## Euro glossaries

Anyone who needs to understand the issues of employment law, industrial relations and labour markets in the 12 European Community member states should find a new series of glossaries a useful resource.

*The European Employment and Industrial Relations Glossaries* provide an introduction to the key issues and aspects of each national legal system. Each volume gives clear explanations of the specialist terms and the context in which they are used. The entries are cross-referenced throughout, and supplemented by selected statistical tables and bibliographies.

The first three volumes in the series, covering respectively Spain, Italy, and the United Kingdom are now available. The next set will be published in spring 1992.

*The European Employment and Industrial Relations Glossaries.* Published by Sweet and Maxwell, South Quay Plaza, 183 Marsh Wall, London E14 9FT, tel 071-538 8686. Price £16.50 each, pbk.



Use your brain's potential, says Tony Buzan.

## Untapped mind power

According to Tony Buzan less than 1 per cent of the vast potential of the human brain is being used on average, and 90 per cent of everything we know about the brain has been discovered in the last ten years.

Author, lecturer and consultant to an impressive portfolio of organisations (General Motors, IBM, Barclays and BP inter alia) Buzan urges the need to use and apply this knowledge about the brain in business and other arenas.

Another organisation, Boeing Corporation, testify that they developed a unique application

of Mind Mapping techniques to identify quality improvement projects. "Within one month's time over 500 projects were identified which represent millions of dollars of potential cost savings," says Boeing's Mike Stanley.

*MindPower* introduces the viewer to state of the art knowledge on the brain and builds on the intelligence accessing techniques of 'Mind Mapping' originated by Buzan and developed in his books, notably the best-selling *Use Your Head*.

He is especially concerned to

harness the benefits demonstrated in *MindPower* to industry, business, education, training and management development. This video concentrates on these areas, training people to train themselves to think more creatively, absorb information rapidly and solve problems and make decisions more easily.

*Mind Power* (2 x 5 min). Available from BBC Training Videos, PO Box 77, Wetherby, West Yorkshire LS23 7HN tel 0937 541133. Price £299.

## The people factor

The success of manufacturing and service organisations depends on their ability to satisfy customers. This is the message of *Effective organisations: the people factor*, a new booklet in the ACAS Advisory Booklet series.

Improvement in organisational effectiveness and competitive edge is best achieved by developing the contribution and commitment of the people in the organisations, says the booklet. This requires a change from

managing people by control to a 'quality of working life' strategy, aimed at bringing together the goals of the organisation and the development of the people in it.

The booklet outlines how organisations can implement a QWL strategy, the role of trade unions in the process and how ACAS can provide assistance.

*Effective organisations: the people factor*, ACAS Advisory Booklet No 16, may be collected free of charge from any ACAS office. For details of postage charges, tel 071-210 3644.

## BOOKS AND VIDEOS FOR REVIEW

from your organisation should be addressed to:

*The Review Editor, Employment Gazette, Employment Department, Caxton House, Tothill Street, London SW1H 9NF*

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- Advice and Help
- Individual conciliation—a short guide
- Individual employment rights—ACAS conciliation between individuals and employers
- WRU Information Leaflet
- Summary of publications (a listing of WRU and other titles regularly updated)
- Annual Report

ADVISORY HANDBOOKS

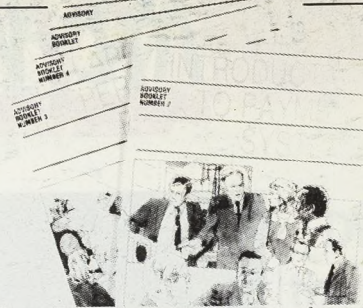
- Employing People  
—a handbook for small firms
- Discipline at Work
- The ACAS Employment Handbook

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- 1 Job evaluation
- 2 Introduction to payment systems
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- 14 Appraisal-related pay
- 15 Health and employment
- 16 Effective organisations: the people factor

OCCASIONAL PAPERS  
(a selection)

- 27 Effective and satisfactory work systems
- 36 Job evaluation in transition
- 37 Redundancy arrangements



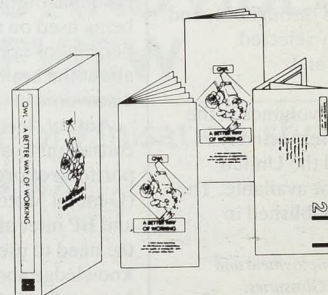
- 40 Performance appraisal
- 41 Labour flexibility in Britain
- 42 Quality at work
- 43 Quality circles  
—a broader perspective
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- 47 State of the art technology and organisational culture
- 48 Increasing effectiveness through people: learning from abroad
- 49 Consultation and communication

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(a selection)

- 15 Work stress
- 37 Motivation
- 42 Quality circles
- 46 Performance appraisal
- 50 Management of change
- 53 Organisational culture
- 54 Managing quality in manufacturing and service systems
- 55 Payment systems

CODES OF PRACTICE

- 1 Disciplinary practice and procedures in employment
- 2 Disclosure of information to trade unions for collective bargaining purposes
- 3 Time off for trade union duties and activities  
(Codes of Practice are available only from HMSO)



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# RESEARCH PAPERS



The Employment Department 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 titles are listed below.

## **No 83: Employers' Labour Use Strategies: Analysis of a National Survey**

*Alan McGregor, Training and Employment Research Unit, University of Glasgow and Alan Sproull, Scottish Foundation for Economic Research and Glasgow College*

Recent popular debate has suggested that the labour market can be divided into a 'core' of full-time permanent employees and a 'periphery' of part-time, temporary and self-employed workers. This paper reports the detailed analysis of a survey exploring employers' use of these different categories of labour. It explores patterns of use and employers' rationale and the extent to which deliberate strategies are adopted.

## **No 84: The Development of Local Labour Market Typologies: Classifications of Travel-to-Work Areas**

*A Green, D Owen and C Hasluck, Institute for Employment Research, University of Warwick*

The research has developed a suite of up-to-date typologies of local labour markets (defined here as travel-to-work areas), appropriate to the needs of policy makers, which can be used in the special analysis of national data sets and in comparative assessment of local labour market characteristics.

## **No 85: Learning Outcomes of Guidance: A Review of Recent Research**

*J Killeen and J Kidd, National Institute for Careers Education and Counselling, Hatfield Polytechnic*

This literature review documents the positive outcomes for all major guidance strategies, based on evidence from a variety of studies both in the UK and the USA. Its purpose is to provide practical information for anyone involved in giving advice and guidance concerned with education and training.

## **No 86: Recruitment in Local Labour Markets: Employer and Employee Perspectives**

*P Elias and M White, Institute for Employment Research University of Warwick and Policy Studies Institute London*

This study uses information from surveys of employers and the work histories of their employees to investigate variations in recruitment methods and the incidence of recruitment difficulties in six localities, selected to provide contrasting labour markets. In particular, the study examines the role of qualifications in the recruitment process and the relationship between the experience of recruitment difficulties and the provision of training. The study also assesses the effect of the changing demographic structure of employment on the recruitment behaviour of employers.

## **No 87: Employers' Labour Use Strategies—Case Studies**

*L C Hunter and J MacInnes, Department of Social and Economic Research, University of Glasgow*

This paper presents the findings from a set case studies conducted to complement the quantitative analysis of employers' labour use strategies reported in RP 83. The principal aims of this study were to examine employers' perceptions of the advantages and disadvantages of different types of

employment contract; and to seek a better understanding of the policies and strategies towards labour use adopted at workplace level.

## **No 88: Human Resource Development in Small to Medium Sized Enterprises**

*C Hendry, A Jones, M Arthur and A Pettigrew, Centre for Corporate Strategy and Change, Warwick Business School, University of Warwick*

This is a report about a study on skill needs, training and developments in small to medium-sized enterprises (SMEs). It seeks to identify those things which cause SMEs to give attention to training and development. The study is empirically based (through twenty case studies), analytic and aims to inform Training and Enterprise Councils and local enterprise companies as to how best they can help smaller firms.

Research papers can be obtained free from:  
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Papers will be sent as soon as they are available.

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