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Department of Employment

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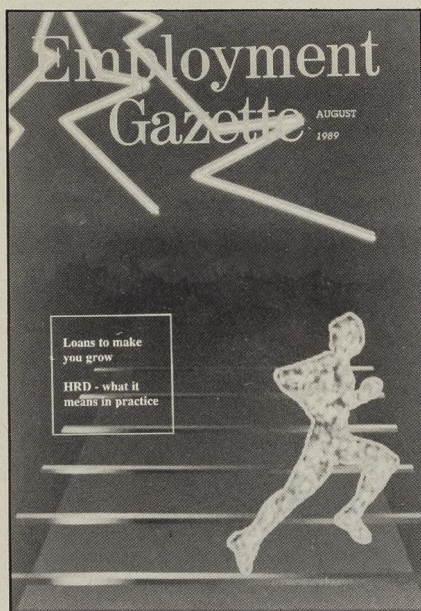
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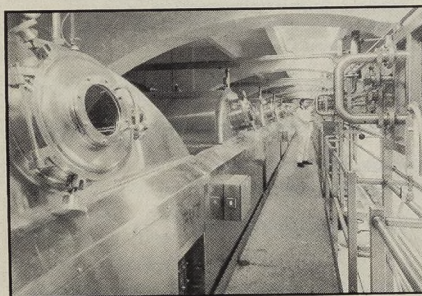
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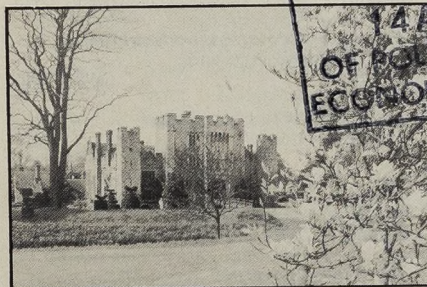
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Computer graphic produced by SAV Communications, one of the expanding companies helped on their way by the Loan Guarantee Scheme. A review and independent evaluation of the scheme start on p 415.



British firms with flexible ideas on working practices—p 422



The latest trends in the tourism industry are analysed on p 433.

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Free Department of Employment leaflets

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

In cases of difficulty or for bulk supplies (10 or more) orders should be sent to **Publications, Information 4, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.**

Note: This list does not include the publications of the Training Agency or the Employment Service, nor does it include any priced publications of the Department of Employment.

General information

Your guide to our employment training and enterprise programmes

Details of the extensive range of DE employment and training programmes and business help PL856

Action for jobs

The above booklet translated into:

| | |
|------------|--------------------|
| Bengali | PL843 (Bengali) |
| Cantonese | PL843 (Cantonese) |
| Gujerati | PL843 (Gujerati) |
| Hindi | PL843 (Hindi) |
| Punjabi | PL843 (Punjabi) |
| Urdu | PL843 (Urdu) |
| Vietnamese | PL843 (Vietnamese) |

Employment legislation

A series of leaflets giving guidance on current employment legislation.

| | |
|---|-----------------|
| 1 Written statement of main terms and conditions of employment | PL700 (1st rev) |
| 2 Redundancy consultation and notification | PL833 (3rd rev) |
| 3 Employee's rights on insolvency of employer | PL718 (4th rev) |
| 4 Employment rights for the expectant mother | PL710 (1st rev) |
| 5 Suspension on medical grounds under health and safety regulations | PL705 (1st rev) |
| 6 Facing redundancy? Time off for job hunting or to arrange training | PL703 |
| 8 Itemized pay statement | PL704 (1st rev) |
| 9 Guarantee payments | PL724 (3rd rev) |
| 10 Employment rights on the transfer of an undertaking | PL699 (2nd rev) |
| 11 Rules governing continuous employment and a week's pay | PL711 |
| 12 Time off for public duties | PL702 |
| 13 Unfairly dismissed? | PL712 (5th rev) |
| 14 Rights of notice and reasons for dismissal | PL707 (2nd rev) |
| 15 Union secret ballots | PL701 (1st rev) |
| 16 Redundancy payments | PL808 |
| Limits on payments | PL827 |
| Union membership and non-membership rights | PL871 |

The Employment Act 1988

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

A guide to the Trade Union Act 1984

PL752

Industrial action and the law

A guide for employees and trade union members PL869

Industrial action and the law

A guide for employers, their customers and suppliers PL870

The law on unfair dismissal—guidance for small firms

PL715

Fair and unfair dismissal—a guide for employers

PL714

Individual rights of employees—a guide for employers

PL716

Offsetting pensions against redundancy payments—a guide for employers

RPL1 (1983)

Code of practice—picketing

Code of practice—closed shop agreements and arrangements

Taking someone on?

A simple leaflet for employers, summarising employment law

Fact sheets on employment law

A series of ten, giving basic details for employers and employees

Unjustifiable discipline by a trade union

PL865

Trade union executive elections

PL866

Trade union funds and accounting records

PL867

Trade union political funds

PL868

Overseas workers

Employment of overseas workers in the UK

Employers' guide to the work permit scheme OW5

Employment of overseas workers in the UK

Training and work experience scheme OW21 (1982)

A guide for workers from abroad

Employment in the UK OW17

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

Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings ITL1 (1986)

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

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

Sex equality

Sex discrimination in employment

Collective agreements and sex discrimination

Equal pay

A guide to the Equal Pay Act 1970 PL740

Equal pay for women—what you should know about it

Information for working women PL730

Miscellaneous

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

PL740

Jobshare

A share opportunity for the unemployed PL825

The Employment Agencies Act 1973

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

Prompt payment please

A guide for suppliers and buyers PL832 (1st rev)

A.I.D.S. and employment

An attempt to answer the major questions asked about employment aspects of A.I.D.S. but also part of a wider public information campaign PL811

Career development loans

A scheme offering loans for training or vocational courses. Open to people over 18.

Alcohol in the workplace

A guide for employers PL859

Drug misuse and the workplace

A guide for employers PL880

Working for yourself

What you need to know

News Brief

Task for TECs—'cope with change'

Details of the first 19 Training and Enterprise Councils to be approved for development funding reveal a wide geographical spread, a balance between urban and rural areas and, most significantly, a realisation of the Government's hope that the TECs would attract industrial and commercial leaders of the highest calibre.

Change

The task they have ahead of them is one not only of coping with change but also of implementing change, stated National Training Task Force chairman Brian Wolfson. "The only person who likes change is a wet baby," he joked; "but the issue today is not to be qualified; the issue is to stay qualified" and the 'half-life' of an engineer, he pointed out, is only five years.

Partnership

Developing this theme, Employment Secretary Norman Fowler described the TEC concept as a new partnership: "A partnership to pursue the development of people, the growth of jobs and enterprise, the economic regeneration of the whole community."

Presenting the 19 TEC chairmen with their certificates of approval, he described the challenge ahead.

Some TECs, he said, will have to grapple with problems of inner city poverty and long-term unemployment; some will have to seek creative means of tackling skill shortages that will soon threaten local business growth; others will need to solve the difficulty of delivering services to the most remote parts of the countryside.

Communication

"It is this rich diversity that gives the TEC its rationale and special strength."

As the TECs develop, Mr Fowler said, they will have a clearer vision of how public and private resources can be applied strategically to meet the special needs of each area; and they will be in a position to co-ordinate local organisations and activities, becoming a focal point for improving the integration of vocational education, training and economic development.

If the TECs are to succeed, he continued, they must develop effective channels of communication with employers, individual clients, local government, trade unions, providers, community activists and voluntary groups, parents and young people.



Employment Secretary Norman Fowler (second from left) awards a TEC certificate to members of the Hertfordshire TEC Development Group.

"My concern," Mr Fowler told the TEC leaders, "is not how community participation is achieved, but that it is central to the way you conduct your business."

"We expect you to plan thoughtfully, to manage well, to bring business acumen and creativity to local provision. We expect good value for money, high quality and better results than we are getting today."

More applications

The 19 TECs to receive development funding are in: Birmingham, Calderdale/Kirklees, South and East Cheshire, Cumbria, Devon and Cornwall, Dorset, Essex, Hampshire, Hertfordshire, Isle of Wight, East Lancashire, North West Midlands, Milton Keynes, Oldham, Rochdale, Sheffield, Teesside, Tyneside, and Walsall.

In addition, 40 more applications are in the pipeline. Employment Minister John Cope told the House of Commons in June that TECs from North, West and South Norfolk, from Kingston and from Warwickshire had all applied for funding.

Capital needs

• A new body, the London TEC Strategy Group, has been formed to assess the labour market needs and priorities of London as a whole. It is a committee of the National Training Task Force and aims to stimulate and guide the establishment of individual local TECs in the capital.

Top of the league

The Commission of the European Communities has confirmed that the European Social Fund has allocated £418 million towards employment and training schemes in the United Kingdom. This represents 18.14 per cent of the Fund's budget and means that, for the second year in succession, the UK has come out on top of the league table of Member States receiving assistance.

A wide range of measures will receive Fund assistance, ranging from national schemes such as the YTS and Employment Training programmes to small projects run by grassroots community organisations.

Employment Minister John Cope commented: "The importance which the United Kingdom attaches to training is recognised in this major support from the European Commission. The aid which the Fund has made available in the past has made a sizeable contribution in the battle against unemployment and this further assistance will enable the Government to continue the fight."

Detailing how the money would be allocated he said that a total of 2,128 projects would receive support.

Ministerial changes

Changes in the Ministerial line-up at the Department of Employment following last month's reshuffle by the Prime Minister are:

- Tim Eggar, Minister of State, succeeds John Cope who has moved to the Northern Ireland office. Mr Eggar, MP for Enfield North, was previously Parliamentary Under-Secretary of State at the Foreign and Commonwealth Office.

He was born in 1951 and educated at Winchester College and at Magdalene College, Cambridge, and the College of Law, London.

He was personal assistant to Viscount Whitelaw (then the Rt Hon William Whitelaw, MP) during the general election of October 1974.

Mr Eggar entered Parliament as Member for his present constituency in 1979. He was a member of the Select Committee on the Treasury and the Civil Service from 1979 to 1982 and Secretary of the Conservative backbench committee on finance from 1980 to 1982. He was Parliamentary Private Secretary to the Minister for Overseas Development from 1982 to 1985 and joined the Foreign and Commonwealth Office as Parliamentary Under-Secretary of State in September 1985. His special interests are economic affairs, energy, and the Civil Service.

Mr Eggar is married with a son and a daughter. His recreations include skiing, village cricket and gardening.

- Lord Strathclyde, Parliamentary Under-Secretary of State, succeeds John Lee who tendered his resignation.

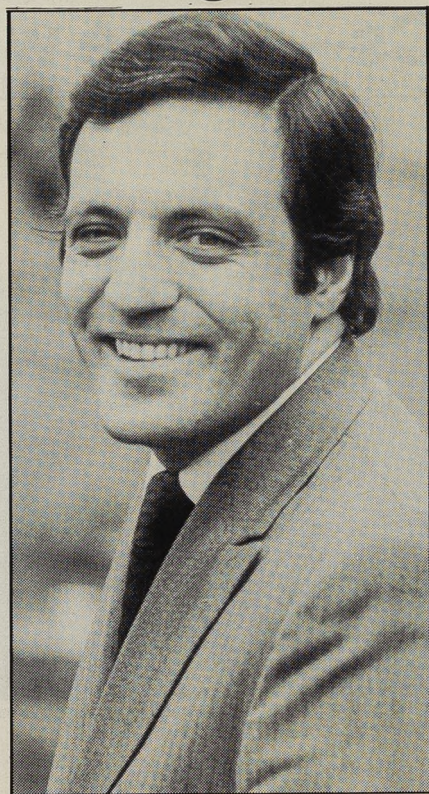
Born in 1960, Lord Strathclyde was educated at Wellington, the University of East Anglia and the University of Aix-en-Provence.

The real 'social dimension'

Discussing the provisional draft of a European Community Social Charter prepared by the European Commission Employment Secretary Norman Fowler said: "The real social dimension of 1992 is the opportunity to create new jobs and reduce unemployment."

It is the UK's view that further unnecessary regulation will impede economic growth and job creation.

Discussions on proposals for a Social Charter continue between Member States.



Tim Eggar—the new Minister of State.

In 1984 he was appointed Lord in Waiting (Government Whip) and in 1988 became spokesman for the Department of Trade and Industry, the Treasury and Scotland. His special interests include European affairs.

- Norman Fowler remains Secretary of State for Employment and Patrick Nicholls remains Parliamentary Under-Secretary of State.

Training framework

The Transport and General Workers Union has launched an initiative to make training a priority in collective bargaining.

The agreement is based on an acceptance that the introduction of new technology and flexible working practices will be vital to raising competitiveness.

The model framework would establish a joint union and management training committee to carry out an audit of skill needs, draw up a training plan, and monitor the effectiveness of training programmes.

The plan would also ensure each employee is guaranteed a minimum amount of training each year.

A yen for a million

A target of 1 million Japanese visitors to the UK each year by 1992 has been set by the former Tourism Minister John Lee.

He was speaking to a "Profit from Japanese tourism" seminar, sponsored by Thomas Cook, and organised by the British Tourist Authority and the "Opportunity Japan" campaign.

Mr Lee had earlier led a mission to Japan making contact with Japanese industry through seminars in Tokyo, Nagoya, Osaka and Fukuoka, and visits to organisations such as the Tsuji catering school in Osaka.

Close links

Mr Lee referred to the close links now existing between Japan and the UK; the fact that English is the first foreign language learned by the Japanese; and noted that Japanese investment in the UK was heavy with 100 Japanese companies already based here.

He wanted to see Japanese visitors going to places in the UK other than London more Japanese speaking staff/guides; better availability of food to suit Japanese tastes; and more co-operation in telling the Japanese about Britain.

Last year 400,000 Japanese visitors came to the UK and 500,000 are expected this year. "I believe that 1 million visitors by 1992 is an entirely realistic target. Even at present levels of spending per head this would mean a total of £500 million for our balance of payments. We must take such a prospect very seriously indeed," Mr Lee commented.

OSRP Act revised guide

The revised *Guide to the Offices, Shops and Railway Premises (OSRP) Act 1963* takes account of the many changes made to the OSRP Act in recent years.

The Act is a "relevant statutory provision" of the Health and Safety at Work etc Act 1974 (HSWA), which applies to virtually all work activities in Great Britain, including those also covered by the OSRP Act.

Much of the OSRP Act has been replaced by the HSWA or by regulations made under it; for example, the requirements for reporting accidents and for first aid. The new guide points out where these changes have been made.

Booklet HS(R)4 (Rev.), *A guide to the OSRP Act 1963*. Published by The Health and Safety Executive and available from HMSO or booksellers. Price £3. ISBN 0 11 885463 1.

Shake up for British tourism industry

Major changes to the way British tourism is promoted and funded have been announced by Employment Secretary Norman Fowler, following a review of tourism he set in hand last year.

Simplified

The review looked at the promotion of Britain overseas, and the promotion and development of tourism in England.

Mr Fowler said: "I have concluded that the present organisation needs to be simplified, and that the industry should be more directly engaged. Government financial support for the protection of tourism should continue, but this needs to be more sharply focused."

"Accordingly, I am asking the British Tourist Authority (BTA) to ensure that greater authority is devoted to its overseas regions. I shall expect the BTA to work even more closely with industry in overseas

markets, and to move some of its operations into the private sector. The present head office structure should, as a consequence of these various changes, be slimmed down.

"I will also expect the ETB to devolve many of its activities and direct substantially more of its funding to the regional tourist boards under a form of contract, targeting that support especially to regions where the private sector most needs such support. This would enable regional boards to increase their marketing activities and their direct involvement in encouraging the development of tourism locally. I would expect the regional boards to use such funds as a lever to achieve further private sector participation. The ETB will continue to play an important co-ordinating role but, as a consequence of these changes, I shall expect a reduction in the scale of its activity at the centre."

Mr Fowler moved on from structural issues to the subject of funding.

"On January 8, I announced the suspension of the Section 4 scheme of financial assistance for tourism projects in England, pending the outcome of my review more generally. In the second half of 1988, investment completed or under way in major tourism projects in England was some £2,500 million. Accordingly, I believe that the future prosperity and growth of tourism no longer depends on this scheme and no new offers of financial assistance will therefore be made under the scheme in England.

Fees for applications held over since the suspension will be returned, and all offers of assistance already made will be honoured, subject to the conditions of offer being met."

Section 4 funding will continue for the time being in Scotland and Wales.

Banking on a degree

A scholarship scheme to enable up to 100 employees every year to study business, finance and management at university, has been introduced by Midland Group.

Called Campus (Career Advancement through the Midland programme of University Scholarships) the scheme is designed for staff who have worked for Midland for at least three years but who have not been to university.

It will be funded from the bank's annual training budget of £30 million.

The first group of students starts a one-year business administration diploma course at Birmingham University in October. A one-year diploma in business and finance, specially developed for Midland, starts in January next year at Loughborough University.

Peter White, Midland Group personnel director, said: "Campus will help us tap the talent that already exists in Midland by giving every employee the best possible opportunity for training and

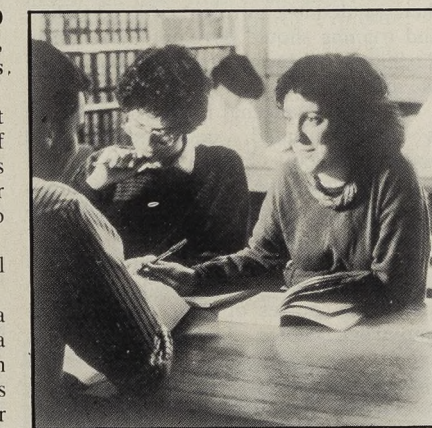


Photo: Birmingham University

advancement."

Participating students will continue to receive their salaries and other benefits as normal, in addition to their course fees and accommodation.

Cities for job interview scheme chosen

The cities in which the Job Interview Guarantee Scheme will be piloted have now been chosen.

They are: Dundee, Glasgow, Newcastle, Sunderland, Leeds, Lower Don Valley (Sheffield/Rotherham), Manchester, Salford, Liverpool, Birmingham, Wolverhampton, Nottingham, Leicester, London (Spitalfields, Docklands, Southwark/Lewisham), Bristol, Plymouth (Davenport), Cardiff, Merthyr Tydfil.

The scheme, which was announced in March, will be targeted on selected

disadvantaged areas within these cities, and it is hoped that the first agreements will be made within the next few weeks.

The Job Interview Guarantee Scheme is a package of measures designed particularly for long-term unemployed residents in inner city areas. The idea is to provide pre-work training and 'work trials' with potential employers while the unemployed remain on benefit. In return, employers will guarantee to interview unemployed clients for vacancies they have available.

More Compacts to be funded in inner cities

Eleven more inner-city Compacts—where employers guarantee jobs with training for school leavers—are to receive Government funding.

Thirty Compacts are already operating under a £16 million four-year financial support programme. Over 230 schools will be taking part in Compacts this September which will involve some 30,000 young people. And over 1,000 employers and many training organisations are supporting Compacts by offering guaranteed jobs and training.

Employment Secretary Norman Fowler said: "With the decline in the number of school leavers entering employment, it is more essential than ever that we establish firm and constructive links between schools and employers. It is more essential than ever that young people starting work for the first time can achieve the educational standards employers are looking for and that they have access to proper training when they move into employment."

Nine of the new Compacts are in England—in Bootle (Sefton), Bradford, Halton, Haringey, Knowsley, Preston, Plymouth, Sandwell and Tyneside (Newcastle/Gateshead). The others will be in Wales and Scotland.

CBI calls for skills training for young

The employment of 16 to 18-year-olds in 'dead end' jobs without any worthwhile structured training must be stopped, the Confederation of British Industry has said.

It recommended in its Vocational Education and Training Task Force report, that foundation skills training leading to nationally recognised qualifications should be provided for all young people under 18.

The report warned that UK workers are generally less skilled than their counterparts in Britain's main competitor economies—in spite of the £18,000 million a year employers invest in training. It urges an increase in employer spending and a re-distribution of government cash for the young to close the 'skills gap'. The proposals involve no increase in current levels of government expenditure.

Sir Bryan Nicholson, chairman of the Task Force, said: "Action is urgently needed. The Task Force believes that new initiatives must be launched immediately to meet the competitive challenge that faces Britain today and which will be even more intensive in the next decade."

Priority

The Task Force identified four areas for priority action:

- Setting clear, ambitious yet achievable targets for vocational education and training attainment levels.
- Focusing on young individuals and taking steps to increase their interest in, and thirst for, learning and skills.
- Raising the standard and quality of the delivery of vocational education and training.
- Creating a market for training, so that individuals and employers are better able to influence the training that is delivered.

The report called for an end to recruitment into jobs that do not provide proper training, urging that all 16 to



Gail Rowe from Walsall, West Midlands, gained skills in jewellery making through YTS training with the British Jewellers' Association, Birmingham.

19-year-olds should have an entitlement to education and training leading to National Vocational Qualification levels II or III or their academic equivalent. All education and training should develop self-reliance, flexibility and broad competence, as well as specific skills.

The report said that Britain's workforce is under-educated, under-trained and under-qualified. Forty per cent of school-leavers have no useful qualifications to show for at least 11 years in full-time education, it stated.

It proposed that all 16-year-olds should be given education and training credits 'to spend' on courses of their own or their employers' choice. Describing these as 'crucial' Sir Bryan said: "Credits will provide the incentive to make all young people seek skills and qualifications. They will also be a strong influence on those employers who have not in the past offered training, but merely solved their problems by 'poaching'. In a tightening labour market, young people will simply go to other employers who offer training."

ITOs—meeting the training need

Industry training organisations will be of crucial importance in securing employer commitment to training, according to Employment Secretary, Norman Fowler.

Speaking at a meeting of the National Council of Industry Training Organisations, Mr Fowler went on to say that there must be good links between ITOs and the new Training and Enterprise Councils as they become established.

Set up at the end of last year, the National Council of Industry Training Organisations' main purpose is to maintain

and develop the effectiveness of voluntary sectoral training arrangements, by providing for its members a forum for information exchange, a collective response to national (and international) training initiatives and a channel for identifying and disseminating best practice on behalf of members.

Membership of NCITO is open to all Industry Training Organisations devoted to meeting the vocational education and training needs of employers within their particular sectors.

Plans for new engineering organisation

The Engineering Industry Training Board has proposed a new independent, self-regulating and self-funding training organisation to represent all interests in the engineering industry.

It would be run by an employer-led council of 20 people including trade union and educational representatives.

The new organisation would meet the requirements of the White Paper *Employment in the 1990s* as well as the special arrangements for Scotland proposed in *Scottish Enterprise*.

It would:

- set and develop standards for engineering training; validate, test and monitor standards and issue certificates;
- represent the industry on training issues;
- analyse, present and foresee skill needs;
- encourage and assist engineering and other employers to provide training on the required scale and of the necessary quality;
- maintain a database and provide information relevant to engineering training; and
- provide (on a fee-earning and self-financing basis) a training consultancy and direct training-related services.

The proposal follows discussions with employers, organisations, trades associations and the Engineering Council, and a survey of 10,000 engineering companies.

EITB chairman Astley Whittall said: "I am satisfied that the proposals which we are putting forward will ensure that training of all engaged in engineering is safeguarded."

Once Government approval has been obtained the new organisation could be launched in the early autumn to work in parallel with the existing EITB, which would be wound up by July 1991.

Dock Bill becomes law

The 1989 Dock Work Bill received Royal Assent and became an Act of Parliament on July 3.

This abolishes the Dock Labour Scheme, ending the statutory monopoly in the manning of docks which handle 70 per cent of Britain's trade.

Death on the farm

An increase in the number of children killed in farm accidents was due to the negligence of farmers and farm workers says a Health and Safety Executive report.

Ten children were killed in 1988 through drowning, suffocating or falling under tractors or combine harvesters—the highest figure since 1985.

Urging vigilance, especially where children were concerned, chief agricultural inspector Carl Boswell said: "The industry cannot relax its efforts, there is still much more to do."

Encouraged

He was, however, encouraged that the overall number of people killed in agriculture had dropped from 56 in 1987 to 53 last year. He attributed this fall to effective work by HSE inspectors, a more positive response from the industry, and 'vigorous' publicity drives.

Speaking at the Royal Agricultural Show at Stoneleigh, Warwickshire, Mr Boswell, who is also chairman of the Health and Safety Commission's Agricultural Industry Advisory Committee (AIAC) detailed a two-year work programme to improve safety standards.

He identified ten key areas which would:

- combat widescale under-reporting of accidents;
- increase workforce involvement in health and safety organisation;
- provide adequate training;
- improve awareness of occupational health risks;
- make better use of occupational health and safety services;
- improve product safety;
- identify research to meet future development needs;
- improve communication methods;
- enlist the support of all the industry for the work of HM Agricultural Inspectorate;
- develop standards appropriate to the industry.

Mr Boswell also announced that advisory leaflets and a health pocket card would be distributed to farmers.

Poisoning

It was also revealed that 160 reported cases of poisoning caused by pesticides and complaints about pesticide misuse were investigated by the HSE last year.

This was an increase of 10 per cent on the number investigated in 1987.

While the poisoning incidents did not cause deaths they had led to sickness, skin irritations and respiratory problems.

Last year the HSE used new powers to seize and destroy farm crops where

pesticide regulations had been ignored.

The HSE's deputy chief inspector John Summerscales reported: "We destroyed a lorry load of tomatoes and 1,600 head of lettuce on two farms in Kent where the crops had been harvested for marketing too soon after they had been sprayed."

"I think it was a salutary lesson for the farmers concerned and imposed a stiffer penalty than they would have received if we had tried to take them to court, where the average fine for such offences is only about £400 and cannot exceed £2,000."

COSHH

The HSE has published a new leaflet which explains to farmers how the Control of Substances Hazardous to Health Regulations 1988 (known as COSHH) will apply to agriculture.

On farms this will include pesticides, dusts, silage acids, veterinary products and micro-organisms.

From October, farmers will have to assess the risks from such substances and act to prevent or control exposure.

The leaflets are: *Protective clothing in agriculture and allied industries*, IAC(L)29; *Your policy for health and safety in agriculture*, IAC(L)30; and *The Professionals: Help with health and safety on farms*, IAC(L)31. The health pocket card is: *Agriculture: Work and sickness*, IAC(L)25. The publications are available free from the HSE London 01-221 0870; Sheffield 0742 752539; and Bootle 051-951 4381.



Road to success. Stanley Gardner became a self-employed chauffeur following redundancy and became the 10,000th person to be backed by the Enterprise Allowance Scheme. One of the two vintage cars he drives around Norwich is in the background.

Photo: Bryn Collton

Harnessing the female resource

Following International Human Resource Development week (see page 407), one of July's human resource themes resurfaced at a one-day conference on 'harnessing the female resource.'

Employment Minister Patrick Nicholls began by summarising the progress women had made in the last seven years. He said the number working part-time had increased by 23 per cent and those working full-time by 10 per cent. Women were also helping to create new jobs, with a quarter of the self-employed and nearly a third of entrants to the Enterprise Allowance Scheme being women.

He noted major companies such as Esso and BP, ICI, IBM and leading banks had all introduced schemes to allow women to interrupt their careers in order to have children. In medicine, dentistry and the legal profession, half the students were now women.

Change

From this encouraging synopsis, Professor Charles Handy of the London Business School and self-proclaimed organisational voyeur, added his observations on how the most enlightened organisations (in his view) were changing their methods of working.

He said that women had long a more flexible approach to work which would stand them in good stead. It was men who were both more structured and confined by work and they would have to adapt.

He saw a move by companies to reduce the level of their management structures from large hierarchical pyramids to just four levels of seniority, with flexible, self-managing teams. He also predicted that a senior manager may well work to a team comprised of more junior members who have particular expertise in certain fields.

Traditional thinking defined that every conceivable function should be written into a job description—a tight, rigid approach, but Professor Handy considered the theory of the 'inverted doughnut' was gaining momentum. Here, there would be a core to every skilled job with space around it for individual expression. This, he believed, would lead to added value on company products where the value derived from the productive use of ideas, information and intelligence.

Robert Houghton, deputy chairman of BP described the menu of actions his company had taken to attract talented women workers.

BP had established a 'women in BP' policy group to advise top management on women's issues in the workplace. It had



Thorpe Park, Chertsey, Surrey, has provided a workplace nursery for employees' children. Learning to wash her hands is two-year-old Victoria Bashford with nursery co-ordinator Lesley Bennet.

also introduced parental breaks and was looking at alternative, more flexible working patterns. However, he conceded much needed to be done. BP still experienced female wastage of staff at twice the rate of males, with 50 per cent leaving within eight years.

He believed there were three key issues: recruiting more female graduates; developing women to fill senior roles; and retaining women in employment.

BP's current strategy used schools-link programmes to attract women into technical areas, and a centrally planned career development programme for potential 'high flyers' between the ages of 25 and 40. On the subject of retaining female employees, BP was looking at career breaks and opportunities to work from home by using information technology. Houghton felt there was a strong case for introducing childcare workplace nurseries as a tax deductible incentive rather than a perk. It was too much, he said, to expect a woman to pay over £100 per week net to keep one child in a nursery place.

He conceded that 'ageism' was not being given enough attention in equal opportunity policies. Many well qualified women (and men) who had made the commitment to retrain after a break in their career were finding it extremely difficult to find work over the age of 40. Employer attitudes needed to change.

Childcare Cheques

"A flood of inquiries" has followed the start of Childcare Cheques, a scheme to provide quality childcare.

Childcare Cheques are paid by employers to their employees, to cover all or part of the cost of necessary childcare, and can only be used for childminders accredited by the National Childminding Association.

The NCMA will receive funds from the scheme to develop a professional charter for childminders, to provide training and to build a national network of accredited childminders.

The scheme can be adopted by employers of all kinds and sizes without the practical problems and on-going capital costs associated with company creches. It allows employees to make a choice to suit their own situation, although Childminding—in Business!, the NCMA's consulting service, can advise and assist.

The scheme requires employees to pay a set-up fee to buy Childcare Cheques from actuaries and consultants, Mercer Fraser.

Childminding—in Business! provides employees with a selection of local accredited childminders. Once a choice is made, cheques are issued to employers who pass them to employees.

They pay the cheques to the childminder, making up any balance themselves.

Skills squad team up for competition



Olympic gold medalist Duncan Goodhew motivates some members of the UK team which will compete in the Skill Olympics.

Thirty-two competitors will represent Britain in the '89 Skill Olympics to be held at the National Exhibition Centre in Birmingham this month.

The team, sponsored by the National Council for Vocational Qualifications, faces stiff competition against trainees from over 20 countries, when skills ranging from engineering, construction and motor mechanics through to hairdressing and the fine art of jewellery-making will be vigorously tested.

The NCVQ was set up by the Government in 1986 to reform the country's system of vocational qualifications and help provide a more competitive workforce. With increasing competition worldwide for business and industry, the NCVQ is introducing National Vocational Qualifications which will cover all the main areas of employment by 1992.

Focus on hocus-pocus

Stories that welding arcs and electrical sparks have caused horrific injuries to people wearing contact lenses have been dismissed by the Health and Safety Executive.

It was responding to a spate of inquiries from worried employees.

The stories allege that workers wearing contact lenses and exposed to ultra-violet light or microwaves generated by an electrical welding arc, or sparks from electrical switchgear, have had the fluid between their contact lens and their eyes dry out. This was supposed to cause the lens to stick to the cornea of the eye—the cornea being torn away when the lens was later removed. The HSE positively stated that this does not happen.

It said that similar stories have circulated since at least the mid-1960s, not only here but in Australia, Canada, South Africa and the USA where they seem to have originated.

One version of the story could be traced to a shipyard incident in 1977 in the USA, but after investigation the US Food and Drug Administration reported that the worker was in fact treated for a corneal ulcer after simply wearing his lenses for too long. Over the years published articles have explained why the current version of the story should be discounted, but every two or three years a variant of it surfaces.

A few facts about contact lenses show clearly why this kind of damage will not happen. First, contact lenses do not (as some of the stories say) focus light or microwave radiation onto the cornea. Secondly, many lenses will absorb UV

light, thus affording an element of protection to the wearer (though a lens should never be relied on for such protection). The National Radiological Protection Board at Chilton, Oxon, has confirmed that arcs and sparks would not generate enough microwave energy to cause significant heating of a contact lens or the eye itself.

There are, though, real dangers caused by arcs and sparks which will affect everyone, whether or not they wear contact lenses. The most common hazard is photokeratitis (or 'arc eye') caused by looking directly at a welding arc without proper eye protection. This condition becomes very painful a few hours after the exposure, but is not permanent. If this occurs, then wearing contact lenses might give rise to additional irritation.

Trainee protection

New regulations to ensure the safety of trainees working in Community Industry came into force on July 21.

The Health and Safety (Training for Employment) (Amendment) Regulations 1989 were drawn up by the Health and Safety Commission at the Government's request.

They amend existing regulations to the effect that trainees on the Community Industry scheme will now be deemed to be employees for the purposes of health and safety legislation, giving them the full range of protection available to employees under the Health and Safety at Work Act 1974.

ESOPs—UK

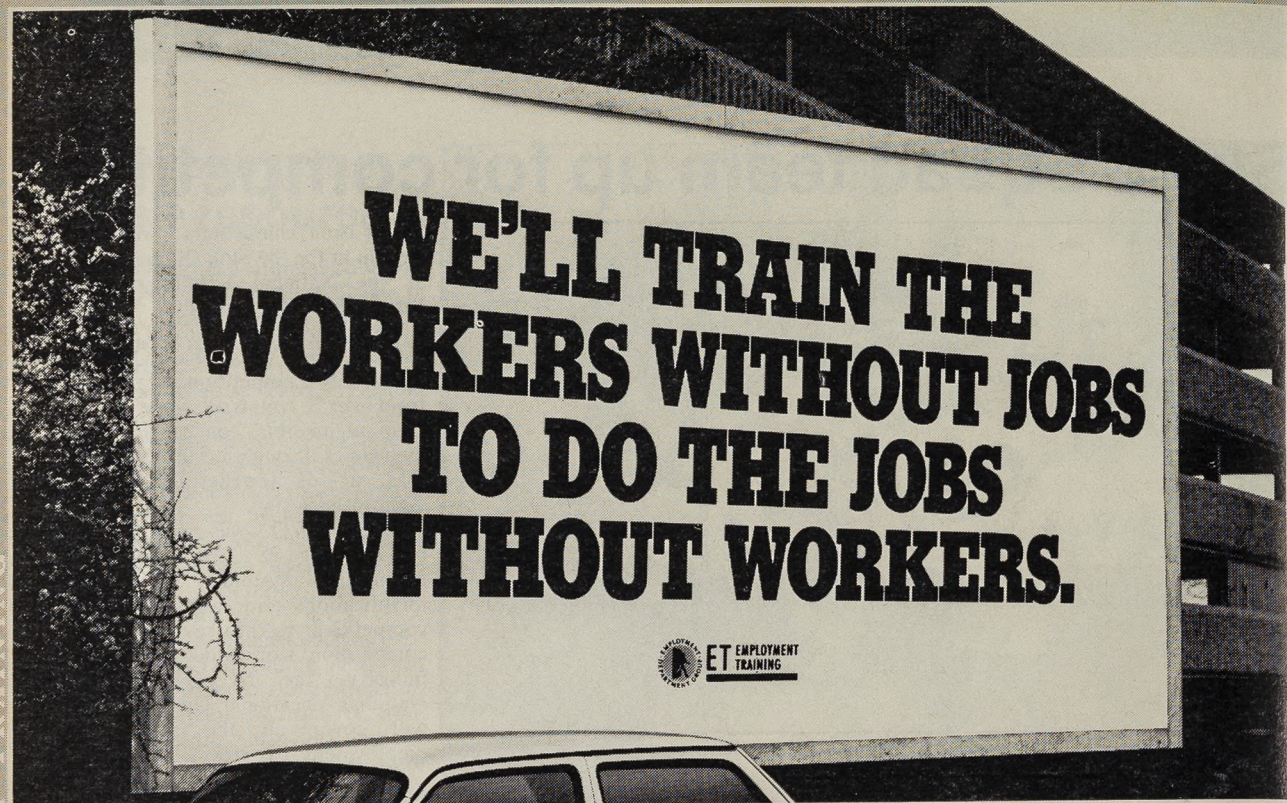
Employee involvement is an important element in sound modern business practice said Employment Minister John Cope at the first transatlantic Employee Share Ownership Plan (ESOP) conference in Paris.

Mr Cope explained the two main differences between the Government's approach to employee involvement and that of "most of our European colleagues". "We believe that it should be voluntary and that it can, and often will, include financial involvement."

"If employee involvement occurs because it is required by legislation, then it has to conform to the letter of the law but need not include the spirit. An employee knows that legislators believed that he or she should have some say but does not know whether his employers do. That is to waste one of the principal assets of employee involvement."

He added that the Government has helped companies to introduce employee share schemes through special tax reliefs—provided all employees of the company can benefit. Through this system over 1¼ million employees have benefited from shares or share options in their companies.

ESOPs allow shares to be held in trust for the employees before being distributed to them.



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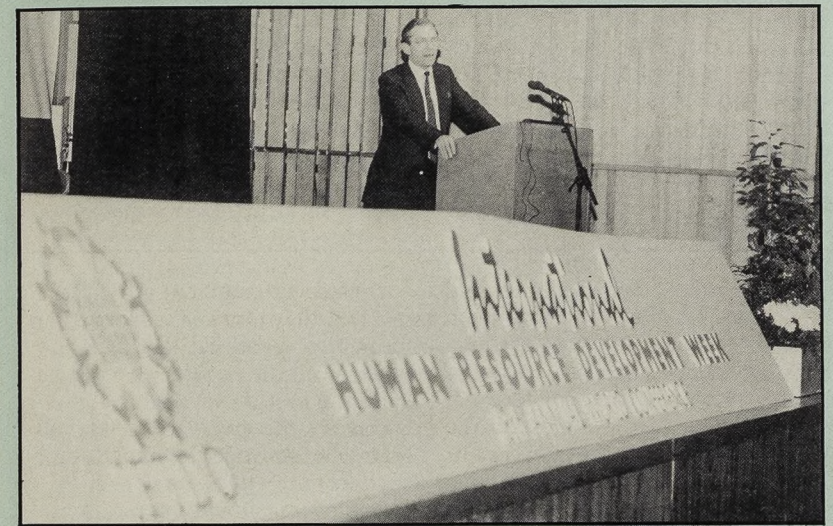
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Special Report

International Human Resource Development week

Reports by David Mattes and Brian McGavin

The major event of International Human Resource Development Week last month was the annual world conference of the International Federation of Training and Development Organisations and accompanying exhibition, held at the Barbican Centre in London.
 IFTDO last held its world conference in the UK some 16 years ago in Bath. Last year it was in Japan; next year it will be in Argentina.



Norman Fowler addresses the conference Photo: Apollo

The international flavour this year was reflected both by the speakers, who came from 23 countries, and by the delegates drawn from 46 countries.
 The theme for the conference—hosted by Britain's Institute of Training and Development—was 'Learning for Living' and was interpreted in speeches and workshop sessions ranging from Third World poverty to corporate culture in the USA, from the Technical and Vocational Education Initiative in Great Britain to adult training in Spain.
 Perhaps more important than either the conference or the exhibition was the opportunity for delegates from all over the world to meet, exchange views and learn from each other before returning home to start developing their human resources in new and, hopefully, improved directions.

Changes to come

In the opening keynote address to the conference, Employment Secretary Norman Fowler outlined the changes in the pattern of employment facing Britain in the next few years.
 The total number of jobs over the period 1987-95 is expected to rise by something over 1.5 million, or 7 per cent, he said, but by 1993 there will be a million fewer 16-19 year olds than in 1983.
 Second, he emphasised the impact of new technology: "That again is going to accelerate the skills trend. More advanced computers, more sophisticated machinery and robots change the nature of jobs and the demand for skills. There will be less and less demand for unskilled and semi-skilled workers, not only because the number of jobs in which they work is declining but also because these workers are likely to be much less adaptable than those with higher levels of education and training.
 "The increasing demand in this country for people with higher level skills will be very substantial. For example, the demand for information technology

professionals has been growing by about 5 per cent in each of the last two years, and this rate is expected to continue for some time to come."
 The third change that Norman Fowler predicted is a continuation of the shift in balance between manufacturing jobs and jobs in the service industries: "Some of the major growth areas will be in business and financial services, hotels, catering, distribution, and other services such as recreation and leisure."
 Finally, he identified increasing international competition as a major force for change: "By the end of 1992, Europe will be this country's home market, with a six-fold increase in potential business—but, equally, the British market will be the home market of other European countries. As well as increased competition within Europe, there are the emerging economies of South East Asia. Each country's ability to produce goods and services of the right quality at the right price will, therefore, be crucial."

continued overleaf

Training as others see it

An insight into how different countries perceive the role of training was given by Michael Sandrock in a seminar on "Training for European Senior Trainers."

Sandrock, management consultant with Eloqu-Training, raised the question of whether a Europe-wide training model could be developed in parallel with the European Community's move to integration.

Efforts in this direction are currently being made by the International Federation of Training Associations (IFTA) based in Paris. Now one year old, IFTA's growing network of participants covers most countries in Western Europe with the exception of Norway, Sweden and Denmark. At its opening conference in Brussels, it soon became clear that diversity in cultural experience also stretched to the training dimension, so a major task for

IFTA will be to establish a consensus of 'best practice' training.

Sandrock outlined his experience. Despite West Germany's strong economic performance, he found that German companies had one of the poorest records of funding in-house training in Europe—devoting only 1 per cent of costs to this.

Though Germany had thorough initial and apprentice schemes, after someone has entered the world of work the training of personnel is not viewed as an on-going need. Overall the attitude to training is 'task' rather than 'person' orientated: a potential word-processing operator would be handed an instruction manual and expected to learn purely from this.

In contrast, he found that the Spanish expected a personal approach, very much 'instructor' orientated, where money is paid for

face-to-face lessons.

Italy and Germany were similar in that they both stress training in technical competence; whereas in some other countries, such as Holland, more attention is paid to social and skill orientated tasks.

The French and Americans place considerable emphasis on the testing and measurement approach in their training programmes—something Sandrock suggested would be resisted in Italy or Germany, where 'testing' is felt to be akin to school.

Overall, Sandrock believed the Scandinavians, the British and the Dutch show the most promising models for an integrated approach to European training. He stressed that demographic change, in northern Europe especially, makes it imperative that training people throughout their working lives becomes the accepted norm.

Changes to come *continued*

Mr Fowler next went on to tackle the problem of how the UK can make sure it is in a position to take up the opportunities of the 1990s: "One thing is absolutely certain. Neither government, industry nor the education service can do the job alone. It must be tackled in partnership, and it must start at school: education must be relevant to working life, be brought alive by exposure to real-life problems and experience." He cited the Technical and Vocational Education Initiative and the development of Compacts as two of the ways in which Britain was responding to this need.

Mr Fowler also applauded the emphasis given by the Confederation of British Industry's report on vocational and educational training for young people. This had called for a higher general level of attainment among young people, for key higher skill needs to be met, for demanding targets to be set for those attainments and for more cost-effective use of youth training. The Government, he said, would want to look carefully at the report's proposals, including the idea of training credits available to all young people.

The world of youth training, said Mr Fowler, has already been transformed by the Youth Training Scheme: "It is a far cry from the black days of the collapse of apprenticeship at the end of the 1970s to where we are at present. Today there are over 386,000 young people in training. They are to be found in every sector and at all skill levels."

Nevertheless, he was concerned that too many of them leave YTS before they have completed their two-year programme and obtained their qualifications.

"We need every young person to reach at least a level of national vocational qualification: level 2. That provides young people with a qualification recognised and usable by other employers which will show what they can do, not just what they know."

But employers also have responsibilities concerning wage levels: "It is not a satisfactory response to the falling number of young people simply to say that you must make recruitment to your particular company more attractive."

"There is no future in excessive growth in earnings brought about by employers putting up wages in not only a desperate, but ultimately

a fruitless attempt to attract the staff that they need. The fact is that the pool of potential labour is too small for all the people who will be recruiting in it. What we have to do is expand the pool to enable all those who can contribute, and want to contribute, to do so."

Employers should invest in re-training their own employees, Mr Fowler urged. "Many people have the potential to do the work of people one or two levels above them. Six months' intensive training of an existing employee is often a great deal easier to achieve than training a 16 or 18 or 21-year-old new entrant from scratch." Before going into the marketplace, employers should consider what hidden talent is already at work within their own company.

Most British companies, he continued, are now investing more in training and skills than they did a few years ago but the main agents for change in the future, he predicted, will be the new Training and Enterprise Councils—"Potentially the biggest revolution in training in our history." The TECs would be the key to ensuring that we have the skilled manpower our industries and services will need in the 1990s and beyond.

What a waste . . . and what a challenge

Unemployed labour means poverty and human deprivation. It also means lost opportunities for productive employment. But there are ways to avoid—or at least diminish—this tragedy, Kamal Hossain, former Bangladeshi Minister of Foreign Affairs, told the conference.

Human resource development through education and training is critically important, he said. Moreover, the cost per person spent on education can be computed in order to estimate return on investment in human capital: "Applying the refined techniques developed by the World Bank to make such estimates, it has been found that returns on investment in human capital are higher than those on investments in physical capital, such as power stations, ports and railways, and that returns on investment in education in the developing countries are generally higher than in developed countries.

Increases ahead

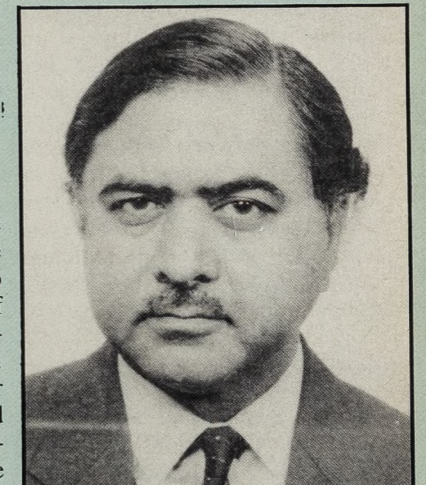
"By the end of the century," he stated, "the labour force of the developed countries is expected to increase by 90 million, while that of the developing countries is expected to increase by 600 million."

"Thus developing countries over the coming decade will have to find jobs for a billion people. The magnitude of the challenge can be understood from the fact that during the last three decades these countries were able to create only 250-300 million jobs; and the further fact that for over half the types of employment which will be needed by the year 2000, there are today no suitable courses offered by the universities and higher training institutes throughout the world."

Growth danger

Mr Hossain warned of the dangers of going for economic growth without expanding employment: "Mexico, which grew annually in the '50s at 6.5 per cent but had a rate of labour absorption of 0.4 per cent, is a model to be avoided; while we should aim to identify the elements which contributed to significant employment generation in countries such as South Korea."

School enrolment increased dramatically in South Korea in the '60s and '70s. In 1985 about 36 per cent of high school graduates entered college: the comparable figure for Japan was 30 per cent. "In fact," he said, "Korea's college entrance ratio may now be the second highest in the world, next to that of the United States." Korean technical and engineering colleges, technical high schools and vocational training

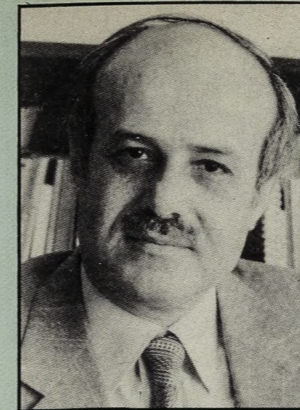


Kamal Hossain

centres have all been set up, and the taxation system has been used to encourage in-plant training.

Priority

To transform the massive human resources of the world into productive resources, said Mr Hossain, calls for new and more imaginative initiatives in meaningful international co-operation. "The awareness of the dimensions of the challenge must compel us to attach the highest priority to human resource development—to education and training on a world scale—to reduce, if not to eliminate, what has been described as the greatest element of waste in contemporary society; that is, the waste of human resources."



George Kanawaty

Call for cash incentives

The problem of forecasting manpower needs is one that can be eased if a country adopts the right sort of approach in formulating its training policy, claimed George Kanawaty, director of the International Labour Office's training department.

One way of tackling the problem is that of an incentive system to encourage training institutions to correct the mismatch of supply and demand: if your trainee becomes employed, you get a larger budget; or even, as in the State of California, if people coming out of training remain employed for 90 days, their training costs will be reimbursed.

Numeracy

On the technology front, Mr Kanawaty called for greater emphasis on mathematical sciences in countries' training policies. That is where foreseeable demand lies: "Let us inject much more emphasis on numeracy in vocational training; we have to move away from other specialisations."

Another problem he identified is that of educating people to accept occupational flexibility, a much needed quality when large numbers of people are being made redundant from declining industries. Part of the solution, he suggested, should be to instil them with the qualities of entrepreneurship: "My starting point would be to inject entrepreneurship in existing vocational and commercial schools. If you don't want to make it obligatory, make it an option. Prepare people for self-reliance while you are training them at a young age."



Anne Jones

Learning opportunities for the workforce

A recurring theme at the conference was the need to look afresh at the role of training in organisations.

It's too easy to think that if you're successful, just doing more of the same thing or doing it better is going to be enough in the future, warned Anne Jones, director of education programmes at the Training Agency.

Strategic management is needed to ensure people become multi-skilled and so ready to adapt as the organisation changes. She particularly warned against the danger of 'short-termism' in employers' outlooks: recently there had been many young people out of work; soon they will be in short supply. Employers may be tempted to offer them very high wages and there is a great danger that they will not be trained properly: "I hope young people will go into work, demanding to know what the training opportunities are."

Employers' role

In the future, she emphasised, Britain won't need a lot of unskilled workers, neither will we need single-line, 'I am a widget-maker, I can only do that' people. We shall need people with multiple skills. Yet seven out of ten of those who will be in the workforce in the year 2000 are already at work. Furthermore, seven out of ten left school at the minimum school-leaving age. Employers must, therefore, invest in training if they are to remain competitive; and this training should not be limited to people at the beginning of their working lives (as is mostly the case at the moment).

"We have to move to a culture in which learning throughout life is the norm, when education and employers work flexibly together."

In every organisation, stressed Mrs Jones, there is a need for a proper training skills audit to assess training needs. It is no longer good enough just to train the entre-

preneurial types, the ones who set out to get themselves trained.

Trainers' role

Hendrik van der Zee, from the University of Amsterdam, looked at how trainers themselves must reappraise their function within organisations in order to develop effectiveness.

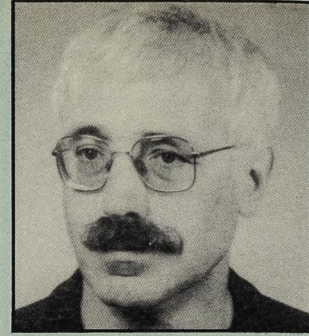
Traditionally, trainers have not been involved with top management or their problems and training still remains a backwater in organisational terms.

A prime target is the need to change the emphasis of training from a 'passive' to an 'active' approach. Training should no longer be regarded as just an add-on service to be used on request but must change to a consultative role that encompasses conceptual value, training delivery and evaluation. There must be a change of focus to promote and explore new opportunities in a company, looking at strengths and weaknesses—using training as a strategic intervention. The outcome should be added value and output for the organisation.

There is a crying need, he added, to translate business objectives into training objectives, in order to maximise company potential.

This, he recognised, places considerable pressure on trainers themselves. The new thinking emerging is that trainers must influence managers, and to do that they need to speak their language and understand managers' problems—the link will not be the other way round.

Qualities of courage and risk



Hendrik van der Zee

assessment should now be the order of the day for company training managers, where traditionally it has been easier not to take risks with their position.

Four approaches

Professor van der Zee then moved on to look at some promising approaches to training. These he divided into four strategies.

First is the 'open-learning' system, where self-instruction modules tailored to varying timespans lead to credits.

Described as a flexible, cafeteria-style training arrangement, the characteristic of open-learning is that it is supply orientated. Although it is currently enjoying a boom, van der Zee made the point that little is known about how things go wrong. Feedback on training benefit is poor, as is priority setting of needs.

'Responsive training', by contrast, is demand or 'need' orientated. It may have specified or open-ended objectives, where the aim is to prepare people to cope with new problems. Simulated working environments are one example of responsive training.

A third approach is by facilitating 'workplace training'.

Techniques include 'job-setting', where people are made responsible for complete areas of work rather than one function. An alternative is 'work-setting'—which is designed more to broaden the scope of a person's work experience.

Rewards for learning, quality circles and performance appraisals are all further examples of encouraging workplace training. The latter, van der Zee stressed, should not be seen as a control, but as a means of identifying new learning areas. Overall, this approach had advantages in overcoming the problem of

Dilemma for professionals in a unified Europe of the future

Article 57 of the Treaty of Rome planned for cross-border recognition of diplomas and professional qualifications, and for freedom of establishment for qualified professionals. Progress was made with last summer's agreement by the Council of Europe to recognise three-year diplomas but there is much still to be achieved.

With this summary, Gabriel Fragniere, director of the Netherlands-based European Centre for Work and Society, went on to describe the problems that will have to be overcome if harmonisation is to become a reality, and also the ensuing economic and social implications for human resource development in Europe after 1992.

The major production plants in Europe after 1992, he predicted, will tend to gravitate towards where the pools of available labour are sited. This will tend to reduce the mobility of unqualified labour but conversely will increase the mobility of those with qualifications. Furthermore there will be a tendency (as in the USA, where there has been a move towards the sunbelt) for highly qualified people to move

continued

transfer from theory to work. It also reduced the cost risk of purchasing learning material that is surplus to requirements.

The final training field Professor van der Zee classed as 'collective competence'—where the emphasis is put on performance rather than learning. The aim is to provide support services for groups to perform their role more effectively. Usually technology is involved. Collective competence can be strengthened by: job aids which increase effect; making technology more intelligent, accessible and user-friendly; incorporating educational elements into the design of facilities—for example spelling-check programmes; and working with the technology to solve real problems.

Van der Zee concluded that all these approaches are still being developed and often a combination of two or more approaches may be best suited to a company.

away from the north of Europe and towards the south.

Definition problems

On the problem of defining professions, he suggested that there were five approaches one could take. They could be defined as:

- A task or function in the economic system (for example, 'that which is performed by a carpenter' as opposed to a doctor, a pilot, a secretary, and so forth). This approach clearly identifies an activity with a product but has the disadvantage that definitions vary from country to country (for instance, doctors or nurses); and it is also a definition that can change completely with the advent of new technology.
- A body of skills and qualifications—formalised competences. Again, these are changing all the time; and they also have the disadvantage that they may be very specific, or even confidential, to a particular company.
- The social group in which the profession is organised—"I think this is the most important element of a profession," Gabriel Fragniere commented. Such a social group can be a guild, an association, a union, etc. When someone says they are a doctor, a lawyer, a member of the order of their profession, they have a sense of identity. But this too varies from country to country; and in some cases, such as in the building industry, people are often more influenced by the company for which they work than the order to which they belong.
- A formal or institutionalised system of training, where there are strict controls over entry into the

profession and the level of skills people should have. This, said Fragniere, is often the most powerful element in defining a profession. He quoted the engineering profession as an example of this—yet, although it has highly formalised procedures for qualifying, the actual system is different in most European countries. In the UK, engineers are regarded as belonging to a particular specialised engineering institution; in France they 'belong' to the school in which they have studied; and in West Germany, the determining factor in their professional recognition is the company in which they work.

- A career system with a certain social status. But, once again, these vary from country to country: British engineers have a low level of professional status, whereas in Mediterranean countries the engineer is very close to the top of the status ladder. Similarly, "if you want to be an executive in a small company, you had better work in Spain than in Holland" (because of the difference in pay and status).

Head-hunting in the '90s

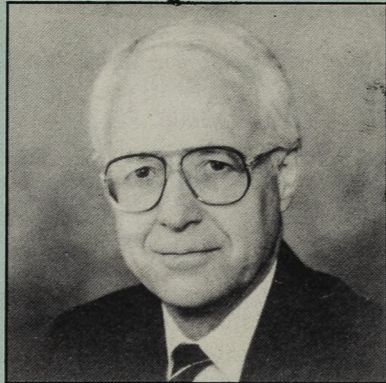
After 1992, Fragniere maintained, qualified people will be attracted to where it is professionally interesting in terms of their career and the opportunities open to them. Head-hunting across Europe will occur on a much larger scale than ever before and the problem will be not only to attract people in the first place but to keep them. Qualified professionals will have great opportunities for gain but certain areas in Europe, the new 'marginal' areas will suffer from a brain drain.

Unless the development of training capacity is related to an area's employment capacity, it will ultimately have a negative economic effect, benefiting the individual trainee but not the region as a whole.

'HRD is about to change direction'

In the past, training has been used to teach particular groups of people or to teach specific skills. In the 1990s its purpose will change, claimed Jack Zenger, president of Zenger-Miller Inc of California.

The major change will not be in the content, methods or details of training but in the whole context of training within an organisation. It will become a leading force in changing the culture of an organisation, and the question for HRD professionals will be: should they respond to issues proposed by upper management or should they become 'surfacers of issues', bringing issues to the attention of upper management and in that way helping to bring about change?



Jack Zenger

Employee commitment

One of the future roles of HRD will be to ensure employee commitment to the company. There has been a historic tendency for management to focus on control, Mr Zenger said, yet "every notable experiment in which organisational performance has climbed to higher plateaus has involved greater employee involvement and participation, with the end objective of attaining higher employee commitment."

"It would appear that executives have finally heard and believed that message and, at long last, are willing to change their management practices to give greater opportunities for employee involvement."

More like dating

In the past, he said, people usually joined a company for life—a sort of marriage. "Now, it's more like dating!" Executive mass redundancies have become far more commonplace and so, if an organisation is to remain successful and competitive, it has to find new ways to obtain employee commitment.

There are many ways to achieve this, Zenger added, and he quoted the examples of two rival computer companies in Silicon Valley, IBM and Apple. IBM endorses the ethos of a life-time career with the com-

pany; Apple, on the other hand, makes it clear that it does not expect to keep its employees for life and does not even have a pension scheme. Yet both have achieved great employee commitment. "The important thing is to get the ground rules right."

Training

Another notable change he perceived taking place is that of a much greater commitment by management to training. Nowadays line managers are often keener to adopt training than is the company's training department itself. Speaking from his experience in the USA, he said this level of commitment to training certainly didn't exist five years ago but is now becoming very evident. Top management too has changed its view and is now very supportive of training. However, middle management is still generally sceptical.

The reasons, he felt, were that upper management has been forced to alter its view as a result of the pain and adversity it has so often had to face during recent economic troubles. Middle management, however, remains cynical about the value of training because it has witnessed so much poor training that didn't pay off.

Organisational needs

It is important that training should be tailored to individual needs—not just of the trainee but of the organisation too, he said. It is like a cake; one ingredient at a time doesn't work. You bake a cake by mixing all the ingredients and then cooking them together. Similarly when it comes to training, sequential solutions often don't change things for the better. A diagnosis (or thorough-going needs assessment) is required first, and then there must be a simultaneous application of the solutions.

Building blocks

More and more in the 1990s, organisations will be seeking modules—or building blocks—or quality training materials which they can assemble to suit their individual training needs; but although these needs will be individual, they will also become more uniformly international. It will no longer be acceptable to have training programmes that vary substantially from one country to the next. As industry and commerce become more globalised, so training will follow in their wake.

Everyone must be turned into an ambassador

Barry Senior, of Sale Training, stressed just how important it is that every member of an organisation's workforce should feel that he or she has an essential part to play.

They must be encouraged to think of themselves as 'ambassadors' for the company or organisation. And they must be given useful

feedback on their own performance.

Ultimately everything must relate to the bottom-line—which in turn means providing good customer service and high product quality. But for this to be achieved, he said, the aims of the company must be made clear to every employee.

Launch of youth Lifespan

The HRD conference saw the launch of a new consortium called Lifespan, which has been formed by a number of organisations concerned with meeting the needs of young people for continuing education, training and worthwhile employment.

The group of professional, training, education, examining and related bodies have joined together to consider not only the implications for themselves of the reduced supply of young people, but also how those young adults can be helped to cope with the many changes which confront them as they enter the world of employment in the 1990s.

The Lifespan Consortium, will help to gather a whole range of information on this age group and publicise its findings for the benefit of employers, the community and young people themselves.

It will use as its source of data, surveys and interviews to be carried out in spring 1990 on a cohort of some 10,000 or more youngsters, all born in the second week of April 1970.

It is hoped that the findings will help to influence government policy makers and opinion leaders at international, national, regional and local community levels.

The consortium is currently made up of 17 organisations including the British Institute of Management, the Business and Technician Education Council, the City and Guilds of London Institute, the Engineering Industry Training Board, the Industrial Society, the Institute of Personnel Management, the Institute of Training and Development and the Royal Society of Arts.

The consortium's principal strategy is one of 'networking'—that is, supporting and conducting relevant research and sharing relevant information to influence opinion leaders.

Inquiries concerning membership and consortium activities should be made to the Secretary at The Institute of Training and Development, Marlow House, Institute Road, Marlow, Bucks SL7 1BN.



Delegates from all over the world came to listen to more than 80 speakers give their views on human resource development.

The entrepreneur explained

What makes someone an entrepreneur? What is the difference between companies imbued with the enterprise culture and those that lack it?

According to Don Halpin, managing director of Fielden House Ltd, the essential ingredient of entrepreneurship is innovation; and the essential ingredient to obtain innovation is individuals, individuals with qualities of boldness and challenge. It is not enough to have an innovative idea; it has to be followed up by action. Entrepreneurs are "dreamers that do"—who "not only have ideas and visions, but also have the drive and ability to translate these into action."

He identified four fundamental characteristics of entrepreneurs:

- a sense of mission;
- clear customer and product vision (they have a realistic and analytical perception of who will buy the product, how it will be presented and what it will cost);
- innovative action—with the emphasis on action: it is not necessary to have loads of ideas but it is necessary to follow up your ideas; and
- self-election—you can't force anyone to become an entrepreneur.

The role of enterprise and innovation in small companies may be an obvious one but it is just as

important in large companies, he said. Bureaucracies stagnate. The difference between senior management priorities in the average large company and in an entrepreneurial one is clearly shown in the table below.

For the enterprise culture to flourish within an organisation, Don Halpin stressed it is essential that people low down in the organisation should be encouraged to come up with ideas—not just top management. There has to be a flexible structure and open style of management. What is important is to encourage the seedcorn of enterprise, though only some of these may take root and flower.

Senior management priorities

| Average | Entrepreneurial |
|---------------------|---------------------|
| 1 Senior management | 1 Customers |
| 2 Owners | 2 Workers |
| 3 Workers | 3 Owners |
| 4 Customers | 4 Senior management |

Confusion and communication

In 1987, one out of every 20 people had the prospect of reaching senior management. By the year 2000, that will drop to one in 50, said Brian Wolfson, chairman of the National Training Task Force.

That prospect will pose new motivational and training challenges. The way to meet those challenges, he believes, lies in "the old truism that the more people know, the more things they wish to do, and the more things they can be motivated to do."

At the moment, he said, trainers and HRD professionals have the attention of the world: "Probably never before have so many people been thinking about, been as aware of, and as prepared to get involved in training and development of one sort or another."

He urged his audience not to waste the opportunity. However, he warned against some of the pitfalls they should look out for, especially in the realm of new technology: "The perceived wisdom in the world of today is that the nearer you can take the decision to the customer, the more involved is the human being and the better is the motivation and interaction. To do that, you have to face the challenge of giving that human being the relevant information with which to take the necessary decision."

"Because information technology

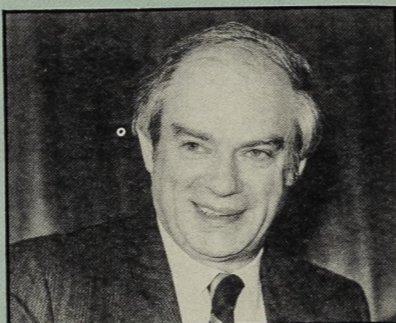
is so profuse, and because its ability to spew out information is so total, what, in my experience, happens is that we drown the poor human being with so much information that either:

- they don't bother to read it at all because it is too profuse; or
- they get rendered catatonic by trying to comprehend it.

"I think that most companies need to think through their use of information technology, perhaps in a way they never have before, and introduce somebody—whom I shall call an editor of relevant information—to cut out 90 per cent of the rubbish that we don't want."

The other major change Brian Wolfson feels is needed is a change in attitude among chief executives: "Unless our chief executives have a passionate and total commitment and are prepared to devote countless time to communicate in that commitment, and make sure it works, nothing will ever come to pass."

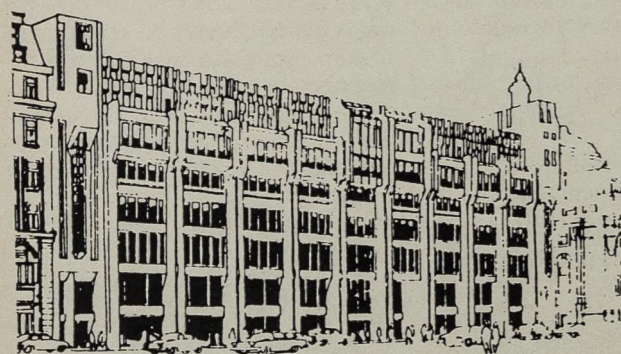
He criticised those who think that because they have a house newspaper or glossy pictures in their



Brian Wolfson

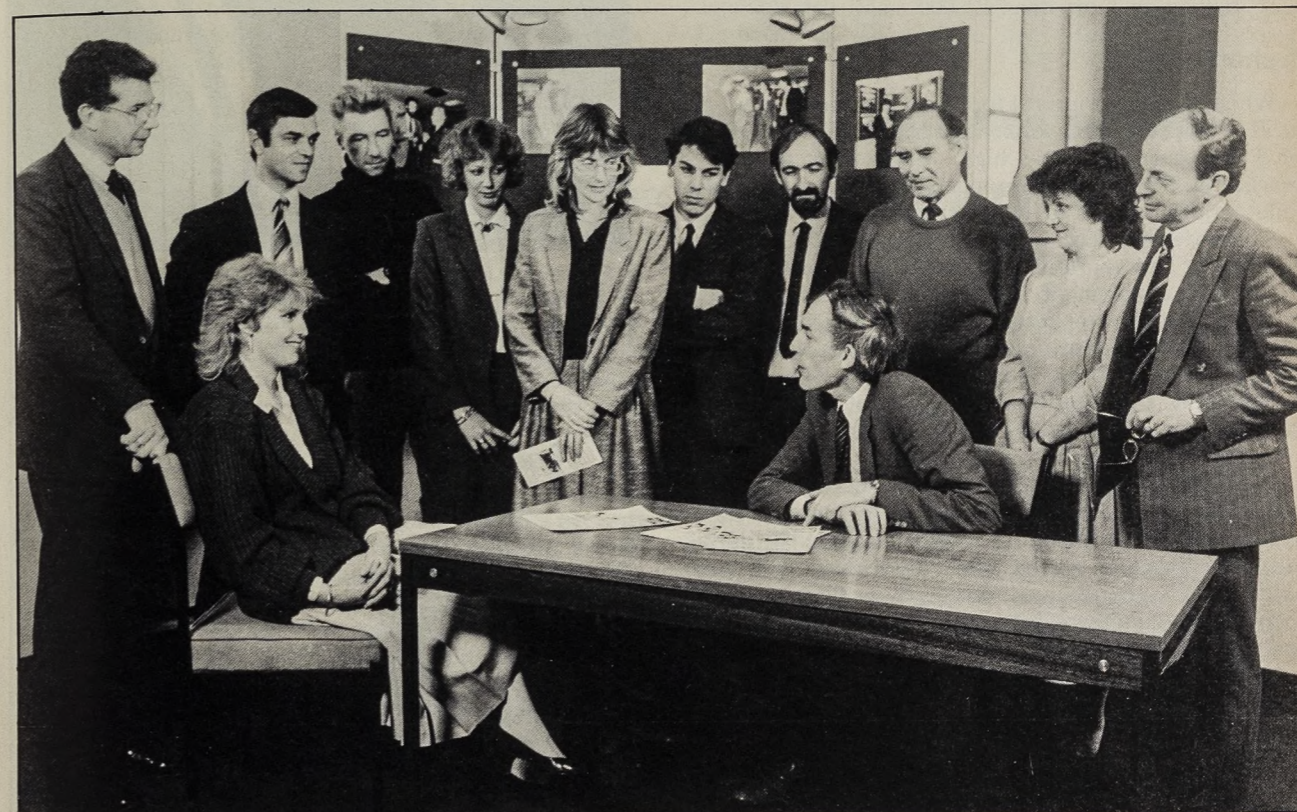
brochures, they are communicating. "Communication," he declared, "is something that happens because I as an individual passionately care about it, passionately believe in it and see that—on a daily, hourly, weekly, monthly, yearly basis—there is a two-way dialogue between me and the people with whom I work."

Similarly with training and education, unless chief executives are absolutely committed to giving their companies a culture of training, knowledge and care, it will not happen—"and all the personnel officers in the world will only confuse the issue, and end up as glorified record-keepers, and not deeply involved as they should be in training and education."



News releases, pictures and publications for review should be sent to:

The Editor
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Tothill Street
London SW1H 9NF



Mike Winwood, (seated) managing director of New Work Trust Ltd, discusses training with his staff.

Photo: Steve Tromans

Guaranteed loans don't guarantee success—but they certainly help

The Loan Guarantee Scheme reached a milestone this year. It was due to come to an end but instead the scheme has now been expanded. This two-part article looks first at how the scheme has developed and the types of business it has helped. The second part gives the results of an intensive evaluation of the scheme by independent consultants, National Economic Research Associates.

Bankers, small businesses and the press were treated to a display of red, white and blue Union Jack socks worn by Small Firms Minister John Cope at the launch in April this year of a new lease of life for the Loan Guarantee Scheme (LGS).

Why was the Minister sporting such snazzy socks? Well, Richard Ross, the managing director of one of the LGS's most celebrated success stories, Sock Shop, was sharing the platform with the Minister. Also there was another of the LGS's success stories, Mike Winwood, managing director of New Work Trust Ltd which provides

managed workshop places, and Stuart White, chairman of the Committee of London and Scottish Bankers, representing the principal lenders under the LGS.

What is the LGS?

The LGS is a government-backed scheme which helps banks and other financial institutions to lend money to small businesses for promising projects which would otherwise present too great a risk under normal terms, say due to lack of security or track record. By providing the

lender with a government guarantee against default by borrowers, the LGS offers small businesses, of less than 200 employees, a means of obtaining finance they would not otherwise have.

The guarantees cover one or more loans up to a maximum of £100,000 to any one borrower and are available on loans with terms of between two and seven years. In return a premium of 2½ per cent a year on the amount guaranteed is paid by the borrower. Since its introduction in 1981 the LGS has covered lending of over £700 million to more than 21,000 small firms.

A short history

When introduced in 1981 for a period of three years, the LGS comprised an 80 per cent guarantee and a premium of 3 per cent; usage was high, with a peak of lending reached in 1983 when loans topped 6,000. From here, high failure rates started to manifest themselves and usage began to decline. The LGS was extended and improved monitoring and appraisal procedures were introduced to reduce the number of business failures. Banks were finding that many applicants had not fully considered all the aspects of their business idea, the potential market for their product or their long-term plans. Therefore, a requirement for a formal business plan, containing information on specific points was introduced, and this benefited both borrower and lender.

Insubstantial business plans were weeded out and in addition, regular quarterly monitoring of the businesses by the banks led to greater involvement, especially during the early stages of a loan when more difficulties were occurring. Usage continued to decline but since May 1986 when the premium was reduced to its current level of 2.5 per cent, there has been a steady increase.

Last year saw the introduction in January of streamlined procedures for loans under £15,000 which have proved popular, and in June an increased guarantee to 85 per cent for firms based in the Inner City Task Force areas. Usage is now back to its 1985 level and is still rising. And failure rates have levelled out at about 29 per cent.

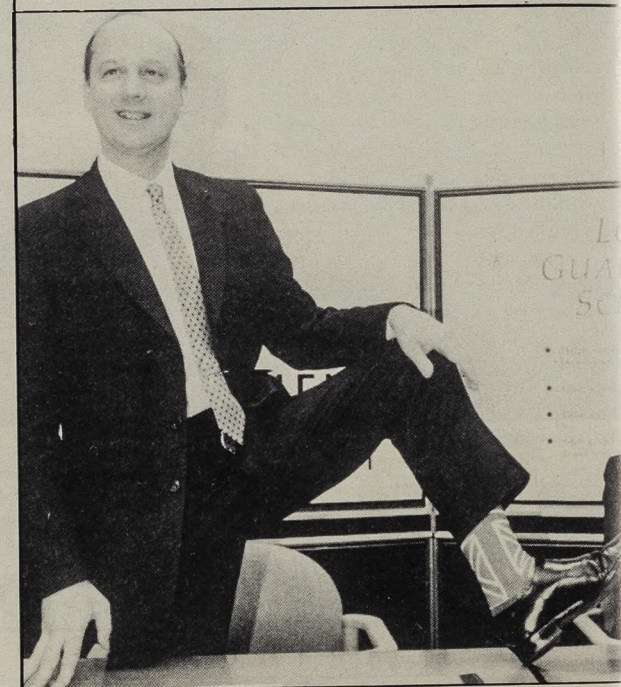
The LGS was due to end on March 31, 1989 but following an extensive evaluation commissioned by the Department from National Economic Research Associates (NERA) the Government decided to extend both its scope and lifetime. It will now remain as long as it is needed and the maximum which can be advanced has been increased from £75,000 to £100,000. The second part of this article describes NERA's report, which is due to be published shortly as Department of Employment Research Paper no 74.

Who uses the scheme?

Apart from Sock Shop and New Work Trust Ltd, other firms for whom the LGS has played an important role in establishing their businesses were present at the April re-launch. These include Emile Williams, a hairdresser from London's Notting Hill Gate; Sound Technology of Letchworth, electronic retailers and importers; Phoenix Foods of Corby which manufactures and packages dry grocery goods; SAV Communications of Milton Keynes, specialists in visual and computer graphics for corporate presentations; Cermag Ltd of Sheffield, manufacturers of ceramic magnets; and Hart Advanced Logic of Fleet, Hampshire, specialists in solar powered radio telemetry. Those at the launch were also able to sample the wares of another LGS firm, California Cake and Cookie Ltd, of Glasgow, which specialise in unusual cakes and cookies and who, through the LGS, have set up a distribution



From top to toe John Cope is a staunch supporter of the Loan Guarantee Scheme. Above he gets hair care from a professional—Emile Williams who started an ethnic hair dressing salon in London's Notting Hill with the help of the LGS. Below he sports Union Jack socks—a product of Sock Shop and a Loan Guarantee Scheme success.



network covering the London area.

A wide variety of small firms all over the country are using the LGS, from local corner shops to light manufacturing companies, milkmen and landscape gardeners to consultant engineers.

John Cope, in announcing the latest improvements, stressed the importance of small firms to the economy as a source of wealth creation. He welcomed initiatives taken recently by the major banks who are increasingly recognising the potential of their small firm customers. The success of the LGS depends on this recognition by the banks.

What of the cost of the LGS? This has also changed over recent years. The net cost since 1981 has been £117 million, but £97 million of that came in the first five years, and for the last three years the cost has been just over £20 million. The reason is that there has been a marked reduction in the failure rate after three years of trading, from 44 per cent to 29 per cent, somewhat better than the

performance of small firms as a whole in the economy.

Evidence suggests that the most critical period for businesses is between nine to 12 months after obtaining a loan, with the incidence of failure greatly declining after this period. The increased success rate has in part resulted from the requirement for formal business plans which provide, from an early stage, the opportunity for both borrower and lender to look at the intended project and its requirements in more detail. Lenders are now more experienced at assessing the viability of proposals.

Research has shown that the LGS is still continuing to meet a need, and this is backed up by recent figures which show an upsurge in demand during the last 15 months,

with applications so far this year averaging 224 a month. Without the LGS many potentially good projects would simply not get off the ground. Although the scheme is small in scale compared with the total volume of bank lending to small business, it has a valuable role to play. With the continued support and co-operation of the Tenders, it will continue to provide more business people with the opportunity to put their good ideas into practice.

Copies of the booklet describing the scheme are available from The Loan Guarantee Unit, Employment Department, Room 221, Steel House, Tothill Street, London SW1H 9NF (tel 01-273 4795/4796).

Economic evaluation of the loan guarantee scheme

by Derek Ridyard, Ian Jones and Robin Foster

National Economic Research Associates

A major economic evaluation of the Loan Guarantee Scheme carried out by National Economic Research Associates (NERA), to be published shortly by the Department of Employment, reached the following principal conclusions:

- The LGS does generate additional economic activity by allowing commercial banks to provide small firms with finance which would not otherwise have been available. In a sample of 106 small firms using the LGS between August and October 1986, NERA found that a little under half of the £4.18 million LGS finance raised would not have been raised by the firms in the absence of the scheme. Of the further £3.88 million of commercial, non-LGS finance raised by these firms at the same time, just under one-third would not have been raised in the absence of the scheme.
- The additional finance attributable to the existence of the LGS among the sample firms was responsible for saving 140 jobs which would otherwise have been lost and for creating 220 new jobs in growing and new firms.
- Taking account of displacement effects which are difficult to estimate, perhaps 70 per cent of the additional activity in sample firms represented additional small firms sector activity.
- There is no real evidence that the commercial banks act against their own interests in ignoring small firms business. Indeed, the high street banks now seem to compete strongly for small firms' business and appear better equipped to do so than was the case some years ago. The LGS has played a part in encouraging these changes.

LGS—the economic rationale

In principle, external finance for small firms may come either in the form of equity or debt, or combination of the two. There has long been a widely held perception that there are serious gaps in the equity markets, particularly at the level of small firm finance. For example, the Wilson Committee concluded:

"There can be little doubt that at the time of report (1979) there are deficiencies in the availability of equity finance for small businesses and that this is putting undesirable constraints on their rate of growth."

There are good reasons for this gap in the market. From the equity investor's point of view, the provision of funds to small firms is relatively unattractive because of the high costs which must be incurred in appraising projects and monitoring their subsequent performance. Difficulties in

assessing the value of such investments also hamper the marketability of small firm equity. At the same time, the demand for equity funds from small firms is weakened because the dilution of ownership and control resulting from an injection of external equity may reduce the attraction of running a small business from the proprietor's point of view.

Given the existence of the equity gap, small firms depend heavily on borrowing from the banking system for external funds. But for sound commercial reasons banks will have a strong preference for lending, as far as possible, on the basis of security or collateral, which limits the downside risk to them if the project turns out badly. A willingness to offer collateral also signals to the bank the borrower's confidence in the viability of the project.

The bank's preference for secured lending means, however, that there is a loan finance gap for business ventures which are potentially viable but which are not supported by sufficient collateral. This problem would be aggravated if individual branch managers were unduly conservative in lending to small firms, perhaps because they attached more weight to individual loan defaults than the bank itself would prefer them to. It is the existence of this gap in the market which provides the rationale for a loan guarantee facility such as LGS.

More generally, measures such as LGS which assist small firms may be justified on the grounds that an increase in small firms' activity produces benefits to the economy over and above those which are captured by the proprietor of the businesses concerned. For example, small firms may be more innovatory (or innovatory in different ways) than the economy average. Also, an increase in the relative size of the small firms sector may mean that the natural rate of unemployment in the economy is reduced because small firms are able to offer employment to workers who would not be taken on by larger firms.

Evaluation and 'additionality'

The principal objective of the research was to evaluate the extent of additional economic activity generated by the LGS. The concept of 'additionality' is used in this context to refer to an event which would otherwise not have happened, and since the LGS intervenes in financial markets in order to have an effect on small firms' activity, the assessment of the economic additionality of the LGS scheme contained two separate stages. The first stage examined how far the scheme generated finance which

would not otherwise have been available and the second stage assessed the extent to which this finance generated additional economic activity.

The information required to make these assessments was obtained in a series of structured in-depth interviews with both the borrower and the bank manager responsible for sanctioning the loan.

The interviews with borrowers collected information on the business and personal background of the borrower, on the circumstances leading up to the loan application, and on experience since the loan had been received.

The interviews with bank managers also collected information about the circumstances leading up to the loan, as well as general information on banking procedures and experience in lending to small firms.

Finance additionality

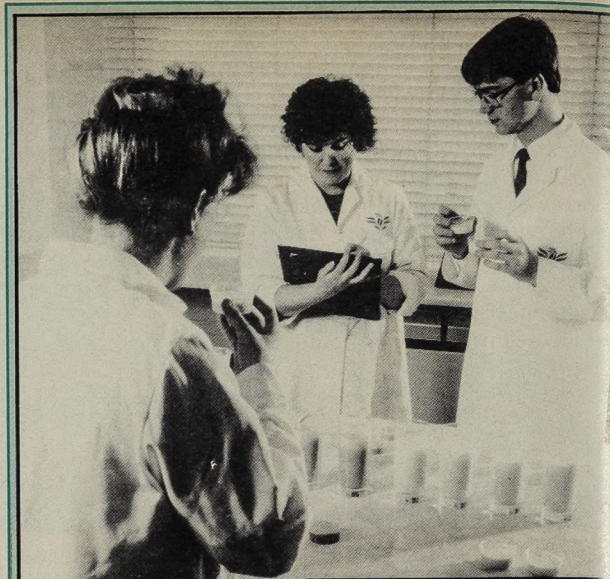
By restricting the use of the scheme to cases where the bank manager would not be prepared to advance finance on commercial terms, the LGS aims for 100 per cent finance additionality. The research found that of the £4.18 million LGS finance raised by the 106 firms in the main sample, £2.02 million, or 48 per cent, would not have been raised in the absence of the scheme. A further £3.88 million of commercial finance (loans and equity) was raised by the sample firms at the same time as the LGS loan. Table 1 gives a further breakdown of these financial additionality results.

The majority of firms which would not have raised alternative finance, either had no assets for existing conventional loan finance or had already pledged their assets for existing conventional loan finance. Nor were they able to raise equity finance. They fell broadly into one of the following categories:

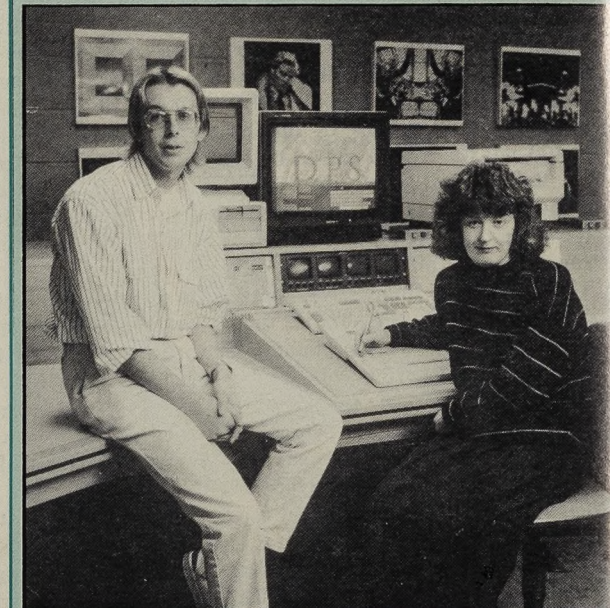
- "Marginal" projects with no track record or obvious business skills, and little prospect of generating high returns;
- those with some indication that they might eventually be sound business (track record, business skills, good business plan, etc), but with little prospect of generating returns which would satisfy equity investment; and
- those which were high risk/high potential return businesses, but which for various reasons were unable or unwilling to obtain equity support.

Among the wide range of enterprises in these categories, many of which seemed destined to struggle for survival, there were just a few with the potential for greater success. Yet even in these cases it was clear that the bank manager's task in assessing their prospects of success at the time of granting the LGS loan was extremely difficult.

In the case of those firms which would have been able to raise some or all of the LGS finance by alternative means, around 60 per cent of the £2.16 million would have been raised in the absence of the LGS, would have been debt



Phoenix Foods of Weldon Industrial Estate, Corby, manufacture packages and supplies dry grocery goods. Here, a new product is tested in the company's laboratories. Phoenix Foods was created in 1983 with the help of the Loan Guarantee Scheme. Despite early problems, the company was able to repay the loan in 1987. It now employs over 80 staff and has a turnover in excess of £5 million.

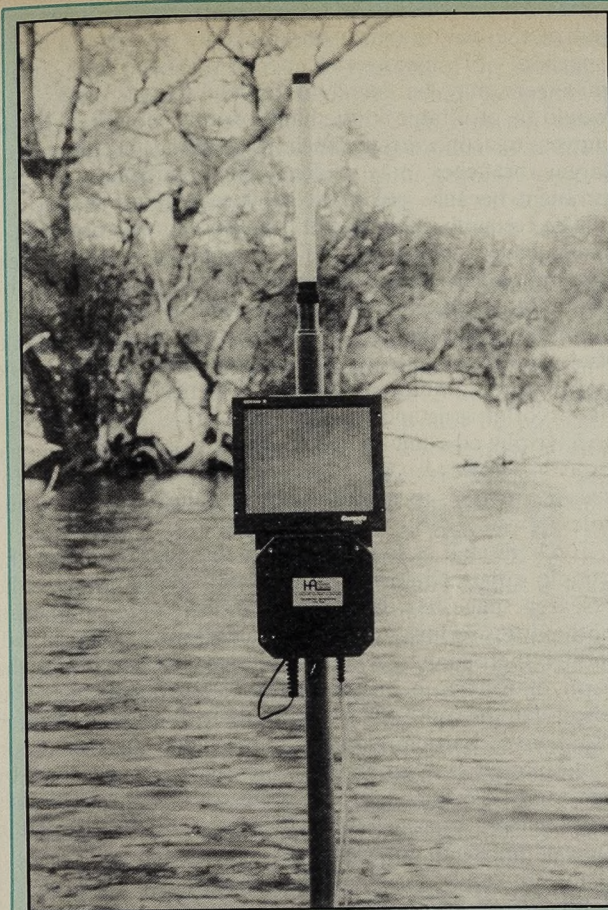


Graphic designers Paul Mawson and Anne Evans work for SA Communications plc and produced the cover for this month's Employment Gazette. The company analyses communication problems and provides solutions through the design and production of video programmes, interactive video and computer based training. It also produces computer generated graphics and support packages. Its turnover is £1 million and it employs 27 people. Expansion in 1981 saw the launch of Video Graffiti which specialises in computer graphics, and the company also owns a training and marketing company in Kenilworth.

Table 1 LGS finance additionality

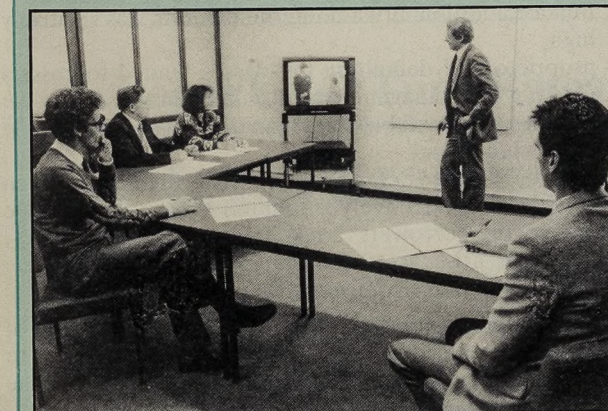
| Degree of additionality | Number of cases | Per cent of total | All LGS Finance raised (£million) | Additional LGS finance (£million) | Per cent of total |
|-----------------------------|-----------------|-------------------|-----------------------------------|-----------------------------------|-------------------|
| Negative or zero | 43 | 40 | 1.79 | -0.01* | — |
| Partial (up to 50 per cent) | 7 | 7 | 0.28 | 0.10 | 5 |
| Partial (51-99 per cent) | 19 | 18 | 0.73 | 0.55 | 27 |
| Full | 37 | 35 | 1.38 | 1.38 | 68 |
| Total | 106 | 100 | 4.18 | 2.02 | 100 |

* In two cases in the absence of the LGS the firms would have raised more money than actually raised.



Hart Advanced Logic Ltd, based in Fleet, Hampshire was founded in May 1988 by Russell McAnulla, managing director, with assistance from 3i plc. The company specialises in solar powered radio telemetry. Although still very small, the business is progressing well and has three permanent employees, and up to seven temporary staff.

Hart Advanced Logic has completed the development of a range of units, such as the telemetry outstation shown above, and made deliveries to several customers around the country.



The New Work Trust Company was launched in June 1981 with its financial requirement of over £250,000 met by the Loan Guarantee Scheme among others.

From a first year turnover of £103,000 the company has grown to £2.3 million in its seventh year. It operates in three main areas: property services—150,000 square feet of workspace in five buildings; management services—some 40 different services offering practical support; training services—over 1,000 people offered training each year in partnership with smaller firms.

It employs over 80 staff and has arranged nearly £6 million of investment serving about 1,500 clients in the North and East Avon area.

finance and 30 per cent equity finance. The availability of alternative finance was linked to:

- the existence of undisclosed assets which would, if necessary, have been used as security for debt finance (this was true in about half the cases where debt finance was the alternative);
- certain characteristics of the firm which would either have made banks willing to lend unsecured in the absence of LGS (for example, if it was a long-standing customer, if the amount concerned was small, or if the firm operated in a familiar, low risk market), or would have allowed it to attract equity investors (such firms tended to be larger and have prospects of faster growth).

There was no significant relationships between finance additionality and the basic characteristics of the sample firms such as age, size, region, sector or amount of finance raised, except that the probability of zero finance additionality was significantly higher for projects involving franchise operations. However, there was some finance additionality in a third of the franchise related projects in the sample. It would, therefore, be difficult to improve the finance additionality of the scheme by focusing it more narrowly or by excluding certain categories of firm from the scheme.

Economic additionality

Total activity in the sample firms increased sharply in the year after receipt of the LGS finance. This was largely due to the fact that half the firms in the sample were start-up operations. Total employment increased from 694 to 1,068, and turnover increased from £19.18 million to £34.52 million. Twenty-five firms were still making losses at the time the research was conducted, and six had defaulted on their LGS loans.

Not all this activity can be attributed to the LGS. Economic additionality of the LGS at the level of the individual firm depends first on finance additionality, and second on the use which is made of any additional finance.

There were significant variations in the amount of additional economic activity which different firms 'bought' with each pound of additional finance. Firms which had used the LGS to purchase an existing business or a franchise, achieved low rates of economic additionality. In many cases such businesses would have been acquired by other firms using conventional finance. Those raising larger amounts or involved in manufacturing sector activities were the most successful in transforming additional finance into additional economic activity.

For the sample as a whole, the additional activity at the level of the firm one year after drawing down the LGS loan was approximately 30 per cent of the total activity of the 106 firms in the sample, whether measured by turnover, value added or employment. The LGS was responsible for 354 additional jobs (44 of which were part-time); 220 of these jobs were created in start-ups or expanding businesses and the remaining jobs saved in firms which would have gone out of business had LGS finance not been raised.

Some indication of the durability of the economic activity generated by the LGS can be obtained from examining growth prospects. Although six firms had defaulted and a further ten were in severe financial difficulties, 18 were classified as having good growth potential. The majority of the sample were assessed as having 'adequate' or 'respectable' prospects.

Wider economic effects

These estimates of the additional employment effect of the scheme represent the first-round effect of the LGS on economic activity. The research also had to assess the extent to which this additional activity had simply displaced activity which would sooner or later have occurred elsewhere in the small firms sector and also in the economy as a whole.

This assessment relied primarily on the information provided by the borrowers themselves on the nature of the markets in which they operated. About 70 per cent of the jobs which were attributable as additional to the LGS were also additional to the small firms sector (30 per cent of additional employment was at the expense of other small businesses). However, much of this additional employment appeared to be at the expense of large UK firms, so 'measurable' additionality at the level of the economy as a whole was much lower, about 10 per cent, mainly as a result of import displacement.

The extent to which additional activity in the sample firms displace other small firms sector activity varied with the type of firm. Displacement was lower for firms involved in the supply of a new product or service, and much lower for those in manufacturing than in the retailing or service sectors.

There was some evidence of the sort of supply-side improvements which are often associated with small firms. These included the adoption of a more entrepreneurial approach as reflected in commitment and hours worked, and increases in the productivity of those who had changed from being employees to small business managers. Particularly for those LGS borrowers who found themselves competing primarily with large firms, the benefits from greater flexibility (speed of response to market conditions, willingness to supply in small quantities or to vary specification) were highly evident in sample firms.

LGS and the banks

Where possible, banks reply on secured lending, advancing unsecured loans only in special circumstances which represent departures from general policy. This aversion to unsecured lending appears entirely justified in commercial terms, and can be explained by the asymmetry of returns from this type of finance: the modest return it gives the lender when projects prove to be highly profitable to the borrower inadequately compensates the bank for the consequences of a default on an unsecured loan. There are also compelling reasons preventing the banks from using interest rate variation to overcome this problem.

In principle, an equity finance contract should be capable of sharing risks and rewards in a more efficient manner, but the cost and difficulty of identifying the risks and expected return on small firm projects severely limits the banks' willingness to develop this type of instrument. Bank managers tend to reply on the basis of the assessment of a borrower's character rather than carrying out formal risk appraisals or relying on business plans. Ultimately, banks use loan security as a means of insuring against exposure to risks which they are in a poor position to evaluate by themselves.

Equity finance was generally only available to the larger firms using the LGS and those which had professional management with good growth prospects. The equity institutions using the LGS tended to devote more resources to project appraisal than most banks.

There are some possible conflicts between the interests

of the banks and of their branch managers, arising mainly out of the way in which loan defaults are treated in the appraisal of managerial performance. This means managers may be reluctant to lend to customers who would be profitable to the bank overall. However, recent moves to concentrate business lending in designated larger branches may reduce the significance of this problem because risks will be spread more widely.

The research provided little support for the notion that banks have a 'blind spot' when it comes to small business lending which might make them fail to pick up on profitable business opportunities. Partly in response to competition for their traditional business, the major banks seek to compete strongly for small firms' business, and appear better equipped now than was the case some years ago to offer assistance in this sector. LGS was considered to have played a small but valuable part in this educational process. However, the banks' entirely rational need for security in loans to small businesses indicates a continuing role for the LGS.

Even though default rates for the LGS loans in the sample appeared lower than in the earlier phases, the research suggested that LGS lending is unprofitable for both parties so far as direct financial flows are concerned, though there may be wider advantages to the banks in the form of follow-up business from LGS borrowers. This result demonstrates the substantial element of goodwill in the banks' participation in the scheme (a conclusion underpinned by the modest interest rates charged by banks on LGS loans). It also indicates that the LGS does more than encourage lending that banks ought to find in their interests to undertake.

Analysis of defaults

A detailed analysis of 25 cases of default on LGS loans was undertaken, comparing them with the non-defaulters in the main sample and with the 25 most successful firms. Four main findings from this analysis stand out:

- defaults are more likely to occur among limited companies and start-up firms where the borrowers had only a small personal stake in the business (that is, where personal commitment is arguably low);
- finance additionality among the defaults was relatively high;
- proprietors of defaulting businesses tended to possess fewer of the management skills likely to be useful in the running of a small business than did firms in the sample as a whole; and
- for a third of the default sample, LGS finance had been used in what effectively amounted to attempted rescue bids by the borrowers' bank. In several of these cases, questions arise as to the commercial wisdom of the further funding arrangements.

The first and second of these findings highlight some of the dilemmas faced by policy makers in any attempt to adjust the terms and conditions attaching to the use of the scheme in order to improve its effectiveness.

Conclusions on the LGS

On the whole, the LGS was regarded by the banks who use it as a useful last resort instrument in their small firms lending but one which had only marginal importance in the context of their total small firms, financial support services. Although the scheme may in the past have had some 'demonstration effect' in encouraging banks to adopt a more entrepreneurial approach to small firms lending, its value in this respect is now much reduced. The future value of the scheme, therefore, rests on its ability to

generate additional activity in a cost-effective manner.

The LGS does generate additional economic activity in the small firms which take advantage of the scheme by providing them with finance which otherwise would not always have been available. Although it is not easy to prove that the scheme generates a great deal of additional activity at the level of the economy as a whole, there was evidence in the sample firms of the sort of supply side improvements which are often associated with activity in the small firms sector.

There may be scope for improving the scheme, either by increasing its additionality or by reducing its cost. In both cases, the implications for the amount of take-up of the scheme must be taken into account, and many of the possible changes to the scheme lead to conflict between these objectives. For example, it would be possible to improve financial additionality by forcing stricter adherence by borrowers and banks to the requirement that all personal assets should be pledged on conventional secured loans before an LGS loan is granted. But some believe the personal assets condition is already too harsh on the borrower and further tightening of this condition might reduce the use of the scheme.

Economic additionality is more difficult to influence. It might be improved by ruling out the use of the scheme for the purchase of existing businesses or franchise operations, though this would cut off the flow of finance for some worthwhile ventures. Another possibility might be to consider further incentives for improved appraisal of business plans, monitoring, and training in business skills.

Insisting that applicants have formal training in business skills might also reduce the level of defaults and hence the cost of the scheme. The other main candidate for reducing defaults is to introduce an additional condition relating to the minimum personal stake or gearing commitment for LGS applicants. The drawback of this is that it would shut the scheme off completely from those with no personal assets to offer.

No change to the scheme can simultaneously improve the LGS against all these criteria; and ultimately a balance has to be struck between a set of conflicting objectives. The consensus to emerge from NERA's evaluation is that the current balance is about right. ■

NERA's research methodology

NERA's research, carried out between December 1987 and April 1988, was based on a main sample of 106 small firms which had used the LGS between August and October 1986, including six firms which had defaulted on the loan. At the time the research was carried out, an average of 14 months had elapsed since the draw-down of the LGS loan. A further 19 default cases (making 25 in all) were included for the purpose of a special analysis of the factors influencing LGS loan defaults.

The research was carried out primarily through a series of detailed face-to-face interviews conducted by NERA consultants. For each firm in the sample, there was a pair of interviews with the proprietor of the business and, separately, the bank (or venture capital institution) manager who was responsible for making the loan. Further interviews were held with banks' regional managers, small firms advice bureaux and other interested parties.

All the interviews had a common structure. For LGS borrowers, information was obtained on the approaches they had made for finance on commercial terms before resorting to LGS finance, and on any personal security they had which might have been used as collateral for conventional lending. They were also asked what use had been made of the LGS loan, and for financial information in order to make an assessment of the progress of the firm since receipt of the finance.

For LGS lenders, information obtained was on the alternatives which had been pursued before choosing to use the LGS, and on the risk characteristics of the business which made LGS the appropriate instrument. Lenders were also asked for their assessment of the progress and prospects of the LGS borrower and specifically how this compared with the banks' appraisal at the time the loan was granted. General comments were sought from the banks on the role played by the LGS in the context of the bank's other lending to small firms.

It was possible to interview the borrower in only seven of the 25 cases in the analysis of LGS defaults, but lending managers were interviewed in each case. The analysis of the characteristics of these default cases generated some conclusions on the factors associated with success and failure among LGS borrowers.

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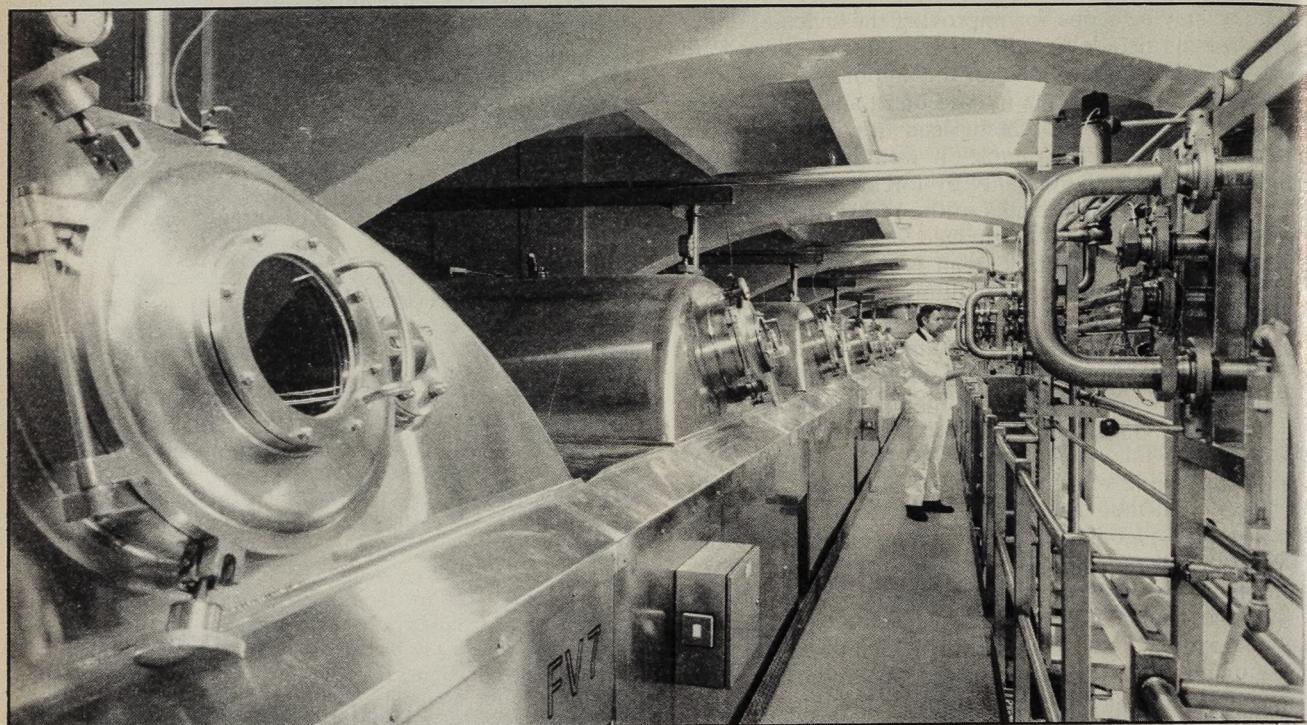
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The Ind Coope Burton Brewery at Burton-on-Trent, where an agreement in 1988 led to the formation of teams within which work is allocated to the most competent to do the job.

Changed working practices

by Michael Kirosingh

This article looks at how some companies have changed working practices and work organisation to improve efficiency and competitiveness. Tight job demarcations are disappearing. Greater weight is being given to competence to do the job and multi-skilling. Changes such as these have become increasingly common in the 1980s and have contributed to productivity growth in manufacturing industry.

- Increased functional flexibility—broadly, the change to more flexible working practices—is one element in a wider process of change to a more flexible use of labour which has contributed to improving UK manufacturing productivity growth in the 1980s.
- Changed economic circumstances have given impetus to the need for more flexible working practices. These include the increase in competitive pressures faced by many companies, the introduction of new technology, organisational change and industrial relations changes.
- Formal agreements to increase flexibility arise from specific flexibility negotiations and from negotiations on other issues. The available evidence suggests the number of such agreements is increasing. They nonetheless represent just a fraction of the changes in working practices that have taken place.
- The most successful agreements appear to be those properly planned. They recognise the particular needs of a plant, and tailor an agreement to them. Common elements discernible in many agreements include a

commitment to sufficient training; greater co-ordinated working; greater worker responsibility; a changing role for supervisors; changes in pay structure; and changes in industrial relations.

- Most progress has been made in the introduction of increased flexibility in trades. Some agreements have sought to remove barriers unrelated to skills, while others have concentrated on increasing the degree of overlap between trades, up to the development of workers with the capacity to undertake the work of more than one craft. There have also been significant agreements involving greater flexibility among semi- and unskilled workers, among white collar staff, and within and between other occupational groups.

High growth

The UK's productivity growth in manufacturing in the 1980s compares favourably to that of its major competitors, as figure 1 (a graph of the productivity performance of the top five economies) shows. This is the reverse of the position of the previous three decades. Undoubtedly, some of the improvement reflects the recovery from the recession at the start of the decade. However, as can be seen from figure 2, the UK's rapid productivity growth in manufacturing has been sustained throughout the decade, suggesting that more durable changes have taken place.

The sources of this improved productivity growth continue to be debated¹. Among the factors used to explain it are the more efficient use of existing capital equipment, the introduction of new technology and changed management practices. Greater flexibility in the use of labour is often a necessary concomitant of these changes, and it is also introduced for its own benefits. For instance, a 1987 survey carried out by ACAS staff in the course of their visits to employers found that some 40 per cent of the employers surveyed had increased flexibility specifically to increase productivity. The survey was not, and did not claim to be, a representative sample. Nonetheless, the figures seem to indicate the direction of recent developments².

Changes and agreements

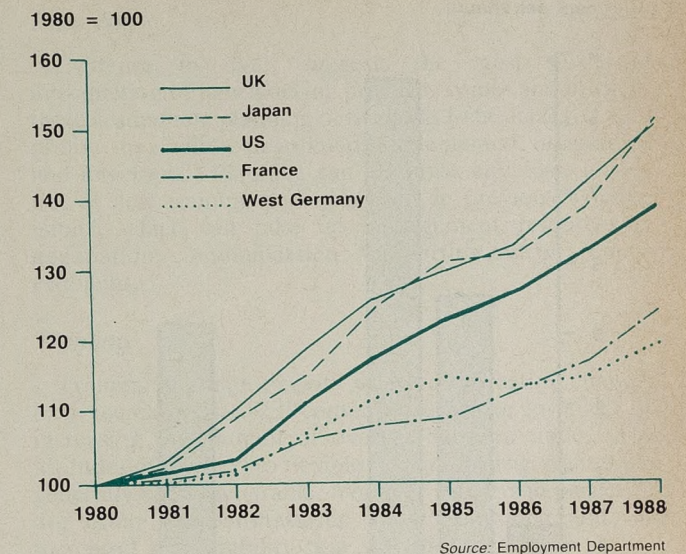
This article looks further at these changes in labour use and focuses on agreements to increase the level of what is sometimes called 'functional flexibility'. This can mean, for example, one craft worker doing work usually done by another craft worker, production workers doing maintenance tasks and the merging of manual, technical and clerical work. The article will look at the changes that have taken place in larger manufacturing establishments, where there are ample examples to choose from. All examples used come from published sources.

¹ For instance, see Denny, K and Muellbauer, J (1988) *Economic and Industrial Relations Explanations of Productivity Change: Some Evidence for the British Manufacturing Sector 1980-1984*, mimeo, Nuffield College Oxford, February; Edwards, P K (1987) *Managing the Factory*, Blackwell; Nolan, P (1988) *Pay Productivity and UK Industrial Performance: an Overview*, mimeo, Industrial Relations Research Unit, Warwick University, February; Metcalf, D (1988) *Water Notes Dry Up*, Discussion Paper no 314, Centre for Labour Economics, London School of Economics. The list of publications on the UK's productivity performance grows longer by the day.

² See, Advisory Conciliation and Arbitration Service, *Labour Flexibility in Britain: The 1987 ACAS Survey*, 1988, ACAS. The sample was largely concentrated in manufacturing (SIC divisions 2, 3 and 4), among medium to large workplaces, and in the Midlands. Other reasons given for the introduction of flexible working practices include decreasing labour costs, meeting fluctuating demands for products or services and to meet increased competition.

³ National Economic Development Office, *Changing Working Patterns*, 1986, NEDO.

Figure 1 Manufacturing productivity in the top five economies



Types of labour flexibility

Increased functional flexibility is only part of a larger picture of change. The 1986 National Economic Development Office (NEDO) survey of flexibility³, for example, noted three other types of labour flexibility:

Numerical flexibility: This is adjustment in the amount of labour used. It entails measures that alter the number of workers and/or time worked. In includes, for instance, the use of part-timers, temporary workers, homeworkers, and methods of shift working, flexitime and annual hours working.

Earnings flexibility: This is often closely related to other changes in working practice. It embraces such things as performance related pay, simplified pay schemes and profit related pay. It is often coupled to greater decentralisation of bargaining, for instance to plant level and below.

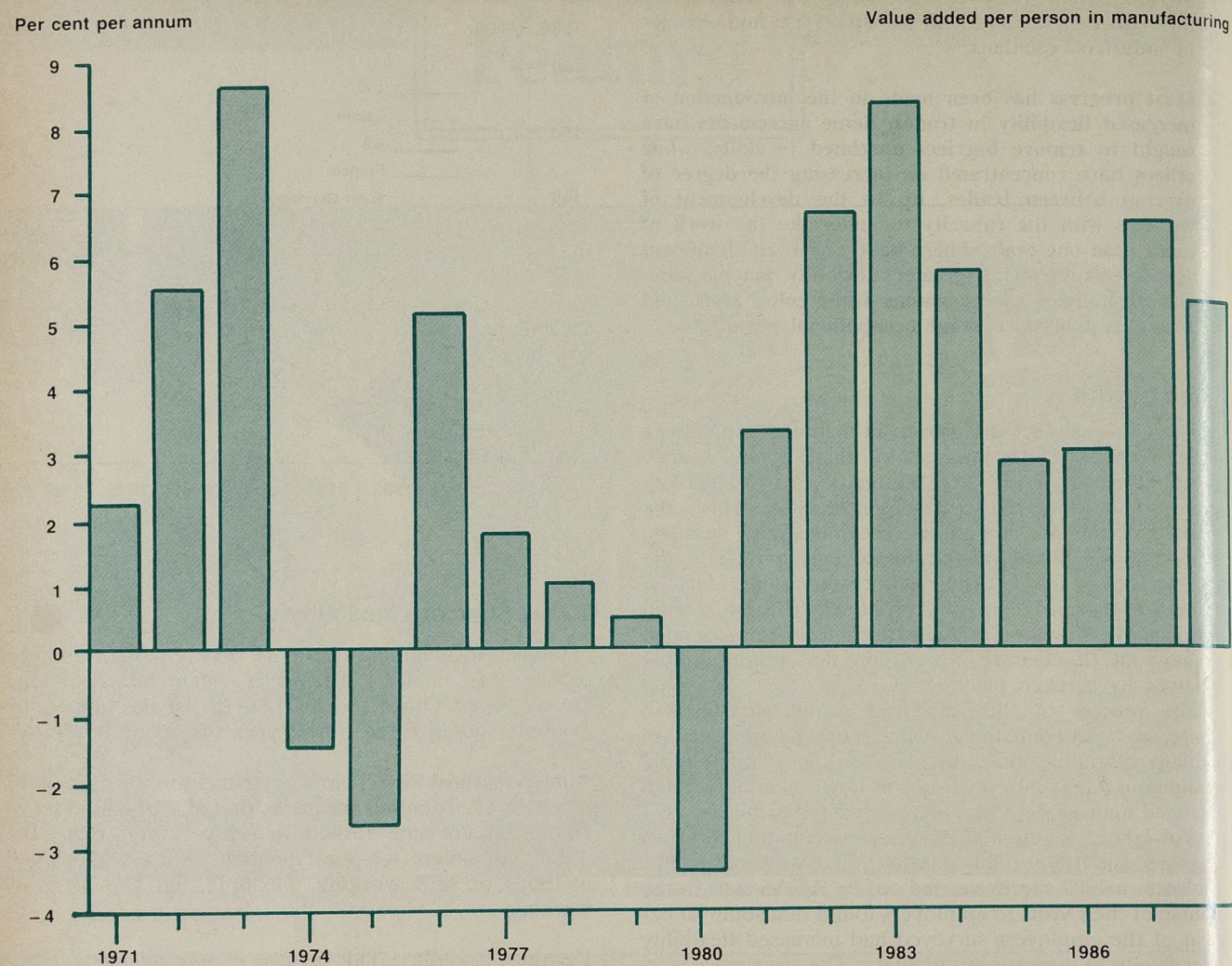
Distancing strategies: These entail looking outside the company for the performance of maintenance and other functions.

The type and mix of labour flexibility most suitable will vary according to different circumstances. In the NEDO survey, nine out of ten manufacturers were found to be making efforts to increase functional flexibility. In services, however, it was found that sufficient functional flexibility was already in place. Retailers, for example, were much more concerned to increase numerical flexibility: nine out of ten were making greater use of part-timers.

Functional flexibility

If a job is a particular collection of tasks, then functional flexibility gives a degree of freedom in the allocation of those tasks among workers. It can mean simply allowing a worker to do the same job in a different part of the plant. It can also mean increasing the range of tasks workers can perform, to the limit of their competence, with training to extend that competence. At

Figure 2 Increase in productivity



the extreme, it could mean workers who are able to perform all necessary tasks in the manufacturing process. Figure 3 shows a simplified diagram of the job structure in a manufacturing firm. Moving up or down changes occupational or skill level; moving horizontally implies movement between different areas of work.

Functional flexibility can be conceived as movement outwards from one box, either upwards, downwards or sideways. It may involve the complete merging of categories, or increasing the overlap between them.

Why change?

The particular distribution of tasks, or demarcation, that exists in a company will often have originated for historical, organisational and technical reasons. Although jobs inevitably evolve, inertia may impede the pace and extent of change. There is a history of largely unsuccessful attempts to reduce this inertia, for instance the 'productivity bargaining' of the 1960s and 1970s. However, the altered economic circumstances of the 1980s seem to have given the necessary impetus for

¹ The impact of the introduction of new technology on labour use and other areas has been examined in a number of articles; for instance, Northcott and Walling, *The Impact of Microelectronics: Diffusion Benefits and Problems in British Industry*, Policy Studies Institute, London, 1988; Jones, B., "Work and Flexible Automation in Britain: A Review of Developments and Possibilities", *Work, Employment and Society*, December, 1988.

changes, and these have borne fruit in higher productivity.

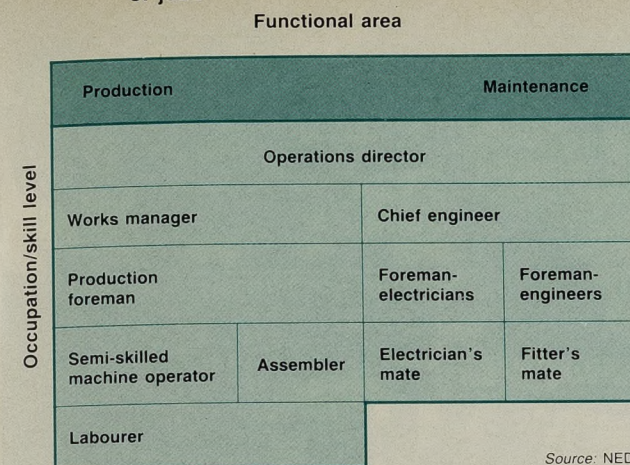
Among the changes most often cited to explain improved functional flexibility are increased competitive pressures, the introduction of new technology, and changes in the organisation of companies and in industrial relations; these changes are often linked.

Companies have faced greater competition in the 1980s: newer, more efficient methods have been introduced by overseas and domestic competitors; there is less state support for ailing industries; and markets are much more international. British companies have adapted organisational methods successful elsewhere and developed more efficient methods of their own. Layers of management have been removed, work systems have been re-organised, and more flexible and efficient production systems have been tried, often using the latest generation of manufacturing technology¹.

In some industries this has led to the development of high volume, high speed production systems. In others there has been greater emphasis on highly differentiated batch production tailored to the individual needs of customers. Everywhere, the need for better quality products and delivery has been felt.

The increased competition, the re-organisation of work and the introduction of new technology have all increased the demand for more flexible working practices. Their

Figure 3 Occupational and functional classification of jobs



Source: NEDO

introduction has been facilitated by the improved industrial relations climate of the 1980s¹.

Agreements v Working practice

It is recognised that the relationship between a signed agreement and changes in functional flexibility are not always straightforward. Some changes in working practices are not put into an agreement, and some agreements are not put into practice. Moreover, some companies at the forefront of flexibility practice have stressed that what they are seeking is a change in attitudes, which cannot be specified in an agreement. Nonetheless an examination of formal flexibility agreements allow us to build up a qualitative picture of the changes in working practices that are occurring².

Companies have generally avoided 'high profile, high risk' formal negotiations on changes in working practices³, though where such agreements have been reached, they include some of the most far-reaching and influential changes. The bulk of negotiated change has come about in the course of bargaining on other issues. Analysis of the CBI's Pay Databank suggests that in the four years from 1980-81, 60 per cent of all manufacturing establishments had at least one flexibility accord in their pay deals, and a substantial proportion had several.

Many of the flexibility agreements are broad 'enabling' agreements which leave details of implementation open. Other arrangements specify in more or less detail the working practices they seek to remove. Still others are a combination of the specific and the general, specifying instances of flexibility required against the background of a general agreement to work flexibly.

Elements of agreements

The most successful flexibility agreements are those tuned to the particular needs of the plant. Common

¹ The debate on how far companies have introduced more flexible working practices goes on, cf: the personnel director of a pharmaceutical company quoted in *IDS Focus* no 45 (June 1988): "Working practices have changed a lot since 1978, we're almost back to where we were in 1968." For contrasting survey evidence see the aforementioned ACAS and NEDO surveys and the survey by Michael Cross, "Changes in working practices in UK manufacturing 1981-88" in *Industrial Relations Review and Report* no 415, May 1988.

² For a discussion of the impact of agreements see "Flexibility at Work", *IDS Study* no 360, April 1986, Michael Cross, *ibid.* and Institute of Manpower Studies (1985) "Flexibility, Working Practices and the Labour Market", *IMS Manpower Commentary* no 32. See the latter also for a discussion of informal flexibility.

³ Marsden and Thompson suggest that between 1980 and 1986 only one in 20 of the workforce had been covered by a specific flexibility agreement. See, Marsden, D and Thompson, M (1987) *Have Negotiations Over Flexibility Increased Productivity in Britain since 1980?* LSE, mimeo, July. Also, Michael Cross, *ibid.*

⁴ *IDS Study* no 360, p 15.

elements are discernible, though by no means universal. Some of the most widely cited examples are set out below:

Planning

Evidence to date, suggests the most successful introduction of new working practices comes about where there is adequate planning of the goals to be achieved, and of how they will be negotiated, implemented, maintained and developed. Planning can minimise any costs arising out of new training and upheavals in previous working habits, which can take up management resources in negotiation, communication, and sorting out of teething problems.

Training

Training is a high priority where demarcation changes have increased the skill content of jobs; for instance, by increasing the amount of overlap between trades. The attitudes of workers to flexible retraining programmes has generally been favourable. Younger workers in particular are often very enthusiastic about retraining and the increased marketability that will result.

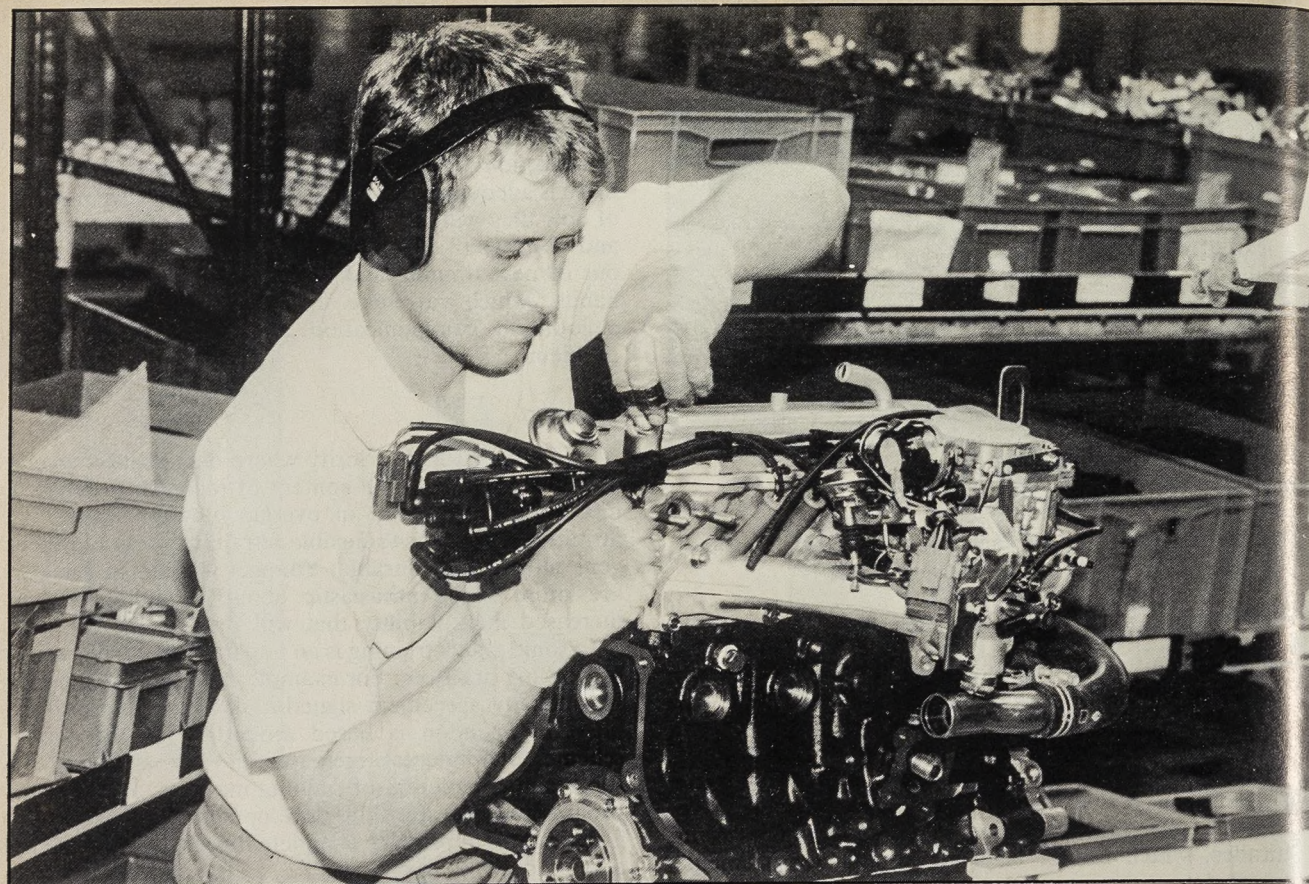
In some plants training is an integral part of the changes in working practices. For example, the four-year pay and productivity agreement signed in 1988 at the Metal Box plant in Swindon is based around a module training scheme. Incremental increases in pay are linked to successful completion of training modules. It will ensure progressively greater skills development in the workforce. The target is to produce complete flexibility across all jobs and grades.

Companies themselves have developed courses with local colleges. For instance, one of the aims of the agreement signed in 1987 at the Albright and Wilson chemical plant at Whitehaven is to end demarcation between electricians, fitters, and riggers. Work is to be organised on the basis of nine specialist work teams which will each contain at least one specialist craft worker. If there is a call for the skills of a craft worker not available, then other competent staff will be used. To that end 12-week training courses have been designed by the company and the local technical college. It is envisaged that at least two other skills will be added to the core skills of craft workers. The deal also provides for process workers to be trained in quality control.

Related to training is the selection of a workforce suited to flexible working. Many companies considered to be at the forefront of flexible working undertake strenuous testing of job applicants. They are tested for constructive attitudes as much as for skills aptitude. Both are important components in developing a more highly skilled workforce, who identify with the company. For instance, Sony is quoted as saying: "If it's a choice, we'll go for 90 per cent skill and 100 per cent attitude and never the other way around."⁴

Teamwork

With increased flexibility has come, in several cases, the organisation of the workforce into multi-skilled work groups or 'hit squads' able to carry out a range of tasks as required. This is sometimes an interim step towards a greater degree of individual multi-skilling. Examples include the 1988 pay agreement at Ind Coope Burton Brewery, Burton-on-Trent, which provides for the formation of teams within which allocation of work is based on competence and the Maintenance Enabling Agreement at Esso's Fawley refinery.



Engine assembly work at Nissan's plant in Sunderland. Supervisors select staff, look after their training and act as the key communication point within the company.

Responsibility

In many cases, greater functional flexibility has increased the scope for the use of discretion by workers and widened their areas of responsibility. In many plants workers are now more responsible for self-supervision and checking that the work they have completed meets the required quality standard. For example, at Cameron Iron Works, welders have been given theoretical and practical training and now do their own inspection. Similarly, at Borg Warner, supervisory grades have been eliminated and production teams supervise themselves. Some companies go beyond this and seek to tap the knowledge available on the shop floor to improve quality and efficiency.

Supervision

Increasing self-inspection or supervision by machine has changed the role of foremen. In some places, such as Borg Warner, the supervisory grades have been removed. In other places—Esso's Fawley refinery for one—supervisors have been trained for a more interactive role, developing and managing craft teams or as trainers. At the Nissan plant in Sunderland, supervisors are key figures in the company's flexibility strategy. They select their own staff, are responsible for on-the-job training, communication, assembly line layout, some maintenance, and capitalising on workers' ideas. Others have moved to become part of the new technically aware front-line managers.

¹ Some new pay schemes have set off in the opposite directions, seeking to create new grades to reward flexibility. For instance, a new flexible pay grade introduced at Colman's.

Elsewhere, supervisors now oversee particular areas of work rather than specific trades.

Pay structure

Increased functional flexibility has often been accompanied by rationalisation of the pay and grading structure. This may include reducing the number of grades¹. At the limit, this yields a single pay structure for all employees. Harmonisation of grading structures, by removing outdated job titles, has contributed towards the establishment of more flexible working practices. Agreements have also typically involved an increase in basic pay and the elimination of special payments, such as 'awkward hours' payments. Harmonisation of pay structure is often associated with moves towards harmonisation of conditions: single canteens, holidays on the same basis, absence of clocking in, use of company overalls by everyone, and so on.

There have been other changes in pay structures, linked to increased functional flexibility. Some companies have ended piece rates as they moved away from strictly specified job descriptions. Craft grades have moved into management, and new 'flexible' grades have been created.

Location

Some of the most dramatic examples of changed working practices have been at sites constructed recently. Some companies have used their 'greenfield' sites to experiment with changes that are then introduced into

older sites. Greenfield sites, though, are by no means a precondition for improved flexibility.

Industrial relations

The ACAS survey of labour flexibility, previously mentioned, suggests unionisation is not an impediment to the introduction of flexible working practices, nor are single union, no-strike deals essential. Successful flexibility agreements depend, on the whole, on a good industrial relations climate. In several agreements a body made up from management and the workforce has been set up to oversee the implementation of the new working arrangements.

Many companies have found better communications between and within management and workforce to be an essential component of increased functional flexibility. This includes keeping workers informed of decisions that affect them, and of providing a channel for workers to bring their knowledge to bear on production—through, for example, regular meetings, open door policies or bulletin boards. At Nissan in Sunderland, the rapid communication of ideas is seen as an integral part of the process of continual quality improvement which takes place.

Changes in flexibility

The major focus of concern has been the widespread demarcation within and between trades, in particular in manufacturing companies.¹ Consequently, agreements to remove or reduce such demarcations have attracted most attention and it is in this area that most progress has been made. But agreements have also tackled demarcations among semi-skilled and unskilled grades, within white collar staff gradings, and many agreements target several occupational groupings.

Figure 4, taken from the ACAS survey, illustrates the extent of change over the last three years in various working practices among skilled workers. 34 per cent of employers questioned in the survey had increased the overlap between craft workers in the three years up to 1987, and 27 per cent were planning to increase the craft overlap. 25 per cent of employers allowed production workers to do routine maintenance tasks, and a similar proportion had relaxed the demarcation between manual, technical and clerical workers.

Trade flexibility

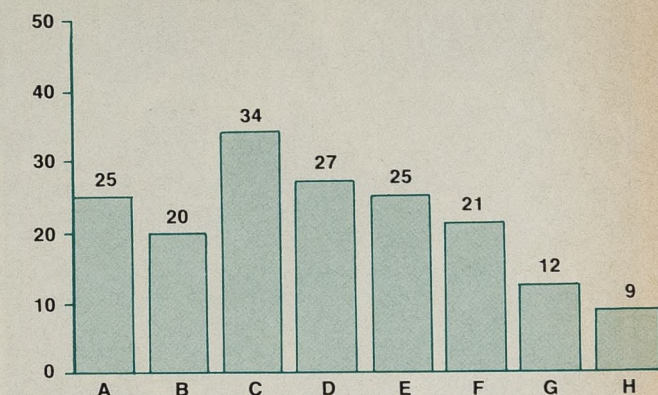
Flexibility in trade grades ranges from marginal changes which break down demarcations not based on the existing capabilities of workers, to the radical change where a worker acquires new skills and performs work previously considered the province of two (or more) trades. In between are changes which increase the degree of overlap between trades.

The breaking down of demarcation unrelated to skill is often the first step towards more flexible working. An example at the industry level is the 1988 agreement signed by the British Printing Industry Federation and the trade union NGA which provided for workers to "carry out any of the duties within and between origination and printing room departments in accordance with the needs of production."

¹ An example is the rigid demarcation in force in some shipyards before the agreements of the mid-1980s onwards. In some yards, for instance, deck plates were only removed, for whatever reason, by platers; and, depending on the bore of a new pipe, its composition and its use, the pipe could be made by a plumber, a coppersmith or a brass finisher.

Figure 4 Flexibility in skills

Per cent (base 584)



- A Production workers do routine maintenance tasks*.
- B Plan to enable production workers to do routine maintenance tasks*.
- C Craftsmen do work usually performed by other craftsmen*.
- D Plan to enable craftsmen to do work usually performed by other craftsmen.
- E Have relaxed divisions between manual, technical and clerical staff*.
- F Plan to relax divisions between manual, technical and clerical skills.
- G Have made other changes in flexibility*.
- H Plan to make other changes in flexibility in crafts and skills.

* Introduced over the past three years

Source: ACAS

An example at company level is the 1988 pay agreement at Ind Coope Burton Brewery which has sought the breaking down of demarcation in the formation of teams within which allocation of work is based on competence.

Overlapping skills

As demarcation is broken down, inevitably there will be increasing overlap of what were considered separate trades. In the agreement signed at Leyland Vehicles, Lancashire, the overlaps are formally defined. Core skills have been identified for 16 crafts. Some skills, like welding, may be included in more than one craft. The agreement provides for one craft worker to carry out all aspects of a task as long as he or she possesses the required skills.

Increasing the overlap between trades usually involves greater training. In 1983 at Colman's of Norwich, a combined electronic/fitter technician engineer apprenticeship was developed with the local college. A new flexible craft workers category was also created, with higher rates of pay. In the recent agreement at Scottish and Newcastle Breweries, the company stated its intention to train its mechanically based craftsmen to acquire some of the skills of its electricity-based craftsmen, and vice versa. Craft workers agreed to perform tasks outside the range of those they traditionally tackled, subject only to individual skills and safety requirements.

The 1984 and 1985 agreements at Cummins Engines paved the way for the development of a multi-skilled workforce. Skill requirements for particular tasks were determined by consultation between management and union, and these were developed into 'skill modules'. Progression through new pay bands was by completion of modules, and hence development of multi-skills. Once skills are acquired, they could be applied across the factory wherever required.



Multi-skilled work groups—or 'hit squads'—have greatly increased flexibility at the Ind Coope Burton Brewery.

Radical flexibility

Some agreements have provided for the use by workers of what may have been considered the core skills of another trade. This is less common but a number of examples can be found.

At ICL's West Gorton plant, the company's 'engineering workshop technicians' do a range of skilled work from machining to systems installation. This is a consequence of a 1982 agreement and a nine-month training course for the plant's craft workers. At Mars Confectionery in Slough, 80 fitters have been trained as electrically competent mechanical fitters, enabling them to undertake tasks previously done only by electricians.

At Sony's greenfield site in South Wales, craft workers are either 'production technicians' or 'maintenance technicians'. Teams are created for a particular job on the basis of availability. Competence is the only factor which determines who does what. The Sony plant is at the forefront of flexibility practice. Clerical workers and even senior management have to be prepared to work on the production lines where necessary.

Semi- and unskilled flexibility

Lack of flexibility has not been as serious a problem among semi- and unskilled workers as among skilled workers. Nonetheless, there has been a number of notable agreements. At Borg Warner, 45 semi-skilled grades have been reduced to 11, a system of team working has been put in place and the degree of skill acquisition and responsibility has been increased. Increased flexibility among semi- and unskilled workers has occurred at several car plants: Austin Rover, Ford, Vauxhall and Peugeot Talbot. Employees can now work as required in different parts of the plants. Other agreements at Continental Can, Lucas Aerospace, Richard Sizer and Westland have introduced more flexible or multi-machine manning among operatives.

Staff grades

The higher staff grades are considered more flexible than other grades. However, demarcation within management was identified as a problem in a number of companies; for example, at Cameron Ironworks a management team was set up, meeting regularly, to help break down demarcation. It was considered a necessary prelude to increased flexibility in the company as a whole. An integrated management, with a technological awareness is often a prerequisite for the introduction of flexibility in the workforce.

Vertical flexibility

Agreements have also increased downward flexibility, between semi-skilled operatives and crafts. At Mars Confectionery in Slough, automation has meant that operators have had to acquire new skills. It has meant hiring craft workers to operate machines and the moving of many maintenance functions to production. Where previously craft workers would get job satisfaction from the repair and maintenance of machinery, they are now able to get their job satisfaction from keeping the machine at a high level of efficiency, monitoring carefully, getting more out of it than someone else.

Craft grades also perform semi-skilled work at Eaton's axle plant. The 1986 agreement means workers can be asked to work in any grade (or part of the factory) within the limits of their competence for a temporary period. And there is a commitment to increase the range of competence of the workforce by training in different skills (welding, fitting, inspection, CNC programming and so on) and the fostering of job rotation. Unskilled staff have the opportunity to seek reclassification and a higher position in the pay structure.

Machine operators may be expected to inspect components and carry out routine maintenance duties including maintenance tool set-ups, tool changing and lubrication. Craft workers may do unskilled work; for instance, a skilled turner may do stacker driving. Similarly, craft workers can now be expected to carry out some semi-skilled work associated with their own job.

The 'production maintainers' at Continental Can's Wrexham plant are a mixture of craft workers and trained operators. Their work includes work normally associated with craft workers and work associated with operators running from the operating to the repairing and maintaining of machines. Workers are expected to fill in for each other, and are expected to train for all occupations required by the company. Continental Can's plant has been in operation since 1980 and the flexibility arrangements were in place from the beginning. Similar flexibility arrangements are in operation at two other recently opened plants.

Much less widespread are agreements where semi-skilled workers do what are seen as craft tasks. However, the simplification of diagnostic procedures and setting and resetting, made possible by new technology, has meant the jobs of operators have become enriched. The agreement at Anglesey Aluminium Metal, signed in 1985 at the Holyhead plant, also provided for any competent worker to carry out work not requiring specialist craft skills. Production workers perform some basic maintenance and adjustment as a consequence of agreements at Esso's Fawley plant and at some car plants. At James Howden, as a result of the 1984-85 agreement, operators can carry out programme modification and debugging.



Competence is the only factor which determines who does what at Sony's Bridgend factory.

Non-manufacturing

Although most interest has centred in increasing functional flexibility in manufacturing, agreements have also been reached elsewhere in the economy.

An example is the 1986 agreement at British Telecom, in which overlapping of skills is sought through general provisions to break down demarcations unrelated to competence. It is a national agreement which pairs flexibility arrangements with a pay agreement. By August 1988 agreement had been reached in the 29 communication districts and operating divisions on the flexibility changes for BT's 115,000 engineering workforce. Jobs have been redefined in broad terms of knowledge, proficiency and tasks, allowing workers to carry out a wider range of work. Fixed planning team ratios have been abolished, allowing team composition to reflect local circumstances. Demarcations such as that between maintenance and installation have been eliminated. Staff are now allocated so as to make the best use of their capacities. There is also some provision for the acquisition of new skills, through a mixture of on-the-job training and residential courses.

Costs and benefits

The available evidence suggests that little formal analysis of the costs and benefits has yet taken place. But research to date has found, as one might expect, that benefits exceed costs. In Cross's survey, the major recurring benefit was found to come from increased output and material conversion. Additional benefits arose out of the reduced numbers of management and supervisory personnel necessary, reduced inventories, integration of quality control in the production process, and reduction in inventories. The costs were found to arise largely from increased remuneration and training. Other costs included additional communications and management time.

Conclusion

Increased functional flexibility is part of the wider change in labour use that has contributed to the sustained growth of manufacturing productivity in the 1980s. It has been brought about by changes in the economic environment, such as the increase in competitive pressures faced by many companies.

The agreements that appear to have been most successful in achieving changes in manufacturing are those that adequately plan the implementation and development of changes in working practices. Changes linked to increased flexibility often include a greater commitment to training on the part of the companies concerned, increased emphasis on teamwork and the greater involvement of employees in the production process, supported by changes in pay and supervisory structure.

Most progress appears to have been made on changes in working practices between trades, although significant agreements have also been reached in other areas.

Analyses so far have shown that the benefits of introducing flexible working practices outweigh the costs. It is thus likely that the trend to increasing functional flexibility will continue. ■

Sources

Information on flexibility agreements and practice used in researching this article have come from published sources. These include *Income Data Services Reports (IDSR) Studies (IDSS)*, and *Foci (IDSF)*, in particular *IDSF 47* (June 1988), *IDSS 360* (April, 1986) and *322* (September, 1984); *Industrial Relations Review and Reports (IRRR)*, in particular *IRRR 415* (May 5, 1988) and *316* (March 20, 1984); *Financial Times*, and *Monopolies and Mergers Commission (MMC) Reports*.

Special Feature



The UK delegation: (left to right) Peter Brannen, David Alexander, Anne Mackie and adviser to TUC representative, Ina Love.

Photo: ILO

International Labour Conference 1989

The ILO (International Labour Organisation) is an agency of the United Nations which aims to "improve workers' standards and conditions of work and to encourage productive employment throughout the world." Alone among UN agencies it is a tripartite organisation on which employers and workers are represented as well as governments.

The 76th session of the International Labour Conference, which was held in Geneva from June 7 to 28, took place almost 70 years after the first session in Washington in October 1919. At that first session of the Conference five Conventions were adopted. By 1988 no fewer than 168 Conventions and 176 Recommendations had been adopted and were being taken into account in the preparation of legislation in over 150 member states.

Against this historical background and with sights firmly set to the future of the Organisation, some 1,750

government, employer and worker delegates and advisers from 140 of the ILO's 150 member states took part in this year's three-week session.

John Nkomo, Minister of Labour, Manpower Planning and Social Welfare of Zimbabwe, was elected president of the conference. The United Kingdom was represented by four delegates—Peter Brannen and David Alexander from the Department of Employment's International Division and Anne Mackie and John Morton representing respectively the CBI and TUC—together with several

advisers. The delegation participated in all conference committees relevant to the United Kingdom, including the technical committees set up to consider Safety in the Use of Chemicals at Work, and Night Work.

Recovery

In the 70th anniversary year of the Organisation, the ILO director-general, Michel Hansenne, chose recovery and employment in the world economy as the main subject of his report to the conference, and discussions in the plenary sessions tended to focus on the means of increasing employment and quickening the pace of social development hand in hand with recovery from recession.

In his address to the conference the director-general assessed the Organisation's achievements over the past 70 years, stressing the importance of its tripartite structure, the international standards and supervisory machinery it has created and the impact of its technical co-operation projects. He emphasised that its basic objectives remained the same as at its foundation but that the major current challenge facing the organisation was the creation of employment in a rapidly changing world.

Norman Fowler, the Secretary of State for Employment, addressed the conference on June 21.

Mr Fowler stressed that the greatest challenges of the next decade were the creation of jobs and the reduction of unemployment. He offered the experience of the UK and its recent achievements in the economic and employment fields as a means of meeting those challenges.

Barriers

The key lay in removing unnecessary regulations and barriers and introducing measures to promote training. In this respect he emphasised that the proposed European Community's charter of fundamental social rights was not considered by the UK government to be sensible or necessary. The Government was committed to progress on such issues but it did not believe that they were all suitable for regulation on a Europe-wide basis.

Deregulation and an emphasis on promoting an awareness of the importance of competition had played a part in improving the supply side of the economy, while a reform of industrial relations legislation had helped change labour relations and had contributed to the significant improvements in the UK's economic performance.

Better climate

Mr Fowler also spoke of the importance of employee involvement as a key factor in improving efficiency and productivity as well as in creating a better industrial relations climate, but he emphasised his belief that, to be successful, worker participation had to be on a voluntary basis.

In conclusion, Mr Fowler pointed to the important role of the International Labour Organisation as a forum for the international exchange of advice and information on employment matters, and he observed that the sharing of knowledge could help meet the challenges of the next decade.

A special sitting of the Conference was addressed by the President of the Swiss Confederation, His Excellency Jean-Pascal Delamuraz.

Humanising

Pointing to the challenges facing mankind—famine and poverty, under-development, domestic and foreign conflicts, disease, unemployment, pollution and

environmental degradation Mr Delamuraz stressed that these scourges could only be effectively conquered through a rejection of egoism—"including that at state level.

"No state is too small to take part in this venture," he said. "Ideas do not depend on the size of the country nor on its economic importance. The main objective of this effort should be to help heavily indebted countries which are engaged in a struggle against poverty and hunger.

"We are on the road leading to a new world," Mr Delamuraz said. The ILO's task was to play a leading role in humanising this new world. It should "give hope to each individual, call upon governments to respect their obligations and encourage social partners to find imaginative and effective solutions."

Restraint

Budgetary proposals approved by the conference amounted to a decrease of 1.3 per cent compared with the approved budget for the 1988-89 biennium; this fulfilled a commitment by the director-general to try to restrain the level of assessment of member states as much as possible.

Through a special effort to reduce expenditure on administrative and other non-technical activities, it had still been possible to provide small increases for major programmes such as international labour standards, employment and development, training, working conditions and environment, and field programmes.

Together with a new system of subscriptions, involving the introduction in 1990-91 of a system of Swiss franc assessments, instead of US dollars, the net effect should be a decrease of about 10 per cent in the sterling cost of the UK subscription for the next two years.

Standards

The conference began a two-year process of setting new standards in two fields of interest to the Department of Employment: safety in the use of chemicals at work and night work.

The prohibition of night work for women in industry, once widely accepted, has become increasingly controversial, being criticised as discriminatory. The proceedings of the committee on night work proved to be long and difficult, the majority considering night work to be detrimental to health and disturbing workers' social and family life, but with many observing that this was by no means globally the case and that in some cases night work was indispensable and could help raise productivity and create employment.

Flexibility

The UK does not consider working hours to be a matter for regulation and is not convinced of the need for new ILO instruments; its objective thus was to obtain as much flexibility as possible and to resist provisions which would require legislation. Some flexibility was introduced into the proposed definitions by reducing the core of the 'night' from eight to seven hours. However, the draft of the proposed new Convention stipulates that specific measures should be taken with a view to reducing drawbacks inherent in night work and eliminating, where possible, hazards in night work, and properly compensating employees.

These measures should include health assessments, reduced working time or extra pay, appropriate social services and provisions for maternity protection. The report of the Committee on Night Work containing these proposals was adopted by the conference. It is certain that

discussions on many of these specific points will be returned to in the second discussion next year, when the International Labour Conference attempts to meet its double objective of setting new standards on night work applying to all employed people irrespective of sex, and of partially revising the Convention (no 89) prohibiting night work for women in industry.

Safety

The Committee on Safety in the Use of Chemicals at Work began a two-year discussion with the aim of laying down comprehensive policies for hazard and risk prevention. This follows in a long tradition of ILO work on safety in the use of chemicals, which has to be constantly updated to take account of changing technologies and materials at the workplace, and increasingly high standards of safety being demanded in modern industrial societies.

John Nkomo also drew attention to the moves by some developed countries which, he said, were trying "to turn Asia, Africa and Latin America into the world's garbage bins" by taking advantage of lower occupational protection standards and under-developed health and safety infrastructures in developing countries.

The conference adopted a resolution inviting the ILO to take a lead role in beginning the task of harmonising national and regional criteria and classification systems established for the use of chemicals at work in co-operation with other international organisations.

Draft texts of a proposed Convention and Recommendation were adopted with a view to the adoption at next year's session of new standards that will



Plenary session of the International Labour Conference. Photo: ILO

respond to the challenge posed by the rapid growth in the number of substances coming into use.

The main objective is to reduce the incidence of chemically induced illnesses and injuries at work, and the text ensures that workers should receive adequate information on labels and safety data sheets about the substances with which they work.

During discussions, however, there was a significant widening of the field of application of a new instrument to bring all chemicals within its scope, which led to some disquiet among some members, since in theory it would impose requirements for labelling and the provision of information sheets for such common chemicals as water and salt.

It is likely that there will be further discussions on the question of non-hazardous chemicals being included next year. ■

Labour Market Data

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| Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes | Retail Prices Index | Tourism |
| August 17, Thursday | August 18, Friday | August 30, Wednesday |
| September 14, Thursday | September 15, Friday | October 4, Wednesday |
| October 19, Thursday | October 13, Friday | November 1, Wednesday |

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

Unemployment and vacancies: 01-273 5532.
Retail Prices Index: 0923 815281 (Ansafone Service).
Tourism: 01-273 5507.

Employment and hours: 0928 715151 ext. 2570 (Ansafone Service).
Average Earnings Index: 0923 815208/815214



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Meeting the challenge of change (Summaries of WRU case-studies)
Industrial Relations Handbook (HMSO £5)

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Employing People — a handbook for small firms
Discipline at work

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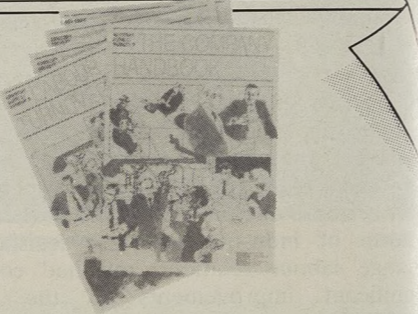
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Trends in labour statistics

Summary

The workforce in employment in the United Kingdom rose by an estimated 177,000 (seasonally adjusted) in the first quarter of 1989 and by 596,000 in the year to March 1989. The rising trend has now continued for six years.

Manufacturing employment in Great Britain fell by an estimated 15,000 between April and May, and by 37,000 in the year to May.

Unemployment in the UK (seasonally adjusted) fell by 26,500 between May and June, to reach 1,890,300, the lowest level for eight and a half years. The unemployment rate fell to 6.3 per cent of the workforce.

Unemployment has now fallen by 1,324,000 over 35 consecutive months since the peak in July 1986.

The underlying rate of increase in average earnings in the year to May 1989 was 9¼ per cent (provisional estimate). This is the same as the corresponding rates in each of the previous three months.

Latest productivity figures for the whole economy show that output per head in the first quarter of 1989 was ½ per cent higher than in the same quarter of 1988.

The annual rate of inflation was 8.3 per cent for June, unchanged since May. The rate excluding mortgage interest payments fell slightly to 5.9 per cent for the 12 months to June from 6.0 per cent for May.

It is provisionally estimated that 2.9 million working days were lost through stoppages of work due to industrial disputes in the 12 months to May 1989. This compares with 2.1 million days lost in the previous 12 months and an annual average over the ten-year period ending May 1988 of 10.2 million days.

Overseas residents made an estimated 1,360,000 visits to the United Kingdom in April 1989, while United Kingdom residents made about 2,170,000 visits abroad.

Economic background

Provisional estimates of *Gross Domestic Product* (GDP) suggest that the level of economic activity in the first quarter of 1989 was 1½ per cent higher than in the same period of 1988.

In the first quarter of 1988 the average measure of GDP at constant factor cost was 1½ per

cent higher than in the first quarter of 1988. However, this estimate is affected by the erratic quarterly paths of the expenditure and income measures of GDP. On this occasion a more informative comparison may be between the latest half year (the fourth quarter of 1988 and first quarter of 1989 combined) and the corresponding period a year earlier; over this period the average measure of GDP grew by 2½ per cent.

Between the fourth quarter of 1988 and the first quarter of 1989 the average measure of GDP increased by ½ per cent. The output-based measure, GDP(O), which is usually the most reliable indicator of short-term change, was unchanged in the first quarter of 1989 compared with the previous quarter, following an increase of ½ per cent between the third and fourth quarters of 1988.

Output of the production industries in the three months to May 1989 is provisionally estimated to have fallen by ½ per cent compared with the previous

three months and was little changed from its level in the corresponding period a year earlier.

Manufacturing output in the three months to May was little changed from the previous three months and 5½ per cent higher than in the corresponding period a year earlier. Within manufacturing, between the two latest three-month periods, there were increases of 2 per cent in the output of "other manufacturing" and 1 per cent in the output of the metals industry and of food, drink and tobacco. The output of the chemicals industry and of "other minerals" fell by 1 per cent. There was little change in the output of the engineering and allied industries and of textiles and clothing.

Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since last July. In the three months to May 1989, total output fell by 2½ per cent compared with the previous three months and was

13½ per cent lower than in the same period a year earlier.

At constant prices, consumers' expenditure increased ½ per cent in the first quarter of 1989, compared with the previous quarter, and was 4½ per cent higher than a year earlier.

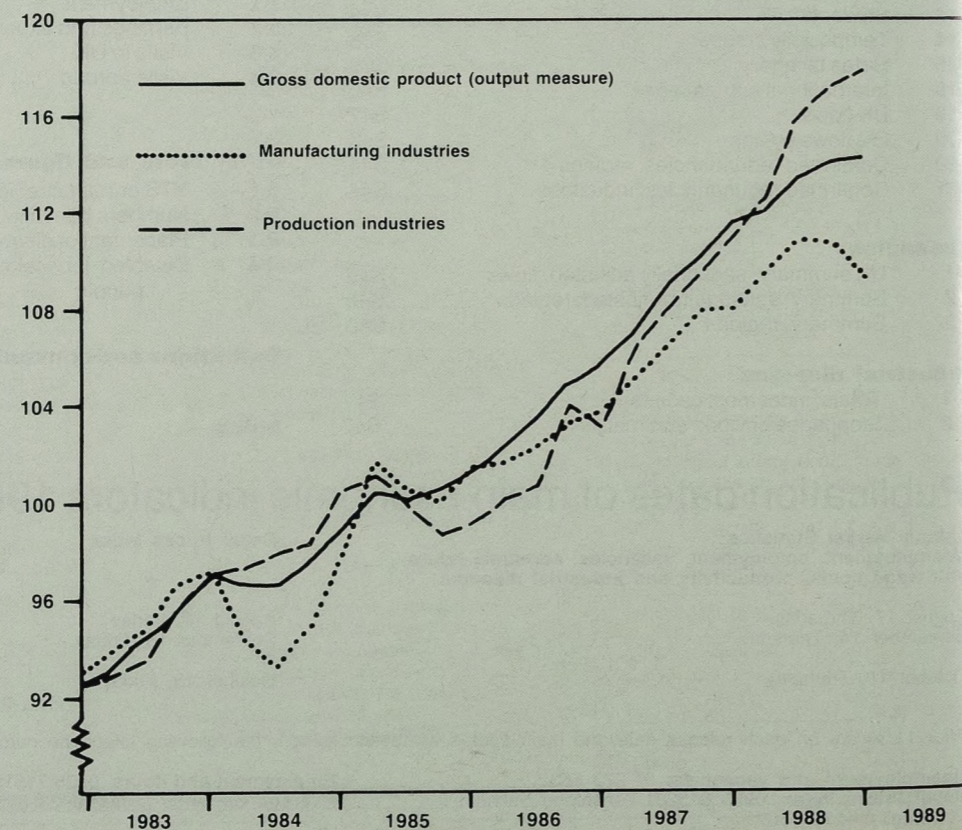
The latest provisional estimates suggest that the level of retail sales in June was below that recorded for May but about the same as the average level in the first five months of the year. In the three months April to June the level of sales was nearly 1 per cent above that in the previous three months (after seasonal adjustment) and ¾ per cent higher than in the corresponding period a year earlier. The recent underlying level of sales now appears to be slightly above the level for the latter half of 1988, although the rate of growth has clearly slowed down since last summer.

The revised estimate of capital expenditure by the manufacturing, construction, distribution, and financial industries in the first quarter of 1989 was marginally

OUTPUT INDICES: United Kingdom

1985 = 100

Seasonally adjusted



higher than that for the preceding quarter, and over 13 per cent higher than that for the first quarter of 1988. Within the total, investment (including leased assets) by manufacturing industry fell by ½ per cent between the latest two quarters, but was 3 per cent higher than in the first quarter of 1988. Investment by the construction, distribution and financial industries (excluding leasing to manufacturers) was almost ½ per cent higher than in the previous quarter, and nearly 19 per cent higher than in the first quarter of 1988.

Revised figures indicate that the level of stocks held by UK industry rose by £468 million (at 1985 prices and seasonally adjusted) in the first quarter of 1989. This figure includes an exceptional adjustment of £300 million to allow for the estimated effect of the early incident of Easter this year. This affected the seasonal path of stock movements, particularly in the distribution industries, but because an industry breakdown of the adjustment is not available, the whole of the adjustment was included in the "Other industries" sector. This sector then showed the largest increase in stocks during the quarter, of £505 million.

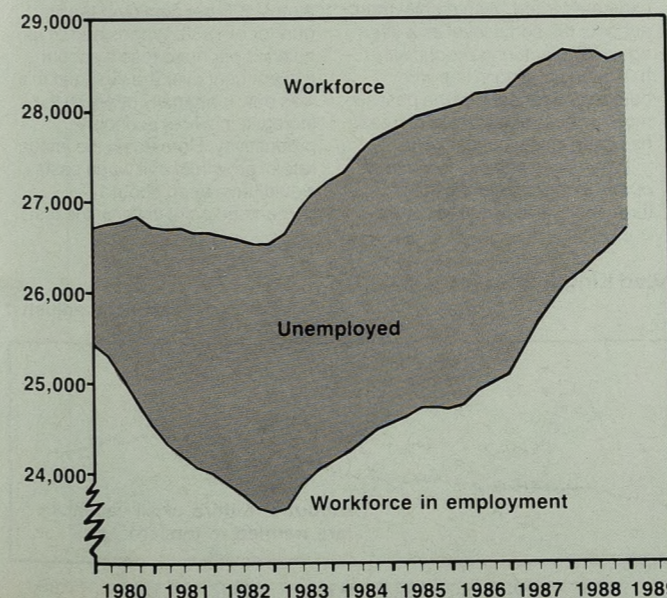
There were also large increases in the stocks of the energy and water supply industry and of the manufacturing sector, of £338 million and £236 million respectively. Large falls were recorded in the wholesaling and retailing industries. Wholesalers' stocks fell by £342 million and retailers' stocks fell by £269 million following four successive quarters of stockbuilding. However these falls are probably overstated because of the change in the seasonal pattern of stock movements due to the early Easter this year.

WORKFORCE AND WORKFORCE IN EMPLOYMENT:

United Kingdom

Thousand

Seasonally adjusted

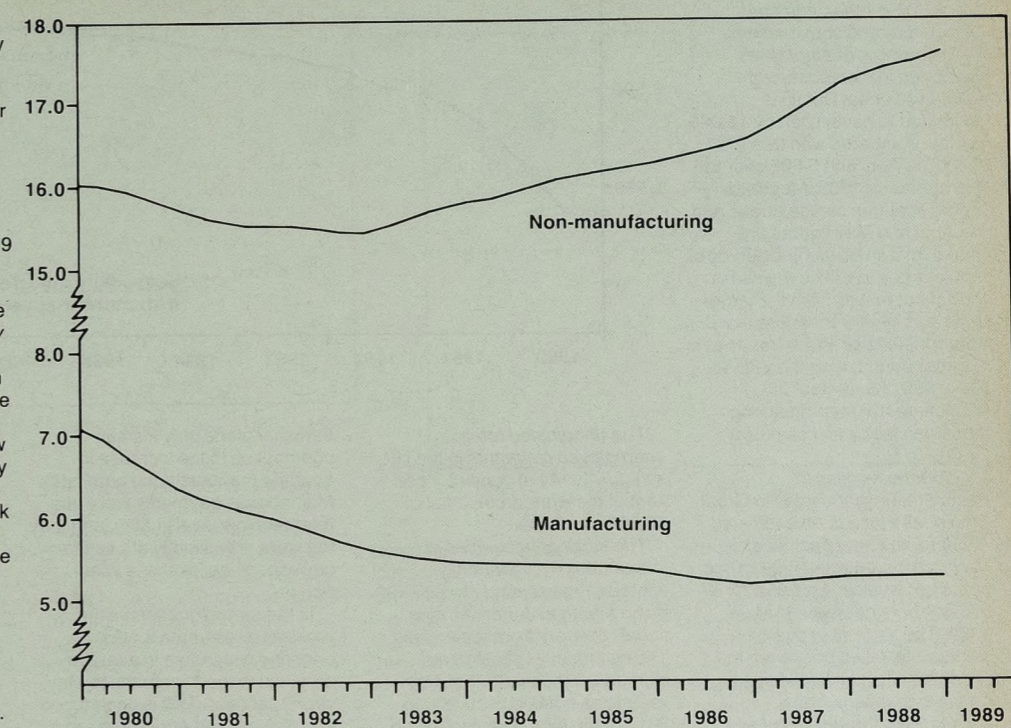


MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT:

United Kingdom

Million

Seasonally adjusted



The current account of the balance of payments in the three months ended May 1989 is estimated to have been in deficit by £4.4 billion, compared with a £5.0 billion deficit in the previous three months. Visible trade in the latest three months was in deficit by £5.6 billion, following a £5.9 billion deficit in the three months ended February. In the latest three months there was a deficit on visible trade of £5.6 billion—a surplus on trade in oil of £0.2 billion being offset by a deficit on non-oil

trade of £5.7 billion. The volume of exports rose by ½ per cent between the three months ended February 1989 and the latest three months and was 1½ per cent higher than in the corresponding period a year earlier. Total import volume in the latest three months was 1½ per cent higher than in the previous three months and 14 per cent higher than in the corresponding period a year earlier.

The Public Sector Borrowing Requirement (PSBR, not seasonally adjusted) in June 1989 is provisionally estimated to have been £0.7 billion, bringing the total for the first three months of 1989-90 to minus £0.2 billion. In the first three months of 1988-89 the PSBR was minus £1.6 billion (ie: a net repayment). Privatisation proceeds were close to zero in June. The PSBR excluding privatisation proceeds is provisionally estimated to have been £2.0 billion in the first three months of 1989-90, compared with £1.2 billion in the first three months of 1988-89.

Sterling's effective exchange rate index (ERI) for June 1989 fell by 3½ per cent to 91.1 (1985=100). The currency fell by 4½ per cent against the \$US, by 3 per cent against the deutschmark, and by ½ per cent against the Japanese yen. The ERI was 4½ per cent lower than in the corresponding month a year earlier; over the period, sterling fell by 13 per cent against the \$US, by 2½ per cent against the deutschmark and by 1½ per cent against the yen.

The UK base lending rate

increased by 1 percentage point to 14 per cent on May 24, 1989. It was 9 per cent on February 1, 1988, fell to a trough of 7½ per cent by May 17, and then increased to reach 13 per cent on November 25, 1988, before moving to its present level.

Employment

New figures are available this month for the workforce in employment in the United Kingdom in March 1989 and for employees in the production industries in Great Britain in May 1989.

The workforce in employment in the United Kingdom (which comprises employees in employment, self-employed people, members of HM Forces and participants in work-related government training programmes) is estimated to have increased by 177,000 in the first quarter of 1989 and by 596,000 in the year to March 1989. The rising trend has now continued for six years.

The increase of 177,000 in the first quarter of 1989 comprises an estimated increase of 109,000 in employees in employment, a projected increase of 31,000 self-employed, a rise of 40,000 in work-related government training programmes (reflecting the continued rise in the numbers of Employment Training participants) and a fall of 3,000 in HM Forces.

In the year to March 1989 the number of employees in employment increased by an estimated 373,000—the net results

of a rise of 406,000 in services offset by falls of 2,000 in manufacturing, 27,000 in the energy and water supply industries and 3,000 in other industries (agriculture and construction).

The number of employees employed in manufacturing industry in Great Britain is estimated to have fallen by 15,000 in May, compared with falls of 18,000 in April and 5,000 over the first quarter of 1989. Month-to-month changes can be erratic and the April and May figures are based on a small sample survey of employers and will be revised in the light of results from the larger June survey. It is therefore more appropriate to consider trends over a longer period; over the year to May 1989, the number in employment in manufacturing industries fell by an estimated 37,000.

Overtime working in manufacturing industries in Great Britain fell a little to an estimated 13.59 million hours per week in May, compared with 14.09 million hours per week in April and 13.67 million hours per week in May 1988. The amount of overtime worked has fallen back from the exceptionally high levels seen during the winter months.

Hours lost through short-time working in manufacturing in Great Britain remain low at 0.37 million hours per week in May.

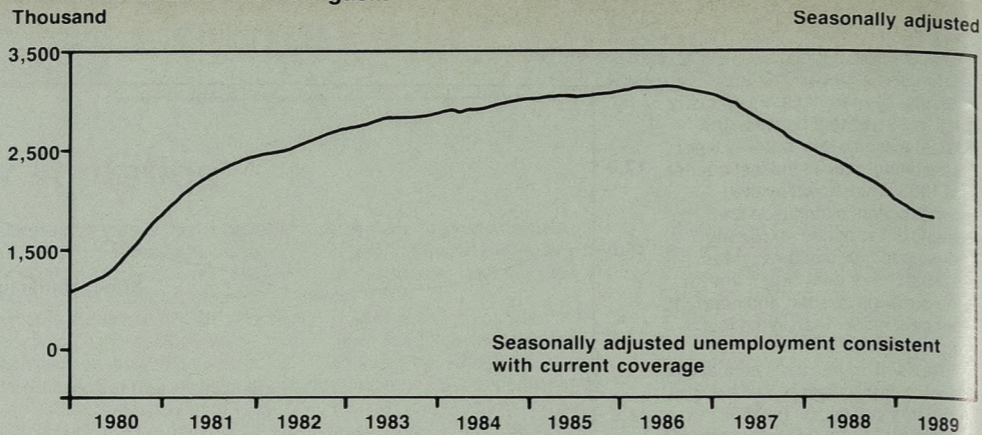
Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom fell by a further 26,500 between May and June to 1,809,300, 6.3 per cent of the total workforce. On a consistent basis the continuous fall since July 1986 has now reached 1,324,000 over 35 consecutive months, the longest and largest sustained fall since the Second World War. Unemployment is now at its lowest level for nearly eight and a half years.

Total unemployment fell in all regions, except East Anglia where it remained unchanged. However, in the South East excluding Greater London, male unemployment remained the same between May and June, and in East Anglia it rose slightly. The average fall in unemployment is now between 35,000 and 40,000 per month.

Over the 12 months to June the seasonally adjusted unemployment rate fell in all regions of the UK. The largest falls in the rate over this period were in West Midlands and Wales (both down by 2.4 percentage points) followed by the North (2.2 percentage points) and Yorkshire and Humberside (2.1 percentage points). The fall in the UK rate was 1.8 percentage points.

UNEMPLOYMENT: United Kingdom



The unadjusted total of unemployed claimants in the UK was 1,743,141 in June (6.1 per cent of the workforce), a fall of 59,000 since May.

The stock of vacancies at jobcentres (UK seasonally adjusted) rose sharply to 226,400 in the month to June, showing some recovery from recent falls. The rise mainly reflected an increase in the number of new vacancies notified of 10,200 to 231,600 in June. This increased activity at jobcentres appears to be mainly due to increased seasonal work arising from the recent good weather.

Placings by jobcentres continue to remain high.

Average earnings

The underlying rate of increase in average earnings in the year to May 1989 was 9.1/4 per cent (provisional estimate). This is the same as the corresponding rates in each of the previous three months.

In the production industries the provisional underlying increase in average earnings in the year to May was also 9.1/4 per cent, unchanged from that of April. Within this sector the underlying increase for manufacturing was up 1/4 per cent on the April figures, and also stood at 9.1/4 per cent.

Because overtime working in manufacturing was only fractionally higher than a year

earlier, it made only a small contribution to the increase in average manufacturing earnings. Major bonus payments were at a relatively low level in May, and they too were only slightly above their corresponding level of a year earlier.

In the service industries the provisional estimate for the underlying increase in average earnings in the 12 months to May was 9 per cent. This is unchanged from the revised April figure, and the fifth successive month for which an annual rate of growth of 9 per cent has been recorded. In this sector, general upward pressure from increased settlements has been offset by the much lower settlement for nurses and midwives in 1989 compared with 1988.

Productivity and unit wage costs

For the three months ending May 1989, manufacturing output was 5.1/2 per cent above the level for the corresponding period of 1988, which is close to the estimated trend. With employment at about the same level as a year ago, manufacturing productivity has been growing in line with output, and for each of the past six months the annual rate of increase has been close to 6 per cent.

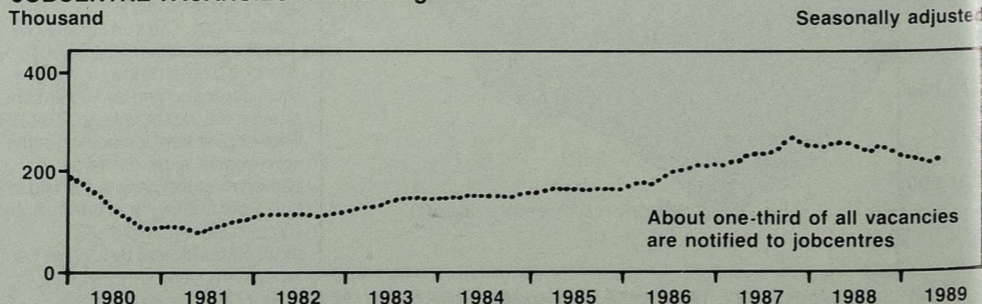
Wages and salaries per unit of output in manufacturing in the three months to May 1989 were

about 3 per cent higher than a year earlier. Over this period the average level of actual earnings in manufacturing (seasonally adjusted) grew by 8.3/4 per cent but this was offset by the increase in productivity of 5.1/2 per cent. The May figure for the annual increase in unit wage costs in manufacturing is in line with the current trend rate of growth of 3 to 3.1/2 per cent per annum.

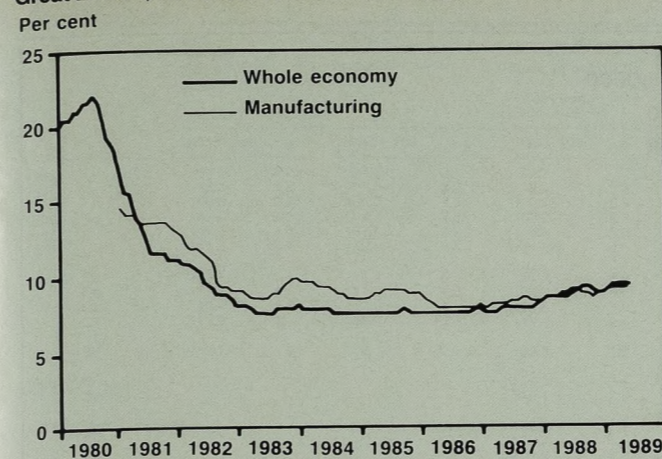
Latest productivity figures for the whole economy show that output per head in the first quarter of 1989 was 1/2 per cent higher than in the same quarter of 1988. Output rose by 2.1/2 per cent in the year to the first quarter of 1989, but this was accompanied by a 2 per cent increase in the employed labour force. It is estimated that the growth in output and productivity since a year earlier would have been about 1 percentage point higher in the first quarter of 1989 (and about 1/2 percentage point higher in each of the previous two quarters) but for the loss of output due to the Piper Alpha disaster and other recent oil industry interruptions.

Unit wage cost figures for the whole economy for the first quarter of 1989, show an increase of almost 8.1/2 per cent over the first quarter of 1988. Wages and salaries per head rose by about 8.1/2 per cent over the year and this was only marginally offset by the increase in whole economy productivity. Here again the annual rate of growth of unit wage costs would have been about 1 percentage point lower in the first

JOBCENTRE VACANCIES: United Kingdom



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



quarter of 1989, and about 1/2 percentage point lower in each of the two previous quarters, but for the recent oil industry interruptions.

Prices

The annual rate of inflation, as measured by the 12-month change in the Retail Prices Index was 8.3 per cent for June, unchanged from May. The rate excluding mortgage interest payments fell slightly to 5.9 per cent for June from the 6.0 per cent recorded for May.

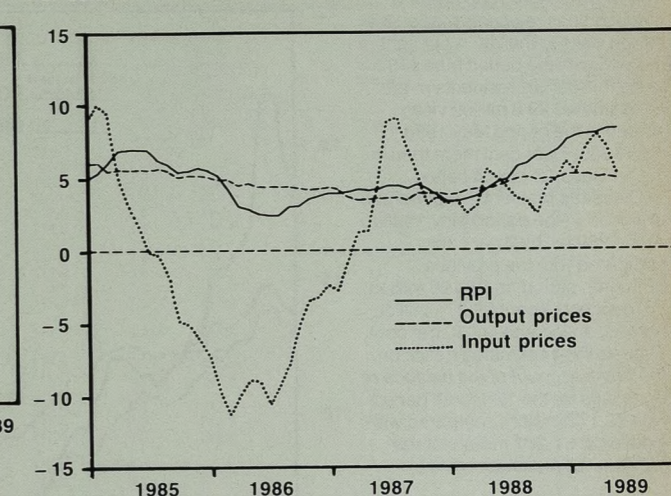
Between May and June the overall level of prices increased by 0.3 per cent compared with an increase of 0.4 per cent between the corresponding months last

year. Notable contributions to this June's rise came from higher prices for food, catering, alcoholic drinks and motor vehicles and a continuing rise in housing costs. There were also some increases in taxi and bus fares and some further effects of the recent phased increases in gas and electricity charges.

The Tax and Price Index increased by 8.4 per cent in the year to June, the same as for the year to May.

The annual increase in the price index for home sales of manufactured products is provisionally estimated at 4.9 per cent for June compared with 5.0 per cent for May. The annual rate of increase has been little changed from 5 per cent since last summer. Prices for materials and fuels

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



purchased by manufacturing industry are provisionally estimated to have risen, on average, by 5.3 per cent in the year to June following 7.9 per cent for the year to April and 7.1 per cent for the year to May.

Industrial disputes

It is provisionally estimated that 171,000 working days were lost through stoppages of work due to industrial disputes in May 1989. The largest stoppages occurred in broadcasting (31,000 working days lost) with two stoppages in

engineering resulting in a loss of 42,000 working days. The provisional May 1989 total compares with 89,000 working days lost in April 1989, 140,000 in May 1988 and an average of 564,000 for the month of May during the ten-year period 1979-88.

In the 12 months to May 1989 a provisional total of 2.9 million working days were lost compared to a figure of 2.1 million days in the previous 12 months and an annual average over the ten-year period ending May 1988 of 10.2 million days. Included in the figure for the latest 12-month period are 1.2 million days lost by postal workers and 0.8 million in shipbuilding.

During the 12 months to May 1989 a provisional total of 700 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 894 stoppages in the 12 months to May 1988 and an annual average in the ten-year period ending May 1988 of 1,395 stoppages.

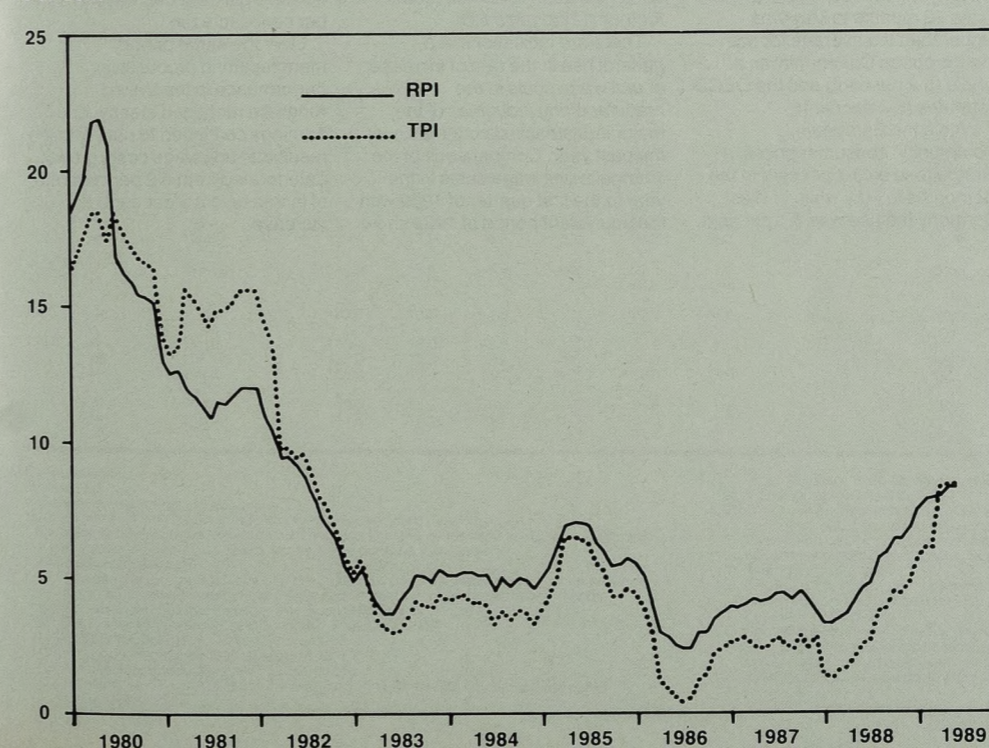
Tourism

It is provisionally estimated that overseas residents made 1,360,000 million visits to the UK in April 1989, of which 970,000 were by Western European residents, 210,000 by North American residents and 180,000 by residents of other areas.

In the same month an estimated 2,170,000 visits abroad were made by UK residents. This total was made up of 1,760,000 visits to Western Europe, 140,000 visits to North America and 270,000 visits to other parts of the world.

Overseas residents spent an estimated £450 million in the UK in April 1989, while UK residents spent £605 million abroad. This resulted in an estimated deficit of £155 million on the travel account

RPI AND TPI: United Kingdom, increases over previous year



of the balance of payments for the month.

Estimates for the 12-month period May 1988 to April 1989 indicate that overseas residents made 16.4 million visits to the UK, 4 per cent more than in the period May 1987 to April 1988. UK residents made an estimated 29.6 million visits abroad in the period May 1988 to April 1989, 7 per cent more than in the previous 12-month period.

Overseas residents' expenditure in the UK in the period May 1988 to April 1989 fell by 2 per cent compared with the previous 12-month period, to £6,199 million. UK residents spent £8,371 million abroad, an increase of 10 per cent. The resulting estimated deficit on the travel account of the balance of payments for the 12-month period was £2,172 million, compared with a deficit of £1,291 million for the previous 12 months.

International comparisons

The latest OECD Economic Outlook forecasts that employment will rise by 1 1/4 per cent in the United Kingdom this year. This is higher than the European Community average and Japan but is lower than the forecast increases for the United States and Canada.

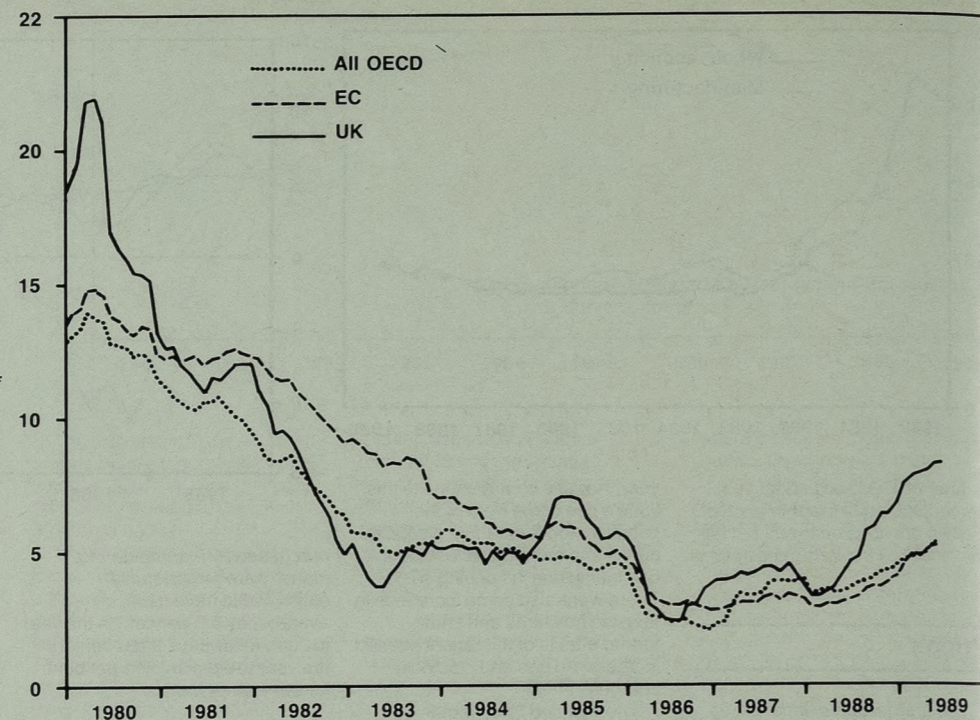
For 1990 the OECD report forecasts no growth in employment for the United Kingdom compared with a European Community average of 3/4 per cent and a 1 per cent increase for the OECD area as a whole.

The latest international comparisons of unemployment show that the unemployment rate in the UK remains lower than that of the majority of our European Community partners (France, Italy, Belgium, the Netherlands, Spain, Greece and Ireland) and is also lower than in Canada. Over the last two years the unemployment rate in the UK has fallen faster than in any other industrialised country (as listed in table 2.18).

More recently, taking the

CONSUMER PRICES INDICES: Increases over previous year

Per cent



average for the latest available three-month period compared with the previous three months (dates vary from country to country), unemployment has fallen faster in the UK than in any other industrial country, except Spain.

In some countries the unemployment rate has remained stable—for example, the United States and West Germany—while in others it has increased—for example, Norway.

The increase of 8.3 per cent in United Kingdom consumer prices in the 12 months to May was higher than the average for both the European Community as a whole (5.2 per cent) and the OECD countries (5.3 per cent).

Within the European Community, consumer prices in France rose by 3.7 per cent in the 12 months to May while in West Germany the rise was 3.1 per cent.

Over the same period, consumer price inflation in the United States (5.4 per cent), Canada (5.0 per cent) and Japan (2.9 per cent) was also less than in the United Kingdom. The rate of inflation has recently been increasing in all these major economies.

In making these comparisons it should be noted that they can be affected by differences in the construction of the price indices. For example, the treatment of owner-occupiers' shelter costs varies between countries (see footnote (2) to table 6.8).

There are indications of a general rise in the rate of increase of unit wage costs in the manufacturing industries of the major industrialised countries over the past year. Comparisons of the change in unit wage costs in the year to the first quarter of 1989 with the equivalent period of 1988 show

that there was no change in West Germany, with an estimated zero per cent increase, nor in Italy where the rate of increase remained at 2 per cent (years to quarter 4).

However, there were rises in Canada from 1 per cent to an estimated 5 per cent, in the United States from a 1 per cent decrease to a 2 per cent increase, in Japan from a 7 per cent decrease to an estimated 1 per cent decrease (years to quarter 4), and in France from a 2 per cent decrease to a 1 per cent decrease.

Over the same period, manufacturing productivity performance in the United Kingdom remained steady, but earnings continued to rise, with the result that unit wage costs growth deteriorated from a 2 per cent rate of increase to a 3 per cent increase.

BACKGROUND ECONOMIC INDICATORS*

0.1

Seasonally adjusted

UNITED KINGDOM

| | GDP average measure ^{2,17} | | Output GDP ^{3,4,17} | | | | Index of output UK | | Index of production OECD countries | | Income | | Real personal disposable income | | Gross trading profits of companies ⁷ | | |
|----------------------|-------------------------------------|------|----------------------------------|------|---|-----------------|---|--|--|-----------------------------------|---|--|---|------------|---|------|--|
| | 1985 = 100 | % | 1985 = 100 | % | Production industries ^{1,5,17} | | 1985 = 100 | % | 1985 = 100 | % | 1985 = 100 | % | 1985 = 100 | % | £ billion | % | |
| | | | | | 1985 = 100 | % | | | | | | | | | | | |
| 1983 | 94.7 | 3.7 | 94.0 | 3.4 | 94.7 | 0.2 | 93.7 | .. | .. | 95.5 | 2.8 | 24.7 | 16.0 | | | | |
| 1984 | 96.4 | 1.8 | 97.0 | 3.2 | 94.9 | 0.2 | 97.6 | 4.2 | .. | 97.4 | 2.0 | 27.7 | 12.1 | | | | |
| 1985 | 100.0 | 3.7 | 100.0 | 3.1 | 100.0 | 5.4 | 100.0 | 2.5 | 100.0 | 100.0 | 2.7 | 37.4 | 35.0 | | | | |
| 1986 | 103.0 | 3.0 | 102.9 | 2.9 | 102.2 | 2.2 | 101.0 | 1.0 | 101.2 | 1.2 | 103.1 | 3.1 | 43.2 | 15.5 | | | |
| 1987 | 107.5 | 4.4 | 107.8 | 4.8 | 105.8 | 3.5 | 106.6 | 5.5 | 104.4 | 3.2 | 106.5 | 3.3 | 51.6 | 19.4 | | | |
| 1988 | 111.5 | 3.7 | 112.6 | 4.5 | 109.5R | 3.5 | 114.0 | 6.9 | 110.4 | 5.7 | 111.6 | 4.8 | 61.8 | 19.8 | | | |
| 1988 Q1 | 111.1 | 5.4 | 111.4 | 5.5 | 107.8 | 3.9 | 110.8 | 7.6 | 108.4 | .. | 110.5 | 5.0 | 15.8 | 30.6 | | | |
| Q2 | 111.4 | 4.1 | 111.9 | 4.6 | 109.3 | 4.0 | 112.4 | 5.8 | 109.2 | .. | 110.4 | 3.9 | 14.7 | 14.0 | | | |
| Q3 | 111.4 | 2.4 | 113.3 | 4.1 | 110.5 | 3.9 | 115.8 | 7.3 | 111.0 | .. | 111.1 | 4.8 | 16.1 | 19.3 | | | |
| Q4 | 112.3 | 3.1 | 113.9 | 3.5 | 110.4 | 2.4 | 117.0 | 7.0 | 112.7 | .. | 114.4 | 5.3 | 15.2 | 16.0 | | | |
| 1989 Q1 | 112.7P | 1.4 | 114.1P | 2.4 | 108.9 | 1.0 | 117.7 | 6.2 | 113.5 | .. | .. | .. | .. | .. | | | |
| 1988 Nov | .. | .. | .. | .. | 110.9r | 3.4 | 117.1 | 7.3 | 112.8 | .. | .. | .. | .. | .. | | | |
| Dec | .. | .. | .. | .. | 110.1 | 2.4 | 117.5 | 7.0 | 113.2 | .. | .. | .. | .. | .. | | | |
| 1989 Jan | .. | .. | .. | .. | 109.0 | 1.9 | 118.0 | 6.8 | 113.8 | .. | .. | .. | .. | .. | | | |
| Feb | .. | .. | .. | .. | 108.7 | 1.5 | 117.6 | 6.9 | 113.0 | .. | .. | .. | .. | .. | | | |
| Mar | .. | .. | .. | .. | 108.9 | 1.0 | 117.5 | 6.2 | 113.8 | .. | .. | .. | .. | .. | | | |
| Apr | .. | .. | .. | .. | 109.5 | 1.0 | 117.5 | 6.0 | .. | .. | .. | .. | .. | .. | | | |
| May | .. | .. | .. | .. | 107.9 | -0.1 | 119.0 | 5.5 | .. | .. | .. | .. | .. | .. | | | |
| Expenditure | | | | | | | | | | | | | | | | | |
| | Consumer expenditure 1985 prices | | Retail sales volume ¹ | | Fixed investment ⁸ | | | | Construction, distribution and financial industries ^{10,11} 1985 prices | | General government consumption at 1985 prices | | Stock changes 1985 prices ¹² | | Base lending rates ¹³ | | |
| | £ billion | % | 1985 = 100 | % | £ billion | % | £ billion | % | £ billion | % | £ billion | % | £ billion | % | £ billion | % | |
| 1983 | 204.3 | 4.4 | 92.2 | 4.8 | 38.49 | 3.1 | 7.5 | -0.8 | 11.2 | 2.7 | 73.3 | 2.1 | 1.31 | .. | 9 | | |
| 1984 | 207.9 | 1.8 | 95.5 | 3.6 | 42.53 | 10.5 | 8.9 | 18.3 | 13.1 | 17.2 | 73.9 | 0.8 | 1.07 | 9.5-9.75 | | | |
| 1985 | 215.5 | 3.7 | 100.0 | 4.7 | 45.38 | 6.7 | 10.3 | 15.0 | 14.8 | 12.7 | 74.0 | 0.1 | 0.57 | 11.5 | | | |
| 1986 | 227.7 | 5.7 | 105.3 | 5.3 | 45.30 | -0.2 | 9.6 | -6.7 | 15.4 | 4.1 | 75.4 | 1.9 | 0.72r | 11 | | | |
| 1987 | 240.0 | 5.4 | 111.5 | 5.9 | 49.34 | 8.9 | 10.1 | 4.9 | 19.1 | 24.0 | 76.2 | 1.1 | 0.88 | 11 | | | |
| 1988 | 255.0 | 6.3 | 119.2 | 6.9 | 55.58 | 12.6 | 11.6 | 15.4 | 22.7 | 18.8 | 76.6 | 0.5 | 1.90 | 10.25-10.5 | | | |
| 1988 Q2 | 62.8 | 6.1 | 118.7 | 7.0 | 13.97 | 14.8 | 3.0 | 17.5 | 5.8 | 26.1 | 19.2 | 0.5 | 0.57r | 8.5 | | | |
| Q3 | 64.2 | 5.9 | 120.1 | 6.4 | 13.87 | 12.9 | 3.0 | 15.7 | 5.6 | 19.1 | 19.1 | -1.0 | -0.26 | 11.5 | | | |
| Q4 | 65.2 | 5.7 | 121.0 | 5.9 | 14.34 | 9.4 | 2.8 | 8.8 | 6.1 | 13.0 | 19.2 | .. | 1.51 | 12.5-12.75 | | | |
| 1989 Q1 | 65.5 | 4.1 | 121.5 | 3.8 | .. | .. | 2.8 | 3.7 | 6.1 | 19.6 | 19.3 | 1.0 | 0.47 | 13 | | | |
| Q2 | .. | .. | 122.5P | 3.2 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | | | |
| 1988 Dec | .. | .. | 121.1 | 5.9 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | | |
| 1989 Jan | .. | .. | 119.5 | 4.4 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | | |
| Feb | .. | .. | 122.1 | 4.1 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | | |
| Mar | .. | .. | 122.6 | 3.8 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | | |
| Apr | .. | .. | 120.9 | 3.9 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 13 | | |
| May | .. | .. | 124.5 | 4.0 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 14 | | |
| June | .. | .. | 122.2P | 3.2 | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 14 | | |
| Visible trade | | | | | | | | | | | | | | | | | |
| | Export volume ¹ | | Import volume ¹ | | Balance of payments | | | Competitiveness | | Prices | | Producer prices index ^{16,16} | | | | | |
| | 1985 = 100 | % | 1985 = 100 | % | Visible balance | Current balance | Effective exchange rate ^{1,14} | Normal unit labour costs ¹⁵ | Jan 1987 = 100 | Tax and price index ¹⁶ | Materials and fuels | | Home sales | | | | |
| | | | | | £ billion | £ billion | 1985 = 100 | % | 1985 = 100 | % | 1985 = 100 | % | 1985 = 100 | % | 1985 = 100 | % | |
| 1983 | 87.6 | 2.3 | 87.0 | 8.6 | -1.1 | 3.9 | 105.3 | -7.4 | 101.7 | -6.1 | 87.9 | 3.9 | .. | .. | .. | .. | |
| 1984 | 94.7 | 8.1 | 96.9 | 11.4 | -4.6 | 2.1 | 100.6 | -4.5 | 99.2 | -2.5 | 91.3 | 3.9 | .. | .. | 95.0 | .. | |
| 1985 | 100.0 | 5.6 | 100.0 | 3.2 | -2.3 | 3.4 | 100.0 | -0.6 | 100.0 | 0.8 | 96.1 | 5.3 | 100.0 | 0.0 | 100.0 | 5.3 | |
| 1986 | 103.6 | 3.6 | 106.9 | 6.9 | -8.7 | 0.2 | 91.5 | -8.5 | 95.4 | -4.6 | 97.9 | 1.9 | 92.4 | -7.6 | 104.3 | 4.3 | |
| 1987 | 109.0 | 5.2 | 114.4 | 7.0 | -10.2 | -2.9 | 90.1 | -1.5 | 97.7 | 2.4 | 100.4 | 2.6 | 95.3 | 3.1 | 103.3 | -1.0 | |
| 1988 | 108.4 | -0.6 | 129.0 | 12.8 | -20.6 | -14.9R | 95.5 | 6.0 | 109.0 | 11.6 | 103.3 | 2.9 | 98.4 | 3.2 | 113.2 | 9.6 | |
| 1988 Q2 | 111.4 | 3.7 | 127.7 | 14.1 | -4.5 | -2.9r | 96.6 | 6.9 | 111.4 | 13.9 | 101.9 | 2.1 | 97.8 | 3.7 | 112.6 | 4.3 | |
| Q3 | 109.3 | -0.5 | 133.7 | 13.6 | -5.7 | -3.5 | 95.2 | 5.2 | 108.7 | 11.1 | 103.5 | 3.5 | 98.8 | 3.7 | 113.9 | 4.9 | |
| Q4 | 106.6 | -3.1 | 135.0 | 13.0 | -6.3 | -5.6 | 96.7 | 4.3 | 110.3 | 7.6 | 105.9 | 4.5 | 100.1 | 3.8 | 115.2 | 4.9 | |
| 1989 Q1 | 110.8 | 4.3 | 140.7 | 17.4 | -5.9 | -4.8 | 97.1 | 3.9 | .. | .. | 107.9 | 6.0 | 102.8 | 6.1 | 116.8 | 5.2 | |
| Q2 | .. | .. | .. | .. | .. | .. | 93.6 | -3.1 | .. | .. | .. | .. | 104.4P | 6.7 | 118.2P | 5.0 | |
| 1988 Dec | 109.1 | -3.1 | 133.8 | 13.0 | -1.8 | -1.5 | 97.7 | 4.3 | .. | .. | 106.3 | 4.8 | 102.6 | 4.8 | 115.4 | 4.9 | |
| 1989 Jan | 115.0 | 1.2 | 145.4 | 13.0 | -2.0 | -1.7 | 97.9 | 4.5 | .. | .. | 107.1 | 5.6 | 104.0 | 6.0 | 116.4 | 5.2 | |
| Feb | 104.1 | 2.3 | 138.2 | 15.5 | -2.2 | -1.8 | 97.3 | 5.1 | .. | .. | 108.0 | 6.1 | 101.9 | 5.3 | 116.8 | 5.2 | |
| Mar | 113.2 | 4.3 | 138.3 | 17.4 | -1.7 | -1.3 | 95.9 | 3.9 | .. | .. | 108.5 | 6.1 | 102.4 | 7.0 | 117.2 | 5.2 | |
| Apr | 108.4 | 0.9 | 143.5 | 15.2 | -2.2 | -1.8P | 95.4 | 1.4 | .. | .. | 109.8 | 8.3 | 103.9 | 7.9 | 117.8 | 5.0 | |
| May | 110.8 | 1.4 | 141.8 | 14.1 | -1.7 | -1.3P | 94.3 | -1.6 | .. | .. | 110.5 | 8.4 | 104.6P | 7.1 | 118.2P | 5.0 | |
| June | .. | .. | .. | .. | .. | .. | 91.1 | -3.1 | .. | .. | 110.9 | 8.4 | 104.8P | 5.3 | 118.5P | 4.9 | |

P=Provisional
R=Revised

r=Series revised from indicated entry.

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

* For some 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) For details of this series see Economic Trends, July 1984, p 72.

(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

(9) Including leased assets.

1.1 EMPLOYMENT Workforce[‡]

| Quarter | Employees in employment* | | | Self-employed (with or without employees) [†] | HM Forces** | Work related gov. training programmes ^{††} | Workforce in employment ^{‡‡} | Workforce [‡] |
|--|--------------------------|----------|----------|--|-------------|---|---------------------------------------|------------------------|
| | Male | Female | All | | | | | |
| UNITED KINGDOM | | | | | | | | |
| Unadjusted for seasonal variation | | | | | | | | |
| 1987 Mar | 11,800 | 9,775 | 21,575 | 2,802 | 320 | 255 | 24,951 R | 28,095 |
| June | 11,929 | 9,959 | 21,889 | 2,860 R | 319 | 311 | 25,379 | 28,284 |
| Sept | 12,079 | 10,026 | 22,105 | 2,891 R | 319 | 383 | 25,699 | 28,569 |
| Dec | 12,127 | 10,225 | 22,352 | 2,923 | 317 | 366 | 25,958 | 28,654 |
| 1988 Mar | 12,152 R | 10,202 R | 22,358 R | 2,954 | 317 | 343 | 25,968 R | 28,561 R |
| June | 12,234 R | 10,335 R | 22,568 R | 2,986 | 316 | 343 | 26,212 R | 28,553 R |
| Sept | 12,321 | 10,395 | 22,716 | 3,017 | 315 | 369 | 26,417 R | 28,728 R |
| Dec | 12,288 R | 10,541 | 22,829 R | 3,048 | 313 | 408 R | 26,597 R | 28,644 §R |
| 1989 Mar | 12,241 | 10,488 | 22,729 | 3,079 | 310 | 448 | 26,566 | 28,526 § |
| UNITED KINGDOM | | | | | | | | |
| Adjusted for seasonal variation | | | | | | | | |
| 1987 Mar | 11,860 | 9,838 | 21,698 | 2,802 | 320 | 255 | 25,074 | 28,201 |
| June | 11,933 | 9,945 | 21,878 | 2,860 | 319 | 311 | 25,368 | 28,360 |
| Sept | 12,019 | 10,038 | 22,057 | 2,891 | 319 | 383 | 25,651 | 28,486 |
| Dec | 12,111 | 10,154 | 22,266 | 2,923 | 317 | 366 | 25,872 | 28,552 |
| 1988 Mar | 12,210 R | 10,265 R | 22,475 R | 2,954 | 317 | 343 | 26,089 R | 28,655 R |
| June | 12,237 R | 10,323 R | 22,560 R | 2,986 | 316 | 343 | 26,203 R | 28,628 R |
| Sept | 12,262 R | 10,409 | 22,671 R | 3,017 | 315 | 369 | 26,371 R | 28,628 R |
| Dec | 12,272 | 10,467 R | 22,739 R | 3,048 | 313 | 408 R | 26,507 R | 28,550 R |
| 1989 Mar | 12,298 | 10,550 | 22,848 | 3,079 | 310 | 448 | 26,685 | 28,604 |

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 December 1984 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (*Employment Gazette*, January 1987, p 31). For all dates individuals with two jobs as employees of different employers are counted twice.
[†] Estimates of the self-employed up to mid-1988 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1988. The provisional estimates from September 1988 are based on the assumption that the average rate of increase between 1981 and 1988 has continued subsequently. A detailed description of the current estimates is given in the article on p 182 of the April 1989 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.

EMPLOYMENT Workforce[‡] 1.1 THOUSAND

| Quarter | Employees in employment* | | | | Self-employed (with or without employees) | HM Forces** | Work related gov. training programmes ^{††} | Workforce in employment ^{‡‡} | Workforce [‡] |
|--|--------------------------|-------|-----------|---------|---|-------------|---|---------------------------------------|------------------------|
| | Male | | Female | | | | | | |
| All | Part-time | | Part-time | | All | Part-time | All | Part-time | All |
| | GREAT BRITAIN | | | | | | | | |
| Unadjusted for seasonal variation | | | | | | | | | |
| 1987 Mar | 11,541 | 869 | 9,544 | 4,207 | 2,1084 | 2,742 | 320 | 245 | 24,392 |
| June | 11,669 | 888 | 9,728 | 4,266 | 21,398 | 2,801 | 319 | 303 | 24,819 |
| Sept | 11,818 | 882 | 9,794 | 4,217 | 21,612 | 2,832 | 319 | 373 | 25,136 |
| Dec | 11,866 | 922 R | 9,990 | 4,327 | 21,856 | 2,863 | 317 | 356 | 25,392 |
| 1988 Mar | 11,892 R | 914 | 9,968 R | 4,284 R | 21,859 R | 2,895 | 317 | 334 | 25,404 R |
| June | 11,972 R | 935 | 10,099 R | 4,328 R | 22,071 R | 2,926 | 316 | 335 | 25,648 R |
| Sept | 12,059 | 915 R | 10,159 | 4,300 R | 22,218 | 2,957 | 315 | 359 | 25,850 R |
| Dec | 12,026 | 904 R | 10,302 R | 4,419 R | 22,328 R | 2,988 | 313 | 398 R | 26,026 R |
| 1989 Mar | 11,981 | 899 R | 10,251 | 4,392 | 22,232 | 3,019 | 310 | 438 | 25,999 |
| GREAT BRITAIN | | | | | | | | | |
| Adjusted for seasonal variation | | | | | | | | | |
| 1987 Mar | 11,599 | | 9,607 | | 21,206 | 2,742 | 320 | 245 | 24,513 |
| June | 11,672 | | 9,714 | | 21,386 | 2,801 | 319 | 303 | 24,808 |
| Sept | 11,759 | | 9,805 | | 21,564 | 2,832 | 319 | 373 | 25,088 |
| Dec | 11,852 | | 9,920 | | 21,772 | 2,863 | 317 | 356 | 25,309 |
| 1988 Mar | 11,948 R | | 10,030 R | | 21,978 R | 2,895 | 317 | 334 | 25,523 R |
| June | 11,974 R | | 10,087 R | | 22,062 R | 2,926 | 316 | 335 | 25,638 R |
| Sept | 12,001 R | | 10,171 | | 22,173 R | 2,957 | 315 | 359 | 25,804 R |
| Dec | 12,011 | | 10,229 R | | 22,240 | 2,988 | 313 | 398 R | 25,938 R |
| 1989 Mar | 12,037 | | 10,313 | | 22,350 | 3,019 | 310 | 438 | 26,117 |

^{††} 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) plus participants in new JTS (up to September 1988) and ET 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.
^{‡‡} Workforce in employment comprises employees in employment, the self-employed, HM Forces and participants in work related government training programmes. For an explanation of the changes to the presentation of employment statistics 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 to 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.

1.2 EMPLOYMENT Employees in employment: industry* THOUSAND

| GREAT BRITAIN SIC 1980 | All industries and services | | Manufacturing industries | | Production industries | | Production and construction industries | | Service industries | | | | | | | | | | | | | | | | | | | | |
|------------------------|-----------------------------|---------------------|--------------------------|---------------------|-----------------------|---------------------|--|---------------------|--------------------|---------------------|-----------------------------------|---|---|---|-------------------------------|------------------------|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | All employees | Seasonally adjusted | All employees | Seasonally adjusted | All employees | Seasonally adjusted | All employees | Seasonally adjusted | All employees | Seasonally adjusted | 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 | | | | | | | | | | | | |
| Divisions or Classes | 0-9 | 2-4 | 1-4 | 1-5 | 6-9 | 01-03 | 11-14 | 15-17 | 21-24 | 25-26 | 32 | 33-34 | 37 | | | | | | | | | | | | | | | | |
| 1982 June | 20,916 | 20,896 | 5,751 | 5,761 | 6,422 | 6,432 | 7,460 | 7,470 | 13,117 | 13,078 | 338 | 328 | 343 | 507 | 367 | 844 | 815 | | | | | | | | | | | | |
| 1983 June | 20,572 | 20,556 | 5,418 | 5,430 | 6,057 | 6,069 | 7,072 | 7,086 | 13,169 | 13,130 | 330 | 311 | 328 | 462 | 345 | 768 | 788 | | | | | | | | | | | | |
| 1984 June | 20,741 | 20,729 | 5,302 | 5,315 | 5,909 | 5,922 | 6,919 | 6,935 | 13,503 | 13,464 | 320 | 289 | 319 | 445 | 343 | 750 | 786 | | | | | | | | | | | | |
| 1985 June | 21,006 | 20,995 | 5,258 | 5,272 | 5,838 | 5,852 | 6,833 | 6,850 | 13,851 | 13,814 | 321 | 271 | 309 | 444 | 345 | 748 | 782 | | | | | | | | | | | | |
| 1986 June | 21,088 | 21,076 | 5,133 | 5,146 | 5,663 | 5,676 | 6,630 | 6,645 | 14,149 | 14,113 | 310 | 230 | 300 | 425 | 343 | 723 | 758 | | | | | | | | | | | | |
| 1987 May | 21,398 | 21,386 | 5,038 | 5,063 | 5,525 | 5,550 | 6,543 | 6,557 | 14,553 | 14,518 | 302 | 194 | 293 | 415 | 343 | 704 | 738 | | | | | | | | | | | | |
| June | | | 5,066 | 5,079 | 5,556 | 5,569 | 6,543 | 6,557 | 14,553 | 14,518 | 302 | 197 | 293 | 417 | 344 | 708 | 745 | | | | | | | | | | | | |
| July | | | 5,087 | 5,081 | 5,574 | 5,568 | | | | | | 194 | 293 | 419 | 345 | 707 | 747 | | | | | | | | | | | | |
| Aug | | | 5,103 | 5,087 | 5,590 | 5,574 | | | | | | 193 | 293 | 422 | 347 | 710 | 752 | | | | | | | | | | | | |
| Sept | 21,612 | 21,564 | 5,125 | 5,090 | 5,614 | 5,579 | 6,620 | 6,581 | 14,663 | 14,675 | 329 | 195 | 294 | 425 | 348 | 710 | 755 | | | | | | | | | | | | |
| Oct | | | 5,131 | 5,101 | 5,616 | 5,585 | | | | | | 192 | 293 | 426 | 349 | 709 | 755 | | | | | | | | | | | | |
| Nov | | | 5,140 | 5,112 | 5,624 | 5,596 | | | | | | 190 | 294 | 427 | 348 | 713 | 755 | | | | | | | | | | | | |
| Dec | 21,856 | 21,772 | 5,140 | 5,116 | 5,624 | 5,601 | 6,632 | 6,609 | 14,916 | 14,856 | 307 | 191 | 294 | 427 | 349 | 713 | 757 | | | | | | | | | | | | |
| 1988 Jan | | | 5,110 | 5,133 | 5,591 | 5,613 | | | | | | 186 | 295 | 426 | 347 | 715 | 750 | | | | | | | | | | | | |
| Feb | | | 5,116 | 5,144 | 5,592 | 5,620 | | | | | | 183 | 293 | 428 | 349 | 716 | 752 | | | | | | | | | | | | |
| Mar | 21,859 R | 21,978 R | 5,126 | 5,150 | 5,599 | 5,622 | 6,617 | 6,643 | 14,950 R | 15,031 R | 292 | 181 | 291 | 429 | 350 | 715 | 756 | | | | | | | | | | | | |
| April | | | 5,123 | 5,151 | 5,596 | 5,614 | | | | | | 172 | 291 | 429 | 350 | 715 | 753 | | | | | | | | | | | | |
| May | | | 5,127 | 5,152 | 5,598 | 5,613 | | | | | | 171 | 290 | 429 | 350 | 720 | 750 | | | | | | | | | | | | |
| June | 22,071 R | 22,062 R | 5,137 | 5,150 | 5,599 | 5,613 | 6,619 | 6,632 | 15,159 R | 15,127 R | 294 | 173 | 290 | 430 | 352 | 720 | 748 | | | | | | | | | | | | |
| July | | | 5,159 | 5,153 | 5,618 | 5,612 | | | | | | 170 | 289 | 433 | 355 | 725 | 752 | | | | | | | | | | | | |
| Aug | | | 5,170 | 5,155 | 5,630 | 5,614 | | | | | | 170 | 290 | 435 | 358 | 727 | 755 | | | | | | | | | | | | |
| Sept | 22,218 | 22,173 R | 5,185 | 5,150 | 5,645 | 5,610 | 6,662 | 6,624 | 15,238 R | 15,251 R | 319 | 171 | 289 | 436 | 357 | 733 | 754 | | | | | | | | | | | | |
| Oct | | | 5,171 | 5,141 | 5,627 | 5,597 | | | | | | 168 | 288 | 435 | 357 | 729 | 754 | | | | | | | | | | | | |
| Nov | | | 5,173 | 5,144 | 5,628 | 5,599 | | | | | | 168 | 288 | 436 | 358 | 731 | 753 | | | | | | | | | | | | |
| Dec | 22,328 R | 22,240 | 5,177 | 5,152 | 5,633 | 5,608 | 6,649 | 6,624 | 15,383 | 15,320 R | 296 | 168 | 288 | 436 | 358 | 734 | 752 | | | | | | | | | | | | |
| 1989 Jan | | | 5,141 | 5,162 | 5,593 | 5,615 | | | | | | 165 | 287 | 434 | 356 | 735 | 746 | | | | | | | | | | | | |
| Feb | | | 5,128 | 5,155 | 5,578 | 5,606 | | | | | | 164 | 287 | 433 | 356 | 736 | 745 | | | | | | | | | | | | |
| Mar | 22,232 | 22,350 | 5,123 | 5,147 | 5,569 R | 5,593 R | [6,594] | [6,620] | 15,355 | 15,434 | 284 | 162 | 284 R | 433 | 356 | 737 | 745 | | | | | | | | | | | | |
| Apr | | | 5,102 | 5,130 | 5,543 R | 5,571 R | | | | | | 158 | [284] R | 431 | 358 | 736 | 738 | | | | | | | | | | | | |
| May | | | 5,089 | 5,115 | 5,528 | 5,553 | | | | | | 155 | [283] | 431 | 357 | 736 | 733 | | | | | | | | | | | | |

* See footnote to table 1.1.
[†] Excludes private domestic service.

EMPLOYMENT Employees in employment: industry* 1.2 THOUSAND

| THOUSAND | 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 | | Retail distribution | | Hotels and catering | | Transport | | Postal services and telecommunications | | Banking, finance, insurance | | Public administration etc. | | Education | | Medical and other health services: veterinary services | | Other services [†] | |
|-----------|--------------------------|-----|---------------------------|-------|--------------------|-----|-------------------------|-------|--|-------|--|-----|---|-------|--------------|-------|------------------------------------|-------|---------------------|-------|---------------------|--|-----------|--|--|--|-----------------------------|--|----------------------------|--|-----------|--|--|--|-----------------------------|--|
| | 35 | 36 | 31 | 41/42 | 43-45 | 46 | 48-49 | 47 | 50 | 61-63 | 64/65 | 66 | 71-77 | 79 | 81-85 | 91-92 | 93 | 95 | 94 | 96-98 | | | | | | | | | | | | | | | | |
| 1982 June | 315 | 337 | 385 | 638 | 577 | 473 | 495 | 1,038 | 1,115 | 1,984 | 959 | 932 | 428 | 1,771 | 1,825 | 1,541 | 1,258 | 1,305 | | | | | | | | | | | | | | | | | | |
| 1983 June | 296 | 318 | 344 | 599 | 548 | 469 | 481 | 1,015 | 1,124 | 1,964 | 949 | 902 | 424 | 1,848 | 1,861 | 1,535 | 1,247 | 1,315 | | | | | | | | | | | | | | | | | | |

1.3 EMPLOYMENT Employees in employment*: industry*: production industries

THOUSAND

| GREAT BRITAIN | Division class or group or AH | May 1988 R | | | Mar 1989 R | | | [Apr 1989] | | | [May 1989] | | |
|--|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | | Males | Females | All | Males | Females | All | Males | Females | All | Males | Females | All |
| Production industries | 1-4 | 3,968-1 | 1,619-9 | 5,588-0 | 3,942-4 | 1,627-1 | 5,569-5 | 3,923-1 | 1,620-0 | 5,543-2 | 3,911-9 | 1,615-7 | 5,527-6 |
| Manufacturing industries | 2-4 | 3,579-1 | 1,547-6 | 5,126-7 | 3,568-9 | 1,554-5 | 5,123-4 | 3,554-1 | 1,547-6 | 5,101-8 | 3,545-7 | 1,543-4 | 5,089-1 |
| Energy and water supply | 1 | 389-0 | 72-4 | 461-3 | 373-6 | 72-5 | 446-1 | 369-0 | 72-4 | 441-4 | 366-2 | 72-3 | 438-5 |
| Coal extraction and solid fuels | 111 | 126-0 | 4-7 | 130-6 | 118-5 | 3-1 | 121-6 | 115-3 | 3-0 | 118-3 | 113-6 | 2-9 | 116-5 |
| Electricity | 161 | 116-3 | 29-0 | 145-3 | 115-1 | 29-4 | 144-4 | 115-2 | 29-4 | 144-5 | 115-2 | 29-4 | 144-6 |
| Gas | 162 | 59-5 | 21-8 | 81-3 | 57-7 | 21-8 | 79-4 | 57-7 | 21-8 | 79-5 | 57-7 | 21-8 | 79-5 |
| Other mineral and ore extraction, etc | 2 | 596-1 | 183-3 | 779-4 | 600-4 | 188-3 | 788-7 | 601-1 | 188-3 | 789-4 | 599-7 | 187-7 | 787-4 |
| Metal manufacturing | 22 | 144-5 | 20-9 | 165-4 | 141-6 | 20-6 | 162-2 | 140-5 | 20-6 | 161-1 | 140-6 | 20-6 | 161-2 |
| Non-metallic mineral products | 24 | 182-3 | 54-6 | 236-8 | 187-3 | 56-9 | 244-2 | 187-3 | 56-7 | 244-1 | 187-9 | 56-6 | 244-5 |
| Chemical industry/man-made fibres | 25/26 | 245-4 | 104-6 | 350-0 | 248-7 | 107-5 | 356-1 | 250-3 | 107-9 | 358-2 | 249-0 | 107-8 | 356-8 |
| Basic industrial chemicals | 251 | 106-4 | 21-7 | 128-1 | 108-1 | 22-6 | 130-8 | 109-5 | 23-2 | 132-7 | 109-2 | 23-3 | 132-5 |
| Other chemical products and preparations | 255-259/260 | 139-0 | 82-9 | 221-9 | 140-5 | 84-8 | 225-4 | 140-8 | 84-7 | 225-4 | 139-9 | 84-5 | 224-3 |
| Metal goods, engineering and vehicles | 3 | 1,774-7 | 478-7 | 2,253-4 | 1,759-5 | 484-6 | 2,244-1 | 1,753-9 | 480-7 | 2,234-5 | 1,748-5 | 479-8 | 2,228-4 |
| Metal goods nes | 31 | 232-7 | 66-8 | 299-5 | 230-5 | 64-1 | 294-6 | 228-4 | 64-3 | 292-7 | 228-4 | 64-1 | 292-5 |
| Mechanical engineering | 32 | 604-5 | 115-1 | 719-7 | 615-0 | 121-5 | 736-5 | 615-3 | 120-9 | 736-2 | 615-0 | 121-2 | 736-2 |
| Industrial plant and steelwork | 320 | 67-9 | 7-9 | 75-8 | 70-9 | 8-0 | 78-9 | 71-2 | 7-8 | 79-0 | 70-7 | 7-6 | 78-3 |
| Mining and construction machinery, etc | 325 | 64-5 | 9-4 | 73-9 | 66-9 | 9-8 | 76-7 | 66-9 | 9-9 | 76-7 | 66-5 | 10-0 | 76-6 |
| Other machinery and mechanical equipment | 321-324/327/328 | 437-9 | 88-8 | 526-7 | 442-4 | 94-2 | 536-6 | 442-5 | 93-9 | 536-4 | 443-2 | 94-3 | 537-5 |
| Office machinery, data processing equipment | 33 | 71-5 | 31-2 | 102-7 | 73-7 | 33-7 | 107-4 | 71-3 | 32-9 | 104-2 | 73-0 | 33-1 | 106-1 |
| Electrical and electronic engineering | 34 | 372-4 | 171-9 | 544-4 | 363-9 | 171-9 | 535-9 | 363-2 | 169-0 | 532-1 | 358-3 | 167-8 | 526-1 |
| Wire, cables, batteries and other electrical equipment | 341/342/343 | 138-1 | 53-6 | 191-6 | 135-3 | 54-7 | 190-0 | 137-4 | 53-7 | 191-1 | 134-4 | 53-8 | 188-2 |
| Telecommunication equipment | 344 | 110-5 | 50-8 | 161-2 | 110-4 | 51-6 | 162-0 | 109-5 | 51-7 | 161-2 | 108-3 | 50-9 | 159-2 |
| Other electronic and electrical equipment | 345/348 | 123-9 | 67-6 | 191-5 | 118-2 | 65-7 | 183-9 | 116-3 | 63-6 | 179-8 | 115-6 | 63-1 | 178-7 |
| Motor vehicles and parts | 35 | 211-3 | 30-9 | 242-2 | 208-6 | 31-3 | 239-9 | 209-1 | 31-3 | 240-4 | 208-4 | 31-8 | 240-2 |
| Motor vehicles and engines | 351 | 81-7 | 9-0 | 90-7 | 78-6 | 9-1 | 87-7 | 78-6 | 9-0 | 87-6 | 78-7 | 9-1 | 87-7 |
| Bodies, trailers caravans and parts | 352/353 | 129-5 | 21-9 | 151-4 | 129-9 | 22-2 | 152-1 | 130-5 | 22-3 | 152-8 | 129-7 | 22-7 | 152-5 |
| Other transport equipment | 36 | 211-4 | 30-5 | 241-9 | 199-4 | 29-1 | 228-5 | 198-6 | 29-1 | 227-7 | 197-4 | 29-0 | 226-3 |
| Aerospace equipment | 364 | 131-3 | 20-8 | 152-0 | 124-5 | 19-5 | 144-0 | 124-6 | 19-6 | 144-1 | 123-8 | 19-4 | 143-3 |
| Ship and other transport equipment | 361-363/365 | 80-2 | 9-7 | 89-9 | 74-9 | 9-6 | 84-5 | 74-0 | 9-6 | 83-6 | 73-5 | 9-6 | 83-1 |
| Instrument engineering | 37 | 70-8 | 32-2 | 103-0 | 68-4 | 33-0 | 101-4 | 67-9 | 33-2 | 101-1 | 68-1 | 32-8 | 101-0 |
| Other manufacturing industries | 4 | 1,208-3 | 885-6 | 2,093-9 | 1,209-0 | 881-6 | 2,090-6 | 1,199-2 | 878-7 | 2,077-9 | 1,197-4 | 875-9 | 2,073-3 |
| Food, drink and tobacco | 41/42 | 314-8 | 225-7 | 540-4 | 309-1 | 223-0 | 532-2 | 308-2 | 223-4 | 531-7 | 309-0 | 225-2 | 534-2 |
| Meat and meat products, organic oils and fats | 411/412 | 54-5 | 37-7 | 92-2 | 54-0 | 37-1 | 91-1 | 53-6 | 36-6 | 90-2 | 53-7 | 36-6 | 90-8 |
| Alcoholic and soft drink manufacture | 424-428 | 67-3 | 24-8 | 92-1 | 64-5 | 25-0 | 89-5 | 64-9 | 25-2 | 90-1 | 65-3 | 25-2 | 90-5 |
| All other food, drink and tobacco manufacture | 413-423/429 | 193-0 | 163-2 | 356-2 | 190-7 | 160-9 | 351-5 | 189-7 | 161-6 | 351-4 | 190-1 | 163-3 | 353-4 |
| Textiles | 43 | 114-1 | 109-0 | 223-1 | 107-6 | 101-0 | 208-6 | 106-6 | 100-0 | 206-6 | 106-8 | 97-0 | 203-8 |
| Footwear and clothing | 45 | 77-0 | 217-6 | 294-6 | 76-7 | 212-6 | 289-3 | 73-6 | 209-5 | 283-0 | 72-4 | 207-6 | 280-0 |
| Timber and wooden furniture | 46 | 175-6 | 41-4 | 217-0 | 177-9 | 42-5 | 220-4 | 173-1 | 41-3 | 214-4 | 171-7 | 40-8 | 212-5 |
| Paper, printing and publishing | 47 | 314-1 | 175-4 | 489-5 | 315-2 | 183-4 | 498-6 | 314-5 | 185-4 | 499-9 | 314-0 | 185-5 | 499-5 |
| Pulp, paper, board and derived products | 471-472 | 97-4 | 45-0 | 142-4 | 96-5 | 45-9 | 142-4 | 96-2 | 46-0 | 142-2 | 96-0 | 45-7 | 141-7 |
| Printing and publishing | 475 | 216-7 | 130-4 | 347-1 | 218-6 | 137-5 | 356-2 | 218-3 | 139-4 | 357-7 | 218-0 | 139-7 | 357-8 |
| Rubber and plastics | 48 | 154-6 | 68-3 | 222-9 | 159-7 | 71-0 | 230-8 | 160-1 | 70-1 | 230-3 | 160-2 | 70-3 | 230-4 |
| Other manufacturing | 49 | 51-0 | 39-2 | 90-2 | 56-1 | 39-4 | 95-4 | 56-7 | 39-6 | 96-3 | 57-2 | 40-1 | 97-3 |

* See footnotes to table 1-1.

EMPLOYMENT 1.4 Employees in employment*: March 1989

THOUSAND

| GREAT BRITAIN | Division Class or Group | Mar 1988 R | | | Dec 1988 R | | | Mar 1989 | | |
|---|-------------------------|-----------------|--------------------|----------------|----------------|------------------|-----------------|-----------------|--------------------|------------------|
| | | Male | Female | All | Male | Female | All | Male | Female | All |
| SIC 1980 | | All | Part-time\$ | All | All | Part-time | All | All | Part-time\$ | All |
| All industries and services | 0-9 | 11,891-7 | 913-5 | 9,967-5 | 4,283-5 | 21-859-2 | 12,025-7 | 10,301-9 | 22,327-6 | 11,981-4 |
| Agriculture, forestry and fishing | 0 | 218-0 | 29-5 | 73-8 | 26-0 | 291-8 | 217-1 | 78-7 | 295-9 | 214-0 |
| Index of production and construction industries | 1-5 | 4,880-2 | 72-9 | 1,736-9 | 343-1 | 6,617-1 | 4,874-1 | 1,774-6 | 6,648-7 | [4,845-8] |
| Index of production industries of which, manufacturing industries | 1-4 | 3,982-1 | 58-7 | 1,616-7 | 290-4 | 5,598-8 | 3,979-4 | 1,653-9 | 5,633-3 | 3,942-4 |
| Service industries | 6-9 | 6,793-5 | 811-1 | 8,156-8 | 3,914-4 | 14,950-3 | 6,934-5 | 8,448-5 | 15,383-0 | 6,921-5 |
| Agriculture, forestry and fishing | 0 | 218-0 | 29-5 | 73-8 | 26-0 | 291-8 | 217-1 | 78-7 | 295-9 | 214-0 |
| Agriculture and horticulture | 01 | 203-3 | 28-9 | 71-3 | 25-1 | 274-6 | 202-4 | 76-2 | 278-6 | 199-3 |
| Energy and water supply | 1 | 399-7 | 1-2 | 72-8 | 13-7 | 472-5 | 383-0 | 73-0 | 456-0 | 373-6 |
| Coal extraction and solid fuels | 111 | 134-5 | 0-1 | 5-1 | 1-3 | 139-6 | 123-8 | 3-5 | 127-3 | 118-5 |
| Electricity | 161 | 115-9 | 0-4 | 28-5 | 6-4 | 144-4 | 116-3 | 29-6 | 145-9 | 115-1 |
| Gas | 162 | 60-0 | 0-1 | 21-8 | 3-9 | 81-8 | 58-0 | 21-8 | 79-8 | 57-7 |
| Other mineral and ore extraction, etc | 2 | 596-8 | 4-6 | 181-6 | 26-4 | 778-4 | 604-4 | 189-3 | 793-7 | 600-4 |
| Metal manufacturing | 22 | 144-9 | 0-9 | 20-9 | 2-6 | 165-8 | 143-1 | 21-2 | 164-3 | 141-6 |
| Non-metallic mineral products | 24 | 181-0 | 1-3 | 53-2 | 10-1 | 234-3 | 188-5 | 56-5 | 245-0 | 187-3 |
| Chemical industry | 25 | 239-7 | 1-1 | 103-5 | 12-5 | 343-2 | 244-6 | 107-8 | 352-4 | 244-2 |
| Basic industrial chemicals | 251 | 105-6 | .. | 21-6 | 2-7 | 127-2 | 108-2 | 22-6 | 130-8 | 108-1 |
| Other chemical products and preparations | 255-259 | 134-1 | .. | 81-9 | 9-8 | 216-0 | 136-4 | 85-2 | 221-6 | 136-0 |
| Metal goods, engineering and vehicles | 3 | 1,778-0 | 16-8 | 480-9 | 68-9 | 2,258-9 | 1,770-8 | 488-7 | 2,259-5 | 1,759-5 |
| Metal goods n.e.s. | 31 | 233-7 | 3-4 | 66-0 | 11-5 | 299-7 | 234-0 | 65-7 | 299-7 | 230-5 |
| Hand tools and finished metal goods | 316 | 118-1 | 1-7 | 40-5 | 5-4 | 158-6 | 116-8 | 40-2 | 157-0 | 113-6 |
| Other metal goods | 311-314 | 115-6 | 1-6 | 25-5 | 6-1 | 141-2 | 117-1 | 25-5 | 142-7 | 116-9 |
| Mechanical engineering | 32 | 599-1 | 7-0 | 115-9 | 24-2 | 715-0 | 612-6 | 121-0 | 733-6 | 615-0 |
| Industrial plant and steelwork | 320 | 68-0 | .. | 7-8 | 1-9 | 75-8 | 70-4 | 8-1 | 78-5 | 70-9 |
| Machinery for agriculture, metal working, textile, food and printing, etc. industries | 321-324 327 | 150-4 | .. | 30-0 | 7-2 | 180-4 | 154-3 | 32-3 | 186- | |

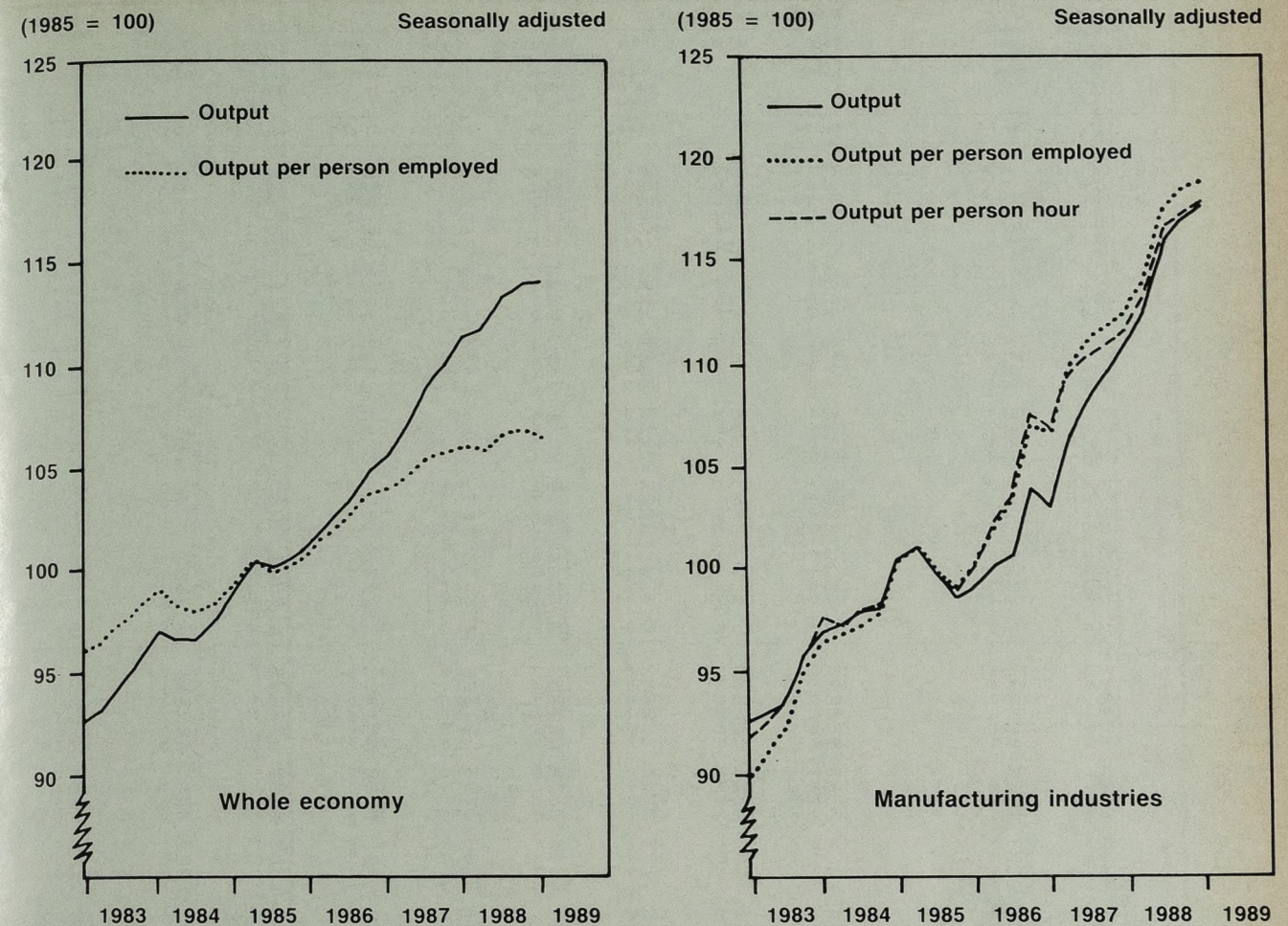
1.5 EMPLOYMENT Employees in employment by region*

THOUSAND

| Standard region | Agriculture, forestry and fishing | Energy and water supply | Metal manufacturing and chemicals | Metal goods, engineering and vehicles | Other manufacturing | Construction | Wholesale distribution, hotels and catering | Retail distribution | Transport and communication | Banking insurance and finance | Public administration and defence | Education, health and other services |
|---|-----------------------------------|-------------------------|-----------------------------------|---------------------------------------|---------------------|--------------|---|---------------------|-----------------------------|-------------------------------|-----------------------------------|--------------------------------------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 61-63, 66-67 | 64/65 | 7 | 8 | 91-92 | 93-99 |
| SIC 1980 | | | | | | | | | | | | |
| South East | | | | | | | | | | | | |
| 1987 Dec | 64 | 106 | 167 | 672 | 549 | 294 | 804 | 813 | 587 | 1,207 | 776 R | 1,621 |
| 1988 Mar | 60 | 104 | 166 | 670 | 548 | 296 | 803 | 814 | 591 R | 1,234 | 784 | 1,650 |
| June | 64 | 104 | 166 | 655 | 534 | 296 | 827 | 782 | 599 | 1,253 | 784 R | 1,671 |
| Sept | 70 R | 104 | 167 | 653 | 545 | 294 | 836 | 786 | 613 R | 1,282 | 789 R | 1,655 |
| Dec | 62 | 104 | 167 | 645 | 543 | 293 R | 839 | 829 | 614 R | 1,302 | 785 R | 1,683 |
| 1989 Mar | 58 | 103 | 163 | 635 | 535 | 294 | 833 | 806 | 618 | 1,316 | 784 | 1,697 |
| Greater London (Included in South East) | | | | | | | | | | | | |
| 1987 Dec | 1 | 51 | 58 | 204 | 257 | 123 | 380 | 353 | 336 | 739 | 400 | 681 |
| 1988 Mar | 1 | 50 | 56 | 206 | 256 | 123 | 377 | 342 | 337 R | 753 | 403 R | 691 |
| June | 1 | 50 | 59 | 206 | 256 | 122 | 382 | 338 | 340 | 762 | 401 R | 695 |
| Sept | 1 | 50 | 57 | 193 | 247 | 120 | 385 | 341 | 346 R | 775 | 401 R | 683 |
| Dec | 1 | 50 | 57 | 190 | 244 | 119 R | 388 | 357 | 346 | 782 R | 396 R | 692 |
| 1989 Mar | 1 | 50 | 53 | 183 | 238 | 119 | 383 | 348 | 347 | 784 | 394 | 691 |
| East Anglia | | | | | | | | | | | | |
| 1987 Dec | 34 | 8 | 34 | 82 | 100 | 41 | 82 | 88 | 67 | 75 | 55 | 164 |
| 1988 Mar | 32 | 7 | 35 | 85 | 98 | 42 | 84 | 84 | 69 | 77 | 55 | 167 |
| June | 32 | 7 | 37 | 87 | 100 | 42 | 89 | 85 | 69 R | 80 | 56 | 168 |
| Sept | 35 | 7 | 37 | 89 | 101 | 43 | 87 | 88 | 73 | 82 | 56 | 164 |
| Dec | 32 | 7 | 38 | 91 | 103 | 43 | 85 | 90 | 75 | 83 | 55 | 171 |
| 1989 Mar | 31 | 7 | 39 | 92 | 101 | 44 | 85 | 90 | 75 | 84 | 55 | 173 |
| South West | | | | | | | | | | | | |
| 1987 Dec | 44 | 25 | 52 | 183 | 137 | 65 | 186 | 167 | 88 | 175 | 165 | 323 |
| 1988 Mar | 42 | 25 | 52 | 184 | 135 | 65 | 187 | 156 | 87 | 177 | 167 | 325 |
| June | 41 | 25 | 53 | 184 | 137 | 65 | 207 | 154 | 88 | 179 | 169 | 330 |
| Sept | 45 | 25 | 54 | 186 | 138 | 65 | 211 | 158 | 91 | 185 | 170 | 325 |
| Dec | 42 | 25 | 54 | 186 | 137 | 64 | 193 | 163 | 90 R | 188 R | 168 | 322 |
| 1989 Mar | 41 | 24 | 54 | 185 | 135 | 64 | 194 | 156 | 90 | 191 | 169 | 326 |
| West Midlands | | | | | | | | | | | | |
| 1987 Dec | 29 | 40 | 121 | 395 | 194 | 94 | 218 | 177 | 87 | 192 | 173 | 402 |
| 1988 Mar | 27 | 40 | 122 | 391 | 194 | 96 | 218 | 168 | 89 | 195 | 175 | 407 |
| June | 27 | 39 | 124 | 392 | 202 | 96 | 224 | 167 | 90 R | 198 | 175 | 407 |
| Sept | 29 R | 39 | 126 | 397 | 204 | 96 | 227 | 169 | 90 R | 205 | 176 | 398 |
| Dec | 27 | 39 | 127 | 399 | 206 | 97 | 228 | 175 | 90 | 210 | 174 | 404 |
| 1989 Mar | 26 | 37 | 127 | 395 | 207 | 98 | 230 | 167 | 89 | 215 | 173 | 408 |
| East Midlands | | | | | | | | | | | | |
| 1987 Dec | 32 | 62 | 62 | 177 | 265 | 64 | 155 | 150 | 84 | 98 | 146 | 279 |
| 1988 Mar | 30 | 59 | 62 | 175 | 263 | 65 | 157 | 141 | 84 | 98 | 146 | 279 |
| June | 28 | 57 | 63 | 177 | 268 | 65 | 166 | 144 | 86 | 100 | 149 | 290 |
| Sept | 31 | 57 | 63 | 178 | 269 | 65 | 167 | 146 | 89 R | 101 | 151 | 286 |
| Dec | 29 | 57 | 65 | 176 | 267 | 65 R | 172 | 150 | 89 | 103 | 148 | 288 |
| 1989 Mar | 28 | 55 | 66 | 178 | 263 | 66 | 169 | 149 | 89 | 105 | 147 | 291 |
| Yorkshire and Humberside | | | | | | | | | | | | |
| 1987 Dec | 27 | 72 | 79 | 150 | 227 | 91 | 221 | 182 | 109 | 145 | 132 | 407 |
| 1988 Mar | 26 | 70 | 79 | 151 | 223 | 92 | 223 | 174 | 111 R | 152 | 134 | 411 |
| June | 26 | 67 | 78 | 151 | 227 | 92 | 233 | 170 | 113 | 154 | 135 | 412 |
| Sept | 28 | 67 | 79 | 152 | 231 | 92 | 235 | 174 | 115 R | 158 | 135 R | 402 |
| Dec | 26 | 66 | 78 | 148 | 230 | 92 | 237 | 182 | 114 | 160 | 130 | 410 |
| 1989 Mar | 25 | 65 | 77 | 148 | 226 | 93 | 236 | 174 | 115 | 157 | 128 | 408 |
| North West | | | | | | | | | | | | |
| 1987 Dec | 16 | 44 | 95 | 251 | 272 | 115 | 265 | 252 | 131 | 207 | 215 | 455 |
| 1988 Mar | 15 | 42 | 96 | 249 | 270 | 117 | 262 | 244 | 133 | 206 | 216 | 457 |
| June | 16 | 41 | 95 | 247 | 275 | 117 | 265 | 244 | 135 | 209 | 215 | 453 |
| Sept | 17 | 40 | 97 | 248 | 275 | 117 | 271 | 242 | 135 R | 216 | 214 R | 443 |
| Dec | 16 | 40 | 96 | 249 | 274 | 117 | 275 | 254 | 136 R | 216 | 206 R | 448 |
| 1989 Mar | 16 | 38 | 95 | 247 | 268 | 118 | 273 | 246 | 135 | 218 | 203 | 451 |
| North | | | | | | | | | | | | |
| 1987 Dec | 13 | 52 | 60 | 105 | 100 | 58 | 107 | 99 | 58 | 81 | 93 | 288 |
| 1988 Mar | 12 R | 52 | 61 R | 106 R | 100 | 58 | 107 | 97 R | 58 | 81 | 94 | 290 R |
| June | 12 | 51 | 61 | 106 | 102 | 58 | 110 | 97 | 60 | 83 | 95 | 294 |
| Sept | 13 | 51 | 62 | 106 | 102 | 58 | 116 | 99 | 60 | 86 | 95 | 293 |
| Dec | 12 | 51 | 62 | 107 | 103 | 58 | 118 | 101 | 61 R | 89 | 88 | 294 |
| 1989 Mar | 11 | 51 | 61 | 104 | 102 | 58 | 119 | 100 | 60 | 89 | 84 | 298 |
| Wales | | | | | | | | | | | | |
| 1987 Dec | 22 | 33 | 58 | 72 | 84 | 43 | 86 | 90 | 42 | 68 | 94 | 190 |
| 1988 Mar | 21 | 32 | 59 | 72 | 84 | 43 | 87 | 89 | 42 | 69 | 94 | 191 |
| June | 20 | 29 | 59 | 73 | 87 | 43 | 85 | 85 | 42 | 70 | 94 | 194 |
| Sept | 22 R | 29 | 59 | 77 | 89 | 43 | 87 | 87 | 42 | 71 | 93 | 190 |
| Dec | 22 | 28 | 59 | 76 | 89 | 42 R | 89 | 92 | 42 | 72 | 86 R | 193 |
| 1989 Mar | 22 | 27 | 59 | 76 | 87 | 42 | 91 | 87 | 41 | 72 | 85 | 195 |
| Scotland | | | | | | | | | | | | |
| 1987 Dec | 27 | 44 | 47 | 176 | 172 | 142 | 197 | 193 | 108 | 189 | 181 | 446 |
| 1988 Mar | 27 | 43 | 47 | 177 | 172 | 144 | 202 | 186 | 108 R | 189 | 182 R | 445 |
| June | 28 | 43 | 46 | 178 | 172 | 145 | 212 | 187 | 108 | 173 | 184 R | 452 |
| Sept | 28 | 42 | 47 | 181 | 172 | 145 | 207 | 188 | 109 R | 179 | 182 R | 451 |
| Dec | 27 | 41 | 48 | 183 | 171 | 145 R | 205 | 193 | 106 | 180 R | 174 R | 469 |
| 1989 Mar | 27 | 40 | 48 | 185 | 168 | 147 | 201 | 188 | 104 | 183 | 168 | 469 |
| Great Britain | | | | | | | | | | | | |
| 1987 Dec | 307 | 485 | 776 | 2,265 | 2,099 | 1,008 | 2,321 | 2,211 | 1,361 | 2,417 | 2,030 R | 4,575 |
| 1988 Mar | 292 | 473 | 778 | 2,259 | 2,089 | 1,018 | 2,330 | 2,124 | 1,371 R | 2,457 | 2,046 R | 4,621 |
| June | 294 | 463 | 782 | 2,251 | 2,104 | 1,020 | 2,427 | 2,115 | 1,392 R | 2,499 | 2,056 R | 4,669 |
| Sept | 319 R | 461 | 793 | 2,266 | 2,126 | 1,017 | 2,450 | 2,138 | 1,417 R | 2,564 | 2,060 R | 4,608 |
| Dec | 296 | 457 | 793 | 2,260 | 2,124 | 1,016 R | 2,441 | 2,230 | 1,416 R | 2,602 R | 2,013 R | 4,680 |
| 1989 Mar | 284 | 447 | 788 | 2,245 | 2,091 | 1,024 | 2,430 | 2,165 | 1,417 | 2,630 | 1,996 | 4,717 |

* See footnotes to table 1.1.

EMPLOYMENT 1.8 Indices of output, employment and productivity



Source: Central Statistical Office

Seasonally adjusted (1985 = 100)

| UNITED KINGDOM | Whole economy | | | Production industries Divisions 1 to 4 | | | Manufacturing industries Divisions 2 to 4 | | | |
|----------------|---------------|------------------------|------------------------------|--|------------------------|------------------------------|---|------------------------|------------------------------|------------------------|
| | Output† | Employed labour force* | Output per person employed** | Output | Employed labour force* | Output per person employed** | Output | Employed labour force* | Output per person employed** | Output per person hour |
| 1983 | 94.0 | 96.9 | 96.0 | 94.7 | 102.8 | 97.0 | 93.7 | 102.0 | 91.9 | 93.4 |
| 1984 | 97.0 | 98.6 | 98.0 | 94.9 | 100.8 | 94.1 | 97.6 | 100.5 | 97.2 | 97.7 |
| 1985 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1986 | 102.9 | 100.6 | 102.3 | 102.2 | 97.3 | 105.0 | 101.0 | 98.0 | 103.0 | 103.3 |
| 1987 | 107.8 | 102.8 | 104.9 | 105.8 | 96.1 | 110.1 | 106.6 | 97.2 | 109.7 | 109.3 |
| 1988 | 112.6 | 106.0 | 106.3 | 109.5 R | 97.0 | 112.9 R | 114.0 R | 96.7 | 115.5 R | 114.5 R |
| 1983 Q1 | 92.6 | 96.5 | 96.0 | 93.0 | 104.2 | 89.2 | 92.5 | 103.3 | 89.5 | 91.9 |
| Q2 | 93.2 | 96.6 | 96.5 | 94.0 | 103.1 | 91.2 | 93.0 | 102.3 | 90.9 | 92.5 |
| Q3 | 94.5 | 97.0 | 97.4 | 94.9 | 102.2 | 92.9 | 93.6 | 101.5 | 92.3 | 93.5 |
| Q4 | 95.6 | 97.5 | 98.1 | 96.7 | 101.6 | 95.2 | 95.7 | 100.9 | 94.9 | 95.4 |
| 1984 Q1 | 97.0 | 98.0 | 99.0 | 97.2 | 101.1 | 96.1 | 97.0 | 100.5 | 96.5 | 97.7 |
| Q2 | 96.6 | 98.3 | 98.2 | 94.3 | 100.9 | 93.5 | 97.3 | 100.4 | 96.9 | 97.3 |
| Q3 | 96.6 | 98.7 | 97.9 | 93.2 | 100.6 | 92.6 | 97.9 | 100.6 | 97.3 | 97.9 |
| Q4 | 97.6 | 99.2 | 98.4 | 94.9 | 100.6 | 94.4 | 98.3 | 100.4 | 98.0 | 98.1 |
| 1985 Q1 | 98.9 | 99.6 | 99.3 | 97.9 | 100.4 | 97.5 | 100.5 | 100.2 | 100.3 | 100.4 |
| Q2 | 100.4 | 99.9 | 100.5 | 101.6 | 100.2 | 101.4 | 101.1 | 100.1 | 101.0 | 101.1 |
| Q3 | 100.1 | 100.2 | 99.9 | 100.5 | 99.9 | 100.6 | 99.8 | 100.0 | 99.8 | 99.8 |
| Q4 | 100.6 | 100.3 | 100.3 | 100.0 | 99.4 | 100.6 | 98.6 | 99.7 | 99.9 | 99.8 |
| 1986 Q1 | 101.3 | 100.3 | 101.0 | 101.4 | 98.7 | 102.8 | 99.1 | 99.1 | 100.0 | 100.0 |
| Q2 | 102.3 | | | | | | | | | |

1.8 EMPLOYMENT

Indices of output† employment and output per person employed

1985 = 100

| Class | Whole economy | Total production industries | Manufacturing industries | | | | | | | | Construction | | |
|------------------------------|---------------|-----------------------------|--------------------------|---------|---------|-------------------------------------|-------------------------------|-----------------------------------|-------------------------|--------------------------------|--------------|---------------------|-------|
| | | | Div 1-4 | Div 2-4 | Metals | Other minerals and mineral products | Chemicals and man-made fibres | Engineering and allied industries | Food, drink and tobacco | Textiles, clothing and leather | | Other manufacturing | |
| | | | | | | | | | | | | | 21-22 |
| Output‡ | | | | | | | | | | | | | |
| 1983 | 94.0 | 94.7 | 93.7 | 93.9 | 96.6 | 91.4 | 92.3 | 100.0 | 92.5 | 93.5 | 93.9 | | |
| 1984 | 97.0 | 94.9 | 97.6 | 93.6 | 100.4 | 96.8 | 96.8 | 100.8 | 95.9 | 98.4 | 98.4 | | |
| 1985 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | |
| 1986 | 102.9 | 102.2 | 101.0 | 99.9 | 101.3 | 101.8 | 99.3 | 100.9 | 100.8 | 104.5 R | 101.1 | | |
| 1987 | 107.8 | 105.8 | 106.6 | 108.6 | 106.8 | 109.0 | 103.9 R | 103.3 | 103.3 | 114.8 R | 109.0 R | | |
| 1988 | 112.6 R | 109.5 R | 114.0 | 121.5 R | 117.2 R | 114.0 R | 112.2 R | 105.5 R | 102.1 R | 126.3 R | 117.0 R | | |
| 1984 Q1 | 97.0 | 97.2 | 97.0 | 98.5 | 100.2 | 95.3 | 95.7 | 100.9 | 94.9 | 97.7 | 97.4 | | |
| Q2 | 96.6 | 94.3 | 97.3 | 91.6 | 100.4 | 95.3 | 96.0 | 102.4 | 95.4 | 98.8 | 98.4 | | |
| Q3 | 96.6 | 93.2 | 97.9 | 93.6 | 101.4 | 97.5 | 97.4 | 100.5 | 96.1 | 98.0 | 99.4 | | |
| Q4 | 97.6 | 94.9 | 98.3 | 90.8 | 99.4 | 99.0 | 98.2 | 99.5 | 97.1 | 99.0 | 98.5 | | |
| 1985 Q1 | 98.9 | 97.9 | 100.5 | 94.9 | 99.2 | 101.5 | 101.4 | 101.6 | 98.2 | 99.6 | 100.5 | | |
| Q2 | 100.4 | 101.6 | 101.1 | 103.3 | 100.3 | 101.0 | 102.4 | 99.6 | 100.2 | 98.9 | 100.0 | | |
| Q3 | 100.1 | 100.5 | 99.8 | 102.4 | 99.7 | 99.7 | 99.2 | 99.7 | 100.7 | 100.5 | 98.6 | | |
| Q4 | 100.6 | 100.0 | 98.6 | 99.4 | 100.8 | 97.8 | 96.9 | 99.1 | 100.9 | 101.0 | 100.9 | | |
| 1986 Q1 | 101.3 | 101.4 | 99.1 | 96.3 | 97.8 | 99.6 | 98.3 | 99.6 | 99.6 | 101.3 | 96.7 | | |
| Q2 | 102.3 | 101.7 | 100.1 | 99.5 | 101.4 | 101.5 | 98.2 | 100.2 | 101.6 | 103.2 | 101.3 R | | |
| Q3 | 103.4 R | 102.4 | 100.6 | 98.9 | 101.8 | 101.8 | 98.3 R | 100.9 | 100.4 | 105.4 | 102.0 R | | |
| Q4 | 104.8 | 103.3 | 103.9 | 105.1 | 104.1 | 104.4 | 102.5 | 103.2 | 101.5 | 108.3 | 104.1 R | | |
| 1987 Q1 | 105.6 R | 103.8 | 103.0 | 103.1 | 101.6 | 106.2 | 99.9 R | 102.5 R | 101.1 | 110.0 R | 107.6 R | | |
| Q2 | 107.0 R | 105.1 | 106.2 | 108.1 | 106.7 | 107.3 | 103.8 | 103.3 | 103.5 | 114.0 R | 105.9 R | | |
| Q3 | 108.8 R | 106.4 | 107.9 | 110.6 | 108.9 | 110.6 | 104.8 | 103.6 | 105.1 | 116.8 R | 109.5 R | | |
| Q4 | 110.0 R | 107.8 R | 109.3 R | 112.7 | 109.9 | 112.0 | 107.1 R | 103.9 R | 103.4 | 118.2 R | 113.1 R | | |
| 1988 Q1 | 111.4 R | 107.8 | 110.8 R | 117.8 | 117.3 R | 111.0 R | 107.5 R | 104.4 R | 103.7 R | 122.2 R | 117.9 R | | |
| Q2 | 111.9 R | 109.3 R | 112.4 R | 120.3 | 115.5 R | 112.9 R | 110.1 R | 105.8 R | 100.9 R | 124.2 R | 116.1 R | | |
| Q3 | 113.3 R | 110.5 R | 115.8 R | 123.7 | 115.5 | 114.9 R | 114.8 R | 105.9 R | 102.1 R | 129.5 R | 115.6 R | | |
| Q4 | 113.9 R | 110.4 R | 117.0 R | 124.3 R | 120.4 R | 117.1 R | 116.6 R | 106.0 R | 101.6 R | 129.5 R | 118.4 R | | |
| 1989 Q1 | 114.1 | 108.9 | 117.7 | 131.9 | 122.3 | 119.2 | 116.2 | 104.0 | 99.7 | 132.8 | 122.5 | | |
| Employed labour force* | | | | | | | | | | | | | |
| 1983 | 96.9 | 102.8 | 102.0 | 112.5 | 94.8 | 100.2 | 104.3 | 104.3 | 98.7 | 96.7 | 98.0 | | |
| 1984 | 98.6 | 100.8 | 100.5 | 103.7 | 97.6 | 99.4 | 101.4 | 101.5 | 99.1 | 98.1 | 100.5 | | |
| 1985 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | |
| 1986 | 100.6 | 97.3 | 98.0 | 92.2 | 99.7 | 99.6 | 96.6 | 96.9 | 99.5 | 101.2 | 99.5 | | |
| 1987 | 102.8 | 96.1 | 97.2 | 88.4 | 101.6 | 99.8 | 94.5 | 95.7 | 98.2 | 104.2 | 104.3 | | |
| 1988 | 106.0 | 97.0 | 98.7 | 87.6 | 107.5 | 102.3 | 95.0 | 96.2 | 98.5 | 108.3 | 109.2 R | | |
| 1984 Q1 | 98.0 | 101.1 | 100.5 | 105.2 | 97.2 | 98.9 | 101.9 | 102.2 | 98.9 | 97.1 | 99.9 | | |
| Q2 | 98.3 | 100.9 | 100.4 | 103.9 | 96.9 | 99.2 | 101.5 | 101.6 | 99.0 | 97.7 | 100.4 | | |
| Q3 | 98.7 | 100.6 | 100.6 | 103.5 | 97.3 | 99.7 | 101.1 | 101.3 | 99.1 | 98.4 | 100.9 | | |
| Q4 | 99.2 | 100.6 | 100.4 | 102.1 | 99.1 | 99.8 | 100.9 | 101.0 | 99.2 | 99.2 | 101.0 | | |
| 1985 Q1 | 99.6 | 100.4 | 100.2 | 102.4 | 100.2 | 99.6 | 100.6 | 100.8 | 99.2 | 99.1 | 100.8 | | |
| Q2 | 99.9 | 100.2 | 100.1 | 100.6 | 100.4 | 99.8 | 100.2 | 100.5 | 99.6 | 99.3 | 100.3 | | |
| Q3 | 100.2 | 99.9 | 100.0 | 99.3 | 99.9 | 100.2 | 99.9 | 99.7 | 100.4 | 100.4 | 99.6 | | |
| Q4 | 100.3 | 99.4 | 99.7 | 97.6 | 99.6 | 100.4 | 99.3 | 99.1 | 100.7 | 101.2 | 99.3 | | |
| 1986 Q1 | 100.3 | 98.7 | 99.1 R | 94.5 | 100.2 | 100.1 | 98.3 | 98.2 | 100.6 | 100.8 | 99.0 R | | |
| Q2 | 100.4 | 97.6 | 98.3 | 92.6 | 99.7 | 99.5 | 96.9 | 97.1 | 100.3 | 100.4 | 99.0 | | |
| Q3 | 100.6 | 96.8 | 97.4 | 91.4 | 99.0 | 99.4 | 95.9 | 96.3 | 98.8 | 101.2 | 98.5 | | |
| Q4 | 101.0 | 96.3 | 97.1 | 90.2 | 99.9 | 99.4 | 95.2 | 96.2 | 98.4 | 102.3 | 100.5 | | |
| 1987 Q1 | 101.5 | 95.8 | 96.7 | 88.6 | 100.4 | 99.2 | 94.3 | 95.4 | 97.7 | 102.7 | 101.9 R | | |
| Q2 | 102.3 | 95.9 | 96.9 | 87.9 | 100.7 | 99.4 | 94.2 | 95.6 | 98.1 | 103.6 | 103.5 | | |
| Q3 | 103.2 R | 96.2 | 97.4 | 88.4 | 101.6 | 99.9 | 94.5 | 95.6 | 98.4 | 104.7 | 105.2 | | |
| Q4 | 104.1 | 96.5 | 97.9 | 88.6 | 103.8 | 100.7 | 94.9 | 96.0 | 98.7 | 105.9 | 106.6 R | | |
| 1988 Q1 | 105.1 | 96.9 R | 98.5 R | 88.0 | 105.5 | 101.3 | 95.2 | 96.4 | 99.1 | 106.8 | 108.2 | | |
| Q2 | 105.7 R | 97.0 | 98.8 R | 87.7 | 106.7 | 101.8 | 95.0 | 96.3 | 99.1 | 107.7 | 109.3 R | | |
| Q3 | 106.3 | 97.0 | 98.9 | 87.4 | 108.1 | 102.6 | 94.9 | 96.0 | 98.3 | 108.8 | 109.5 | | |
| Q4 | 106.7 R | 97.0 R | 98.8 | 87.1 | 109.7 | 103.5 | 95.0 | 96.1 | 97.5 | 110.1 | 110.0 | | |
| 1989 Q1 | 107.2 | 96.9 | 99.1 | 85.8 | 110.3 | 103.5 | 94.9 | 95.6 | 96.2 | 110.7 | 111.0 | | |
| Output per person employed** | | | | | | | | | | | | | |
| 1983 | 97.0 | 92.1 | 91.9 | 83.6 | 101.9 | 91.2 | 88.5 | 95.9 | 93.7 | 96.6 | 95.8 | | |
| 1984 | 98.4 | 94.1 | 97.2 | 90.3 | 102.8 | 97.4 | 95.5 | 99.3 | 96.8 | 100.3 | 97.9 | | |
| 1985 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | | |
| 1986 | 102.3 | 105.0 | 103.0 | 108.4 | 101.6 | 102.2 | 102.9 | 104.1 | 101.2 | 103.3 R | 101.6 R | | |
| 1987 | 104.9 | 110.1 | 109.7 | 122.9 | 105.1 | 109.2 | 110.0 R | 108.0 | 105.2 | 110.1 R | 104.5 R | | |
| 1988 | 106.3 R | 112.9 R | 115.5 | 138.7 R | 109.0 R | 111.4 R | 118.1 R | 109.7 R | 103.6 R | 116.6 R | 107.1 R | | |
| 1984 Q1 | 99.0 | 96.1 | 96.5 | 93.6 | 103.1 | 96.4 | 93.9 | 98.8 | 96.0 | 100.6 | 97.5 | | |
| Q2 | 98.2 | 93.5 | 96.9 | 88.2 | 103.7 | 96.1 | 94.6 | 100.8 | 96.3 | 101.2 | 98.0 | | |
| Q3 | 97.9 | 92.6 | 97.3 | 90.4 | 104.3 | 97.8 | 96.4 | 99.3 | 97.0 | 99.6 | 98.6 | | |
| Q4 | 98.4 | 94.4 R | 98.0 R | 88.9 | 100.3 | 99.2 | 97.3 | 98.5 | 97.9 | 99.8 | 97.6 R | | |
| 1985 Q1 | 99.3 | 97.5 | 100.3 | 92.6 | 99.0 | 101.9 | 100.8 | 100.8 | 99.0 | 100.5 | 99.7 | | |
| Q2 | 100.5 | 101.4 | 101.0 | 102.6 | 99.9 | 101.2 | 102.2 | 99.2 | 100.5 | 99.6 | 99.7 | | |
| Q3 | 99.8 | 100.6 | 99.8 | 103.8 | 99.9 | 99.4 | 99.3 | 100.0 | 100.3 | 100.1 | 99.0 | | |
| Q4 | 100.3 | 100.6 | 98.9 | 101.7 | 101.2 | 97.4 | 97.7 | 100.0 | 100.2 | 99.8 | 101.6 | | |
| 1986 Q1 | 101.0 R | 102.8 R | 100.0 | 101.8 | 97.7 | 99.5 | 100.0 | 101.4 | 98.9 | 100.4 | 97.9 R | | |
| Q2 | 101.9 | 104.2 | 101.9 | 107.4 | 101.8 | 102.0 | 101.4 R | 103.1 | 101.3 | 102.8 | 102.3 R | | |
| Q3 | 102.7 | 105.8 | 103.3 | 108.1 | 102.7 | 102.3 | 102.4 | 104.7 | 101.7 | 104.2 | 102.5 R | | |
| Q4 | 103.7 | 107.2 | 107.0 | 116.4 | 104.2 | 105.0 | 107.7 | 107.3 | 103.1 | 105.9 | 103.5 R | | |
| 1987 Q1 | 104.0 R | 108.4 | 106.6 R | 116.3 | 101.3 | 107.1 | 106.0 | 107.4 | 103.5 | 107.0 R | 105.5 R | | |
| Q2 | 104.6 R | 109.5 R | 109.6 | 123.0 | 106.0 | 108.0 | 110.1 R | 108.1 | 105.5 | 110.0 R | 102.3 R | | |
| Q3 | 105.4 | 110.6 | 110.8 R | 125.1 | 107.1 | 110.7 | 111.0 | 108.3 | 106.8 | 111.5 R | 104.0 R | | |
| Q4 | 105.7 R | 111.7 R | 111.7 R | 127.2 | 105.8 | 111.2 | 112.9 R | 108.2 R | 104.8 | 111.6 | 106.0 R | | |
| 1988 Q1 | 106.0 R | 111.3 R | 112.4 R | 133.7 | 111.2 R | 109.6 R | 113.0 R | 108.2 R | 104.6 R | 114.5 R | 109.0 R | | |
| Q2 | 105.8 R | 112.7 R | 113.8 R | 137.1 | 108.3 R | 110.9 R | 115.9 R | 109.9 R | 101.8 R | 115.3 R | 106.2 R | | |
| Q3 | 106.6 R | 113.9 R | 117.2 R | 141.4 | 106.9 R | 111.9 R | 120.9 R | 110.3 R | 103.8 R | 119.1 R | 105.5 R | | |
| Q4 | 106.8 R | 113.8 R | 118.4 R | 142.7 R | 109.7 R | 112.2 R | 122.7 R | 110.3 R | 104.2 R | 117.6 R | 107.7 R | | |
| 1989 Q1 | 106.4 | 112.3 | 118.8 | 153.6 | 110.9 | 115.2 | 122.4 | 108.8 | 103.6 | 120.0 | 110.3 | | |

** Based on the output measure of Gross Domestic Product.

† Industries are grouped according to the Standard Industrial Classification 1980.

EMPLOYMENT

Selected countries: national definitions

| | United Kingdom (1) (2) (3) | Australia (4) | Austria (2) (5) | Belgium (3) (6) | Canada | Denmark (6) | France (6) (8) | Germany (FR) | Greece (6) (7) | Irish Republic (6) (9) | Italy (10) | Japan (5) | Netherlands (6) (11) | Norway (5) | Spain | Sweden (5) | Switzerland (2) (5) (6) | United States | Thousand |
|---|-------------------------------|------------------|--------------------|--------------------|----------|----------------|-------------------|-----------------|-------------------|---------------------------|---------------|--------------|-------------------------|---------------|--------|---------------|----------------------------|---------------|-----------------|
| QUARTERLY FIGURES: seasonally adjusted unless stated | | | | | | | | | | | | | | | | | | | |
| Civilian labour force | | | | | | | | | | | | | | | | | | | |
| 1986 Q2 | 27,741 | 7,507 R | 3,374 | .. | 12,738 R | .. | .. | 27,470 | .. | .. | 23,179 R | 60,010 | .. | 2,093 | 13,757 | 4,390 | 3,231 | 117,695 | |
| Q3 | 27,850 | 7,557 | 3,402 | .. | 12,740 R | .. | .. | 27,524 | .. | .. | 23,086 R | 60,410 | .. | 2,099 | 13,793 | 4,379 | 3,242 | 118,205 | |
| Q4 | 27,872 | 7,598 | 3,394 | .. | 12,790 R | .. | .. | 27,560 | .. | .. | 23,433 R | 60,310 | .. | 2,112 | 13,899 | 4,387 | 3,254 | 118,548 | |
| 1987 Q1 | 27,881 | 7,644 R | 3,418 | .. | 12,902 | .. | .. | 27,618 | .. | .. | 23,414 R | 60,507 | .. | 2,126 | 14,034 | 4,412 | 3,267 | 119,085 | |
| Q2 | 28,042 | 7,688 R | 3,416 | .. | 12,989 | .. | .. | 27,692 | .. | .. | 23,331 R | 60,760 | .. | 2,133 | 14,323 | 4,417 | 3,273 | 119,714 | |
| Q3 | 28,167 | 7,753 R | 3,436 | .. | 13,034 | .. | .. | 27,733 | .. | .. | 23,456 R | 60,888 | .. | 2,139 | 14,455 | 4,419 | 3,285 | 120,046 | |
| Q4 | 28,234 | 7,734 R | 3,434 R | .. | 13,118 | .. | .. | 27,774 | .. | .. | 23,462 R | 61,163 | .. | 2,145 | 14,532 | 4,439 | .. | 120,552 | |
| 1988 Q1 | 28,338 R | 7,807 R | 3,438 | .. | 13,204 | .. | .. | 28,915 R | .. | .. | 23,594 R | 61,402 | .. | 2,145 | 14,590 | 4,459 | .. | 121,045 | |
| Q2 | 28,313 R | 7,886 R | 3,418 | .. | 13,236 | .. | .. | 29,021 R | .. | .. | 23,891 R | 61,609 | .. | 2,142 | 14,624 | 4,467 | .. | 121,352 | |
| Q3 | 28,313 R | 7,948 R | 3,423 | .. | 13,304 | .. | .. | 29,051 R | .. | .. | 23,836 R | 61,727 | .. | 2,171 | 14,696 | 4,470 | .. | 121,881 | |
| Q4 | 28,237 R | 7,985 R | 3,440 | .. | 13,353 | .. | .. | 29,065 R | .. | .. | 23,550 R | 61,919 | .. | 2,136 | 14,623 | 4,490 | .. | 122,388 | |
| 1989 Q1 | 28,294 | 8,111 | .. | .. | 13,447 | .. | .. | 28,983 | .. | .. | .. | 62,222 | .. | 2,122 | 14,705 | 4,503 | .. | 123,291 | |
| Civilian employment | | | | | | | | | | | | | | | | | | | |
| 1986 Q2 | 24,423 | 6,917 | 3,272 | .. | 11,522 R | .. | .. | 25,231 | .. | .. | 20,594 R | 58,384 | .. | 2,052 | 10,778 | 4,274 | 3,204 | 109,257 | |
| Q3 | 24,568 | 6,935 | 3,305 | .. | 11,524 R | .. | .. | 25,322 | .. | .. | 20,538 R | 58,651 | .. | 2,058 | 10,840 | 4,262 | 3,217 | 109,967 | |
| Q4 | 24,658 | 6,958 | 3,285 | .. | 11,589 R | .. | .. | 25,388 | .. | .. | 20,700 R | 58,630 | .. | 2,068 | 10,937 | 4,272 | 3,230 | 110,428 | |
| 1987 Q1 | 24,754 | 7,026 | 3,280 | .. | 11,676 | .. | .. | 25,442 | .. | .. | 20,657 | 58,761 | .. | 2,077 | 11,075 | 4,323 | 3,244 | 111,233 | |
| Q2 | 25,049 R | 7,056 | 3,286 | .. | 11,815 | .. | .. | 25,467 | .. | .. | 20,419 R | 58,946 | .. | 2,091 | 11,357 | 4,331 | 3,246 | 112,200 | |
| Q3 | 25,332 | 7,123 | 3,303 | .. | 11,905 | .. | .. | 25,488 | .. | .. | 20,796 R | 59,189 | .. | 2,099 | 11,493 | 4,334 | 3,260 | 112,843 | |
| Q4 | 25,555 | 7,117 | 3,311 | .. | 12,049 R | .. | .. | 25,505 | .. | .. | 20,649 R | 59,505 | .. | 2,097 | 11,594 | 4,362 | .. | 113,475 | |
| 1988 Q1 | 25,772 R | 7,233 | 3,320 | .. | 12,171 | .. | .. | 26,714 R | .. | .. | 20,694 | 59,792 | .. | 2,094 | 11,684 | 4,384 | .. | 114,152 | |
| Q2 | 25,885 R | 7,304 | 3,293 | .. | 12,224 | .. | .. | 26,753 R | .. | .. | 20,968 R | 60,092 | .. | 2,073 | 11,719 | 4,395 | .. | 114,688 | |
| Q3 | 26,056 R | 7,382 | 3,300 | .. | 12,261 | .. | .. | 26,787 R | .. | .. | 20,967 | 60,165 | .. | 2,105 | 11,811 | 4,398 | .. | 115,202 | |
| Q4 | 26,195 R | 7,444 | 3,318 | .. | 12,320 | .. | .. | 26,829 R | .. | .. | 20,700 R | 60,408 | .. | 2,046 | 11,895 | 4,423 | .. | 115,843 | |
| 1989 Q1 | 26,375 | 7,585 | .. | .. | 12,431 | .. | .. | 26,980 | .. | .. | .. | 60,822 | .. | 2,016 | 12,053 | 4,442 | .. | 116,900 | |
| LATEST ANNUAL FIGURES: 1988 unless stated | | | | | | | | | | | | | | | | | | | |
| Civilian labour force: Male | 16,327 R | 4,698 | 2,040 | 2,413 | 7,492 R | 1,485 R | 13,337 | 17,564 R | 2,490 | 898 | 14,885 | 36,930 | 3,742 | 1,175 | 9,577 | 2,324 | 2,066 | 66,927 | |
| Female | 11,910 R | 3,209 | 1,390 | 1,713 | 5,861 R | 1,280 | 10,250 R | 11,441 R | 1,394 | 407 | 8,832 | 24,730 | 2,088 | 973 | 5,057 | 2,147 | 1,230 | 54,742 | |
| All | 28,237 R | 7,910 | 3,430 | 4,126 | 13,275 R | 2,765 | 23,587 R | 29,005 R | 3,884 | 1,306 | 23,717 | 61,660 | 5,830 | 2,148 | 14,633 | 4,471 | 3,297 | 121,669 | |
| Civilian employment: Male | 14,695 R | 4,383 | 1,973 | 2,223 | 6,876 R | 1,413 | 12,254 | 16,365 R | 2,362 | 722 | 13,645 | 36,020 | 3,422 | 1,139 | 8,109 | 2,287 | 2,054 | 63,273 | |
| Female | 11,201 R | 2,959 | 1,335 | 1,437 | 5,368 R | 1,196 | 8,890 | 10,398 R | 1,236 | 352 | 7,187 | 24,080 | 1,829 | 940 | 3,672 | 2,112 | 1,218 | 51,696 | |
| All | 25,896 R | 7,341 | 3,308 | 3,660 | 12,245 R | 2,609 | 21,144 | 26,763 R | 3,598 | 1,074 | 20,832 | 60,110 | 5,251 | 2,079 | 11,780 | 4,399 | 3,273 | 114,968 | |
| Civilian employment: proportions by sector | | | | | | | | | | | | | | | | | | | Per cent |
| Male: Agriculture | 3.2 | 7.0 | 7.3 | 3.5 | 5.9 R | .. | .. | .. | 22.6 | .. | 9.9 | 6.9 | .. | 8.3 | 15.4 | 5.5 | 7.7 | 4.1 | |
| Industry | 39.7 | 34.9 | 48.9 | 38.0 | 35.0 R | .. | .. | .. | 33.6 | .. | 37.8 | 38.6 | .. | 38.3 | 39.6 | 43.3 | 46.9 | 36.1 | |
| Services | 57.1 | 58.1 | 43.8 | 58.6 | 59.0 R | .. | .. | .. | 43.8 | .. | 52.4 | 54.5 | .. | 53.4 | 45.0 | 51.1 | 45.4 | 59.7 | |
| Female: Agriculture | 1.0 | 4.3 | 9.4 | 1.5 | 2.8 | .. | .. | .. | 35.4 | .. | 9.9 | 9.4 | .. | 4.1 | 12.3 | 2.0 | 4.8 | 1.4 | |
| Industry | 16.8 | 13.7 | 21.1 | 13.6 | 13.6 | .. | .. | .. | 17.2 | .. | 22.7 | 27.5 | .. | 12.0 | 16.8 | 14.5 | 21.5 | 15.7 | |
| Services | 82.1 | 82.0 | 69.5 | 84.9 | 83.6 | .. | .. | .. | 47.4 | .. | 67.3 | 63.2 | .. | 83.8 | 70.9 | 83.4 | 73.8 | 82.9 | |
| All: Agriculture | 2.3 | 5.9 | 8.2 | 2.7 | 4.5 R | 5.7 | 6.8 | .. | 27.0 | 15.3 | 9.9 | 7.9 | .. | 6.4 | 14.4 | 3.8 | 6.6 | 2.9 | |
| Industry | 29.8 | 26.4 | 37.7 | 28.4 | 25.6 R | 28.2 | 30.4 | .. | 28.0 | 27.8 | 32.6 | 34.1 | .. | 26.4 | 32.5 | 29.5 | 37.4 | 26.9 | |
| Services | 67.9 | 67.7 | 54.2 | 68.9 | 69.8 R | 66.1 | 62.9 | .. | 45.0 | 57.0 | 57.5 | 58.0 | .. | 67.1 | 53.1 | 66.6 | 56.0 | 70.2 | |

Sources: OECD "Labour Force Statistics 1966-1986" and "Quarterly Labour Force Statistics". For details of definitions and national sources the reader is referred to the above publications. Differences may exist between countries in general concepts, classification and methods of compilation and international comparisons must be approached with caution.

Notes: 1 For the UK, the Civilian labour force figures refer to workforce excluding HM Forces, civilian employment refers to workforce in employment excluding HM Forces. The proportion by sector refers to employees in employment and the self-employed. Industry refers to production and construction industries. See also footnotes to table 1-1.
2 Quarterly figures relate to March, June, September and December.
3 Annual figures relate to June.
4 Quarterly figures relate to February, May, August and November.

5 Civilian labour force and employment figures include armed forces.
6 Annual figures relate to 1987.

7 Annual figures relate to second quarter.

8 Civilian employment figures include apprentices in professional training.

9 Annual figures relate to April.

10 Quarterly figures relate to January, April, July and October.

11 Annual figures relate to January.

1.15 EMPLOYMENT

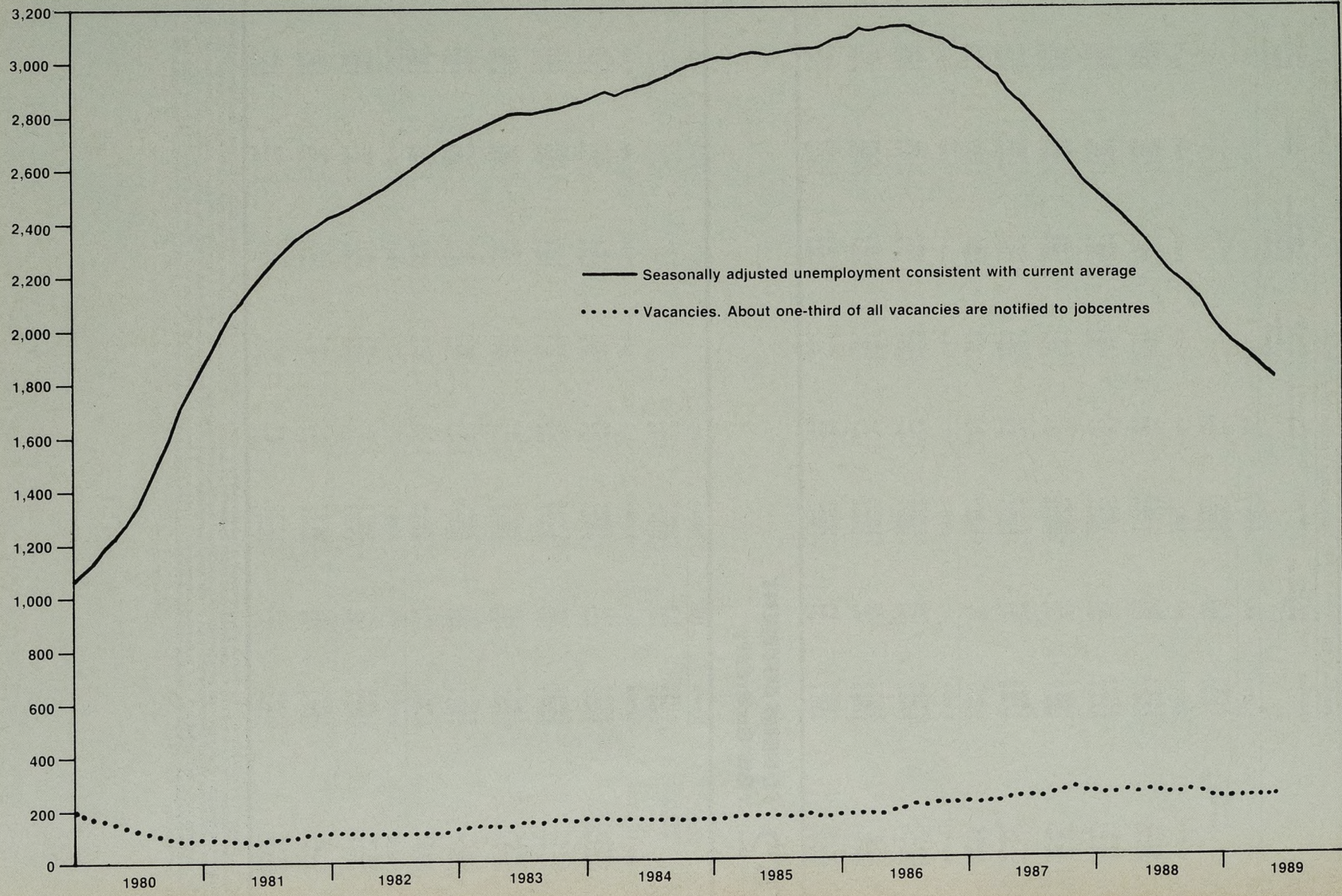
Apprentices and trainees by region: manufacturing industries

| GREAT BRITAIN | March 1988 | | | | | | March 1989 | | | | | |
|---------------------------------|-------------------|--------|------|--|--------|-----|-------------------|--------|------|--|--------|-----|
| | Number (Thousand) | | | As percentage of employees in the region | | | Number (Thousand) | | | As percentage of employees in the region | | |
| | Male | Female | All | Male | Female | All | Male | Female | All | Male | Female | All |
| Region | | | | | | | | | | | | |
| South East | | | | | | | | | | | | |
| Apprentices | 13.0 | 0.7 | 13.8 | 1.3 | 0.2 | 1.0 | 12.9 | 1.3 | 14.1 | 1.3 | 0.3 | 1.0 |
| Other trainees | 6.2 | 2.3 | 8.5 | 0.6 | 0.5 | 0.6 | 6.3 | 2.2 | 8.5 | 0.6 | 0.6 | 0.6 |
| All trainees | 19.2 | 3.0 | 22.2 | 1.9 | 0.7 | 1.6 | 19.2 | 3.4 | 22.7 | 2.0 | 0.9 | 1.6 |
| Greater London | | | | | | | | | | | | |
| Apprentices | 3.6 | 0.0 | 3.7 | 1.0 | 0.0 | 0.7 | 4.1 | 0.3 | 4.3 | 1.1 | 0.2 | 0.8 |
| Other trainees | 1.0 | 0.3 | 1.3 | 0.3 | 0.2 | 0.2 | 1.3 | 0.4 | 1.7 | 0.4 | 0.3 | 0.3 |
| All trainees | 4.7 | 0.3 | 5.0 | 1.2 | 0.2 | 0.9 | 5.4 | 0.7 | 6.1 | 1.5 | 0.5 | 1.2 |
| Rest of South East | | | | | | | | | | | | |
| Apprentices | 9.4 | 0.7 | 10.1 | 1.5 | 0.3 | 1.2 | 8.8 | 1.0 | 9.8 | 1.4 | 0.4 | 1.1 |
| Other trainees | 5.2 | 2.0 | 7.2 | 0.8 | 0.8 | 0.8 | 5.0 | 1.8 | 6.8 | 0.8 | 0.7 | 0.8 |
| All trainees | 14.6 | 2.7 | 17.3 | 2.3 | 1.1 | 2.0 | 13.8 | 2.8 | 16.6 | 2.3 | 1.1 | 1.9 |
| East Anglia | | | | | | | | | | | | |
| Apprentices | 1.3 | 0.1 | 1.4 | 1.1 | 0.1 | 0.8 | 1.1 | 0.1 | 1.2 | 0.9 | 0.1 | 0.7 |
| Other trainees | 0.9 | 0.3 | 1.2 | 0.7 | 0.6 | 0.7 | 0.8 | 0.3 | 1.1 | 0.6 | 0.6 | 0.6 |
| All trainees | 2.2 | 0.4 | 2.6 | 1.8 | 0.7 | 1.5 | 1.9 | 0.4 | 2.3 | 1.5 | 0.7 | 1.3 |
| South West | | | | | | | | | | | | |
| Apprentices | 4.8 | 0.5 | 5.3 | 1.8 | 0.5 | 1.4 | 4.6 | 0.3 | 4.9 | 1.7 | 0.3 | 1.3 |
| Other trainees | 1.7 | 0.9 | 2.6 | 0.6 | 1.0 | 0.7 | 1.5 | 0.8 | 2.4 | 0.6 | 0.9 | 0.6 |
| All trainees | 6.5 | 1.4 | 7.9 | 2.4 | 1.5 | 2.2 | 6.1 | 1.1 | 7.2 | 2.2 | 1.2 | 2.0 |
| West Midlands | | | | | | | | | | | | |
| Apprentices | 6.2 | 0.6 | 6.7 | 1.2 | 0.3 | 1.0 | 6.3 | 0.6 | 6.9 | 12.2 | 0.3 | 0.9 |
| Other trainees | 3.8 | 1.5 | 5.3 | 0.7 | 0.8 | 0.7 | 4.3 | 2.2 | 6.5 | 0.8 | 1.0 | 0.9 |
| All trainees | 9.9 | 2.1 | 12.0 | 1.9 | 1.1 | 1.7 | 10.6 | 2.7 | 13.3 | 2.0 | 1.3 | 1.8 |
| East Midlands | | | | | | | | | | | | |
| Apprentices | 4.3 | 0.5 | 4.8 | 1.4 | 0.3 | 1.0 | 4.6 | 0.5 | 5.1 | 1.5 | 0.3 | 1.1 |
| Other trainees | 2.1 | 1.9 | 4.1 | 0.7 | 1.2 | 0.8 | 2.1 | 1.7 | 3.8 | 0.7 | 1.0 | 0.8 |
| All trainees | 6.5 | 2.4 | 8.9 | 2.0 | 1.4 | 1.8 | 6.8 | 2.2 | 8.9 | 2.1 | 1.3 | 1.8 |
| Yorkshire and Humberside | | | | | | | | | | | | |
| Apprentices | 3.9 | 0.3 | 4.2 | 1.1 | 0.2 | 0.9 | 4.0 | 0.3 | 4.3 | 1.1 | 0.2 | 0.9 |
| Other trainees | 2.7 | 1.8 | 4.5 | 0.8 | 1.3 | 0.9 | 2.5 | 1.5 | 4.0 | 0.7 | 1.0 | 0.8 |
| All trainees | 6.6 | 2.2 | 8.7 | 1.9 | 1.5 | 1.8 | 6.5 | 1.8 | 8.3 | 1.9 | 1.2 | 1.7 |
| North West | | | | | | | | | | | | |
| Apprentices | 6.4 | 0.4 | 6.8 | 1.4 | 0.2 | 1.1 | 6.0 | 0.4 | 6.4 | 1.3 | 0.2 | 1.0 |
| Other trainees | 2.0 | 1.8 | 3.8 | 0.5 | 1.0 | 0.6 | 1.8 | 1.6 | 3.4 | 0.4 | 0.9 | 0.5 |
| All trainees | 8.4 | 2.2 | 10.7 | 1.9 | 1.2 | 1.7 | 7.8 | 2.0 | 9.8 | 1.7 | 1.1 | 1.5 |
| North | | | | | | | | | | | | |
| Apprentices | 3.8 | 0.3 | 4.1 | 2.0 | 0.4 | 1.5 | 3.5 | 0.2 | 3.7 | 1.9 | 0.3 | 1.4 |
| Other trainees | 1.0 | 0.6 | 1.5 | 0.5 | 0.7 | 0.6 | 0.8 | 0.6 | 1.4 | 0.4 | 0.8 | 0.5 |
| All trainees | 4.8 | 0.9 | 5.6 | 2.5 | 1.1 | 2.1 | 4.2 | 0.9 | 5.1 | 2.3 | 1.1 | 1.9 |
| Wales | | | | | | | | | | | | |
| Apprentices | 2.3 | 0.1 | 2.4 | 1.5 | 0.2 | 1.1 | 2.0 | 0.1 | 2.2 | 1.3 | 0.2 | 1.0 |
| Other trainees | 0.7 | 0.5 | 1.3 | 0.5 | 0.9 | 0.6 | 0.9 | 0.4 | 1.3 | 0.6 | 0.6 | 0.6 |
| All trainees | 3.0 | 0.6 | 3.6 | 2.0 | 1.0 | 1.7 | 2.9 | 0.5 | 3.5 | 2.0 | 0.8 | 1.6 |
| Scotland | | | | | | | | | | | | |
| Apprentices | 5.7 | 0.4 | 6.1 | 2.1 | 0.3 | 1.5 | 4.7 | 0.2 | 4.9 | 1.7 | 0.1 | 1.2 |
| Other trainees | 3.0 | 1.9 | 4.9 | 1.1 | 1.4 | 1.2 | 1.2 | 1.1 | 2.3 | 0.4 | 0.8 | 0.6 |
| All trainees | 8.7 | 2.3 | 11.0 | 3.2 | 1.8 | 2.7 | 5.9 | 1.3 | 7.2 | 2.2 | 1.0 | 1.8 |
| Great Britain | | | | | | | | | | | | |
| Apprentices | 51.7 | 4.0 | 55.7 | 1.4 | 0.3 | 1.1 | 49.7 | 3.9 | 53.6 | 1.4 | 0.3 | 1.0 |
| Other trainees | 24.0 | 13.6 | 37.6 | 0.7 | 0.9 | 0.8 | 22.2 | 12.5 | 34.7 | 0.6 | 0.8 | 0.7 |
| All trainees | 75.7 | 17.6 | 93.3 | 2.1 | 1.1 | 1.9 | 71.9 | 16.4 | 88.3 | 2.0 | 1.1 | 1.7 |

Note: Many of those receiving initial skills training under YTS, specifically those without a contract of employment, are not counted as employees and so will not appear in this table. With the move away from traditional apprentice training in many industries some long duration schemes of a type which previously could have involved apprenticeships may now be classified as "other training".

Thousand

Seasonally adjusted



2.1 UNEMPLOYMENT UK Summary

THOUSAND

| | MALE AND FEMALE | | | | | | | | |
|-------------------------|-----------------|----------------------|-----------------------|----------------------|-----------------------------|------------------------------------|---------------|----------------------------|-------------------------------|
| | UNEMPLOYED | | SEASONALLY ADJUSTED † | | | UNEMPLOYED BY DURATION | | | |
| | Number | Per cent workforce † | Number | Per cent workforce † | Change since previous month | Average change over 3 months ended | Up to 4 weeks | Over 4 weeks aged under 60 | Over 4 weeks aged 60 and over |
| 1985) | 3,271.2 | 11.8 | 3,035.7 | 10.9 | | | | | |
| 1986*) Annual averages | 3,289.1 | 11.8 | 3,107.2 | 11.1 | | | | | |
| 1987) | 2,953.4 | 10.4 | 2,822.3 | 10.0 | | | | | |
| 1988) | 2,370.4 | 8.3 | 2,294.5 | 8.0 | | | | | |
| 1987 June 11 | 2,905.3 | 10.3 | 2,857.2 | 10.1 | -33.3 | -38.6 | 243 | 2,601 | 62 |
| July 9 | 2,906.5 | 10.3 | 2,812.6 | 9.9 | -44.6 | -47.1 | 337 | 2,510 | 60 |
| Aug 13 | 2,865.8 | 10.1 | 2,766.6 | 9.8 | -46.0 | -41.3 | 287 | 2,522 | 57 |
| Sept 10 | 2,870.2 | 10.1 | 2,718.1 | 9.6 | -48.5 | -46.4 | 358 | 2,457 | 55 |
| Oct 8 | 2,751.4 | 9.7 | 2,663.9 | 9.4 | -54.2 | -49.6 | 311 | 2,386 | 54 |
| Nov 12 | 2,685.6 | 9.5 | 2,604.4 | 9.2 | -59.5 | -54.1 | 282 | 2,353 | 51 |
| Dec 10 | 2,695.8 | 9.5 | 2,568.6 | 9.1 | -35.8 | -49.8 | 264 | 2,382 | 50 |
| 1988 Jan 14 | 2,722.2 | 9.5 | 2,519.4 | 8.8 | -49.2 | -48.2 | 270 | 2,402 | 51 |
| Feb 11 | 2,665.5 | 9.3 | 2,485.0 | 8.7 | -34.4 | -39.8 | 262 | 2,356 | 48 |
| Mar 10 | 2,592.1 | 9.1 | 2,453.9 | 8.6 | -31.1 | -38.2 | 235 | 2,311 | 46 |
| Apr 14 | 2,536.0 | 8.9 | 2,402.9 | 8.4 | -51.0 | -38.8 | 256 | 2,235 | 46 |
| May 12 | 2,426.9 | 8.5 | 2,363.8 | 8.3 | -39.1 | -40.4 | 207 | 2,176 | 44 |
| June 9 | 2,340.8 | 8.2 | 2,324.1 | 8.1 | -39.7 | -43.3 | 206 | 2,093 | 42 |
| July 14 | 2,326.7 | 8.1 | 2,267.3 | 7.9 | -56.8 | -45.2 | 283 | 2,003 | 41 |
| Aug 11 | 2,291.2 | 8.0 | 2,225.6 | 7.8 | -41.7 | -46.1 | 237 | 2,013 | 40 |
| Sept 8** *** | 2,311.0 | 8.1 | 2,191.7 | 7.7 | -33.9 | -44.1 | 266 | 2,005 | 40 |
| Oct 13 | 2,118.9 | 7.4 | 2,157.9 | 7.6 | -33.8 | -36.5 | 241 | 1,839 | 39 |
| Nov 10 | 2,066.9 | 7.2 | 2,105.2 | 7.4 | -52.7 | -40.1 | 224 | 1,805 | 37 |
| Dec 8 | 2,046.5 | 7.2 | 2,037.4 | 7.1 | -67.8 | -51.4 | 212 | 1,797 | 37 |
| 1989 Jan 12 | 2,074.3 | 7.3 | 1,987.8 | 7.0 | -49.6 | -56.7 | 215 | 1,822 | 37 |
| Feb 9 | 2,018.2 | 7.1 | 1,948.7 | 6.8 | -39.1 | -52.2 | 221 | 1,763 | 35 |
| Mar 9 | 1,960.2 | 6.9 | 1,916.6 | 6.7 | -32.1 | -40.3 | 200 | 1,726 | 34 |
| Apr 13 | 1,883.6 | 6.6 | 1,858.0 | 6.5 | -58.6 | -43.3 | 189 | 1,663 | 32 |
| May 11 | 1,802.5 | 6.3 | 1,835.8 | 6.4 | -22.2 | -37.6 | 174 | 1,598 | 30 |
| June 8 P | 1,743.1 | 6.1 | 1,809.3 | 6.3 | -26.5 | -35.8 | 170 | 1,544 | 29 |

2.2 UNEMPLOYMENT GB Summary

| | MALE AND FEMALE | | | | | | | | |
|-------------------------|-----------------|----------------------|-----------------------|----------------------|-----------------------------|------------------------------------|---------------|----------------------------|-------------------------------|
| | UNEMPLOYED | | SEASONALLY ADJUSTED † | | | UNEMPLOYED BY DURATION | | | |
| | Number | Per cent workforce † | Number | Per cent workforce † | Change since previous month | Average change over 3 months ended | Up to 4 weeks | Over 4 weeks aged under 60 | Over 4 weeks aged 60 and over |
| 1985) | 3,149.4 | 11.6 | 2,923.0 | 10.8 | | | | | |
| 1986*) Annual averages | 3,161.3 | 11.6 | 2,984.6 | 10.9 | | | | | |
| 1987) | 2,826.9 | 10.2 | 2,700.2 | 9.8 | | | | | |
| 1988) | 2,254.7 | 8.1 | 2,181.4 | 7.8 | | | | | |
| 1987 June 11 | 2,779.8 | 10.1 | 2,734.2 | 9.9 | -32.6 | -38.5 | 234 | 2,486 | 60 |
| July 9 | 2,778.5 | 10.1 | 2,690.2 | 9.8 | -44.0 | -46.7 | 325 | 2,395 | 58 |
| Aug 13 | 2,738.5 | 9.9 | 2,644.7 | 9.6 | -45.5 | -40.7 | 278 | 2,405 | 55 |
| Sept 10 | 2,740.2 | 9.9 | 2,596.9 | 9.4 | -47.8 | -45.8 | 344 | 2,343 | 54 |
| Oct 8 | 2,626.7 | 9.5 | 2,543.6 | 9.2 | -53.3 | -48.9 | 301 | 2,274 | 52 |
| Nov 12 | 2,564.6 | 9.3 | 2,485.9 | 9.0 | -57.7 | -52.9 | 274 | 2,242 | 49 |
| Dec 10 | 2,575.2 | 9.3 | 2,451.0 | 8.9 | -34.9 | -48.6 | 256 | 2,270 | 49 |
| 1988 Jan 14 | 2,600.4 | 9.3 | 2,402.9 | 8.6 | -48.1 | -46.9 | 261 | 2,290 | 49 |
| Feb 11 | 2,545.9 | 9.1 | 2,369.7 | 8.5 | -33.2 | -38.7 | 254 | 2,245 | 46 |
| Mar 10 | 2,474.6 | 8.9 | 2,339.2 | 8.4 | -30.5 | -37.3 | 228 | 2,202 | 45 |
| Apr 14 | 2,417.7 | 8.7 | 2,288.4 | 8.2 | -50.8 | -38.2 | 247 | 2,126 | 44 |
| May 12 | 2,310.7 | 8.3 | 2,249.2 | 8.1 | -39.2 | -40.2 | 200 | 2,068 | 42 |
| June 9 | 2,225.1 | 8.0 | 2,210.1 | 7.9 | -39.1 | -43.0 | 197 | 1,987 | 41 |
| July 14 | 2,208.5 | 7.9 | 2,153.6 | 7.7 | -56.5 | -44.9 | 272 | 1,896 | 40 |
| Aug 11 | 2,173.7 | 7.8 | 2,112.8 | 7.6 | -40.8 | -45.5 | 230 | 1,905 | 39 |
| Sept 8** *** | 2,195.2 | 7.9 | 2,080.1 | 7.5 | -32.7 | -43.3 | 257 | 1,899 | 39 |
| Oct 13 | 2,008.4 | 7.2 | 2,047.3 | 7.3 | -32.8 | -35.4 | 232 | 1,738 | 38 |
| Nov 10 | 1,958.0 | 7.0 | 1,994.6 | 7.2 | -52.7 | -39.4 | 217 | 1,705 | 36 |
| Dec 8 | 1,938.5 | 7.0 | 1,928.3 | 6.9 | -66.3 | -50.6 | 206 | 1,697 | 36 |
| 1989 Jan 12 | 1,963.2 | 7.0 | 1,878.1 | 6.7 | -50.2 | -56.4 | 207 | 1,721 | 36 |
| Feb 9 | 1,908.1 | 6.8 | 1,839.1 | 6.6 | -39.0 | -51.8 | 213 | 1,662 | 34 |
| Mar 9 | 1,851.9 | 6.6 | 1,807.4 | 6.5 | -31.7 | -40.3 | 193 | 1,626 | 32 |
| Apr 13 | 1,776.0 | 6.4 | 1,750.0 | 6.3 | -57.4 | -42.7 | 182 | 1,563 | 31 |
| May 11 | 1,697.1 | 6.1 | 1,728.8 | 6.2 | -21.2 | -36.8 | 168 | 1,501 | 29 |
| June 8 P | 1,638.9 | 5.9 | 1,703.5 | 6.1 | -25.3 | -34.6 | 163 | 1,448 | 27 |

* Due to a change in the compilation of the unemployment statistics to remove over-recording (see *Employment Gazette*, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.
 ** Unadjusted figures from September 1988 are affected by the new benefit regulations for those aged under 18, most of whom are no longer eligible for income support. This reduces 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. See also note † opposite.
 *** The unadjusted figures for September 8, 1988 include some temporary over-recording, estimated at about 55,000, because of the postal strike in Great Britain (Northern Ireland was unaffected). (Outflows between August and September were understated with a compensating effect between September and October). An allowance for this distortion has been made in the seasonally adjusted figures for September.

UNEMPLOYMENT UK Summary 2.1

THOUSAND

| | MALE | | | | | FEMALE | | | | |
|-------------------------|------------|----------------------|-----------------------|----------------------|-----------------------------|------------|----------------------|-----------------------|----------------------|---------|
| | UNEMPLOYED | | SEASONALLY ADJUSTED † | | | UNEMPLOYED | | SEASONALLY ADJUSTED † | | MARRIED |
| | Number | Per cent workforce † | Number | Per cent workforce † | Change since previous month | Number | Per cent workforce † | Number | Per cent workforce † | Number |
| 1985) | 2,251.7 | 13.7 | 2,114.3 | 12.8 | | 1,019.5 | 9.1 | 921.4 | 8.2 | |
| 1986*) Annual averages | 2,252.5 | 13.7 | 2,148.3 | 13.0 | | 1,036.6 | 9.1 | 958.9 | 8.4 | |
| 1987) | 2,045.8 | 12.3 | 1,971.0 | 11.9 | | 907.6 | 7.8 | 851.3 | 7.3 | |
| 1988) | 1,650.5 | 9.9 | 1,607.2 | 9.7 | | 719.9 | 6.0 | 687.3 | 5.8 | |
| 1987 June 11 | 2,023.0 | 12.2 | 1,996.0 | 12.0 | | 882.4 | 7.5 | 861.2 | 7.4 | 373.3 |
| July 9 | 2,008.5 | 12.1 | 1,968.3 | 11.9 | | 898.0 | 7.7 | 844.3 | 7.2 | 368.4 |
| Aug 13 | 1,970.3 | 11.9 | 1,936.3 | 11.7 | | 895.5 | 7.7 | 830.3 | 7.1 | 369.0 |
| Sept 10 | 1,973.8 | 11.9 | 1,907.2 | 11.5 | | 896.4 | 7.7 | 810.9 | 6.9 | 356.9 |
| Oct 8 | 1,903.6 | 11.5 | 1,870.3 | 11.3 | | 847.8 | 7.2 | 793.6 | 6.8 | 343.4 |
| Nov 12 | 1,865.8 | 11.2 | 1,828.3 | 11.0 | | 819.7 | 7.0 | 776.1 | 6.6 | 332.1 |
| Dec 10 | 1,878.7 | 11.3 | 1,800.4 | 10.9 | | 817.1 | 7.0 | 768.2 | 6.6 | 334.0 |
| 1988 Jan 14 | 1,892.7 | 11.4 | 1,759.5 | 10.6 | | 829.5 | 7.0 | 759.9 | 6.4 | 337.0 |
| Feb 11 | 1,852.1 | 11.1 | 1,731.3 | 10.4 | | 813.3 | 6.8 | 753.7 | 6.3 | 330.5 |
| Mar 10 | 1,803.1 | 10.8 | 1,709.9 | 10.3 | | 789.0 | 6.6 | 744.0 | 6.2 | 322.5 |
| Apr 14 | 1,765.7 | 10.6 | 1,674.1 | 10.1 | | 770.3 | 6.5 | 728.8 | 6.1 | 316.0 |
| May 12 | 1,692.1 | 10.2 | 1,648.8 | 9.9 | | 734.8 | 6.2 | 715.0 | 6.0 | 301.6 |
| June 9 | 1,632.0 | 9.8 | 1,624.0 | 9.8 | | 708.7 | 5.9 | 700.1 | 5.9 | 291.8 |
| July 14 | 1,606.3 | 9.7 | 1,586.7 | 9.5 | | 720.4 | 6.0 | 680.6 | 5.7 | 287.7 |
| Aug 11 | 1,576.5 | 9.5 | 1,562.7 | 9.4 | | 714.6 | 6.0 | 662.9 | 5.6 | 286.9 |
| Sept 8** *** | 1,594.4 | 9.6 | 1,543.1 | 9.3 | | 716.6 | 6.0 | 648.6 | 5.4 | 287.9 |
| Oct 13 | 1,484.2 | 8.9 | 1,522.4 | 9.2 | | 634.6 | 5.3 | 635.5 | 5.3 | 265.2 |
| Nov 10 | 1,454.8 | 8.7 | 1,484.6 | 8.9 | | 612.2 | 5.1 | 620.6 | 5.2 | 254.9 |
| Dec 8 | 1,451.5 | 8.7 | 1,439.4 | 8.7 | | 595.1 | 5.0 | 598.0 | 5.0 | 249.9 |
| 1989 Jan 12 | 1,473.2 | 8.9 | 1,405.4 | 8.4 | | 601.1 | 5.0 | 582.4 | 4.9 | 248.7 |
| Feb 9 | 1,434.9 | 8.6 | 1,377.9 | 8.3 | | 583.3 | 4.9 | 570.8 | 4.8 | 239.5 |
| Mar 9 | 1,399.4 | 8.4 | 1,359.5 | 8.2 | | 560.9 | 4.7 | 557.1 | 4.7 | 229.3 |
| Apr 13 | 1,350.8 | 8.1 | 1,321.5 | 7.9 | | 532.8 | 4.5 | 536.5 | 4.5 | 216.9 |
| May 11 | 1,297.1 | 7.8 | 1,309.7 | 7.9 | | 505.5 | 4.2 | 526.1 | 4.4 | 204.7 |
| June 8 P | 1,256.6 | 7.6 | 1,295.4 | 7.8 | | 486.6 | 4.1 | 513.9 | 4.3 | 195.7 |

UNEMPLOYMENT GB Summary 2.2

| | MALE | | | | | FEMALE | | | | |
|-------------------------|------------|----------------------|-----------------------|----------------------|-----------------------------|------------|----------------------|-----------------------|----------------------|---------|
| | UNEMPLOYED | | SEASONALLY ADJUSTED † | | | UNEMPLOYED | | SEASONALLY ADJUSTED † | | MARRIED |
| | Number | Per cent workforce † | Number | Per cent workforce † | Change since previous month | Number | Per cent workforce † | Number | Per cent workforce † | Number |
| 1985) | 2,163.7 | 13.5 | 2,031.9 | 12.6 | | 985.7 | 9.0 | 891.1 | 8.1 | |
| 1986*) Annual averages | 2,159.6 | 13.5 | 2,058.7 | 12.8 | | 1,001.7 | 9.0 | 925.9 | 8.3 | |
| 1987) | 1,953.8 | 12.1 | 1,881.8 | 11.6 | | 873.1 | 7.6 | 818.4 | 7.2 | |
| 1988) | 1,566.1 | 9.7 | 1,524.6 | 9.4 | | 688.6 | 5.9 | 656.8 | 5.6 | |
| 1987 June 11 | 1,931.5 | 11.9 | 1,906.2 | 11.8 | | 848.3 | 7.4 | 828.0 | 7.2 | 358.9 |
| July 9 | 1,916.5 | 11.9 | 1,878.8 | 11.6 | | 862.1 | 7.5 | 811.4 | 7.1 | 353.3 |
| Aug 13 | 1,879.1 | 11.6 | 1,847.2 | 11.4 | | 859.5 | 7.5 | 797.5 | 7.0 | 353.7 |
| Sept 10 | 1,880.8 | 11.6 | 1,818.6 | 11.2 | | 859.4 | 7.5 | 778.3 | 6.8 | 342.1 |
| Oct 8 | 1,813.4 | 11.2 | 1,782.2 | 11.0 | | 813.3 | 7.1 | 761.4 | 6.7 | 329.2 |
| Nov 12 | 1,777.3 | 11.0 | 1,741.2 | 10.8 | | 787.3 | 6.9 | 744.7 | 6.5 | 318.5 |
| Dec 10 | 1,789. | | | | | | | | | |

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 |
| SOUTH EAST | | | | | | | | | | | | |
| 1985) | 782.4 | 527.1 | 255.2 | 8.6 | 9.9 | 6.8 | 728.5 | 8.0 | | | 495.4 | 233.1 |
| 1986*) Annual averages | 784.7 | 524.7 | 260.0 | 8.6 | 9.8 | 6.8 | 750.2 | 8.2 | | | 505.2 | 245.0 |
| 1987) | 680.5 | 460.8 | 219.7 | 7.3 | 8.5 | 5.6 | 657.9 | 7.1 | | | 448.3 | 209.7 |
| 1988) | 508.6 | 346.8 | 161.8 | 5.4 | 6.4 | 4.0 | 496.1 | 5.2 | | | 339.8 | 156.2 |
| 1988 June 9 | 501.6 | 342.6 | 159.0 | 5.3 | 6.3 | 4.0 | 505.8 | 5.4 | -12.3 | -13.7 | 345.4 | 160.4 |
| July 14 | 494.8 | 335.2 | 159.5 | 5.2 | 6.2 | 4.0 | 486.1 | 5.1 | -19.7 | -14.2 | 333.2 | 152.9 |
| Aug 11 | 486.7 | 328.1 | 158.6 | 5.2 | 6.0 | 3.9 | 470.9 | 5.0 | -15.2 | -15.7 | 324.7 | 146.2 |
| Sept 8** *** | 494.2 | 333.3 | 160.9 | 5.2 | 6.1 | 4.0 | 461.9 | 4.9 | -9.0 | -14.6 | 318.9 | 143.0 |
| Oct 13 | 448.1 | 306.4 | 141.8 | 4.7 | 5.6 | 3.5 | 455.3 | 4.8 | -6.6 | -10.3 | 314.5 | 140.8 |
| Nov 10 | 428.5 | 294.4 | 134.1 | 4.5 | 5.4 | 3.3 | 439.6 | 4.7 | -10.4 | -10.4 | 303.3 | 136.3 |
| Dec 8 | 422.2 | 292.5 | 129.8 | 4.5 | 5.4 | 3.2 | 420.8 | 4.5 | -18.8 | -13.7 | 290.5 | 130.3 |
| 1989 Jan 12 | 419.5 | 291.7 | 127.9 | 4.4 | 5.4 | 3.2 | 405.7 | 4.3 | -15.1 | -16.5 | 280.2 | 125.5 |
| Feb 9 | 408.4 | 284.7 | 123.7 | 4.3 | 5.2 | 3.1 | 394.3 | 4.2 | -11.4 | -15.1 | 272.9 | 121.4 |
| Mar 9 | 397.0 | 278.6 | 118.5 | 4.2 | 5.1 | 2.9 | 387.6 | 4.1 | -6.7 | -11.1 | 269.5 | 118.1 |
| Apr 13 | 390.3 | 268.2 | 112.1 | 4.0 | 4.9 | 2.8 | 375.1 | 4.0 | -12.5 | -10.2 | 262.2 | 112.9 |
| May 11 | 365.5 | 258.6 | 106.9 | 3.9 | 4.8 | 2.7 | 373.6 | 4.0 | -1.5 | -6.9 | 262.0 | 111.6 |
| June 8 P | 355.2 | 251.9 | 103.3 | 3.8 | 4.6 | 2.6 | 370.1 | 3.9 | -3.5 | -5.8 | 260.5 | 109.6 |
| GREATER LONDON (included in South East) | | | | | | | | | | | | |
| 1985) | 402.5 | 278.4 | 124.1 | 9.4 | 10.8 | 7.3 | 376.3 | 8.8 | | | 262.7 | 113.6 |
| 1986*) Annual averages | 407.1 | 280.9 | 126.1 | 8.3 | 11.1 | 6.0 | 391.3 | 8.0 | | | 272.0 | 119.4 |
| 1987) | 363.8 | 254.4 | 109.4 | 8.4 | 10.0 | 6.2 | 353.0 | 8.2 | | | 248.3 | 104.7 |
| 1988) | 291.9 | 205.1 | 86.7 | 6.7 | 8.0 | 4.9 | 285.5 | 6.6 | | | 201.6 | 83.9 |
| 1988 June 9 | 290.8 | 205.0 | 85.8 | 6.7 | 8.0 | 4.8 | 289.2 | 6.7 | -7.3 | -7.4 | 203.7 | 85.5 |
| July 14 | 288.1 | 201.5 | 86.5 | 6.6 | 7.9 | 4.9 | 280.2 | 6.5 | -9.0 | -7.3 | 197.9 | 82.3 |
| Aug 11 | 284.5 | 198.0 | 86.4 | 6.6 | 7.7 | 4.9 | 273.1 | 6.3 | -7.1 | -7.8 | 193.4 | 79.7 |
| Sept 8** *** | 290.5 | 201.8 | 88.8 | 6.7 | 7.9 | 5.0 | 269.4 | 6.2 | -3.7 | -6.6 | 190.7 | 78.7 |
| Oct 13 | 265.4 | 186.7 | 78.8 | 6.1 | 7.3 | 4.4 | 267.2 | 6.2 | -2.2 | -4.3 | 189.1 | 78.1 |
| Nov 10 | 253.3 | 178.7 | 74.6 | 5.8 | 7.0 | 4.2 | 259.7 | 6.0 | -4.5 | -4.5 | 183.6 | 76.1 |
| Dec 8 | 249.3 | 176.8 | 72.5 | 5.8 | 6.9 | 4.1 | 249.8 | 5.8 | -9.9 | -6.5 | 176.9 | 72.9 |
| 1989 Jan 12 | 243.8 | 173.2 | 70.5 | 5.6 | 6.8 | 4.0 | 242.2 | 5.6 | -7.6 | -8.3 | 171.2 | 71.0 |
| Feb 9 | 237.8 | 169.3 | 68.5 | 5.5 | 6.6 | 3.9 | 235.5 | 5.4 | -6.7 | -8.1 | 167.2 | 68.3 |
| Mar 9 | 232.6 | 166.4 | 66.2 | 5.4 | 6.5 | 3.7 | 230.3 | 5.3 | -5.2 | -6.5 | 163.7 | 66.6 |
| Apr 13 | 225.1 | 161.7 | 63.4 | 5.2 | 6.3 | 3.6 | 223.5 | 5.2 | -6.8 | -6.2 | 159.7 | 63.8 |
| May 11 | 218.3 | 157.1 | 61.2 | 5.0 | 6.1 | 3.4 | 221.2 | 5.1 | -2.3 | -4.8 | 158.1 | 63.1 |
| June 8 P | 214.2 | 154.5 | 59.7 | 4.9 | 6.0 | 3.4 | 218.5 | 5.0 | -2.7 | -3.9 | 156.6 | 61.9 |
| EAST ANGLIA | | | | | | | | | | | | |
| 1985) | 81.3 | 53.2 | 28.1 | 8.6 | 9.2 | 7.6 | 75.3 | 8.0 | | | 49.8 | 25.4 |
| 1986*) Annual averages | 83.4 | 53.9 | 29.5 | 8.6 | 9.1 | 7.8 | 78.8 | 8.1 | | | 51.4 | 27.4 |
| 1987) | 72.5 | 47.4 | 25.1 | 7.1 | 7.8 | 6.2 | 69.4 | 6.6 | | | 45.8 | 23.7 |
| 1988) | 52.0 | 33.6 | 18.5 | 4.9 | 5.2 | 4.5 | 50.4 | 4.8 | | | 32.7 | 17.7 |
| 1988 June 9 | 50.9 | 32.8 | 18.1 | 4.8 | 5.1 | 4.4 | 51.4 | 4.9 | -1.5 | -1.4 | 33.3 | 18.1 |
| July 14 | 49.3 | 31.4 | 18.0 | 4.7 | 4.9 | 4.3 | 49.6 | 4.7 | -1.8 | -1.4 | 32.1 | 17.5 |
| Aug 11 | 48.0 | 30.5 | 17.5 | 4.5 | 4.7 | 4.2 | 48.4 | 4.6 | -1.2 | -1.5 | 31.5 | 16.9 |
| Sept 8** *** | 47.9 | 30.4 | 17.5 | 4.5 | 4.7 | 4.2 | 47.1 | 4.4 | -1.3 | -1.4 | 30.7 | 16.4 |
| Oct 13 | 43.0 | 27.5 | 15.5 | 4.1 | 4.3 | 3.7 | 45.7 | 4.3 | -1.4 | -1.3 | 29.8 | 15.9 |
| Nov 10 | 41.6 | 26.9 | 14.7 | 3.9 | 4.2 | 3.6 | 43.3 | 4.1 | -2.4 | -1.7 | 28.3 | 15.0 |
| Dec 8 | 41.5 | 27.2 | 14.3 | 3.9 | 4.2 | 3.5 | 41.1 | 3.9 | -2.2 | -2.0 | 26.8 | 14.3 |
| 1989 Jan 12 | 42.1 | 27.9 | 14.3 | 4.0 | 4.3 | 3.5 | 38.5 | 3.6 | -2.6 | -2.4 | 25.3 | 13.2 |
| Feb 9 | 41.0 | 27.4 | 13.5 | 3.9 | 4.3 | 3.3 | 37.2 | 3.5 | -1.3 | -2.0 | 24.4 | 12.8 |
| Mar 9 | 39.6 | 26.5 | 13.1 | 3.7 | 4.1 | 3.2 | 36.7 | 3.5 | -0.5 | -1.5 | 24.2 | 12.5 |
| Apr 13 | 37.4 | 25.1 | 12.2 | 3.5 | 3.9 | 3.0 | 35.5 | 3.4 | -1.2 | -1.0 | 23.5 | 12.0 |
| May 11 | 35.1 | 23.7 | 11.4 | 3.3 | 3.7 | 2.7 | 35.1 | 3.3 | -0.4 | -0.7 | 23.5 | 11.6 |
| June 8 P | 32.9 | 22.4 | 10.5 | 3.1 | 3.5 | 2.5 | 35.1 | 3.3 | | -0.5 | 23.7 | 11.4 |
| SOUTH WEST | | | | | | | | | | | | |
| 1985) | 204.9 | 132.8 | 72.2 | 10.0 | 11.0 | 8.7 | 190.5 | 9.3 | | | 124.5 | 66.0 |
| 1986*) Annual averages | 205.7 | 131.6 | 74.2 | 10.0 | 10.8 | 8.6 | 195.8 | 9.5 | | | 126.1 | 69.7 |
| 1987) | 178.9 | 115.0 | 63.9 | 8.5 | 9.4 | 7.3 | 172.3 | 8.2 | | | 111.4 | 60.9 |
| 1988) | 137.6 | 88.5 | 49.1 | 6.5 | 7.2 | 5.6 | 133.7 | 6.3 | | | 86.5 | 47.3 |
| 1988 June 9 | 130.9 | 84.4 | 46.5 | 6.2 | 6.9 | 5.3 | 137.1 | 6.5 | -2.2 | -2.7 | 88.2 | 48.9 |
| July 14 | 129.0 | 82.5 | 46.5 | 6.1 | 6.7 | 5.3 | 132.5 | 6.3 | -4.6 | -3.1 | 85.5 | 47.0 |
| Aug 11 | 127.6 | 81.2 | 46.4 | 6.1 | 6.6 | 5.3 | 128.8 | 6.1 | -3.7 | -3.5 | 83.7 | 45.1 |
| Sept 8** *** | 130.3 | 83.2 | 47.1 | 6.2 | 6.8 | 5.3 | 126.1 | 6.0 | -2.7 | -3.7 | 82.2 | 43.9 |
| Oct 13 | 120.6 | 78.0 | 42.7 | 5.7 | 6.4 | 4.8 | 122.9 | 5.8 | -3.2 | -3.2 | 80.4 | 42.5 |
| Nov 10 | 119.1 | 77.0 | 42.0 | 5.6 | 6.3 | 4.8 | 118.3 | 5.6 | -4.6 | -3.5 | 77.3 | 41.0 |
| Dec 8 | 117.9 | 77.0 | 40.9 | 5.6 | 6.3 | 4.6 | 113.1 | 5.4 | -5.2 | -4.3 | 73.8 | 39.3 |
| 1989 Jan 12 | 119.6 | 78.5 | 41.1 | 5.7 | 6.4 | 4.7 | 109.1 | 5.2 | -4.0 | -4.6 | 71.4 | 37.7 |
| Feb 9 | 115.3 | 75.8 | 39.5 | 5.5 | 6.2 | 4.5 | 106.3 | 5.0 | -2.8 | -4.0 | 69.6 | 36.7 |
| Mar 9 | 110.2 | 73.1 | 37.1 | 5.2 | 6.0 | 4.2 | 104.7 | 5.0 | -1.6 | -2.8 | 69.1 | 35.6 |
| Apr 13 | 103.5 | 69.5 | 34.1 | 4.9 | 5.7 | 3.9 | 101.8 | 4.8 | -2.9 | -2.4 | 67.4 | 34.4 |
| May 11 | 96.5 | 65.1 | 31.4 | 4.6 | 5.3 | 3.6 | 100.9 | 4.8 | -0.9 | -1.8 | 67.2 | 33.7 |
| June 8 P | 90.5 | 61.3 | 29.2 | 4.3 | 5.0 | 3.3 | 100.1 | 4.7 | -0.8 | -1.5 | 66.9 | 33.2 |

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 |
| WEST MIDLANDS | | | | | | | | | | | | |
| 1985) | 349.7 | 243.1 | 106.6 | 13.6 | 15.5 | 10.6 | 326.9 | 12.7 | | | 230.2 | 96.7 |
| 1986*) Annual averages | 346.7 | 236.8 | 108.0 | 13.3 | 15.2 | 10.4 | 327.7 | 12.6 | | | 228.1 | 99.6 |
| 1987) | 305.9 | 211.1 | 94.8 | 11.6 | 13.3 | 9.0 | 292.1 | 11.1 | | | 203.5 | 88.6 |
| 1988) | 238.0 | 163.0 | 75.0 | 8.8 | 10.2 | 6.8 | 230.1 | 8.5 | | | 158.7 | 71.4 |
| 1988 June 9 | 237.4 | 162.6 | 74.9 | 8.8 | 10.2 | 6.8 | 233.7 | 8.7 | -4.4 | -1.5 | 160.7 | 73.0 |
| July 14 | 235.9 | 160.2 | 75.7 | 8.8 | 10.0 | 6.9 | 228.2 | 8.5 | -5.5 | -1.8 | 157.0 | 71.2 |
| Aug 11 | 233.0 | 158.0 | 75.0 | 8.6 | 9.9 | 6.8 | 223.7 | 8.3 | -4.5 | -4.8 | 154.4 | 69.3 |
| Sept 8** *** | 233.5 | 158.3 | 75.2 | 8.7 | 9.9 | 6.9 | 218.3 | 8.1 | -5.4 | -5.1 | 151.1 | 67.2 |
| Oct 13 | 209.4 | 144.1 | 65.4 | 7.8 | 9.0 | 6.0 | 211.7 | 7.9 | -6.6 | -5.5 | 146.8 | 64.9 |
| Nov 10 | 201.0 | 138.9 | 62.1 | 7.5 | 8.7 | 5.7 | 205.7 | 7.6 | -6.0 | -6.0 | 142.4 | 63.3 |
| Dec 8 | 197.1 | 137.4 | 59.8 | 7.3 | 8.6 | 5.4 | 198.2 | 7.4 | -7.5 | -6.7 | 137.6 | 60.6 |
| 1989 Jan 12 | 198.2 | 138.4 | 59.7 | 7.4 | 8.7 | 5.4 | 192.1 | 7.1 | -6.1 | -6.5 | 133.3 | 58.8 |
| Feb 9 | 191.3 | 133.6 | 57.7 | 7.1 | 8.4 | 5.3 | 186.8 | 6.9 | -5.3 | -6.3 | 129.5 | 57.3 |
| Mar 9 | 184.1 | 129.0 | 55.1 | 6.8 | 8.1 | 5.0 | 181.3 | 6.7 | -5.5 | -5.6 | 126.2 | 55.1 |
| Apr 13 | 175.2 | 123.2 | 52.1 | 6.5 | 7.7 | 4.7 | 174.5 | 6.5 | -6.8 | -5.9 | 121.8 | 52.7 |
| May 11 | 167.9 | 118.3 | 49.6 | 6.2 | 7.4 | 4.5 | 171.9 | 6.4 | -2.6 | -5.0 | 120.4 | 51.5 |
| June 8 P | 163.4 | 115.5 | 47.8 | 6.1 | 7.2 | 4.4 | 168.8 | 6.3 | -3.1 | -4.2 | 118.7 | 50.1 |
| EAST MIDLANDS | | | | | | | | | | | | |
| 1985) | 202.3 | 136.9 | 65.3 | 10.5 | 11.9 | 8.4 | 188.2 | 9.9 | | | 128.7 | 59.5 |
| 1986*) Annual averages | 202.8 | 136.0 | 66.8 | 10.6 | 11.8 | 8.8 | 191.3 | 9.9 | | | 129.4 | 61.9 |
| 1987) | 183.9 | 125.2 | 54.4 | 9.4 | 10.8 | 6.9 | 175.8 | 9.0 | | | 120.6 | 55.2 |
| 1988) | 147.8 | 101.9 | 45.9 | 7.4 | 8.7 | 5.6 | 143.2 | 7.2 | | | 99.3 | 43.9 |
| 1988 June 9 | 146.2 | 100.9 | 45.3 | 7.4 | 8.6 | 5.6 | 145.3 | 7.3 | -2.8 | -2.5 | 100.6 | 44.7 |
| July 14 | 145.7 | 99.5 | 46.2 | 7.3 | 8.5 | 5.7 | 142.0 | 7.1 | -3.3 | -2.8 | 98.5 | 4 |

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 |
| NORTH | | | | | | | | | | | | |
| 1985) | 237.6 | 169.3 | 68.4 | 16.5 | 19.5 | 11.9 | 221.1 | 15.4 | | | 159.7 | 61.4 |
| 1986*) Annual averages | 234.9 | 167.3 | 67.6 | 16.1 | 19.3 | 11.5 | 221.5 | 15.2 | | | 159.6 | 61.9 |
| 1987) | 213.1 | 155.1 | 58.0 | 14.6 | 17.9 | 9.8 | 203.9 | 14.0 | | | 149.7 | 54.2 |
| 1988) | 179.4 | 130.7 | 48.7 | 12.2 | 15.0 | 8.1 | 174.0 | 11.9 | | | 127.6 | 46.4 |
| 1988 June 9 | 178.9 | 130.6 | 48.3 | 12.2 | 15.0 | 8.1 | 176.0 | 12.0 | -1.2 | -2.5 | 129.0 | 47.0 |
| July 14 | 176.7 | 128.1 | 48.6 | 12.0 | 14.7 | 8.1 | 172.9 | 11.8 | -3.1 | -2.4 | 126.9 | 46.0 |
| Aug 11 | 172.5 | 124.5 | 47.9 | 11.8 | 14.3 | 8.0 | 170.0 | 11.6 | -2.9 | -2.4 | 125.0 | 45.0 |
| Sept 8** | 174.7 | 125.9 | 48.8 | 11.9 | 14.5 | 8.2 | 167.6 | 11.4 | -2.4 | -2.8 | 123.4 | 44.2 |
| Oct 13 | 163.0 | 119.2 | 43.8 | 11.1 | 13.7 | 7.3 | 165.6 | 11.3 | -2.0 | -2.4 | 121.9 | 43.7 |
| Nov 10 | 161.7 | 118.9 | 42.8 | 11.0 | 13.7 | 7.1 | 163.5 | 11.1 | -2.1 | -2.2 | 120.3 | 43.2 |
| Dec 8 | 160.5 | 119.0 | 41.5 | 10.9 | 13.7 | 6.9 | 160.0 | 10.9 | -3.5 | -2.5 | 118.1 | 41.9 |
| 1989 Jan 12 | 164.5 | 122.3 | 42.2 | 11.2 | 14.1 | 7.1 | 157.7 | 10.8 | -2.3 | -2.6 | 116.8 | 40.9 |
| Feb 9 | 161.0 | 119.6 | 41.4 | 11.0 | 13.8 | 6.9 | 156.3 | 10.7 | -1.4 | -2.4 | 115.8 | 40.5 |
| Mar 9 | 157.0 | 116.7 | 40.3 | 10.7 | 13.4 | 6.7 | 154.1 | 10.5 | -2.2 | -2.0 | 114.0 | 40.1 |
| Apr 13 | 151.8 | 113.2 | 38.6 | 10.3 | 13.0 | 6.5 | 149.2 | 10.2 | -4.9 | -2.8 | 110.4 | 38.8 |
| May 11 | 145.0 | 108.2 | 36.8 | 9.9 | 12.5 | 6.1 | 146.3 | 10.0 | -2.9 | -3.3 | 108.3 | 38.0 |
| June 8 P | 140.0 | 104.6 | 35.5 | 9.5 | 12.0 | 5.9 | 143.6 | 9.8 | -2.7 | -3.5 | 106.5 | 37.1 |
| WALES | | | | | | | | | | | | |
| 1985) | 180.6 | 127.7 | 52.9 | 14.8 | 17.0 | 11.2 | 168.4 | 13.8 | | | 120.5 | 47.9 |
| 1986*) Annual averages | 179.0 | 126.1 | 52.9 | 14.7 | 16.9 | 11.4 | 169.3 | 13.9 | | | 120.5 | 48.8 |
| 1987) | 157.0 | 111.8 | 45.2 | 13.1 | 15.6 | 9.4 | 149.9 | 12.5 | | | 107.7 | 42.2 |
| 1988) | 130.0 | 92.9 | 37.1 | 10.8 | 13.0 | 7.6 | 125.7 | 10.5 | | | 90.4 | 35.4 |
| 1988 June 9 | 127.1 | 91.1 | 36.0 | 10.6 | 12.8 | 7.4 | 127.7 | 10.6 | -1.5 | -1.9 | 91.4 | 36.3 |
| July 14 | 126.1 | 89.5 | 36.6 | 10.5 | 12.5 | 7.5 | 124.6 | 10.4 | -3.1 | -2.4 | 89.4 | 35.2 |
| Aug 11 | 124.1 | 87.6 | 36.5 | 10.3 | 12.3 | 7.5 | 122.4 | 10.2 | -2.2 | -2.3 | 88.1 | 34.3 |
| Sept 8** | 125.8 | 89.0 | 36.9 | 10.5 | 12.5 | 7.6 | 120.6 | 10.1 | -1.8 | -2.4 | 87.1 | 33.5 |
| Oct 13 | 117.7 | 84.6 | 33.1 | 9.8 | 11.9 | 6.8 | 119.6 | 10.0 | -1.0 | -1.7 | 86.6 | 33.0 |
| Nov 10 | 115.8 | 83.4 | 32.4 | 9.7 | 11.7 | 6.7 | 116.9 | 9.7 | -2.7 | -1.8 | 84.3 | 32.6 |
| Dec 8 | 114.5 | 82.9 | 31.6 | 9.5 | 11.6 | 6.5 | 112.9 | 9.4 | -4.0 | -2.6 | 81.5 | 31.4 |
| 1989 Jan 12 | 116.2 | 84.1 | 32.2 | 9.7 | 11.8 | 6.6 | 109.7 | 9.1 | -3.2 | -3.3 | 79.1 | 30.6 |
| Feb 9 | 112.0 | 81.0 | 31.1 | 9.3 | 11.3 | 6.4 | 107.1 | 8.9 | -2.6 | -3.3 | 77.1 | 30.0 |
| Mar 9 | 107.7 | 78.1 | 29.6 | 9.0 | 10.9 | 6.1 | 104.9 | 8.7 | -2.2 | -2.7 | 75.6 | 29.3 |
| Apr 13 | 103.2 | 75.2 | 28.0 | 8.6 | 10.5 | 5.8 | 101.4 | 8.5 | -3.5 | -2.8 | 73.2 | 28.2 |
| May 11 | 97.8 | 71.5 | 26.4 | 8.2 | 10.0 | 5.4 | 99.9 | 8.3 | -1.5 | -2.4 | 72.3 | 27.6 |
| June 8 P | 92.8 | 68.0 | 24.8 | 7.7 | 9.5 | 5.1 | 98.5 | 8.2 | -1.4 | -2.1 | 71.5 | 27.0 |
| SCOTLAND | | | | | | | | | | | | |
| 1985) | 353.0 | 243.6 | 109.3 | 14.1 | 16.6 | 10.6 | 322.0 | 12.9 | | | 225.2 | 96.8 |
| 1986*) Annual averages | 359.8 | 248.1 | 111.8 | 14.4 | 16.9 | 10.9 | 332.8 | 13.3 | | | 232.1 | 100.6 |
| 1987) | 345.8 | 241.9 | 103.8 | 13.9 | 16.7 | 10.0 | 323.4 | 13.0 | | | 228.9 | 94.5 |
| 1988) | 293.6 | 207.2 | 86.4 | 11.7 | 14.3 | 8.2 | 280.1 | 11.2 | | | 199.3 | 80.8 |
| 1988 June 9 | 288.8 | 204.4 | 84.4 | 11.5 | 14.2 | 8.0 | 279.7 | 11.2 | -5.1 | -4.5 | 199.0 | 80.7 |
| July 14 | 290.5 | 201.8 | 88.7 | 11.6 | 14.0 | 8.4 | 275.9 | 11.0 | -3.8 | -4.2 | 196.0 | 79.9 |
| Aug 11 | 285.1 | 197.8 | 87.3 | 11.4 | 13.7 | 8.3 | 273.4 | 10.9 | -2.5 | -3.8 | 194.3 | 79.1 |
| Sept 8** | 285.2 | 200.7 | 84.5 | 11.4 | 13.9 | 8.0 | 272.3 | 10.9 | -1.1 | -2.5 | 194.2 | 78.1 |
| Oct 13 | 265.2 | 189.8 | 75.5 | 10.6 | 13.1 | 7.1 | 270.1 | 10.8 | -2.2 | -1.9 | 193.4 | 76.7 |
| Nov 10 | 263.6 | 188.9 | 74.7 | 10.5 | 13.1 | 7.1 | 266.5 | 10.7 | -3.6 | -2.3 | 191.0 | 75.5 |
| Dec 8 | 262.9 | 189.3 | 73.5 | 10.5 | 13.1 | 7.0 | 260.2 | 10.4 | -6.3 | -4.0 | 186.7 | 73.5 |
| 1989 Jan 12 | 269.0 | 193.7 | 75.4 | 10.8 | 13.4 | 7.1 | 256.6 | 10.3 | -3.6 | -4.5 | 184.0 | 72.6 |
| Feb 9 | 262.1 | 188.4 | 73.6 | 10.5 | 13.0 | 7.0 | 253.4 | 10.1 | -3.2 | -4.4 | 181.7 | 71.7 |
| Mar 9 | 255.3 | 184.3 | 71.1 | 10.2 | 12.8 | 6.7 | 250.5 | 10.0 | -2.9 | -3.2 | 180.2 | 70.3 |
| Apr 13 | 245.6 | 178.0 | 67.6 | 9.8 | 12.3 | 6.4 | 243.3 | 9.7 | -7.2 | -4.4 | 175.1 | 68.2 |
| May 11 | 235.2 | 171.2 | 63.9 | 9.4 | 11.9 | 6.0 | 239.5 | 9.6 | -3.8 | -4.6 | 172.8 | 66.7 |
| June 8 P | 228.2 | 166.1 | 62.1 | 9.1 | 11.5 | 5.9 | 234.9 | 9.4 | -4.6 | -5.2 | 169.9 | 65.0 |
| NORTHERN IRELAND | | | | | | | | | | | | |
| 1985) | 121.8 | 88.0 | 33.8 | 17.4 | 20.7 | 12.7 | 112.7 | 16.1 | | | 82.4 | 30.3 |
| 1986*) Annual averages | 127.8 | 92.9 | 34.9 | 18.3 | 22.0 | 12.9 | 122.6 | 17.6 | | | 89.6 | 33.0 |
| 1987) | 126.5 | 92.0 | 34.5 | 18.2 | 21.9 | 12.5 | 122.1 | 17.6 | | | 89.2 | 32.9 |
| 1988) | 115.7 | 84.3 | 31.3 | 16.7 | 20.4 | 11.3 | 113.2 | 16.4 | | | 82.7 | 30.5 |
| 1988 June 9 | 115.6 | 84.3 | 31.3 | 16.7 | 20.4 | 11.3 | 114.0 | 16.5 | -0.6 | -0.2 | 83.2 | 30.8 |
| July 14 | 118.2 | 84.8 | 33.4 | 17.1 | 20.5 | 12.1 | 113.7 | 16.5 | -0.3 | -0.3 | 82.9 | 30.8 |
| Aug 11 | 117.5 | 84.1 | 33.4 | 17.0 | 20.3 | 12.1 | 112.8 | 16.3 | -0.9 | -0.6 | 82.2 | 30.6 |
| Sept 8** | 115.7 | 83.4 | 32.3 | 16.8 | 20.2 | 11.7 | 111.6 | 16.2 | -1.2 | -0.8 | 81.6 | 30.0 |
| Oct 13 | 110.4 | 80.1 | 30.3 | 16.0 | 19.4 | 10.9 | 110.6 | 16.0 | -1.0 | -1.0 | 80.9 | 29.7 |
| Nov 10 | 109.0 | 79.5 | 29.5 | 15.8 | 19.2 | 10.7 | 110.6 | 16.0 | - | -0.7 | 80.6 | 30.0 |
| Dec 8 | 108.1 | 79.6 | 28.4 | 15.6 | 19.2 | 10.3 | 109.1 | 15.8 | -1.5 | -0.8 | 79.8 | 29.3 |
| 1989 Jan 12 | 111.2 | 81.8 | 29.4 | 16.1 | 19.8 | 10.6 | 109.7 | 15.9 | 0.6 | -0.3 | 80.1 | 29.6 |
| Feb 9 | 110.1 | 80.9 | 29.1 | 15.9 | 19.6 | 10.5 | 109.6 | 15.9 | -0.1 | -0.3 | 79.7 | 29.9 |
| Mar 9 | 108.4 | 79.9 | 28.5 | 15.7 | 19.3 | 10.3 | 109.2 | 15.8 | -0.4 | - | 79.6 | 29.6 |
| Apr 13 | 107.6 | 79.3 | 28.3 | 15.6 | 19.2 | 10.2 | 108.0 | 15.6 | -1.2 | -0.6 | 79.0 | 29.0 |
| May 11 | 105.4 | 77.9 | 27.5 | 15.3 | 18.8 | 9.9 | 107.0 | 15.5 | -1.0 | -0.9 | 78.4 | 28.6 |
| June 8 P | 104.2 | 76.9 | 27.3 | 15.1 | 18.6 | 9.9 | 105.8 | 15.3 | -1.2 | -1.1 | 77.8 | 28.0 |

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT Area statistics 2.4

| | Unemployment in regions by assisted area status ‡ and in travel-to-work areas* at June 8, 1989 | | | Rate | Rate | | | | |
|-----------------------------|--|--------|---------|------|----------------------------|--------|-------|--|-----|
| | Male | Female | All | | Male | Female | All | Rate † per cent employees and unemployed | |
| ASSISTED REGIONS ‡ | | | | | | | | | |
| South West | | | | | | | | | |
| Development Areas | 4,319 | 1,900 | 6,219 | 10.0 | Bury St Edmunds | 494 | 274 | 768 | 2.3 |
| Intermediate Areas | 9,799 | 4,461 | 14,260 | 8.1 | Buxton | 661 | 379 | 1,040 | 4.7 |
| Unassisted | 47,179 | 22,830 | 70,009 | 4.6 | Calderdale | 3,624 | 1,665 | 5,289 | 6.7 |
| All | 61,297 | 29,191 | 90,488 | 5.1 | Cambridge | 1,874 | 865 | 2,739 | 1.9 |
| | | | | | Canterbury | 1,589 | 627 | 2,216 | 4.6 |
| West Midlands | | | | | | | | | |
| Development Areas | 95,797 | 37,958 | 133,755 | 8.0 | Carlisle | 1,967 | 1,037 | 3,004 | 5.3 |
| Intermediate Areas | 19,749 | 9,888 | 29,637 | 4.3 | Castleford and Pontefract | 3,893 | 1,398 | 5,291 | 9.8 |
| Unassisted | 115,546 | 47,846 | 163,392 | 6.9 | Chard | 213 | 161 | 374 | 4.3 |
| All | | | | | Chelmsford and Braintree | 1,892 | 1,057 | 2,949 | 3.9 |
| | | | | | Cheltenham | 1,713 | 735 | 2,448 | 2.4 |
| East Midlands | | | | | | | | | |
| Development Areas | 1,072 | 606 | 1,678 | 6.6 | Chesterfield | 5,041 | 1,918 | 6,959 | 9.0 |
| Intermediate Areas | 2,212 | 1,114 | 3,326 | 6.4 | Chichester | 936 | 366 | 1,302 | 2.2 |
| Unassisted | 72,436 | 28,842 | 101,278 | 6.2 | Chippenham | 625 | 443 | 1,068 | 3.7 |
| All | 75,720 | 30,562 | 106,282 | 6.2 | Cinderford and Ross-on-Wye | 951 | 524 | 1,475 | 6.1 |
| | | | | | Cirencester | 170 | 113 | 283 | 2.3 |
| Yorks and Humberside | | | | | | | | | |
| Development Areas | 14,399 | 5,182 | 19,581 | 11.7 | Clacton | 1,181 | 428 | 1,609 | 8.2 |
| Intermediate Areas | 64,615 | 22,751 | 87,366 | 6.7 | Clifheroe | 142 | 108 | 250 | 2.6 |
| Unassisted | 46,671 | 19,263 | 65,934 | 6.7 | Colchester | 1,755 | 1,054 | 2,809 | 3.8 |
| All | 125,685 | 47,196 | 172,881 | 8.3 | Corby | 1,019 | 563 | 1,58 | |

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status † and in travel-to-work areas* at June 8, 1989

| | Male | Female | All | Rate | | Male | Female | All | Rate |
|-------------------------------|--------|--------|--------|-------------------------------------|--------------------------------|--------|--------|--------|-------------------------------------|
| | | | | † per cent employees and unemployed | | | | | † per cent employees and unemployed |
| Melton Mowbray | 453 | 296 | 749 | 3.6 | Wigan and St Helens | 14,536 | 5,670 | 20,206 | 11.4 |
| Middlesbrough | 13,029 | 4,036 | 17,065 | 13.3 | Winchester and Eastleigh | 880 | 416 | 1,296 | 1.6 |
| Milton Keynes | 1,703 | 864 | 2,567 | 3.0 | Widmeresbury | 101 | 41 | 142 | 2.0 |
| Minhead | 306 | 146 | 452 | 6.2 | Wirral and Chester | 16,765 | 5,809 | 22,574 | 11.5 |
| Morpeth and Ashington | 4,830 | 1,376 | 6,206 | 12.1 | Wisbech | 779 | 267 | 1,046 | 5.5 |
| Newark | 991 | 446 | 1,437 | 6.0 | Wolverhampton | 9,713 | 3,736 | 13,449 | 9.5 |
| Newbury | 487 | 233 | 720 | 2.0 | Woodbridge and Leiston | 362 | 139 | 501 | 2.8 |
| Newcastle upon Tyne | 30,345 | 9,711 | 40,056 | 10.6 | Worcester | 1,823 | 887 | 2,710 | 4.3 |
| Newmarket | 525 | 363 | 888 | 3.4 | Workington | 1,930 | 1,029 | 2,959 | 10.8 |
| Newquay | 422 | 182 | 604 | 6.8 | Worksop | 1,839 | 600 | 2,439 | 9.7 |
| Newton Abbot | 747 | 378 | 1,125 | 4.9 | Worthing | 1,388 | 581 | 1,969 | 2.7 |
| Northallerton | 317 | 206 | 523 | 3.3 | Yeovil | 895 | 628 | 1,523 | 3.7 |
| Northampton | 2,379 | 1,091 | 3,470 | 3.2 | York | 3,373 | 1,591 | 4,964 | 5.9 |
| Northwich | 1,839 | 935 | 2,774 | 6.0 | | | | | |
| Norwich | 4,329 | 1,868 | 6,197 | 4.4 | | | | | |
| Nottingham | 19,419 | 6,907 | 26,326 | 7.8 | | | | | |
| Okehampton | 184 | 93 | 277 | 5.9 | Wales | | | | |
| Oldham | 5,203 | 2,088 | 7,291 | 9.6 | Aberdare | 1,986 | 620 | 2,606 | 15.4 |
| Oswestry | 487 | 316 | 803 | 5.7 | Aberystwyth | 487 | 207 | 694 | 6.0 |
| Oxford | 2,834 | 1,249 | 4,083 | 2.3 | Bangor and Caernarfon | 2,149 | 818 | 2,967 | 11.4 |
| Pendle | 1,355 | 567 | 1,922 | 6.4 | Blaenau, Gwent and Abergavenny | 3,086 | 974 | 4,060 | 12.3 |
| Penrith | 243 | 176 | 419 | 2.9 | Brecon | 224 | 113 | 337 | 4.7 |
| Penzance and St Ives | 1,238 | 508 | 1,746 | 10.2 | | | | | |
| Peterborough | 3,256 | 1,376 | 4,632 | 4.7 | Bridgend | 3,412 | 1,354 | 4,766 | 9.4 |
| Pickering and Helmsley | 150 | 83 | 233 | 3.8 | Cardiff | 11,243 | 3,605 | 14,848 | 7.6 |
| Plymouth | 7,770 | 3,366 | 11,136 | 8.5 | Cardigan | 596 | 259 | 855 | 13.2 |
| Poole | 1,392 | 576 | 1,968 | 3.3 | Carmarthen | 691 | 272 | 963 | 5.4 |
| Portsmouth | 5,988 | 2,432 | 8,420 | 5.4 | Conwy and Colwyn | 1,710 | 735 | 2,445 | 8.2 |
| Preston | 6,814 | 2,825 | 9,639 | 6.6 | Denbigh | 451 | 239 | 690 | 6.7 |
| Reading | 2,128 | 832 | 2,960 | 2.0 | Dolgellau and Barmouth | 240 | 80 | 320 | 6.9 |
| Redruth and Camborne | 1,601 | 670 | 2,271 | 11.7 | Fishguard | 264 | 107 | 371 | 13.0 |
| Retford | 956 | 505 | 1,461 | 6.8 | Haverfordwest | 1,352 | 617 | 1,969 | 10.7 |
| Richmondshire | 340 | 290 | 630 | 5.2 | Holyhead | 1,582 | 743 | 2,325 | 13.9 |
| Ripon | 198 | 134 | 332 | 3.4 | Lampeter and Aberaeron | 400 | 163 | 563 | 10.1 |
| Rochdale | 4,314 | 1,749 | 6,063 | 9.5 | Llandeilo | 174 | 96 | 270 | 8.5 |
| Rotherham and Mexborough | 10,411 | 3,652 | 14,063 | 13.6 | Llandrindod Wells | 275 | 165 | 440 | 5.7 |
| Rugby and Daventry | 1,147 | 782 | 1,929 | 3.7 | Llanelli | 2,418 | 870 | 3,288 | 10.7 |
| Salisbury | 875 | 488 | 1,363 | 3.3 | Machynlleth | 149 | 83 | 232 | 6.6 |
| Scarborough and Filey | 1,464 | 572 | 2,036 | 6.5 | Merthyr and Rhymney | 4,588 | 1,428 | 6,016 | 12.3 |
| Scunthorpe | 3,269 | 1,276 | 4,545 | 8.5 | Monmouth | 228 | 107 | 335 | 9.7 |
| Settle | 108 | 67 | 175 | 3.1 | Neath and Port Talbot | 2,538 | 893 | 3,431 | 8.5 |
| Shaftesbury | 298 | 185 | 483 | 3.2 | Newport | 4,663 | 1,809 | 6,472 | 8.1 |
| Sheffield | 19,364 | 7,214 | 26,578 | 9.4 | Newtown | 268 | 121 | 389 | 4.6 |
| Shrewsbury | 1,308 | 690 | 1,998 | 4.3 | Pontypool and Cwmbran | 2,273 | 1,021 | 3,294 | 9.0 |
| Sittingbourne and Sheerness | 1,757 | 870 | 2,627 | 6.6 | Pontypridd and Rhondda | 4,906 | 1,426 | 6,332 | 10.8 |
| Skegness | 908 | 263 | 1,171 | 10.2 | Porthmadoc and Ffestiniog | 303 | 152 | 455 | 7.1 |
| Skipton | 228 | 149 | 377 | 3.3 | Pwllheli | 449 | 151 | 600 | 12.8 |
| Sleaford | 348 | 196 | 544 | 4.8 | Shotton, Flint and Rhyl | 3,837 | 1,575 | 5,412 | 8.0 |
| Slough | 2,769 | 1,282 | 4,051 | 2.4 | South Pembrokeshire | 1,033 | 337 | 1,370 | 11.7 |
| South Molton | 100 | 71 | 171 | 4.9 | Swansea | 7,195 | 2,383 | 9,578 | 10.0 |
| South Tyneside | 7,380 | 2,163 | 9,543 | 16.5 | Welsphool | 154 | 119 | 273 | 3.7 |
| Southampton | 6,430 | 2,440 | 8,870 | 4.8 | Wrexham | 2,697 | 1,141 | 3,838 | 8.3 |
| Southend | 8,986 | 4,269 | 13,255 | 5.3 | | | | | |
| Spalding and Holbeach | 670 | 372 | 1,042 | 4.4 | Scotland | | | | |
| St Austell | 917 | 464 | 1,381 | 6.5 | Aberdeen | 4,842 | 2,138 | 6,980 | 4.1 |
| Stafford | 1,693 | 838 | 2,531 | 3.7 | Alloa | 1,684 | 669 | 2,353 | 14.5 |
| Stamford | 419 | 234 | 653 | 3.7 | Annan | 341 | 221 | 562 | 6.7 |
| Stockton-on-Tees | 6,199 | 2,320 | 8,519 | 11.0 | Arbroath | 733 | 398 | 1,131 | 13.6 |
| Stoke | 7,062 | 3,111 | 10,173 | 4.8 | Ayr | 2,945 | 1,079 | 4,024 | 9.5 |
| Stroud | 914 | 526 | 1,440 | 4.0 | Badenoch | 191 | 132 | 323 | 9.1 |
| Sudbury | 375 | 230 | 605 | 3.9 | Banff | 441 | 210 | 651 | 7.4 |
| Sunderland | 18,182 | 5,485 | 23,667 | 13.6 | Bathgate | 3,695 | 1,506 | 5,201 | 10.7 |
| Swindon | 2,321 | 1,096 | 3,417 | 3.5 | Berwickshire | 327 | 189 | 516 | 10.3 |
| Taunton | 1,225 | 498 | 1,723 | 4.2 | Blairgowrie and Pitlochry | 531 | 215 | 746 | 7.2 |
| Telford and Bridgnorth | 3,143 | 1,430 | 4,573 | 7.0 | Brechin and Montrose | 665 | 416 | 1,081 | 8.7 |
| Thanet | 2,609 | 914 | 3,523 | 8.6 | Buckie | 228 | 172 | 400 | 9.7 |
| Theftford | 663 | 396 | 1,059 | 4.2 | Campbeltown | 305 | 148 | 453 | 11.8 |
| Thirsk | 147 | 100 | 247 | 6.0 | Crieff | 165 | 89 | 254 | 7.4 |
| Tiverton | 334 | 187 | 521 | 4.9 | Cumnock and Sanquhar | 2,335 | 792 | 3,127 | 20.9 |
| Torbay | 2,279 | 980 | 3,259 | 7.9 | Dumbarton | 2,515 | 1,140 | 3,655 | 13.3 |
| Torrington | 168 | 116 | 284 | 6.3 | Dumfries | 1,009 | 564 | 1,573 | 6.5 |
| Totnes | 262 | 158 | 420 | 5.5 | Dundee | 7,369 | 3,055 | 10,424 | 10.9 |
| Trowbridge and Frome | 1,103 | 654 | 1,757 | 3.8 | Dunfermline | 3,873 | 1,505 | 5,378 | 10.3 |
| Truro | 812 | 393 | 1,205 | 5.3 | Dunoon and Bute | 662 | 305 | 967 | 12.5 |
| Tunbridge Wells | 1,104 | 443 | 1,547 | 1.7 | Edinburgh | 16,931 | 5,820 | 22,751 | 7.6 |
| Uttoxeter and Ashbourne | 261 | 174 | 435 | 3.5 | Elgin | 800 | 543 | 1,343 | 8.5 |
| Wakefield and Dewsbury | 7,107 | 2,562 | 9,669 | 8.5 | Falkirk | 4,248 | 1,994 | 6,242 | 10.4 |
| Walsall | 8,730 | 3,399 | 12,129 | 7.7 | Forfar | 487 | 270 | 757 | 7.5 |
| Wareham and Swanage | 170 | 89 | 259 | 2.6 | Forres | 291 | 194 | 485 | 15.8 |
| Warminster | 144 | 111 | 255 | 3.9 | Fraserburgh | 348 | 160 | 508 | 7.3 |
| Warrington | 3,258 | 1,358 | 4,616 | 6.3 | Galashiels | 467 | 196 | 663 | 4.4 |
| Warwick | 1,575 | 937 | 2,512 | 3.0 | Girvan | 386 | 175 | 561 | 18.0 |
| Watford and Luton | 7,235 | 2,992 | 10,227 | 3.1 | Glasgow | 58,187 | 18,706 | 76,893 | 12.3 |
| Wellingborough and Rushden | 1,056 | 619 | 1,675 | 3.7 | Greenock | 4,834 | 1,527 | 6,361 | 13.7 |
| Wells | 547 | 365 | 912 | 3.9 | Haddington | 615 | 269 | 884 | 6.4 |
| Weston-super-Mare | 1,675 | 845 | 2,520 | 6.5 | Hawick | 317 | 120 | 437 | 5.4 |
| Whitby | 549 | 207 | 756 | 10.6 | Huntly | 144 | 92 | 236 | 6.2 |
| Whitchurch and Market Drayton | 505 | 300 | 805 | 5.5 | Invergordon and Dingwall | 1,175 | 512 | 1,687 | 12.5 |
| Whitehaven | 1,674 | 822 | 2,496 | 7.6 | Inverness | 2,141 | 911 | 3,052 | 7.4 |
| Widnes and Runcorn | 4,591 | 1,726 | 6,317 | 11.5 | | | | | |

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status † and in travel-to-work areas* at June 8, 1989

| | Male | Female | All | Rate | | Male | Female | All | Rate |
|----------------------|--------|--------|--------|-------------------------------------|-------------------------|--------|--------|--------|-------------------------------------|
| | | | | † per cent employees and unemployed | | | | | † per cent employees and unemployed |
| Irvine | 5,132 | 1,912 | 7,044 | 14.7 | Stranraer | 576 | 260 | 836 | 11.8 |
| Islay/Mid Argyll | 283 | 134 | 417 | 9.9 | Sutherland | 377 | 146 | 523 | 12.4 |
| Keith | 264 | 146 | 410 | 9.2 | Thurso | 413 | 197 | 610 | 8.8 |
| Kelso and Jedburgh | 183 | 76 | 259 | 5.0 | Western Isles | 1,062 | 340 | 1,402 | 14.3 |
| Kilmarnock | 2,701 | 1,033 | 3,734 | 12.2 | Wick | 445 | 142 | 587 | 11.1 |
| Kirkcaldy | 5,363 | 2,311 | 7,674 | 12.0 | | | | | |
| Lanarkshire | 15,397 | 5,063 | 20,460 | 13.0 | Northern Ireland | | | | |
| Lochaber | 516 | 237 | 753 | 8.9 | Ballymena | 1,872 | 857 | 2,729 | 11.0 |
| Lockerbie | 193 | 116 | 309 | 7.8 | Belfast | 36,551 | 13,967 | 50,518 | 14.5 |
| Newton Stewart | 245 | 160 | 405 | 12.2 | Coleraine | 4,727 | 1,544 | 6,271 | 19.5 |
| North East Fife | 719 | 449 | 1,168 | 7.0 | Cookstown | 1,653 | 597 | 2,250 | 27.1 |
| Oban | 281 | 175 | 456 | 5.5 | Craigavon | 6,570 | 2,798 | 9,368 | 15.4 |
| Orkney Islands | 357 | 177 | 534 | 7.9 | Dungannon | 2,552 | 901 | 3,453 | 23.4 |
| Peebles | 235 | 107 | 342 | 7.6 | Enniskillen | 2,744 | 885 | 3,629 | 20.1 |
| Perth | 1,374 | 618 | 1,992 | 6.9 | Londonderry | 8,728 | 2,092 | 10,820 | 23.7 |
| Peterhead | 646 | 365 | 1,011 | 8.3 | Magherafelt | 1,643 | 633 | 2,276 | 21.8 |
| Shetland Islands | 297 | 184 | 481 | 4.9 | Newry | 4,874 | 1,639 | 6,513 | 25.3 |
| Skye and Wester Ross | 419 | 177 | 596 | 11.5 | Omagh | 2,230 | 789 | 3,019 | 18.5 |
| Stewartry | 400 | 273 | 673 | 8.7 | Strabane | 2,772 | 618 | 3,390 | 30.0 |
| Stirling | 1,951 | 905 | 2,856 | 8.6 | | | | | |

*Travel-to-work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the October 1984 (p 467), March 1985 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.

† The number of unemployed as a percentage of the mid-1987 estimates of employees in employment and the unemployed. This is on a different base from the percentage rates given in tables 2.1, 2.2 and 2.3. These narrow-based unemployment rates have not been up-dated to take account of the latest national and regional estimates of employees for mid 1988, which now use the preliminary results of the 1988 Labour Force Survey. The denominators for these rates will be fully revised when the results of the 1987 Census of Employment including revised employment estimates for travel-to-work areas become available later this year.

‡ Assisted area status as designated on November 29, 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.

UNEMPLOYMENT 2.5 Age and duration

THOUSAND

| UNITED KINGDOM | 18-24 | | | | 25-49 | | | | 50 and over | | | | All ages* | | | |
|------------------------|----------------|----------------------------|---------------|-------|----------------|----------------------------|---------------|---------|----------------|----------------------------|---------------|-------|----------------|----------------------------|---------------|---------|
| | Up to 26 weeks | Over 26 and up to 52 weeks | Over 52 weeks | All | Up to 26 weeks | Over 26 and up to 52 weeks | Over 52 weeks | All | Up to 26 weeks | Over 26 and up to 52 weeks | Over 52 weeks | All | Up to 26 weeks | Over 26 and up to 52 weeks | Over 52 weeks | All |
| MALE AND FEMALE | | | | | | | | | | | | | | | | |
| 1987 | Apr | 213.5 | 271.5 | 898.6 | 534.6 | 277.4 | 663.3 | 1,475.2 | 157.7 | 102.1 | 346.2 | 605.9 | 1,180.4 | 631.6 | 1,295.1 | 3,107.1 |
| | July | 431.1 | 173.4 | 254.6 | 859.1 | 480.5 | 244.5 | 637.9 | 1,362.9 | 138.4 | 94.3 | 335.5 | 568.2 | 1,123.7 | 544.4 | 1,238.3 |
| | Oct | 428.9 | 126.0 | 229.0 | 783.8 | 472.2 | 213.9 | 595.9 | 1,282.0 | 131.6 | 86.3 | 332.8 | 550.7 | 1,136.0 | 443.1 | 1,172.2 |
| 1988 | Jan | 429.4 | 141.4 | 203.0 | 773.9 | 515.4 | 210.6 | 564.7 | 1,290.7 | 138.7 | 78.3 | 321.1 | 538.1 | 1,175.0 | 446.5 | 1,100.6 |
| | Apr | 352.6 | 165.2 | 179.9 | 697.7 | 473.5 | 217.2 | 528.0 | 1,218.7 | 127.3 | 73.2 | 313.1 | 513.6 | 1,023.1 | 483.6 | 1,029.2 |
| | July | 359.5 | 140.6 | | | | | | | | | | | | | |

2.7 UNEMPLOYMENT Age

| UNITED KINGDOM | All 18 and over | 18 to 19 | 20 to 24 | 25 to 29 | 30 to 39 | 40 to 49 | 50 to 59 | 60 and over | All ages * |
|------------------------|-----------------|----------|----------|----------|----------|----------|----------|-------------|------------|
| Thousand | | | | | | | | | |
| MALE AND FEMALE | | | | | | | | | |
| 1988 Apr | 2,430.0 | 202.0 | 495.7 | 372.5 | 474.6 | 371.5 | 461.4 | 52.2 | 2,536.0 |
| July | 2,245.3 | 183.3 | 480.0 | 339.3 | 428.4 | 337.5 | 429.7 | 47.1 | 2,326.7 |
| Oct | 2,110.7 | 177.9 | 428.4 | 320.4 | 399.9 | 317.1 | 421.0 | 45.9 | 2,118.9 |
| 1989 Jan | 2,070.5 | 168.9 | 426.9 | 322.1 | 396.6 | 311.8 | 401.3 | 42.9 | 2,074.3 |
| Apr | 1,881.5 | 146.7 | 383.7 | 295.5 | 363.7 | 287.0 | 367.6 | 37.3 | 1,883.6 |
| Thousand | | | | | | | | | |
| MALE | | | | | | | | | |
| 1988 Apr | 1,705.9 | 119.6 | 324.4 | 251.0 | 353.9 | 267.4 | 338.4 | 51.1 | 1,765.7 |
| July | 1,560.3 | 108.1 | 307.6 | 227.6 | 317.3 | 240.2 | 313.5 | 46.1 | 1,606.3 |
| Oct | 1,479.6 | 104.9 | 280.6 | 216.8 | 298.3 | 226.7 | 307.4 | 44.9 | 1,484.2 |
| 1989 Jan | 1,470.9 | 102.4 | 286.2 | 222.2 | 298.9 | 224.1 | 295.0 | 42.1 | 1,473.2 |
| Apr | 1,349.6 | 90.3 | 261.5 | 207.4 | 276.6 | 206.7 | 270.6 | 36.5 | 1,350.8 |
| Thousand | | | | | | | | | |
| FEMALE | | | | | | | | | |
| 1988 Apr | 724.1 | 82.4 | 171.3 | 121.5 | 120.7 | 104.1 | 123.0 | 1.1 | 770.3 |
| July | 685.0 | 75.3 | 172.4 | 111.7 | 111.0 | 97.3 | 116.2 | 1.0 | 720.4 |
| Oct | 631.1 | 73.0 | 147.8 | 103.6 | 101.6 | 90.4 | 113.6 | 1.0 | 634.6 |
| 1989 Jan | 599.5 | 66.5 | 140.7 | 99.9 | 97.7 | 87.7 | 106.3 | 0.8 | 601.1 |
| Apr | 531.9 | 56.4 | 122.2 | 88.2 | 87.1 | 80.3 | 97.0 | 0.8 | 532.8 |

* Including some aged under 18. These figures, from October 1988, are affected by new benefit regulations for under 18 year olds introduced in September. See also note ** to tables 2.1 and 2.2

2.8 UNEMPLOYMENT Duration

| UNITED KINGDOM | Up to 4 weeks | Over 4 and up to 26 weeks | Over 26 and up to 52 weeks | Over 52 and up to 104 weeks | Over 104 and up to 156 weeks | Over 156 weeks | All unemployed | Total over 52 weeks |
|---------------------------------|---------------|---------------------------|----------------------------|-----------------------------|------------------------------|----------------|----------------|---------------------|
| Thousand | | | | | | | | |
| MALE AND FEMALE | | | | | | | | |
| 1988 Apr | 256.5 | 766.6 | 483.6 | 342.0 | 193.1 | 494.1 | 2,536.0 | 1,029.2 |
| July | 283.7 | 661.3 | 433.5 | 311.3 | 170.6 | 466.3 | 2,326.7 | 948.2 |
| Oct** | 241.0 | 632.0 | 360.4 | 290.6 | 151.9 | 443.0 | 2,118.9 | 885.5 |
| 1989 Jan | 215.1 | 699.0 | 338.8 | 276.9 | 133.8 | 410.7 | 2,074.3 | 821.4 |
| Apr | 189.4 | 604.7 | 345.4 | 252.5 | 121.4 | 370.3 | 1,883.6 | 744.1 |
| Per cent | | | | | | | | |
| Proportion of number unemployed | | | | | | | | |
| 1988 Apr | 10.1 | 30.2 | 19.1 | 13.5 | 7.6 | 19.5 | 100.0 | 40.6 |
| July | 12.2 | 28.4 | 18.6 | 13.4 | 7.3 | 20.0 | 100.0 | 40.8 |
| Oct** | 11.4 | 29.8 | 17.0 | 13.7 | 7.2 | 20.9 | 100.0 | 41.8 |
| 1989 Jan | 10.4 | 33.7 | 16.3 | 13.3 | 6.5 | 19.8 | 100.0 | 39.6 |
| Apr | 10.1 | 32.1 | 18.3 | 13.4 | 6.4 | 19.7 | 100.0 | 39.5 |
| Thousand | | | | | | | | |
| MALE | | | | | | | | |
| 1988 Apr | 167.3 | 495.6 | 310.6 | 247.8 | 146.4 | 398.0 | 1,765.7 | 792.2 |
| July | 173.3 | 425.7 | 278.0 | 224.8 | 129.3 | 375.2 | 1,606.3 | 729.3 |
| Oct** | 158.3 | 410.3 | 233.4 | 212.0 | 115.2 | 355.2 | 1,484.2 | 682.3 |
| 1989 Jan | 140.0 | 475.9 | 221.7 | 202.7 | 102.1 | 330.8 | 1,473.2 | 635.6 |
| Apr | 127.7 | 415.3 | 230.8 | 184.9 | 93.5 | 298.7 | 1,350.8 | 577.1 |
| Per cent | | | | | | | | |
| Proportion of number unemployed | | | | | | | | |
| 1988 Apr | 9.5 | 28.1 | 17.6 | 14.0 | 8.3 | 22.5 | 100.0 | 44.9 |
| July | 10.8 | 26.5 | 17.3 | 14.0 | 8.0 | 23.4 | 100.0 | 45.4 |
| Oct** | 10.7 | 27.6 | 15.7 | 14.3 | 7.8 | 23.9 | 100.0 | 46.0 |
| 1989 Jan | 9.5 | 32.3 | 15.1 | 13.8 | 6.9 | 22.5 | 100.0 | 43.1 |
| Apr | 9.5 | 30.7 | 17.1 | 13.7 | 6.9 | 22.1 | 100.0 | 42.7 |
| Thousand | | | | | | | | |
| FEMALE | | | | | | | | |
| 1988 Apr | 89.2 | 271.0 | 173.0 | 94.2 | 46.7 | 96.2 | 770.3 | 237.0 |
| July | 110.4 | 235.6 | 155.5 | 86.4 | 41.4 | 91.1 | 720.4 | 218.9 |
| Oct** | 82.8 | 221.7 | 127.0 | 78.6 | 36.7 | 87.8 | 634.6 | 203.2 |
| 1989 Jan | 75.1 | 223.1 | 117.0 | 74.3 | 31.8 | 79.8 | 601.1 | 185.9 |
| Apr | 61.7 | 189.4 | 114.6 | 67.6 | 27.9 | 71.6 | 532.8 | 167.1 |
| Per cent | | | | | | | | |
| Proportion of number unemployed | | | | | | | | |
| 1988 Apr | 11.6 | 35.2 | 22.5 | 12.2 | 6.1 | 12.5 | 100.0 | 30.8 |
| July | 15.3 | 32.7 | 21.6 | 12.0 | 5.7 | 12.6 | 100.0 | 30.4 |
| Oct** | 13.0 | 34.9 | 20.0 | 12.4 | 5.8 | 13.8 | 100.0 | 32.0 |
| 1989 Jan | 12.5 | 37.1 | 19.5 | 12.4 | 5.3 | 13.3 | 100.0 | 30.9 |
| Apr | 11.6 | 35.5 | 21.5 | 12.7 | 5.2 | 13.4 | 100.0 | 31.4 |

** See notes to tables 2.1 and 2.2.

UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts at June 8, 1989

| | Male | Female | All | Rate | | Male | Female | All | Rate |
|------------------------|---------|--------|---------|------|-------------------------------------|--------|--------|--------|-------------------------------------|
| | | | | | † per cent employees and unemployed | | | | † per cent employees and unemployed |
| SOUTH EAST | | | | | | | | | |
| Bedfordshire | 5,705 | 2,392 | 8,097 | 3.4 | Isle of Wight | 2,256 | 1,033 | 3,289 | 6.7 |
| Luton | 3,002 | 1,124 | 4,126 | | Medina | 1,353 | 632 | 1,985 | |
| Mid Bedfordshire | 505 | 310 | 815 | | South Wight | 903 | 401 | 1,304 | |
| North Bedfordshire | 1,421 | 585 | 2,006 | | Kent | 18,523 | 7,941 | 26,464 | 4.7 |
| South Bedfordshire | 777 | 373 | 1,150 | | Ashford | 881 | 367 | 1,248 | |
| Berkshire | 5,073 | 2,212 | 7,285 | 2.2 | Canterbury | 1,589 | 627 | 2,216 | |
| Bracknell | 601 | 304 | 905 | | Dartford | 929 | 402 | 1,331 | |
| Newbury | 598 | 285 | 883 | | Dover | 1,552 | 550 | 2,102 | |
| Reading | 1,444 | 475 | 1,919 | | Gillingham | 1,220 | 611 | 1,831 | |
| Slough | 1,221 | 545 | 1,766 | | Gravesham | 1,415 | 664 | 2,079 | |
| Windsor and Maidenhead | 710 | 320 | 1,030 | | Maidstone | 965 | 480 | 1,445 | |
| Wokingham | 499 | 283 | 782 | | Rochester-upon-Medway | 2,094 | 1,065 | 3,159 | |
| Buckinghamshire | 3,865 | 1,897 | 5,762 | 2.2 | Sevenoaks | 827 | 349 | 1,176 | |
| Aylesbury Vale | 751 | 381 | 1,132 | | Shepway | 1,541 | 572 | 2,113 | |
| Chiltern | 344 | 178 | 522 | | Swale | 1,757 | 870 | 2,627 | |
| Milton Keynes | 1,551 | 760 | 2,311 | | Thanet | 2,609 | 914 | 3,523 | |
| South Buckinghamshire | 317 | 166 | 483 | | Tonbridge and Malling | 647 | 287 | 934 | |
| Wycombe | 902 | 412 | 1,314 | | Tunbridge Wells | 497 | 183 | 680 | |
| East Sussex | 8,516 | 3,631 | 12,147 | 4.5 | Oxfordshire | 3,661 | 1,730 | 5,391 | 2.3 |
| Brighton | 3,415 | 1,338 | 4,753 | | Cherwell | 729 | 413 | 1,142 | |
| Eastbourne | 809 | 326 | 1,135 | | Oxford | 1,395 | 521 | 1,916 | |
| Hastings | 1,167 | 430 | 1,597 | | South Oxfordshire | 614 | 294 | 908 | |
| Hove | 1,381 | 659 | 2,040 | | Vale of White Horse | 526 | 249 | 775 | |
| Lewes | 701 | 349 | 1,050 | | West Oxfordshire | 397 | 253 | 650 | |
| Rother | 562 | 266 | 828 | | Surrey | 4,816 | 1,960 | 6,776 | |
| Wealden | 481 | 263 | 744 | | Elmbridge | 517 | 238 | 755 | |
| Essex | 16,459 | 8,127 | 24,586 | 4.5 | Epsom and Ewell | 440 | 152 | 592 | |
| Basildon | 2,337 | 1,153 | 3,490 | | Guildford | 554 | 207 | 761 | |
| Braintree | 768 | 503 | 1,271 | | Mole Valley | 344 | 127 | 471 | |
| Brentwood | 447 | 196 | 643 | | Reigate and Banstead | 606 | 252 | 858 | |
| Castle Point | 877 | 455 | 1,332 | | Runnymede | 318 | 164 | 482 | |
| Chelmsford | 1,134 | 577 | 1,711 | | Spelthorne | 480 | 199 | 679 | |
| Colchester | 1,395 | 784 | 2,179 | | Surrey Heath | 285 | 139 | 424 | |
| Epping Forest | 1,067 | 565 | 1,632 | | Tandridge | 363 | 155 | 518 | |
| Harlow | 1,105 | 503 | 1,608 | | Waverley | 422 | 160 | 582 | |
| Maldon | 356 | 245 | 601 | | Woking | 487 | 167 | 654 | |
| Rochford | 592 | 311 | 903 | | West Sussex | 3,680 | 1,521 | 5,201 | 1.8 |
| Southend-on-Sea | 2,501 | 989 | 3,490 | | Adur | 290 | 114 | 404 | |
| Tendring | 1,643 | 695 | 2,338 | | Arun | 817 | 297 | 1,114 | |
| Thurrock | 1,971 | 1,010 | 2,981 | | Chichester | 525 | 233 | 758 | |
| Uttlesford | 266 | 141 | 407 | | Crawley | 518 | 192 | 710 | |
| Greater London | 154,500 | 59,686 | 214,186 | 5.6 | Horsham | 392 | 168 | 560 | |
| Barking and Dagenham | 2,558 | 958 | 3,516 | | Mid Sussex | 412 | 194 | 606 | |
| Barnet | 3,604 | 1,692 | 5,296 | | Worthing | 726 | 323 | 1,049 | |
| Bexley | 2,527 | 1,298 | 3,825 | | EAST ANGLIA | | | | |
| Brent | 6,234 | 2,581 | 8,815 | | Cambridgeshire | 6,292 | 2,871 | 9,163 | 3.1 |
| Bromley | 2,984 | 1,365 | 4,349 | | Cambridge | 1,113 | 430 | 1,543 | |
| Camden | 5,667 | 2,269 | 7,936 | | East Cambridgeshire | 247 | 155 | 402 | |
| City of London | 41 | 14 | 55 | | Fenland | 945 | 431 | 1,376 | |
| City of Westminster | 4,014 | 1,583 | 5,597 | | Huntingdon | 871 | 594 | 1,465 | |
| Croydon | 4,509 | 1,940 | 6,449 | | Peterborough | 2,694 | 1,015 | 3,709 | |
| Ealing | 5,121 | 2,127 | 7,248 | | South Cambridgeshire | 422 | 246 | 668 | |
| Enfield | 4,099 | 1,749 | 5,848 | | Norfolk | 10,104 | 4,604 | 14,708 | 4.9 |
| Greenwich | 5,996 | 2,347 | 8,343 | | Breckland | 988 | 596 | 1,584 | |
| Hackney | 9,846 | 3,338 | 13,184 | | Broadland | 631 | 396 | 1,027 | |
| Hammersmith and Fulham | 4,942 | 1,784 | 6,726 | | Great Yarmouth | 795 | 269 | 1,064 | |
| Haringey | 7,936 | 3,031 | 10,967 | | North Norfolk | 852 | 358 | 1,210 | |
| Harrow | 1,857 | 935 | 2,792 | | Norwich | 3,133 | 1,153 | 4,286 | |
| Havering | 2,421 | 1,103 | 3,524 | | South Norfolk | 772 | 456 | 1,228 | |
| Hillingdon | 1,955 | 966 | 2,921 | | West Norfolk | 1,832 | 850 | 2,682 | |
| Hounslow | 2,939 | 1,306 | 4,245 | | Suffolk | 6,020 | 3,016 | 9,036 | 3.3 |
| Islington | 7,111 | 2,818 | 9,929 | | Babergh | 534 | 323 | 857 | |
| Kensington and Chelsea | 1,267 | 513 | 1,780 | | Forest Heath | 341 | 235 | 576 | |
| Kingston-upon-Thames | 1,007 | | | | | | | | |

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at June 8, 1989

| | Male | Female | All | Rate | | Male | Female | All | Rate | |
|-------------------------------|---------------|---------------|----------------|------------|---------------------------------|---------------|---------------|----------------|-------------|-------------------------------------|
| | | | | | | | | | | † per cent employees and unemployed |
| Dorset | 6,123 | 2,575 | 8,698 | 3.9 | South Kesteven | 1,159 | 603 | 1,762 | | |
| Bournemouth | 2,406 | 849 | 3,255 | | West Lindsey | 1,223 | 647 | 1,870 | | |
| Christchurch | 288 | 124 | 412 | | Northamptonshire | 5,528 | 2,945 | 8,473 | 3.6 | |
| East Dorset | 405 | 234 | 639 | | Ashfield | 3,090 | 865 | 3,955 | | |
| North Dorset | 242 | 150 | 392 | | Corby | 359 | 283 | 642 | | |
| Poole | 1,213 | 479 | 1,692 | | Daventry | 371 | 246 | 617 | | |
| Purbeck | 232 | 120 | 352 | | East Northamptonshire | 678 | 366 | 1,024 | | |
| West Dorset | 538 | 311 | 849 | | Kettering | 351 | 246 | 617 | | |
| Weymouth and Portland | 799 | 308 | 1,107 | | Northampton | 2,168 | 947 | 3,115 | | |
| Gloucestershire | 5,764 | 2,751 | 8,515 | 4.0 | South Northamptonshire | 275 | 171 | 446 | | |
| Cheltenham | 1,251 | 482 | 1,733 | | Wellingborough | 742 | 406 | 1,148 | | |
| Cotswold | 327 | 221 | 548 | | Nottinghamshire | 27,594 | 9,497 | 37,091 | 8.0 | |
| Forest of Dean | 857 | 453 | 1,310 | | Ashfield | 3,090 | 865 | 3,955 | | |
| Gloucester | 1,668 | 643 | 2,311 | | Bassetlaw | 2,600 | 1,045 | 3,645 | | |
| Stroud | 957 | 563 | 1,520 | | Broxtowe | 1,664 | 761 | 2,425 | | |
| Tewkesbury | 704 | 389 | 1,093 | | Gedling | 1,884 | 831 | 2,715 | | |
| Somerset | 4,820 | 2,758 | 7,578 | 4.6 | Mansfield | 3,418 | 1,024 | 4,442 | | |
| Mendip | 852 | 576 | 1,428 | | Newark | 2,157 | 788 | 2,945 | | |
| Sedgemoor | 1,334 | 729 | 2,063 | | Nottingham | 11,526 | 3,578 | 15,104 | | |
| Taunton Deane | 1,168 | 481 | 1,649 | | Rushcliffe | 1,255 | 605 | 1,860 | | |
| West Somerset | 363 | 174 | 537 | | YORKSHIRE AND HUMBERSIDE | | | | | |
| Yeovil | 1,103 | 798 | 1,901 | | Humberside | 23,448 | 8,444 | 31,892 | 9.0 | |
| Wiltshire | 4,911 | 2,772 | 7,683 | 3.5 | Beverly | 1,229 | 704 | 1,933 | | |
| Kennet | 393 | 298 | 691 | | Boothferry | 1,175 | 535 | 1,710 | | |
| North Wiltshire | 768 | 575 | 1,343 | | Cleethorpes | 1,720 | 640 | 2,360 | | |
| Salisbury | 835 | 464 | 1,299 | | East Yorkshire | 1,331 | 588 | 1,919 | | |
| Thamesdown | 1,994 | 889 | 2,883 | | Glanford | 1,107 | 539 | 1,646 | | |
| West Wiltshire | 921 | 546 | 1,467 | | Great Grimsby | 3,446 | 927 | 4,373 | | |
| WEST MIDLANDS | | | | | Holderness | 691 | 408 | 1,099 | | |
| Hereford and Worcester | 7,912 | 4,027 | 11,939 | 4.7 | Kingston-upon-Hull | 10,787 | 3,478 | 14,265 | | |
| Bromsgrove | 1,117 | 594 | 1,711 | | Scunthorpe | 1,962 | 625 | 2,587 | | |
| Hereford | 793 | 435 | 1,228 | | North Yorkshire | 8,770 | 4,341 | 13,111 | 5.0 | |
| Leominster | 379 | 191 | 570 | | Craven | 378 | 247 | 625 | | |
| Malvern Hills | 842 | 383 | 1,225 | | Hambleton | 774 | 468 | 1,242 | | |
| Redditch | 1,093 | 538 | 1,631 | | Harrogate | 1,033 | 492 | 1,525 | | |
| South Herefordshire | 491 | 255 | 746 | | Richmondshire | 346 | 294 | 640 | | |
| Worcester | 1,350 | 605 | 1,955 | | Ryedale | 734 | 437 | 1,171 | | |
| Wychavon | 703 | 427 | 1,130 | | Scarborough | 1,989 | 770 | 2,759 | | |
| Wyre Forest | 1,144 | 601 | 1,745 | | Selby | 1,071 | 669 | 1,740 | | |
| Shropshire | 5,755 | 2,886 | 8,641 | 5.8 | York | 2,445 | 964 | 3,409 | | |
| Bridgnorth | 454 | 265 | 719 | | South Yorkshire | 44,721 | 16,040 | 60,761 | 10.9 | |
| North Shropshire | 562 | 339 | 901 | | Barnsley | 8,036 | 2,407 | 10,443 | | |
| Oswestry | 434 | 275 | 709 | | Doncaster | 10,281 | 3,877 | 14,158 | | |
| Shrewsbury and Atcham | 1,188 | 628 | 1,816 | | Rotherham | 8,454 | 3,238 | 11,692 | | |
| South Shropshire | 383 | 186 | 569 | | Sheffield | 17,950 | 6,518 | 24,468 | | |
| The Wrekin | 2,734 | 1,193 | 3,927 | | West Yorkshire | 48,746 | 18,371 | 67,117 | 7.3 | |
| Staffordshire | 15,610 | 7,577 | 23,187 | 5.4 | Bradford | 12,079 | 4,014 | 16,093 | | |
| Cannock Chase | 1,682 | 805 | 2,487 | | Calderdale | 3,624 | 1,665 | 5,289 | | |
| East Staffordshire | 1,604 | 821 | 2,425 | | Kirklees | 7,123 | 3,042 | 10,165 | | |
| Lichfield | 1,028 | 581 | 1,609 | | Leeds | 17,241 | 6,437 | 23,678 | | |
| Newcastle-under-Lyme | 1,618 | 724 | 2,342 | | Wakefield | 8,679 | 3,213 | 11,892 | | |
| South Staffordshire | 1,541 | 880 | 2,421 | | NORTH WEST | | | | | |
| Stafford | 1,245 | 635 | 1,880 | | Cheshire | 17,863 | 7,749 | 25,612 | 6.8 | |
| Staffordshire Moorlands | 795 | 494 | 1,289 | | Chester | 2,380 | 954 | 3,334 | | |
| Stoke-on-Trent | 4,659 | 1,873 | 6,532 | | Congleton | 790 | 514 | 1,304 | | |
| Tamworth | 1,438 | 764 | 2,202 | | Ellesmere Port and Neston | 1,680 | 843 | 2,523 | | |
| Warwickshire | 5,778 | 3,374 | 9,152 | 4.5 | Haltwhistle | 2,068 | 788 | 2,856 | | |
| North Warwickshire | 1,441 | 803 | 2,244 | | Macclesfield | 4,378 | 1,630 | 6,008 | | |
| Nuneaton and Bedworth | 2,122 | 1,106 | 3,228 | | Vale Royal | 1,561 | 770 | 2,331 | | |
| Rugby | 921 | 624 | 1,545 | | Warrington | 1,748 | 892 | 2,640 | | |
| Stratford-on-Avon | 614 | 377 | 991 | | Greater Manchester | 74,776 | 27,304 | 102,080 | 9.0 | |
| Warwick | 1,218 | 729 | 1,947 | | Bolton | 7,337 | 2,718 | 10,055 | | |
| West Midlands | 80,491 | 29,982 | 110,473 | 8.4 | Bury | 3,017 | 1,351 | 4,368 | | |
| Birmingham | 37,462 | 12,656 | 50,118 | | Manchester | 28,098 | 6,574 | 34,672 | | |
| Coventry | 8,598 | 3,645 | 12,243 | | Oldham | 5,686 | 2,327 | 8,013 | | |
| Dudley | 6,241 | 2,807 | 9,048 | | Rochdale | 5,661 | 2,279 | 7,940 | | |
| Sandwell | 9,326 | 3,601 | 12,927 | | Salford | 8,195 | 2,547 | 10,742 | | |
| Solihull | 3,360 | 1,661 | 5,021 | | Stockport | 4,543 | 2,026 | 6,569 | | |
| Walsall | 6,786 | 2,426 | 9,212 | | Tameside | 5,104 | 2,109 | 7,213 | | |
| Wolverhampton | 8,718 | 3,186 | 11,904 | | Trafford | 4,617 | 1,779 | 6,396 | | |
| EAST MIDLANDS | | | | | Wigan | 8,518 | 3,594 | 12,112 | | |
| Derbyshire | 19,818 | 8,002 | 27,820 | 7.2 | Lancashire | 28,838 | 11,511 | 40,349 | 7.5 | |
| Amber Valley | 1,977 | 809 | 2,786 | | Blackburn | 3,874 | 1,226 | 5,100 | | |
| Bolsover | 2,008 | 741 | 2,749 | | Blackpool | 4,342 | 1,491 | 5,833 | | |
| Chesterfield | 3,005 | 1,091 | 4,096 | | Burnley | 2,168 | 873 | 3,041 | | |
| Derby | 5,857 | 2,138 | 7,995 | | Chorley | 1,374 | 789 | 2,163 | | |
| Erewash | 1,815 | 730 | 2,545 | | Fylde | 740 | 315 | 1,055 | | |
| High Peak | 1,156 | 662 | 1,818 | | Hyndburn | 1,318 | 581 | 1,899 | | |
| North East Derbyshire | 2,366 | 1,008 | 3,374 | | Lancaster | 2,952 | 1,186 | 4,138 | | |
| South Derbyshire | 974 | 441 | 1,415 | | Pendle | 1,355 | 567 | 1,922 | | |
| West Derbyshire | 660 | 382 | 1,042 | | Preston | 3,833 | 1,204 | 5,037 | | |
| Leicestershire | 12,761 | 5,603 | 18,364 | 4.6 | Ribble Valley | 291 | 220 | 511 | | |
| Blaby | 579 | 342 | 921 | | Rossendale | 997 | 490 | 1,487 | | |
| Charnwood | 1,367 | 818 | 2,185 | | South Ribble | 1,454 | 736 | 2,190 | | |
| Harborough | 343 | 186 | 529 | | West Lancashire | 2,674 | 1,217 | 3,891 | | |
| Hinckley and Bosworth | 725 | 440 | 1,165 | | Wyre | 1,466 | 616 | 2,082 | | |
| Leicester | 7,503 | 2,803 | 10,306 | | Merseyside | 66,950 | 21,773 | 88,723 | 14.3 | |
| Melton | 341 | 212 | 553 | | Knowsley | 9,492 | 2,788 | 12,280 | | |
| North West Leicestershire | 1,336 | 442 | 1,778 | | Liverpool | 29,473 | 9,294 | 38,767 | | |
| Oadby and Wigston | 357 | 231 | 588 | | Sefton | 9,358 | 3,423 | 12,781 | | |
| Rutland | 210 | 129 | 339 | | St Helens | 6,271 | 2,180 | 8,451 | | |
| Lincolnshire | 10,019 | 4,515 | 14,534 | 6.7 | Wirral | 12,356 | 4,088 | 16,444 | | |
| Boston | 1,029 | 442 | 1,471 | | NORTH | | | | | |
| East Lindsey | 2,380 | 923 | 3,303 | | Cleveland | 23,027 | 7,446 | 30,473 | 12.8 | |
| Lincoln | 2,693 | 964 | 3,657 | | Hartlepool | 4,022 | 1,180 | 5,202 | | |
| North Kesteven | 849 | 545 | 1,394 | | Langbaugh | 5,526 | 1,811 | 7,337 | | |
| South Holland | 686 | 391 | 1,077 | | | | | | | |

UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts at June 8, 1989

| | Male | Female | All | Rate | | Male | Female | All | Rate | |
|-------------------|---------------|--------------|---------------|-------------|-------------------------------------|---------------|--------------|---------------|-------------|-------------------------------------|
| | | | | | | | | | | † per cent employees and unemployed |
| Middlesbrough | 7,280 | 2,135 | 9,415 | | Central Region | 7,671 | 3,445 | 11,116 | 10.6 | |
| Stockton-on-Tees | 6,199 | 2,320 | 8,519 | | Clackmannan | 1,572 | 619 | 2,191 | | |
| Cumbria | 8,066 | 4,354 | 12,420 | 6.1 | Falkirk | 4,098 | 1,893 | 5,991 | | |
| Allerdale | 2,113 | 1,162 | 3,275 | | Strirling | 2,001 | 933 | 2,934 | | |
| Barrow-in-Furness | 1,463 | 833 | 2,296 | | Dumfries and Galloway Region | 3,004 | 1,725 | 4,729 | 8.3 | |
| Carlisle | 1,794 | 914 | 2,708 | | Annandale and Eskdale | 534 | 337 | 871 | | |
| Copeland | 1,762 | 847 | 2,609 | | Nithsdale | 400 | 273 | 673 | | |
| Eden | 305 | 220 | 525 | | Stewartry | 821 | 420 | 1,241 | | |
| South Lakeland | 629 | 378 | 1,007 | | Fife Region | 10,088 | 4,362 | 14,450 | 10.8 | |
| Durham | 17,654 | 6,286 | 23,940 | 10.6 | Dunfermline | 1,435 | 1,477 | 2,912 | | |
| Chester-le-Street | 1,406 | 573 | 1,979 | | Kirkcaldy | 5,312 | 2,273 | 7,585 | | |
| Darlington | 2,811 | 1,030 | 3,841 | | North East Fife | 948 | 612 | 1,560</ | | |

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at June 8, 1989

| | Male | Female | All | | Male | Female | All |
|-----------------------------------|-------|--------|-------|---------------------------------|-------|--------|-------|
| SOUTH EAST | | | | | | | |
| Bedfordshire | | | | | | | |
| Luton South | 2,019 | 736 | 2,755 | Newham North West | 2,541 | 809 | 3,350 |
| Mid Bedfordshire | 606 | 337 | 943 | Newham South | 2,492 | 947 | 3,439 |
| North Bedfordshire | 1,230 | 480 | 1,710 | Norwood | 3,485 | 1,256 | 4,741 |
| North Luton | 1,139 | 478 | 1,617 | Old Bexley and Sidcup | 468 | 295 | 763 |
| South West Bedfordshire | 711 | 361 | 1,072 | Orpington | 729 | 322 | 1,051 |
| Berkshire | | | | | | | |
| East Berkshire | 743 | 361 | 1,104 | Peckham | 4,002 | 1,327 | 5,329 |
| Newbury | 522 | 249 | 771 | Putney | 1,217 | 512 | 1,729 |
| Reading East | 941 | 323 | 1,264 | Ravensbourne | 528 | 279 | 807 |
| Reading West | 669 | 232 | 901 | Richmond-upon-Thames and Barnes | 844 | 415 | 1,259 |
| Slough | 1,221 | 545 | 1,766 | Riford | 845 | 384 | 1,229 |
| Windsor and Maidenhead | 568 | 263 | 831 | Ruislip-Northwood | 442 | 205 | 647 |
| Wokingham | 409 | 239 | 648 | Southwark and Bermondsey | 3,709 | 1,030 | 4,739 |
| Buckinghamshire | | | | | | | |
| Aylesbury | 575 | 277 | 852 | Streatham | 2,909 | 1,020 | 3,929 |
| Beaconsfield | 419 | 220 | 639 | Surbiton | 355 | 164 | 519 |
| Buckingham | 501 | 242 | 743 | Sutton and Cheam | 597 | 313 | 910 |
| Chesham and Amersham | 332 | 173 | 505 | Tooting | 2,172 | 924 | 3,096 |
| Milton Keynes | 1,331 | 675 | 2,006 | Tottenham | 4,766 | 1,666 | 6,432 |
| Wycombe | 707 | 310 | 1,017 | Twickenham | 664 | 318 | 982 |
| East Sussex | | | | | | | |
| Bexhill and Battle | 509 | 241 | 750 | Upminster | 846 | 368 | 1,214 |
| Brighton Kemptown | 1,774 | 603 | 2,377 | Uxbridge | 756 | 357 | 1,113 |
| Brighton Pavilion | 1,641 | 735 | 2,376 | Vauxhall | 4,791 | 1,640 | 6,431 |
| Eastbourne | 862 | 358 | 1,220 | Walthamstow | 1,839 | 658 | 2,497 |
| Hastings and Rye | 1,270 | 474 | 1,744 | Wanstead and Woodford | 723 | 351 | 1,074 |
| Hove | 1,381 | 659 | 2,040 | Westminster North | 2,647 | 1,040 | 3,687 |
| Lewes | 722 | 365 | 1,087 | Wimbledon | 786 | 355 | 1,141 |
| Wealden | 357 | 196 | 553 | Woolwich | 2,650 | 1,068 | 3,718 |
| Essex | | | | | | | |
| Basildon | 1,837 | 833 | 2,670 | Hampshire | | | |
| Billerica | 822 | 515 | 1,337 | Aldershot | 765 | 386 | 1,151 |
| Braintree | 689 | 468 | 1,157 | Basingstoke | 801 | 270 | 1,071 |
| Brentwood and Ongar | 576 | 298 | 874 | East Hampshire | 608 | 364 | 972 |
| Castle Point | 877 | 455 | 1,332 | Eastleigh | 1,081 | 542 | 1,623 |
| Chelmsford | 891 | 433 | 1,324 | Fareham | 771 | 440 | 1,211 |
| Epping Forest | 827 | 448 | 1,275 | Gosport | 960 | 651 | 1,611 |
| Harlow | 1,216 | 578 | 1,794 | Havant | 1,590 | 631 | 2,221 |
| Harwich | 1,488 | 577 | 2,065 | New Forest | 664 | 292 | 956 |
| North Colchester | 973 | 537 | 1,510 | North West Hampshire | 388 | 224 | 612 |
| Rochford | 722 | 386 | 1,108 | Portsmouth North | 1,375 | 579 | 1,954 |
| Saffron Walden | 458 | 245 | 703 | Portsmouth South | 2,614 | 995 | 3,609 |
| South Colchester and Maldon | 933 | 610 | 1,543 | Romsey and Waterside | 1,012 | 496 | 1,508 |
| Southeast East | 1,509 | 546 | 2,055 | Southampton Itchen | 2,322 | 797 | 3,119 |
| Southeast West | 992 | 443 | 1,435 | Southampton Test | 2,011 | 661 | 2,672 |
| Thurrock | 1,649 | 815 | 2,464 | Winchester | 533 | 216 | 749 |
| Greater London | | | | | | | |
| Barking | 1,393 | 441 | 1,834 | Hertfordshire | | | |
| Battersea | 2,546 | 910 | 3,456 | Broxbourne | 865 | 537 | 1,402 |
| Beckenham | 979 | 426 | 1,405 | Hertford and Stortford | 511 | 278 | 789 |
| Bethnal Green and Stepney | 4,206 | 974 | 5,180 | Hertsmere | 805 | 340 | 1,145 |
| Bexleyheath | 793 | 394 | 1,187 | North Hertfordshire | 849 | 456 | 1,305 |
| Bow and Poplar | 3,842 | 1,102 | 4,944 | South West Hertfordshire | 563 | 272 | 835 |
| Brent East | 2,529 | 1,035 | 3,564 | St Albans | 547 | 206 | 753 |
| Brent North | 1,178 | 543 | 1,721 | Stevenage | 888 | 400 | 1,288 |
| Brent South | 2,527 | 1,003 | 3,530 | Watford | 925 | 373 | 1,298 |
| Brentford and Isleworth | 1,446 | 614 | 2,060 | Welwyn Hatfield | 705 | 387 | 1,092 |
| Carshalton and Wallington | 838 | 365 | 1,203 | West Hertfordshire | 693 | 330 | 1,023 |
| Chelsea | 1,221 | 451 | 1,672 | Isle of Wight | | | |
| Chipping Barnet | 668 | 348 | 1,016 | Isle of Wight | 2,256 | 1,033 | 3,289 |
| Chislehurst | 748 | 338 | 1,086 | Kent | | | |
| City of London | | | | Ashford | 881 | 367 | 1,248 |
| and Westminster South | 1,408 | 557 | 1,965 | Canterbury | 1,200 | 469 | 1,669 |
| Croydon Central | 1,153 | 398 | 1,551 | Dartford | 1,097 | 487 | 1,584 |
| Croydon North East | 1,313 | 618 | 1,931 | Dover | 1,467 | 508 | 1,975 |
| Croydon North West | 1,466 | 634 | 2,100 | Faversham | 1,694 | 837 | 2,531 |
| Croydon South | 577 | 290 | 867 | Folkestone and Hythe | 1,541 | 572 | 2,113 |
| Dagenham | 1,165 | 517 | 1,682 | Gillingham | 1,236 | 622 | 1,858 |
| Dulwich | 1,957 | 816 | 2,773 | Gravesham | 1,415 | 664 | 2,079 |
| Ealing North | 1,349 | 532 | 1,881 | Maidstone | 744 | 353 | 1,097 |
| Ealing Acton | 1,878 | 733 | 2,611 | Medway | 1,185 | 599 | 1,784 |
| Ealing Southall | 1,894 | 862 | 2,756 | Mid Kent | 1,130 | 593 | 1,723 |
| Edmonton | 1,729 | 701 | 2,430 | North Thanet | 1,706 | 603 | 2,309 |
| Eltham | 1,390 | 526 | 1,916 | Sevenoaks | 659 | 264 | 923 |
| Enfield North | 1,247 | 598 | 1,845 | South Thanet | 1,424 | 593 | 1,957 |
| Enfield Southgate | 1,123 | 450 | 1,573 | Tonbridge and Malling | 647 | 287 | 934 |
| Erith and Crayford | 1,266 | 609 | 1,875 | Tunbridge Wells | 497 | 183 | 680 |
| Feltham and Heston | 1,493 | 692 | 2,185 | Oxfordshire | | | |
| Finchley | 903 | 480 | 1,383 | Banbury | 663 | 389 | 1,052 |
| Fulham | 2,064 | 813 | 2,877 | Henley | 340 | 154 | 494 |
| Greenwich | 1,956 | 753 | 2,709 | Oxford East | 1,101 | 411 | 1,512 |
| Hackney North and Stoke Newington | 4,647 | 1,642 | 6,289 | Oxford West and Abingdon | 706 | 308 | 1,014 |
| Hackney South and Shoreditch | 5,199 | 1,696 | 6,895 | Wantage | 388 | 191 | 579 |
| Hammersmith | 2,678 | 971 | 3,649 | Witney | 463 | 277 | 740 |
| Hampstead and Highgate | 2,164 | 964 | 3,128 | Surrey | | | |
| Harrow East | 1,104 | 604 | 1,708 | Chertsey and Walton | 405 | 198 | 603 |
| Harrow West | 753 | 331 | 1,084 | East Surrey | 363 | 155 | 518 |
| Hayes and Harlington | 757 | 404 | 1,161 | Epsom and Ewell | 546 | 194 | 740 |
| Hendon North | 1,067 | 474 | 1,541 | Esher | 343 | 160 | 503 |
| Hendon South | 966 | 390 | 1,356 | Guildford | 415 | 139 | 554 |
| Holborn and St Pancras | 3,503 | 1,305 | 4,808 | Mole Valley | 365 | 132 | 497 |
| Hornchurch | 730 | 351 | 1,081 | North West Surrey | 415 | 213 | 628 |
| Hornsey and Wood Green | 3,170 | 1,365 | 4,535 | Reigate | 500 | 210 | 710 |
| Iford North | 834 | 458 | 1,292 | South West Surrey | 370 | 142 | 512 |
| Iford South | 1,430 | 579 | 2,009 | Spelthorne | 480 | 199 | 679 |
| Islington North | 3,855 | 1,494 | 5,349 | Woking | 614 | 218 | 832 |
| Islington South and Finsbury | 3,256 | 1,324 | 4,580 | West Sussex | | | |
| Kensington | 1,846 | 762 | 2,608 | Arundel | 699 | 245 | 944 |
| Kingston-upon-Thames | 652 | 290 | 942 | Chichester | 525 | 233 | 758 |
| Lewisham East | 1,923 | 717 | 2,640 | Crawley | 597 | 228 | 825 |
| Lewisham West | 2,320 | 881 | 3,201 | Horsham | 392 | 168 | 560 |
| Lewisham Deptford | 3,849 | 1,313 | 5,162 | Mid Sussex | 333 | 158 | 491 |
| Leyton | 2,525 | 912 | 3,437 | Shoreham | 408 | 166 | 574 |
| Mitcham and Morden | 1,315 | 531 | 1,846 | Worthing | 726 | 323 | 1,049 |
| Newham North East | 2,682 | 901 | 3,583 | EAST ANGLIA | | | |
| | | | | Cambridgeshire | | | |
| | | | | Cambridge | 1,037 | 397 | 1,434 |
| | | | | Huntingdon | 733 | 467 | 1,200 |
| | | | | North East Cambridgeshire | 1,069 | 518 | 1,587 |
| | | | | Peterborough | 2,481 | 865 | 3,346 |

UNEMPLOYMENT Area statistics 2.10

Unemployment in Parliamentary constituencies at June 8, 1989

| | Male | Female | All | | Male | Female | All | | | | |
|----------------------------------|-------|--------|-------|---------------------------|-------|--------|-------|--|--|--|--|
| South East Cambridgeshire | | | | | | | | | | | |
| South West Cambridgeshire | | | | | | | | | | | |
| Norfolk | | | | | | | | | | | |
| Great Yarmouth | 1,896 | 795 | 2,691 | Warwickshire | | | | | | | |
| Mid Norfolk | 670 | 400 | 1,070 | North Warwickshire | 1,550 | 926 | 2,476 | | | | |
| North West Norfolk | 852 | 358 | 1,210 | Nuneaton | 1,560 | 770 | 2,330 | | | | |
| Norwich North | 1,480 | 654 | 2,134 | Rugby and Kenilworth | 985 | 684 | 1,669 | | | | |
| Norwich South | 1,184 | 526 | 1,710 | Stratford-on-Avon | 614 | 377 | 991 | | | | |
| South Norfolk | 2,177 | 788 | 2,965 | Warwick and Leamington | 1,069 | 617 | 1,686 | | | | |
| South West Norfolk | 772 | 456 | 1,228 | West Midlands | | | | | | | |
| Suffolk | | | | | | | | | | | |
| Bury St Edmunds | 793 | 482 | 1,275 | Aldridge-Brownhills | 1,278 | 576 | 1,854 | | | | |
| Central Suffolk | 780 | 384 | 1,164 | Birmingham Edgbaston | 2,218 | 868 | 3,086 | | | | |
| Ipswich | 1,295 | 497 | 1,792 | Birmingham Erdington | 3,294 | 1,147 | 4,441 | | | | |
| South Suffolk | 769 | 471 | 1,240 | Birmingham Hall Green | 2,268 | 837 | 3,105 | | | | |
| Suffolk Coastal | 686 | 299 | 985 | Birmingham Hodge Hill | 3,288 | 1,061 | 4,349 | | | | |
| Waveney | 1,697 | 883 | 2,580 | Birmingham Ladywood | 4,618 | 1,397 | 6,015 | | | | |
| SOUTH WEST | | | | | | | | | | | |
| Avon | | | | | | | | | | | |
| Bath | 1,273 | 593 | 1,866 | Birmingham Northfield | 3,510 | 1,195 | 4,705 | | | | |
| Bristol East | 1,795 | 801 | 2,596 | Birmingham Perry Barr | 3,315 | 1,241 | 4,556 | | | | |
| Bristol North West | 1,717 | 688 | 2,405 | Birmingham Small Heath | 5,141 | 1,418 | 6,559 | | | | |
| Bristol South | 2,869 | 1,099 | 3,968 | Birmingham Sparkbrook | 4,278 | 1,141 | 5,419 | | | | |
| Bristol West | 2,656 | 987 | 3,643 | Birmingham Yardley | 1,874 | 746 | 2,620 | | | | |
| Kingswood | 1,227 | 606 | 1,833 | Birmingham Selly Oak | 2,659 | 1,029 | 3,688 | | | | |
| Northavon | 878 | 638 | 1,516 | Coventry North East | 3,096 | 1,215 | 4,311 | | | | |
| Wansdyke | 801 | 560 | 1,361 | Coventry North West | 1,634 | 836 | 2,470 | | | | |
| Weston-super-Mare | 1,414 | 664 | 2,078 | Coventry South East | 2,381 | 881 | 3,262 | | | | |
| Woodspring | 835 | 518 | 1,353 | Coventry South West | 2,818 | 713 | 3,531 | | | | |
| Cornwall | | | | | | | | | | | |
| Falmouth and Camborne | 2,124 | 851 | 2,975 | Dudley East | 1,905 | 969 | 2,874 | | | | |
| North Cornwall | 1,386 | 713 | 2,099 | Dudley West | 1,518 | 741 | 2,259 | | | | |
| South East Cornwall | 1,200 | 686 | 1,886 | Halesowen and Stourbridge | 2,446 | 1,097 | 3,543 | | | | |
| St Ives | 1,862 | 906 | 2,768 | Meriden | 914 | 564 | 1,478 | | | | |
| Truro | 1,445 | 709 | 2,154 | Solithull | 999 | 576 | 1,575 | | | | |
| Devon | | | | | | | | | | | |
| Exeter | 1,569 | 606 | 2,175 | Sutton Coldfield | 2,814 | 902 | 3,716 | | | | |
| Honiton | 871 | 456 | 1,327 | Walsall North | 2,694 | 948 | 3,642 | | | | |
| North Devon | 1,164 | 574 | 1,738 | Walsall South | 2,393 | 920 | 3,313 | | | | |
| Plymouth Devonport | 2,747 | 1,050 | 3,797 | Warley East | 2,003 | 819 | 2,822 | | | | |
| Plymouth Drake | 1,439 | 794 | 2,233 | Warley West | 2,278 | 923 | 3,201 | | | | |
| Plymouth Sutton | 2,747 | 1,050 | 3,797 | West Bromwich East | 2,652 | 939 | 3,591 | | | | |
| South Hams | 1,185 | 640 | 1,825 | West Bromwich West | 3,482 | 1,126 | 4,608 | | | | |
| Teignbridge | 905 | 454 | 1,359 | Wolverham | | | | | | | |

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at June 8, 1989

| | Male | Female | All | | Male | Female | All |
|-------------------------------|-------|--------|-------|-------------------------------|-------|--------|-------|
| South Yorkshire | | | | Liverpool Mossley Hill | 3,957 | 1,434 | 5,391 |
| Barnsley Central | 2,967 | 828 | 3,795 | Liverpool Riverside | 6,320 | 1,777 | 8,097 |
| Barnsley East | 2,626 | 720 | 3,346 | Liverpool Walton | 5,701 | 1,815 | 7,516 |
| Barnsley West and Penistone | 2,443 | 859 | 3,302 | Liverpool West Derby | 4,904 | 1,471 | 6,375 |
| Don Valley | 3,194 | 1,210 | 4,404 | Scalport | 1,691 | 843 | 2,534 |
| Doncaster Central | 3,568 | 1,352 | 4,920 | St Helens North | 2,808 | 1,002 | 3,810 |
| Doncaster North | 3,519 | 1,315 | 4,834 | St Helens South | 3,463 | 1,178 | 4,641 |
| Rotherham | 2,492 | 1,127 | 3,619 | Wallasey | 3,729 | 1,171 | 4,900 |
| Sheffield Central | 3,145 | 1,064 | 4,209 | Wirral South | 1,636 | 679 | 2,315 |
| Sheffield Attercliffe | 4,926 | 1,477 | 6,403 | Wirral West | 1,882 | 798 | 2,680 |
| Sheffield Brightside | 2,419 | 924 | 3,343 | | | | |
| Sheffield Hallam | 3,596 | 1,105 | 4,701 | NORTH | | | |
| Sheffield Heeley | 1,742 | 854 | 2,596 | Cleveland | | | |
| Sheffield Hillsborough | 3,091 | 1,113 | 4,204 | Hartlepool | 4,022 | 1,180 | 5,202 |
| Wentworth | 2,176 | 1,045 | 3,221 | Langbaugh | 3,312 | 1,188 | 4,500 |
| | 2,817 | 1,047 | 3,864 | Middlesbrough | 5,027 | 1,417 | 6,444 |
| | | | | Redcar | 3,807 | 1,137 | 4,944 |
| West Yorkshire | | | | Stockton North | 3,796 | 1,293 | 5,089 |
| Batley and Spen | 1,888 | 738 | 2,626 | Stockton South | 3,063 | 1,231 | 4,294 |
| Bradford North | 3,354 | 1,032 | 4,386 | | | | |
| Bradford South | 2,333 | 826 | 3,159 | Cumbria | | | |
| Bradford West | 3,868 | 1,029 | 4,897 | Barrow and Furness | 1,616 | 939 | 2,555 |
| Calder Valley | 1,350 | 744 | 2,094 | Carlisle | 1,525 | 706 | 2,231 |
| Colne Valley | 1,372 | 673 | 2,045 | Copeland | 1,762 | 847 | 2,609 |
| Dewsbury | 1,729 | 707 | 2,436 | Penrith and the Border | 870 | 645 | 1,515 |
| Elmet | 1,176 | 554 | 1,730 | Westmorland | 506 | 291 | 797 |
| Halifax | 2,274 | 921 | 3,195 | Workington | 1,787 | 926 | 2,713 |
| Hemsworth | 2,487 | 808 | 3,295 | | | | |
| Huddersfield | 2,134 | 924 | 3,058 | Durham | | | |
| Keighley | 1,450 | 675 | 2,125 | Bishop Auckland | 2,528 | 943 | 3,471 |
| Leeds Central | 3,809 | 1,117 | 4,926 | City of Durham | 2,188 | 835 | 3,023 |
| Leeds East | 3,298 | 1,049 | 4,347 | Darlington | 2,665 | 964 | 3,629 |
| Leeds North East | 1,939 | 783 | 2,722 | Easington | 2,806 | 806 | 3,612 |
| Leeds North West | 1,464 | 637 | 2,101 | North Durham | 3,003 | 1,028 | 4,031 |
| Leeds West | 2,420 | 916 | 3,336 | North West Durham | 2,484 | 834 | 3,318 |
| Morley and Leeds South | 1,913 | 703 | 2,616 | Sedgefield | 1,980 | 876 | 2,856 |
| Normanton | 1,459 | 726 | 2,185 | | | | |
| Pontefract and Castleford | 2,705 | 959 | 3,664 | Northumberland | | | |
| Pudsey | 898 | 512 | 1,410 | Benwick-upon-Tweed | 1,695 | 646 | 2,341 |
| Shipley | 1,074 | 452 | 1,526 | Blyth Valley | 2,475 | 867 | 3,342 |
| Wakefield | 2,352 | 886 | 3,238 | Hexham | 778 | 452 | 1,230 |
| | | | | Wansbeck | 3,026 | 827 | 3,853 |
| NORTH WEST | | | | | | | |
| Cheshire | | | | Tyne and Wear | | | |
| City of Chester | 2,077 | 728 | 2,805 | Blaydon | 2,321 | 784 | 3,105 |
| Congleton | 832 | 559 | 1,391 | Gateshead East | 3,243 | 1,025 | 4,268 |
| Crewe and Nantwich | 1,638 | 798 | 2,436 | Houghton and Washington | 3,850 | 1,227 | 5,077 |
| Eddisbury | 1,471 | 759 | 2,230 | Jarrow | 3,731 | 1,021 | 4,752 |
| Ellesmere Port and Neston | 2,194 | 904 | 3,098 | Newcastle upon Tyne Central | 2,811 | 976 | 3,787 |
| Halton | 3,170 | 1,283 | 4,453 | Newcastle upon Tyne East | 3,630 | 1,102 | 4,732 |
| Macclesfield | 987 | 538 | 1,525 | Newcastle upon Tyne North | 2,909 | 979 | 3,888 |
| Tatton | 1,028 | 475 | 1,503 | South Shields | 3,649 | 1,142 | 4,791 |
| Warrington North | 2,242 | 882 | 3,124 | Sunderland North | 5,764 | 1,482 | 7,246 |
| Warrington South | 2,224 | 823 | 3,047 | Sunderland South | 4,299 | 1,363 | 5,662 |
| | | | | Tyne Bridge | 5,300 | 1,293 | 6,593 |
| Greater Manchester | | | | Tynemouth | 2,802 | 961 | 3,763 |
| Altrincham and Sale | 1,079 | 555 | 1,634 | Walsend | 3,558 | 1,222 | 4,780 |
| Ashton-under-Lyne | 1,975 | 757 | 2,732 | | | | |
| Bolton North East | 2,499 | 819 | 3,318 | WALES | | | |
| Bolton South East | 2,875 | 1,050 | 3,925 | Clwyd | | | |
| Bolton West | 1,963 | 849 | 2,812 | Alyn and Deeside | 1,222 | 635 | 1,857 |
| Bury North | 1,400 | 616 | 2,016 | Clwyd North West | 2,056 | 771 | 2,827 |
| Bury South | 1,617 | 735 | 2,352 | Clwyd South West | 1,309 | 631 | 1,940 |
| Cheadle | 703 | 426 | 1,129 | Delyn | 1,430 | 559 | 1,989 |
| Davyhulme | 1,742 | 655 | 2,397 | Wrexham | 1,738 | 685 | 2,423 |
| Denton and Reddish | 2,215 | 909 | 3,124 | | | | |
| Eccles | 2,351 | 815 | 3,166 | Dyfed | | | |
| Hazel Grove | 945 | 519 | 1,464 | Carmarthen | 1,586 | 683 | 2,269 |
| Heywood and Middleton | 2,347 | 981 | 3,328 | Ceredigion and Pembroke North | 1,515 | 616 | 2,131 |
| Leigh | 2,502 | 994 | 3,496 | Llanelli | 1,970 | 706 | 2,676 |
| Littleborough and Saddleworth | 1,256 | 699 | 1,955 | Pembroke | 2,416 | 969 | 3,385 |
| Makerfield | 2,260 | 1,089 | 3,349 | | | | |
| Manchester Central | 6,170 | 1,568 | 7,738 | Gwent | | | |
| Manchester Blackley | 3,517 | 1,053 | 4,570 | Blaenau Gwent | 2,598 | 769 | 3,367 |
| Manchester Gorton | 3,744 | 1,130 | 4,874 | Islwyn | 1,542 | 597 | 2,139 |
| Manchester Withington | 3,135 | 1,133 | 4,268 | Monmouth | 1,057 | 497 | 1,554 |
| Manchester Wythenshawe | 3,096 | 789 | 3,885 | Newport East | 1,870 | 692 | 2,562 |
| Oldham Central and Royton | 2,876 | 1,023 | 3,899 | Newport West | 2,073 | 765 | 2,838 |
| Oldham West | 1,948 | 829 | 2,777 | Torfaen | 2,109 | 908 | 3,017 |
| Rochdale | 2,920 | 1,074 | 3,994 | | | | |
| Salford East | 4,021 | 1,037 | 5,058 | Gwynedd | | | |
| Stalybridge and Hyde | 2,191 | 879 | 3,070 | Caernarfon | 1,620 | 567 | 2,187 |
| Stockport | 1,618 | 645 | 2,263 | Conwy | 1,551 | 649 | 2,200 |
| Stretford | 4,232 | 1,450 | 5,682 | Meirionnydd Nant Conwy | 684 | 300 | 984 |
| Wigan | 3,188 | 1,240 | 4,428 | Ynys Mon | 1,904 | 889 | 2,793 |
| Worsley | 2,391 | 966 | 3,357 | | | | |
| | | | | Mid Glamorgan | | | |
| Lancashire | | | | Brigend | 1,440 | 625 | 2,065 |
| Blackburn | 3,350 | 973 | 4,323 | Caerphilly | 2,270 | 677 | 2,947 |
| Blackpool North | 2,202 | 724 | 2,926 | Cynon Valley | 2,234 | 694 | 2,928 |
| Blackpool South | 2,140 | 767 | 2,907 | Merthyr Tydfil and Rhymney | 2,556 | 781 | 3,337 |
| Burnley | 1,468 | 873 | 3,041 | Ogmore | 1,981 | 626 | 2,607 |
| Chorley | 1,446 | 842 | 2,288 | Pontypridd | 2,053 | 634 | 2,687 |
| Fylde | 903 | 384 | 1,287 | Rhondda | 2,385 | 690 | 3,075 |
| Fylde | 1,318 | 581 | 1,899 | | | | |
| Hyndburn | 1,342 | 590 | 1,932 | Powys | | | |
| Lancaster | 1,711 | 659 | 2,370 | Brecon and Radnor | 765 | 414 | 1,179 |
| Morecambe and Lunesdale | 1,355 | 567 | 1,922 | Montgomery | 475 | 271 | 746 |
| Pendle | 3,427 | 944 | 4,371 | | | | |
| Preston | 534 | 411 | 945 | South Glamorgan | | | |
| Ribble Valley | 1,521 | 743 | 2,264 | Cardiff Central | 2,500 | 910 | 3,410 |
| Rossendale and Darwen | 1,454 | 736 | 2,190 | Cardiff North | 963 | 375 | 1,338 |
| South Ribble | 2,602 | 1,164 | 3,766 | Cardiff South and Penarth | 2,381 | 626 | 3,007 |
| West Lancashire | 1,365 | 553 | 1,918 | Cardiff West | 2,519 | 721 | 3,240 |
| Wyre | | | | Vale of Glamorgan | 1,810 | 713 | 2,523 |
| | | | | | | | |
| Merseyside | | | | West Glamorgan | | | |
| Birkenhead | 5,109 | 1,440 | 6,549 | Aberavon | 1,472 | 455 | 1,927 |
| Bootle | 5,499 | 1,574 | 7,073 | Gower | 1,243 | 520 | 1,763 |
| Crosby | 2,168 | 1,006 | 3,174 | Neath | 1,616 | 626 | 2,242 |
| Knowsley North | 4,758 | 1,296 | 6,054 | Swansea East | 2,520 | 708 | 3,228 |
| Knowsley South | 4,734 | 1,492 | 6,226 | Swansea West | 2,588 | 829 | 3,417 |
| Liverpool Broadgreen | 4,617 | 1,546 | 6,163 | | | | |
| Liverpool Garston | 3,974 | 1,251 | 5,225 | | | | |

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at June 8, 1989

| | Male | Female | All | | Male | Female | All |
|-------------------------------------|-------|--------|-------|-----------------------------|-------|--------|-------|
| SCOTLAND | | | | Dumbarton | 2,515 | 1,140 | 3,655 |
| Borders Region | | | | East Kilbride | 1,828 | 989 | 2,817 |
| Roxburgh and Berwickshire | 827 | 385 | 1,212 | Glasgow Cathcart | 1,417 | 609 | 2,026 |
| Tweeddale, Ettrick and Lauderdale | 702 | 303 | 1,005 | Glasgow Central | 2,175 | 709 | 2,884 |
| | | | | Glasgow Garscadden | 4,256 | 1,258 | 5,514 |
| Central Region | | | | Glasgow Govan | 3,627 | 893 | 4,520 |
| Clackmannan | 2,126 | 900 | 3,026 | Glasgow Hillhead | 3,520 | 1,012 | 4,532 |
| Falkirk East | 2,053 | 895 | 2,948 | Glasgow Maryhill | 2,823 | 1,177 | 4,000 |
| Falkirk West | 1,850 | 855 | 2,705 | Glasgow Pollock | 4,602 | 1,405 | 6,007 |
| Stirling | 1,642 | 795 | 2,437 | Glasgow Provan | 4,312 | 1,095 | 5,407 |
| | | | | Glasgow Rutherglen | 4,792 | 1,225 | 6,017 |
| Dumfries and Galloway Region | | | | Glasgow Shettleston | 3,586 | 1,011 | 4,597 |
| Dumfries | 1,426 | 814 | 2,240 | Glasgow Shettleston | 3,923 | 1,043 | 4,966 |
| Galloway and Upper Nithsdale | 1,578 | 911 | 2,489 | Glasgow Springburn | 4,879 | 1,476 | 6,355 |
| | | | | Greenock and Port Glasgow | 4,311 | 1,218 | 5,529 |
| Fife Region | | | | Hamilton | 2,998 | 1,018 | 4,016 |
| Central Fife | 2,625 | 1,181 | 3,806 | Kilmarnock and Loudoun | 2,701 | 1,033 | 3,734 |
| Dunfermline East | 2,374 | 911 | 3,285 | Monklands East | 2,929 | 925 | 3,854 |
| Dunfermline West | 1,741 | 673 | 2,414 | Monklands West | 2,324 | 805 | 3,129 |
| Kirkcaldy | 2,400 | 985 | 3,385 | Motherwell North | 2,909 | 976 | 3,885 |
| North East Fife | 948 | 612 | 1,560 | Motherwell South | 2,668 | 767 | 3,435 |
| | | | | Paisley North | 2,575 | 955 | 3,530 |
| Grampian Region | | | | Paisley South | 2,448 | 823 | 3,271 |
| Aberdeen North | 1,982 | 650 | 2,632 | Renfrew West and Inverclyde | 1,419 | 737 | 2,156 |
| Aberdeen South | 1,438 | 597 | 2,035 | Strathkelvin and Bearsden | 1,486 | 683 | 2,169 |
| Banff and Buchan | 1,435 | 735 | 2,170 | | | | |
| Gordon | 862 | 592 | 1,454 | Tayside Region | | | |
| Kincardine and Deeside | 811 | 464 | 1,275 | Angus East | 1,657 | 1,003 | 2,660 |
| Moray | 1,583 | 1,055 | 2,638 | Dundee East | 3,693 | 1,450 | 5,143 |
| | | | | Dundee West | 3,148 | 1,208 | 4,356 |
| Highlands Region | | | | North Tayside | 1,134 | 573 | 1,707 |
| Caitness and Sutherland | 1,235 | 485 | 1,720 | Perth and Kinross | | | |

2.13 UNEMPLOYMENT Students: regions

| | South East | Greater London* | East Anglia | South West | West Midlands | East Midlands | Yorkshire and Humber-side | North West | North | Wales | Scotland | Great Britain | Northern Ireland | United Kingdom |
|------------------------|------------|-----------------|-------------|------------|---------------|---------------|---------------------------|------------|-------|-------|----------|---------------|------------------|----------------|
| MALE AND FEMALE | | | | | | | | | | | | | | |
| 1988 June 9 | 900 | 676 | 65 | 136 | 364 | 199 | 343 | 523 | 260 | 171 | 2,826 | 5,787 | 2,099 | 7,886 |
| July 14 | 16,519 | 8,233 | 1,989 | 5,625 | 9,886 | 5,927 | 11,116 | 14,284 | 6,564 | 7,672 | 16,433 | 96,015 | 6,580 | 102,595 |
| Aug 11 | 17,885 | 9,633 | 1,775 | 5,487 | 9,700 | 5,980 | 10,737 | 14,853 | 6,224 | 7,321 | 16,323 | 96,285 | 6,959 | 103,244 |
| Sept 8 | 20,634 | 10,629 | 2,112 | 6,421 | 11,253 | 7,106 | 12,600 | 17,351 | 7,333 | 8,501 | 16,698 | 110,009 | 7,647 | 117,656 |
| Oct 13 | 2,436 | 1,677 | 119 | 462 | 874 | 446 | 745 | 1,314 | 396 | 586 | 1,398 | 8,776 | — | 8,776 |
| Nov 10 | 724 | 592 | 36 | 92 | 185 | 147 | 119 | 248 | 51 | 95 | 283 | 1,980 | — | 1,980 |
| Dec 8 | 450 | 375 | 11 | 57 | 134 | 71 | 66 | 135 | 26 | 55 | 156 | 1,161 | — | 1,161 |
| 1989 Jan 12 | 358 | 284 | 14 | 42 | 118 | 53 | 49 | 122 | 33 | 60 | 113 | 962 | — | 962 |
| Feb 9 | 342 | 274 | 10 | 41 | 112 | 56 | 46 | 117 | 32 | 55 | 94 | 905 | — | 905 |
| Mar 9 | 321 | 264 | 14 | 39 | 106 | 61 | 51 | 128 | 35 | 56 | 90 | 901 | — | 901 |
| Apr 13 | 349 | 268 | 13 | 41 | 107 | 68 | 76 | 158 | 50 | 75 | 216 | 1,153 | — | 1,153 |
| May 11 | 316 | 249 | 11 | 36 | 120 | 70 | 77 | 153 | 47 | 67 | 205 | 1,102 | — | 1,102 |
| June 8 | 509 | 378 | 35 | 89 | 286 | 170 | 241 | 412 | 198 | 133 | 2,010 | 4,083 | 1,559 | 5,642 |

Note: Students claiming benefit during a vacation are not included in the totals of the unemployed. From November 1986 most students have only been eligible for benefit in the summer vacation.
*Included in South East.

UNEMPLOYMENT Rates by age 2.15

| UNITED KINGDOM | 18-19 | 20-24 | 25-29 | 30-39 | 40-49 | 50-59 | 60 and over | All ages* |
|------------------------|-------|-------|-------|-------|-------|-------|-------------|-----------|
| MALE AND FEMALE | | | | | | | | |
| 1986 Apr | 21.6 | 17.2 | 13.9 | 9.4 | 7.8 | 11.8 | 5.4 | 11.9 |
| July | 20.9 | 17.8 | 13.6 | 9.2 | 7.6 | 11.7 | 5.4 | 11.7 |
| Oct | 20.8 | 16.6 | 13.4 | 9.1 | 7.6 | 11.8 | 5.5 | 11.6 |
| 1987 Jan | 20.3 | 16.8 | 13.6 | 9.5 | 7.7 | 12.3 | 5.6 | 11.7 |
| Apr | 18.4 | 15.7 | 13.0 | 9.1 | 7.4 | 12.0 | 5.3 | 11.0 |
| July | 16.9 | 15.3 | 11.9 | 8.4 | 6.9 | 11.3 | 4.8 | 10.3 |
| Oct | 16.3 | 13.6 | 11.2 | 7.8 | 6.6 | 11.0 | 4.4 | 9.7 |
| 1988 Jan | 15.4 | 13.4 | 11.2 | 7.8 | 6.5 | 10.7 | 4.0 | 9.5 |
| Apr | 13.6 | 12.2 | 10.5 | 7.3 | 6.2 | 10.3 | 3.7 | 8.9 |
| July | 12.3 | 11.8 | 9.5 | 6.6 | 5.6 | 9.6 | 3.3 | 8.1 |
| Oct | 12.0 | 10.6 | 9.0 | 6.2 | 5.3 | 9.4 | 3.2 | 7.4 |
| 1989 Jan | 11.4 | 10.5 | 9.0 | 6.1 | 5.2 | 8.9 | 3.0 | 7.3 |
| Apr | 9.9 | 9.5 | 8.3 | 5.6 | 4.8 | 8.2 | 2.6 | 6.6 |
| MALE | | | | | | | | |
| 1986 Apr | 23.6 | 19.4 | 14.7 | 11.6 | 10.0 | 14.8 | 7.6 | 13.9 |
| July | 22.5 | 19.6 | 14.3 | 11.2 | 9.7 | 14.5 | 7.5 | 13.5 |
| Oct | 22.1 | 18.4 | 14.0 | 11.0 | 9.7 | 14.6 | 7.6 | 13.3 |
| 1987 Jan | 22.5 | 18.8 | 14.6 | 11.7 | 9.9 | 15.4 | 7.9 | 13.7 |
| Apr | 20.6 | 17.7 | 14.0 | 11.2 | 9.6 | 15.1 | 7.4 | 13.0 |
| July | 18.8 | 17.0 | 13.0 | 10.3 | 8.9 | 14.2 | 6.6 | 12.1 |
| Oct | 18.0 | 15.3 | 12.2 | 9.7 | 8.5 | 13.8 | 6.1 | 11.5 |
| 1988 Jan | 17.4 | 15.3 | 12.4 | 9.7 | 8.5 | 13.5 | 5.7 | 11.4 |
| Apr | 15.4 | 14.0 | 11.6 | 9.2 | 8.0 | 12.9 | 5.1 | 10.6 |
| July | 13.9 | 13.3 | 10.5 | 8.2 | 7.2 | 12.0 | 4.6 | 9.7 |
| Oct | 13.5 | 12.1 | 10.0 | 7.7 | 6.8 | 11.7 | 4.5 | 8.9 |
| 1989 Jan | 13.2 | 12.4 | 10.2 | 7.7 | 6.7 | 11.3 | 4.2 | 8.9 |
| Apr | 11.6 | 11.3 | 9.6 | 7.2 | 6.2 | 10.3 | 3.7 | 8.1 |
| FEMALE | | | | | | | | |
| 1986 Apr | 19.3 | 14.3 | 12.5 | 6.2 | 4.8 | 7.6 | 0.2 | 9.0 |
| July | 19.0 | 15.3 | 12.5 | 6.3 | 4.9 | 7.6 | 0.3 | 9.1 |
| Oct | 19.2 | 14.2 | 12.5 | 6.2 | 4.9 | 7.8 | 0.3 | 9.0 |
| 1987 Jan | 17.8 | 14.1 | 12.1 | 6.2 | 4.8 | 7.8 | 0.3 | 8.8 |
| Apr | 15.9 | 13.0 | 11.2 | 5.9 | 4.6 | 7.6 | 0.3 | 8.1 |
| July | 14.7 | 13.0 | 10.3 | 5.4 | 4.4 | 7.2 | 0.3 | 7.7 |
| Oct | 14.4 | 11.3 | 9.6 | 5.0 | 4.2 | 7.0 | 0.3 | 7.2 |
| 1988 Jan | 13.3 | 10.9 | 9.3 | 4.9 | 4.1 | 6.8 | 0.2 | 7.0 |
| Apr | 11.6 | 9.9 | 8.7 | 4.6 | 3.9 | 6.6 | 0.3 | 6.5 |
| July | 10.6 | 9.9 | 8.0 | 4.3 | 3.7 | 6.2 | 0.2 | 6.0 |
| Oct | 10.3 | 8.5 | 7.4 | 3.9 | 3.4 | 6.1 | 0.2 | 5.3 |
| 1989 Jan | 9.4 | 8.1 | 7.2 | 3.7 | 3.3 | 5.7 | 0.2 | 5.0 |
| Apr | 8.0 | 7.0 | 6.3 | 3.3 | 3.0 | 5.2 | 0.2 | 4.5 |

* Includes those aged under 18. These figures have been affected by the new 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 the relevant mid-year for 1986 and 1987 figures, and have been updated to incorporate mid-1988 denominators for the 1988 and 1989 figures. These rates are thus consistent with the rates (not seasonally adjusted) shown in tables 2.1, 2.2 and 2.3.
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.

2.14 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 |
|------------------------|------------|-----------------|-------------|------------|---------------|---------------|---------------------------|------------|-------|-------|----------|---------------|------------------|----------------|
| MALE AND FEMALE | | | | | | | | | | | | | | |
| 1988 June 9 | 72 | 58 | 17 | 17 | 375 | 341 | 666 | 724 | 133 | 270 | 1,471 | 4,086 | 1,403 | 5,489 |
| July 14 | 84 | 76 | 30 | 12 | 259 | 277 | 503 | 455 | 192 | 144 | 1,560 | 3,516 | 1,012 | 4,528 |
| Aug 11 | 74 | 57 | 34 | 41 | 158 | 153 | 430 | 218 | 202 | 127 | 977 | 2,414 | 792 | 3,206 |
| Sept 8 | 63 | 47 | 34 | 16 | 124 | 265 | 589 | 225 | 165 | 64 | 1,123 | 2,668 | 1,061 | 3,729 |
| Oct 13 | 62 | 46 | 42 | 28 | 164 | 149 | 657 | 383 | 74 | 172 | 1,695 | 3,426 | 1,019 | 4,445 |
| Nov 10 | 72 | 46 | 59 | 20 | 199 | 193 | 669 | 162 | 109 | 169 | 1,559 | 3,211 | 860 | 4,071 |
| Dec 8 | 57 | 36 | 44 | 30 | 112 | 232 | 747 | 226 | 127 | 176 | 1,484 | 3,235 | 0 | 3,235 |
| 1989 Jan 12 | 88 | 69 | 53 | 17 | 237 | 292 | 731 | 706 | 259 | 182 | 2,524 | 5,089 | 986 | 6,075 |
| Feb 9 | 107 | 73 | 39 | 32 | 297 | 424 | 1,016 | 630 | 344 | 196 | 1,979 | 5,064 | 997 | 6,061 |
| Mar 9 | 321 | 288 | 49 | 44 | 280 | 592 | 843 | 1,766 | 298 | 291 | 2,284 | 6,768 | 1,512 | 8,280 |
| Apr 13 | 132 | 101 | 183 | 40 | 394 | 825 | 1,161 | 1,216 | 349 | 262 | 1,513 | 6,075 | 1,876 | 7,951 |
| May 11 | 172 | 150 | 233 | 26 | 4,339 | 674 | 956 | 197 | 213 | 271 | 1,237 | 8,318 | 1,534 | 9,852 |
| June 8 | 114 | 85 | 28 | 14 | 270 | 434 | 341 | 177 | 117 | 228 | 1,250 | 2,973 | 1,590 | 4,563 |

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

2.18 UNEMPLOYMENT Selected countries

THOUSAND

| | United Kingdom* | Australia §§ | Austria † | Belgium ‡ | Canada §§ | Denmark † | Finland †† | France † | Germany † (FR) | Greece** |
|--|-----------------|--------------|-----------|-----------|-----------|-----------|------------|----------|----------------|----------|
| NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED | | | | | | | | | | |
| Monthly | | | | | | | | | | |
| 1988 June | 2,341 | 569 | 119 | 386 | 973 | 219 | 117 | 2,401 | 2,131 | 90 |
| July | 2,327 | 519 | 118 | 402 | 1,052 | 213 | 111 | 2,470 | 2,199 | 86 |
| Aug | 2,291 | 539 | 119 | 395 | 1,040 | 229 | 100 | 2,552 | 2,167 | 84 |
| Sept*** | 2,311 | 555 | 124 | 381 | 960 | 230 | 101 | 2,633 | 2,100 | 83 |
| Oct | 2,119 | 508 | 141 | 377 | 963 | 243 | 108 | 2,654 | 2,074 | 90 |
| Nov | 2,067 | 488 | 163 | 374 | 1,001 | 251 | 96 | 2,617 | 2,190 | 112 |
| Dec | 2,047 | 563 | 189 | 379 | 985 | 263 | 105 | 2,646 | 2,191 | 136 |
| 1989 Jan | 2,074 | 592 | 208 | 390 | 1,112 | 297 | 121 | 2,661 | 2,335 | 145 |
| Feb | 2,018 | 598 | 199 | 384 | 1,100 | 290 | 100 | 2,597 | 2,305 | 150 |
| Mar | 1,960 | 546 | 159 | 380 | 1,147 | 287 | 100 | 2,547 | 2,178 | 134 |
| Apr | 1,884 | .. | .. | .. | 1,105 | .. | .. | 2,486 | 2,035 | 125 |
| May | 1,803 | .. | .. | .. | 1,027 | .. | .. | 2,413 | 1,948 | .. |
| Jun | 1,743 | .. | .. | .. | .. | .. | .. | 1,915 | .. | .. |
| Percentage rate: latest month latest month: change on a year ago | 6.1 | 6.7 | 5.3 | 13.8 | 7.5 | 10.3 | 4.0 | 9.5 | 6.5 | 6.0 |
| | -2.1 | -1.5 | -1.1 | -1.5 | -0.1 | +0.9 | -1.2 | -0.3 | -0.7 | +0.2 |
| NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED | | | | | | | | | | |
| Annual averages | | | | | | | | | | |
| 1985 | 3,036 | 597 | 140 | 478 | 1,329 | 245 | 163 | 2,425 | 2,305 | 89 |
| 1986 | 3,107 | 611 | 152 | 443 | 1,236 | 214 | 161 | 2,517 | 2,223 | 110 |
| 1987 | 2,822 | 629 | 165 | 435 | 1,172 | 217 | 130 | 2,623 | 2,233 | .. |
| 1988 | 2,295 | 574 | 159 | 395 | 1,046 | 242 | 115 | 2,570 | 2,237 | .. |
| Monthly | | | | | | | | | | |
| 1988 June | 2,324 | 585 | 159 | 368 | 1,011 | 240 | 116 | 2,578 | 2,268 | .. |
| July | 2,267 | 541 | 152 | 404 | 1,057 | 240 | 112 | 2,614 | 2,264 | .. |
| Aug | 2,226 | 560 | 159 | 400 | 1,069 | 244 | 111 | 2,610 | 2,249 | .. |
| Sept | 2,192 | 559 | 159 | 389 | 1,048 | 245 | 107 | 2,556 | 2,239 | .. |
| Oct | 2,158 | 548 | 156 | 381 | 1,061 | 251 | 108 | 2,570 | 2,222 | .. |
| Nov | 2,105 | 537 | 156 | 381 | 1,056 | 257 | 94 | 2,552 | 2,192 | .. |
| Dec | 2,037 | 556 | 161 | 377 | 1,032 | 259 | 104 | 2,563 | 2,136 | .. |
| 1989 Jan | 1,988 | 566 | 149 | 374 | 1,017 | 256 | 109 | 2,548 | 2,075 | .. |
| Feb | 1,949 | 551 | 143 | 371 | 1,022 | 255 | 95 | 2,527 | 2,051 | .. |
| Mar | 1,917 | 502 | .. | 371 | 1,010 | 255 | 96 | 2,522 | 2,017 | .. |
| Apr | 1,858 | .. | .. | .. | 1,046 | .. | .. | 2,534 | 2,036 | .. |
| May | 1,835 | .. | .. | .. | 1,037 | .. | .. | 2,517 | 2,050 | .. |
| Jun | 1,809 | .. | .. | .. | .. | .. | .. | 2,039 | .. | .. |
| Percentage rate: latest month latest three months: change on previous three months | 6.3 | 6.1 | 4.8 | 13.5 | 7.7 | 9.2 | 3.5 | 10.0 | 6.9 | .. |
| | -0.4 | -0.2 | -0.2 | -0.3 | +0.1 | N/C | -0.6 | -0.1 | N/C | .. |
| OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2) | | | | | | | | | | |
| Latest month | Apr | Apr | .. | Apr | Apr | .. | Apr | Apr | Mar | .. |
| Per cent | 6.6 | 6.2 | .. | 9.5 | 7.7 | .. | 3.8 | 10.1 | 5.5 | .. |

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 OECD standardised rates for Italy are no longer being updated and are subject to revision in the light of new information from the EC Labour Force Survey.
 4 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.
 *** See notes ** and *** to tables 2.1 and 2.2.

UNEMPLOYMENT Selected countries 2.18

THOUSAND

| | Irish Republic ** | Italy †† | Japan§ | Luxembourg † | Netherlands † | Norway † | Portugal † | Spain** | Sweden §§ | Switzerland † | United States §§ |
|--|-------------------|----------|--------|--------------|---------------|----------|------------|---------|-----------|---------------|------------------|
| NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED | | | | | | | | | | | |
| Monthly | | | | | | | | | | | |
| 1988 June | 238 | 3,749 | 1,440 | 2.2 | 674 | 42 | 297 | 2,824 | 58 | 18.6 | 6,819 |
| July | 242 | 3,770 | 1,480 | 2.3 | 686 | 45 | 294 | 2,776 | 77 | 18.3 | 6,823 |
| Aug | 243 | 3,801 | 1,570 | 2.2 | 692 | 53 | 291 | 2,745 | 80 | 17.5 | 6,659 |
| Sept | 236 | 3,869 | 1,510 | 2.4 | 688 | 53 | 291 | 2,744 | 78 | 16.8 | 6,368 |
| Oct | 233 | 3,870 | 1,460 | 2.4 | 678 | 57 | 295 | 2,756 | 74 | 16.8 | 6,182 |
| Nov | 234 | 3,866 | 1,410 | 2.4 | 679 | 62 | 305 | 2,762 | 65 | 17.5 | 6,325 |
| Dec | 243 | 3,847 | 1,340 | 2.4 | 690 | 70 | 313 | 2,769 | 51 | 18.4 | 6,142 |
| 1989 Jan | 245 | 3,851 | 1,460 | 2.5 | .. | 87 | 333 | 2,773 | 75 | 18.9 | 7,399 |
| Feb | 242 | 3,837 | 1,510 | 2.4 | .. | 86 | 337 | 2,740 | 69 | 18.0 | 6,883 |
| Mar | 241 | .. | 1,630 | 2.4 | .. | 79 | 332 | 2,698 | 60 | 16.5 | 6,378 |
| Apr | 233 | .. | .. | 2.2 | .. | 80 | .. | 2,653 | 67 | 15.8 | 6,229 |
| May | 229 | .. | .. | .. | .. | .. | .. | 2,580 | .. | .. | 6,158 |
| Jun | 229 | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6,850 |
| Percentage rate: latest month latest month: change on a year ago | 17.6 | 16.5 | 2.6 | 1.4 | 14.1 | 4.8 | 7.7 | 17.6 | 1.5 | 0.6 | 5.4 |
| | -0.5 | +0.1 | -0.4 | -0.2 | -0.1 | +1.6 | +0.2 | -2.1 | -0.1 | -0.2 | -0.1 |
| NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED | | | | | | | | | | | |
| Annual averages | | | | | | | | | | | |
| 1985 | 231 | 2,959 | 1,566 | .. | 762 | 52 | .. | 2,643 | 124 | 27.0 | 8,312 |
| 1986 | 236 | 3,173 | 1,667 | .. | 712 | 36 | .. | 2,759 | 98 | 22.8 | 8,237 |
| 1987 | 247 | 3,294 | 1,731 | .. | 686 | 32 | 319 | 2,924 | 84 | .. | 7,410 |
| 1988 | 242 | 3,848 | 1,552 | .. | .. | 50 | 304 | 2,869 | .. | 19.6 | 6,692 |
| Monthly | | | | | | | | | | | |
| 1988 June | 240 | 3,815 | 1,450 | .. | 695 | 48 | 302 | 2,911 | 71 | 21.0 | 6,455 |
| July | 244 | 3,877 | 1,550 | .. | 680 | 49 | 302 | 2,887 | 80 | 21.0 | 6,625 |
| Aug | 242 | 3,987 | 1,590 | .. | 682 | 51 | 302 | 2,863 | 64 | 20.0 | 6,797 |
| Sept | 241 | 3,862 | 1,530 | .. | 683 | 56 | 302 | 2,817 | 62 | 19.0 | 6,614 |
| Oct | 241 | 3,913 | 1,520 | .. | 679 | 60 | 301 | 2,776 | 77 | 19.0 | 6,518 |
| Nov | 239 | 3,919 | 1,500 | .. | 681 | 66 | 305 | 2,737 | 67 | 18.0 | 6,563 |
| Dec | 238 | 3,894 | 1,460 | .. | 677 | 67 | 308 | 2,727 | 51 | 17.0 | 6,554 |
| 1989 Jan | 237 | 3,809 | 1,430 | .. | .. | 73 | 317 | 2,683 | .. | 15.0 | 6,716 |
| Feb | 235 | 3,748 | 1,440 | .. | .. | 75 | 321 | 2,651 | .. | 16.0 | 6,328 |
| Mar | 236 | .. | 1,460 | .. | .. | 74 | 321 | 2,626 | .. | .. | 6,128 |
| Apr | 233 | .. | .. | .. | .. | 80 | .. | .. | .. | .. | 6,546 |
| May | 233 | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6,395 |
| Jun | 233 | .. | .. | .. | .. | .. | .. | .. | .. | .. | 6,361 |
| Percentage rate: latest month latest three months: change on previous three months | 17.9 | 16.1 | 2.4 | .. | 13.9 | 4.7 | 7.5 | 18.0 | 1.2 | 0.6 | 5.0 |
| | -0.2 | -0.3 | -0.1 | .. | -0.1 | +0.3 | +0.4 | -0.6 | -0.1 | -0.1 | NC |
| OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2) | | | | | | | | | | | |
| Latest month | .. | .. | Mar | .. | Jan | Feb | Nov | Feb | Apr | .. | Apr |
| Per cent | .. | .. | 2.3 | .. | 9.4 | 4.8 | 5.5 | 17.7 | 1.6 | .. | 5.2 |

† Numbers registered at employment offices. Rates are calculated as percentages of total employees.
 ‡ Insured unemployed. Rates are calculated as percentages of total insured population.
 § 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.
 § Seasonally adjusted figures are available only for the first month each quarter and taken from OECD sources.
 §§ Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
 N/C no change.

UNEMPLOYMENT
Flows: standardised, not seasonally adjusted*

THOUSAND

| UNITED KINGDOM Month ending | | INFLOW† | | | | | | |
|--------------------------------|----------|-----------------|----------------------------|-------|----------------------------|--------|----------------------------|---------|
| | | Male and Female | | Male | | Female | | Married |
| | | All | Change since previous year | All | Change since previous year | All | Change since previous year | |
| 1988 | June 9 | 273.8 | -41.7 | 178.2 | -23.7 | 95.6 | -18.1 | 39.2 |
| | July 14 | 347.5 | -81.6 | 214.9 | -48.4 | 132.6 | -33.2 | 43.4 |
| | Aug 11 | 311.6 | -72.8 | 194.4 | -43.2 | 117.2 | -29.6 | 44.4 |
| | Sept 8** | 327.4 | -129.2 | 209.8 | -71.5 | 117.6 | -57.6 | 43.4 |
| | Oct 13 | 319.6 | -100.6 | 206.4 | -58.5 | 113.2 | -42.1 | 42.0 |
| | Nov 10 | 297.8 | -77.5 | 196.1 | -45.0 | 101.6 | -32.6 | 40.8 |
| | Dec 8 | 269.9 | -58.7 | 185.1 | -32.5 | 84.8 | -26.2 | 34.9 |
| 1989 | Jan 12 | 269.4 | -74.9 | 175.4 | -39.3 | 94.0 | -35.6 | 38.4 |
| | Feb 9 | 290.0 | -55.2 | 192.3 | -28.3 | 97.7 | -26.9 | 39.8 |
| | Mar 9 | 264.0 | -49.0 | 178.8 | -23.7 | 85.2 | -25.4 | 33.7 |
| | Apr 13 | 247.5 | -76.4 | 165.7 | -44.6 | 81.8 | -31.8 | 34.8 |
| | May 11 | 230.8 | -45.9 | 157.2 | -23.2 | 73.6 | -22.7 | 30.3 |
| | June 8 | 225.0 | -48.8 | 153.0 | -25.2 | 72.0 | -23.6 | 29.1 |
| UNITED KINGDOM Month ending | | OUTFLOW† | | | | | | |
| | | Male and Female | | Male | | Female | | Married |
| | | All | Change since previous year | All | Change since previous year | All | Change since previous year | |
| 1988 | June 9 | 367.1 | -36.3 | 243.2 | -20.8 | 123.9 | -15.5 | 49.8 |
| | July 14 | 359.7 | -68.2 | 237.2 | -41.8 | 122.5 | -26.4 | 46.9 |
| | Aug 11 | 350.1 | -69.5 | 226.6 | -44.1 | 123.4 | -25.5 | 45.3 |
| | Sept 8** | 305.9 | -145.9 | 190.4 | -87.2 | 115.5 | -58.7 | 42.3 |
| | Oct 13 | 486.1 | -62.9 | 301.8 | -39.0 | 184.3 | -23.8 | 61.7 |
| | Nov 10 | 354.0 | -78.3 | 228.1 | -45.8 | 126.0 | -32.5 | 52.0 |
| | Dec 8 | 292.0 | -25.5 | 188.7 | -15.0 | 103.4 | -10.5 | 40.3 |
| 1989 | Jan 12 | 245.4 | -76.2 | 156.6 | -45.9 | 88.7 | -30.2 | 39.4 |
| | Feb 9 | 350.8 | -55.8 | 233.7 | -30.7 | 117.1 | -25.0 | 49.8 |
| | Mar 9 | 326.8 | -65.7 | 217.3 | -38.3 | 109.5 | -27.4 | 44.7 |
| | Apr 13 | 313.9 | -58.6 | 207.8 | -35.0 | 106.1 | -23.7 | 45.5 |
| | May 11 | 318.6 | -76.3 | 215.4 | -44.8 | 103.2 | -31.5 | 43.6 |
| | June 8 | 289.3 | -77.7 | 196.9 | -46.3 | 92.5 | -31.4 | 38.8 |

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.
† The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows. While these assumptions are reasonable in most months, the inflows have tended to be understated a little in September and after Easter when many young people have joined the register and with consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.
** See notes ** and *** to tables 2.1 and 2.2.

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

THOUSAND

| INFLOW | | Age group | | | | | | | | | All ages |
|---------------------------|--------|-----------|-------|-------|-------|-------|-------|-------|-------|-------------|----------|
| | | Under 18 | 18-19 | 20-24 | 25-29 | 30-34 | 35-44 | 45-54 | 55-59 | 60 and over | |
| Month ending | | | | | | | | | | | |
| 1988 | Dec 8 | 1.2 | 21.2 | 46.1 | 29.8 | 19.4 | 29.1 | 19.4 | 8.7 | 5.0 | 179.8 |
| 1989 | Jan 12 | 0.9 | 19.5 | 43.7 | 28.1 | 18.3 | 26.7 | 18.6 | 8.5 | 5.0 | 169.3 |
| | Feb 9 | 0.9 | 23.3 | 48.7 | 31.3 | 20.4 | 28.7 | 19.7 | 8.5 | 4.8 | 186.2 |
| | Mar 9 | 0.8 | 20.6 | 44.0 | 29.2 | 19.1 | 27.8 | 19.0 | 8.3 | 4.6 | 173.5 |
| | Apr 13 | 0.7 | 18.4 | 39.4 | 26.6 | 17.8 | 25.9 | 18.6 | 8.3 | 4.6 | 160.3 |
| | May 11 | 0.6 | 17.8 | 37.3 | 25.9 | 16.8 | 25.0 | 17.4 | 7.3 | 4.0 | 152.1 |
| | June 8 | 0.6 | 17.4 | 36.4 | 24.9 | 16.6 | 23.8 | 16.9 | 7.1 | 3.9 | 147.5 |
| 1988 | Dec 8 | 0.9 | 12.9 | 23.1 | 14.3 | 7.9 | 11.8 | 8.3 | 2.7 | — | 81.9 |
| 1989 | Jan 12 | 0.6 | 14.2 | 25.8 | 15.2 | 8.6 | 13.5 | 9.2 | 2.7 | — | 89.9 |
| | Feb 9 | 0.8 | 15.9 | 26.6 | 16.2 | 9.0 | 13.2 | 9.2 | 2.8 | — | 93.7 |
| | Mar 9 | 0.6 | 13.1 | 22.5 | 13.8 | 7.9 | 12.4 | 8.9 | 2.7 | — | 81.9 |
| | Apr 13 | 0.6 | 11.6 | 20.8 | 13.4 | 7.8 | 12.4 | 8.9 | 2.7 | — | 78.1 |
| | May 11 | 0.6 | 11.1 | 19.0 | 12.2 | 6.8 | 10.6 | 7.7 | 2.5 | — | 70.4 |
| | June 8 | 0.5 | 10.9 | 18.9 | 11.8 | 6.4 | 10.3 | 7.5 | 2.2 | — | 68.5 |
| Changes on a year earlier | | | | | | | | | | | |
| 1988 | Dec 8 | -13.8 | -1.1 | -5.2 | -2.3 | -1.9 | -3.1 | -2.3 | -1.2 | -1.3 | -32.1 |
| 1989 | Jan 12 | -15.2 | -2.1 | -6.2 | -2.9 | -2.2 | -4.1 | -2.6 | -1.8 | -1.9 | -39.1 |
| | Feb 9 | -15.1 | 0.2 | -3.8 | -1.3 | -1.1 | -3.0 | -1.7 | -1.0 | -1.3 | -28.2 |
| | Mar 9 | -12.6 | -0.1 | -3.4 | -0.7 | -0.8 | -2.0 | -1.6 | -0.8 | -1.2 | -23.3 |
| | Apr 13 | -15.7 | -0.7 | -6.6 | -3.3 | -2.4 | -5.6 | -4.7 | -2.6 | -2.3 | -43.8 |
| | May 11 | -12.4 | -0.3 | -3.7 | — | -0.7 | -1.0 | -1.5 | -1.6 | -1.8 | -23.0 |
| | June 8 | -10.8 | -1.2 | -5.4 | -0.9 | -0.6 | -1.5 | -1.2 | -1.2 | -1.6 | -24.4 |
| 1988 | Dec 8 | -10.1 | -1.4 | -5.5 | -3.1 | -1.8 | -2.3 | -1.0 | -0.4 | — | -25.7 |
| 1989 | Jan 12 | -12.2 | -2.5 | -7.5 | -4.4 | -2.7 | -3.6 | -1.6 | -0.8 | — | -35.3 |
| | Feb 9 | -11.5 | -0.5 | -5.2 | -3.5 | -2.2 | -2.3 | -1.2 | -0.4 | — | -26.8 |
| | Mar 9 | -9.2 | -0.7 | -5.1 | -3.7 | -2.2 | -2.3 | -1.1 | -0.4 | — | -24.7 |
| | Apr 13 | -11.4 | -1.0 | -5.9 | -4.0 | -2.6 | -3.4 | -2.0 | -0.9 | — | -31.3 |
| | May 11 | -8.9 | -0.3 | -4.6 | -2.7 | -1.8 | -2.0 | -1.3 | -0.6 | — | -22.3 |
| | June 8 | -7.5 | -1.1 | -4.9 | -3.1 | -1.8 | -2.5 | -1.1 | -0.5 | — | -22.6 |

| OUTFLOW | | Age group | | | | | | | | | All ages |
|---------------------------|--------|-----------|-------|-------|-------|-------|-------|---------|---------|---------------|----------|
| | | Under 18 | 18-19 | 20-24 | 25-29 | 30-34 | 35-44 | 45-54 † | 55-59 † | 60 and over † | |
| Month ending | | | | | | | | | | | |
| 1988 | Dec 8 | 1.1 | 17.7 | 42.8 | 27.1 | 18.4 | 28.6 | 19.0 | 7.6 | 6.0 | 168.2 |
| 1989 | Jan 12 | 0.8 | 13.0 | 33.7 | 22.3 | 14.9 | 22.9 | 15.2 | 7.4 | 5.3 | 135.4 |
| | Feb 9 | 0.9 | 20.1 | 51.3 | 34.6 | 23.6 | 35.5 | 22.6 | 9.5 | 6.8 | 204.9 |
| | Mar 9 | 0.7 | 19.4 | 49.2 | 33.0 | 22.2 | 33.3 | 21.8 | 8.7 | 6.2 | 194.6 |
| | Apr 13 | 0.6 | 18.2 | 46.5 | 30.9 | 20.7 | 31.2 | 20.4 | 9.1 | 6.1 | 183.6 |
| | May 11 | 0.5 | 18.1 | 47.0 | 31.5 | 21.0 | 31.5 | 20.9 | 9.1 | 6.0 | 185.5 |
| | June 8 | 0.5 | 17.0 | 44.5 | 30.0 | 20.0 | 30.4 | 20.2 | 8.0 | 5.3 | 175.7 |
| 1988 | Dec 8 | 0.9 | 14.2 | 27.9 | 15.9 | 9.0 | 13.0 | 9.0 | 2.8 | 0.1 | 92.8 |
| 1989 | Jan 12 | 0.7 | 10.2 | 21.6 | 14.5 | 8.3 | 11.7 | 8.0 | 2.7 | 0.1 | 77.8 |
| | Feb 9 | 0.8 | 14.4 | 29.9 | 19.7 | 11.0 | 15.2 | 10.3 | 3.2 | 0.1 | 104.6 |
| | Mar 9 | 0.6 | 13.8 | 28.4 | 17.8 | 10.3 | 14.6 | 10.2 | 3.0 | 0.1 | 98.7 |
| | Apr 13 | 0.5 | 12.8 | 26.8 | 17.2 | 9.8 | 14.3 | 10.1 | 3.2 | — | 94.7 |
| | May 11 | 0.5 | 12.4 | 25.5 | 16.5 | 9.3 | 13.5 | 9.4 | 3.0 | — | 90.3 |
| | June 8 | 0.4 | 11.3 | 23.5 | 15.0 | 8.5 | 12.4 | 9.2 | 2.8 | 0.1 | 83.2 |
| Changes on a year earlier | | | | | | | | | | | |
| 1988 | Dec 8 | -11.2 | -1.9 | -1.5 | 0.5 | 0.9 | 0.9 | 0.4 | -0.1 | -1.3 | -13.3 |
| 1989 | Jan 12 | -10.0 | -4.1 | -8.1 | -4.2 | -2.6 | -3.2 | -2.0 | 0.2 | -2.0 | -36.1 |
| | Feb 9 | -14.1 | -3.6 | -4.4 | -1.6 | -0.3 | -0.3 | -0.8 | 0.3 | -2.3 | -27.2 |
| | Mar 9 | -12.6 | -3.7 | -6.3 | -2.4 | -1.4 | -2.5 | -1.1 | -0.5 | -2.3 | -32.6 |
| | Apr 13 | -10.6 | -2.9 | -5.0 | -2.0 | -1.7 | -3.2 | -2.0 | -0.2 | -2.0 | -29.7 |
| | May 11 | -12.7 | -4.3 | -8.3 | -3.6 | -2.9 | -5.0 | -2.9 | -0.7 | -2.3 | -42.7 |
| | June 8 | -11.3 | -4.1 | -7.9 | -3.8 | -2.9 | -4.7 | -2.8 | -1.3 | -2.2 | -41.0 |
| 1988 | Dec 8 | -8.4 | -0.8 | -1.0 | -0.7 | -0.3 | 0.5 | 0.8 | 0.3 | — | -9.7 |
| 1989 | Jan 12 | -7.5 | -3.2 | -6.0 | -3.4 | -2.2 | -2.6 | -0.8 | -0.1 | — | -25.9 |
| | Feb 9 | -10.8 | -2.8 | -4.3 | -1.6 | -1.0 | -1.2 | -0.2 | -0.1 | — | -22.0 |
| | Mar 9 | -9.4 | -2.8 | -5.1 | -3.2 | -1.6 | -2.0 | -0.4 | -0.3 | — | -24.9 |
| | Apr 13 | -8.1 | -2.6 | -4.8 | -2.6 | -1.7 | -1.5 | -0.3 | -0.3 | — | -21.8 |
| | May 11 | -9.2 | -3.5 | -6.7 | -3.8 | -2.6 | -3.0 | -1.4 | -0.4 | — | -30.6 |
| | June 8 | -8.2 | -3.4 | -6.4 | -3.9 | -2.4 | -2.7 | -1.0 | -0.5 | — | -28.6 |

* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.
† The 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.

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 |
|-----------|------------|------------------|-------------|------------|---------------|---------------|--------------------------|------------|--------|---------|--------|----------|---------------|
| 1986 | 39,284 | 24,737 | 5,001 | 16,509 | 22,645 | 21,283 | 27,151 | 40,132 | 22,679 | 194,684 | 11,359 | 31,958 | 238,001 |
| 1987 | 19,850 | 12,246 | 2,168 | 13,553 | 12,648 | 14,974 | 15,866 | 23,244 | 13,910 | 116,213 | 5,089 | 22,833 | 144,135 |
| 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 |
| 1988 Q1 | 3,253 | 1,907 | 566 | 1,939 | 1,519 | 5,368 | 5,781 | 5,131 | 3,612 | 27,169 | 2,978 | 3,158 | 33,305 |
| Q2 | 3,873 | 2,755 | 403 | 3,468 | 1,741 | 1,569 | 5,212 | 5,179 | 2,868 | 24,313 | 1,292 | 2,982 | 28,587 |
| Q3 | 3,155 | 1,310 | 368 | 2,429 | 1,199 | 1,311 | 2,013 | 4,524 | 3,390 | 18,389 | 1,555 | 4,412 | 24,356 |
| Q4 | 2,726 | 1,219 | 300 | 1,635 | 906 | 2,273 | 1,745 | 4,731 | 2,262 | 16,578 | 1,345 | 3,759 | 21,682 |
| 1989 Q1 | 2,510 | 1,340 | 161 | 1,410 | 1,478 | 3,223 | 975 | 5,031 | 1,914 | 16,702 | 2,129 | 4,884 | 23,715 |
| 1988 June | 1,212 | 883 | 81 | 778 | 628 | 203 | 1,046 | 2,005 | 910 | 6,863 | 318 | 1,219 | 8,400 |
| July | 1,035 | 450 | 160 | 1,128 | 402 | 245 | 750 | 2,073 | 982 | 6,775 | 485 | 1,740 | 9,000 |
| Aug | 896 | 402 | 58 | 311 | 261 | 398 | 603 | 1,347 | 1,109 | 4,983 | 385 | 1,818 | 7,186 |
| Sept | 1,224 | 458 | 150 | 990 | 536 | 668 | 660 | 1,104 | 1,299 | 6,631 | 685 | 854 | 8,170 |
| Oct | 988 | 448 | 48 | 553 | 242 | 209 | 528 | 1,673 | 428 | 4,669 | 312 | 1,319 | 6,300 |
| Nov | 809 | 430 | 89 | 541 | 167 | 899 | 661 | 1,044 | 631 | 4,841 | 415 | 1,135 | 6,391 |
| Dec | 929 | 341 | 163 | 541 | 497 | 1,165 | 556 | 2,014 | 1,203 | 7,068 | 618 | 1,305 | 8,991 |
| 1989 Jan | 637 | 242 | 74 | 434 | 704 | 444 | 391 | 1,264 | 370 | 4,318 | 430 | 1,061 | 5,809 |
| Feb | 869 | 535 | 65 | 382 | 338 | 564 | 318 | 2,337 | 588 | 5,461 | 384 | 1,093 | 6,938 |
| Mar | 1,004 | 563 | 22 | 594 | 436 | 2,215 | 266 | 1,430 | 956 | 6,923 | 1,315 | 2,730 | 10,968 |
| Apr | 674 | 97 | 205 | 900 | 576 | 779 | 478 | 1,595 | 775 | 5,982 | 591 | 690 | 7,263 |
| May* | 555 | 229 | 217 | 147 | 160 | 500 | 526 | 1,476 | 399 | 3,980 | 201 | 583 | 4,764 |
| June* | 623 | 296 | 181 | 582 | 137 | 962 | 87 | 2,272 | 297 | 5,141 | 446 | 237 | 5,824 |

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

CONFIRMED REDUNDANCIES †
Industry

| GREAT BRITAIN | Division or Group | Class | 1987 | 1988 | 1988 Q1 | Q2 | Q3 | Q4 | 1989 Q1 | Apr | May* | June* |
|---|-------------------|-------|---------|---------|---------|--------|--------|--------|---------|-------|-------|-------|
| SIC 1980 | | | | | | | | | | | | |
| Agriculture, forestry and fishing | 0 | | 489 | 169 | 39 | 74 | 22 | 34 | 76 | 0 | 0 | 0 |
| Coal extraction and coke | 11-12 | | 13,498 | 10,933 | 8,508 | 1,518 | 213 | 694 | 4,153 | 1,088 | 342 | 393 |
| Mineral oil and natural gas | 13-14 | | 1,431 | 203 | 73 | 110 | 0 | 20 | 55 | 15 | 6 | 16 |
| Electricity, gas, other energy and water | 15-17 | | 590 | 527 | 154 | 146 | 133 | 94 | 199 | 4 | 0 | 0 |
| Energy and water supply industries | 1 | | 15,519 | 11,663 | 8,735 | 1,774 | 346 | 808 | 4,407 | 1,107 | 348 | 409 |
| Extraction of other minerals and ores | 21,23 | | 137 | 314 | 61 | 196 | 36 | 21 | 9 | 9 | 9 | 9 |
| Metal manufacture | 22 | | 2,983 | 1,649 | 313 | 690 | 265 | 381 | 410 | 99 | 15 | 21 |
| Manufacture of non-metallic products | 24 | | 1,934 | 1,501 | 314 | 862 | 131 | 194 | 210 | 92 | 52 | 70 |
| Chemicals and man-made fibres | 25-26 | | 3,518 | 1,941 | 394 | 495 | 710 | 342 | 504 | 67 | 76 | 75 |
| Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals | 2 | | 8,572 | 5,405 | 1,082 | 2,243 | 1,142 | 938 | 1,133 | 267 | 152 | 175 |
| Manufacture of metal goods | 31 | | 4,918 | 2,043 | 684 | 604 | 314 | 441 | 520 | 136 | 61 | 63 |
| Mechanical engineering | 32 | | 16,726 | 16,127 | 4,273 | 4,010 | 5,077 | 2,767 | 1,824 | 751 | 371 | 165 |
| Manufacture of office machinery and data processing equipment | 33 | | 1,261 | 410 | 29 | 148 | 147 | 86 | 475 | 184 | 114 | 198 |
| Electrical and electronic engineering | 34 | | 13,222 | 6,800 | 1,933 | 2,526 | 993 | 1,348 | 1,459 | 594 | 334 | 418 |
| Manufacture of motor vehicles | 35 | | 3,842 | 1,517 | 564 | 527 | 68 | 358 | 492 | 39 | 217 | 117 |
| Manufacture of other transport equipment ** | 36 | | 8,917 | 5,200 | 1,569 | 1,754 | 1,172 | 705 | 991 | 222 | 19 | 204 |
| Instrument engineering | 37 | | 717 | 505 | 105 | 212 | 64 | 124 | 235 | 139 | 116 | 20 |
| Metal goods, engineering and vehicles industries | 3 | | 49,603 | 32,602 | 9,157 | 9,781 | 7,835 | 5,829 | 5,996 | 2,065 | 1,232 | 1,185 |
| Food, drink and tobacco | 41-42 | | 10,922 | 10,639 | 2,939 | 3,330 | 1,961 | 2,409 | 1,248 | 58 | 229 | 1,390 |
| Textiles | 43 | | 4,382 | 4,859 | 895 | 688 | 943 | 2,333 | 1,422 | 553 | 287 | 596 |
| Leather, footwear and clothing | 44-45 | | 3,167 | 3,969 | 943 | 948 | 983 | 1,095 | 1,095 | 400 | 689 | 362 |
| Timber and furniture | 46 | | 1,800 | 1,610 | 391 | 332 | 617 | 270 | 234 | 108 | 124 | 99 |
| Paper, printing and publishing | 47 | | 4,354 | 3,983 | 754 | 1,441 | 952 | 836 | 533 | 443 | 467 | 323 |
| Other manufacturing | 48-49 | | 4,177 | 2,533 | 779 | 328 | 731 | 695 | 549 | 341 | 73 | 91 |
| Other manufacturing industries | 4 | | 28,802 | 27,593 | 6,701 | 7,067 | 6,187 | 7,638 | 5,081 | 1,903 | 1,869 | 2,861 |
| Construction | 5 | | 10,615 | 7,784 | 1,921 | 2,015 | 2,346 | 1,502 | 1,953 | 505 | 111 | 204 |
| Wholesale distribution | 61-63 | | 5,280 | 3,378 | 764 | 1,038 | 878 | 698 | 521 | 268 | 161 | 190 |
| Retail distribution | 64-65 | | 8,657 | 6,324 | 2,480 | 1,479 | 1,581 | 784 | 573 | 360 | 237 | 309 |
| Hotel and catering | 66 | | 2,342 | 1,234 | 199 | 328 | 530 | 177 | 215 | 19 | 0 | 20 |
| Repair of consumer goods and vehicles | 67 | | 834 | 84 | 25 | 15 | 30 | 14 | 240 | 0 | 0 | 6 |
| Distribution, hotels and catering, repairs | 6 | | 17,113 | 11,020 | 3,468 | 2,860 | 3,019 | 1,673 | 1,549 | 647 | 398 | 525 |
| Transport | 71-77 | | 4,256 | 4,841 | 718 | 1,490 | 1,299 | 1,334 | 1,605 | 296 | 185 | 35 |
| Telecommunications | 79 | | 648 | 197 | 114 | 0 | 27 | 56 | 28 | 0 | 0 | 20 |
| Transport and communication | 7 | | 4,904 | 5,038 | 832 | 1,490 | 1,326 | 1,390 | 1,633 | 296 | 185 | 55 |
| Insurance, banking, finance and business services | 8 | | 1,789 | 1,151 | 526 | 228 | 305 | 92 | 265 | 109 | 242 | 62 |
| Public administration and defence | 91-94 | | 3,569 | 3,782 | 460 | 767 | 1,201 | 1,354 | 1,057 | 175 | 81 | 152 |
| Medical and other health services | 95 | | 2,068 | 773 | 157 | 157 | 98 | 361 | 451 | 72 | 50 | 27 |
| Other services nes | 96-99.00 | | 1,092 | 950 | 227 | 131 | 529 | 63 | 114 | 117 | 96 | 169 |
| Other services | 9 | | 6,729 | 5,505 | 844 | 1,055 | 1,828 | 1,778 | 1,622 | 364 | 227 | 348 |
| All production industries | 1-4 | | 102,496 | 77,263 | 25,675 | 20,865 | 15,510 | 15,213 | 16,617 | 5,342 | 3,601 | 4,630 |
| All manufacturing industries | 2-4 | | 86,977 | 65,600 | 16,940 | 19,091 | 15,164 | 14,405 | 14,235 | 4,235 | 3,253 | 4,221 |
| All service industries | 6-9 | | 30,535 | 22,714 | 5,670 | 5,633 | 6,478 | 4,933 | 5,069 | 1,416 | 1,052 | 990 |
| ALL INDUSTRIES AND SERVICES | 0-9 | | 144,135 | 107,930 | 33,305 | 28,587 | 24,356 | 21,682 | 23,715 | 7,263 | 4,764 | 5,824 |

* Provisional figures as at July 1, 1989; final figures are expected to be higher than this. The total for Great Britain is projected to be about 5,000 in May and 8,000 in June.
† 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. A full description of these Employment Service figures is given in an article on p 245 of the June 1983 issue of *Employment Gazette*.

VACANCIES
UK vacancies at jobcentres*: seasonally adjusted
 THOUSAND

| UNITED KINGDOM | UNFILLED VACANCIES | | | INFLOW | | OUTFLOW | | of which PLACINGS | |
|----------------------|--------------------|-----------------------------|------------------------------------|--------|------------------------------------|---------|------------------------------------|-------------------|------------------------------------|
| | Level | Change since previous month | Average change over 3 months ended | Level | Average change over 3 months ended | Level | Average change over 3 months ended | Level | Average change over 3 months ended |
| 1984 | 150.2 | | | 193.9 | | 193.7 | | 149.8 | |
| 1985 | 162.1 | | | 201.6 | | 200.4 | | 154.6 | |
| 1986 | 188.8 | | | 212.2 | | 208.3 | | 157.4 | |
| 1987 | 235.4 | | | 226.4 | | 222.3 | | 159.5 | |
| 1988 | 248.5 | | | 231.1 | | 232.7 | | 159.0 | |
| 1988 Annual averages | | | | | | | | | |
| 1987 June 5 | 233.7 | 2.0 | 5.5 | 229.8 | -0.4 | 227.0 | 0.4 | 163.3 | -1.2 |
| July 3 | 235.3 | 1.7 | 5.2 | 221.1 | -0.4 | 217.9 | 1.1 | 155.3 | -0.5 |
| Aug 7 | 237.7 | 2.4 | 2.0 | 224.4 | 0.4 | 219.4 | 1.3 | 155.8 | -0.3 |
| Sept 4 | 244.4 | 6.7 | 3.6 | 229.3 | -0.2 | 220.4 | -2.2 | 156.7 | -2.2 |
| Oct 2 | 259.9 | 15.5 | 8.2 | 235.6 | 4.8 | 223.8 | 2.0 | 157.6 | 0.8 |
| Nov 6 | 265.1 | 5.2 | 9.1 | 229.4 | 3.5 | 229.4 | 3.3 | 158.9 | 1.0 |
| Dec 4 | 254.9 | -10.1 | 3.5 | 234.7 | 1.8 | 241.1 | 6.9 | 165.6 | 3.0 |
| 1988 Jan 8 | 250.8 | -4.2 | -3.0 | 227.3 | -2.8 | 233.4 | 3.2 | 165.7 | 2.7 |
| Feb 5 | 249.6 | -1.2 | -5.2 | 234.7 | -0.1 | 239.2 | 3.3 | 165.3 | 2.1 |
| Mar 4 | 249.4 | -0.2 | -1.8 | 236.0 | 0.5 | 236.1 | -1.7 | 165.0 | -0.9 |
| Apr 8 | 255.9 | 6.6 | 1.7 | 230.6 | 1.1 | 227.3 | -2.1 | 158.1 | -2.5 |
| May 6 | 254.5 | -1.5 | 1.6 | 231.2 | -1.2 | 228.0 | -3.7 | 157.9 | -2.5 |
| June 3 | 255.1 | 0.6 | 1.9 | 230.8 | -1.8 | 229.7 | -2.1 | 156.3 | -2.2 |
| July 8 | 249.7 | -5.4 | -2.1 | 230.3 | -0.1 | 231.8 | 1.5 | 156.4 | -0.6 |
| Aug 5 | 242.7 | -6.9 | -3.9 | 227.0 | -1.4 | 232.6 | 1.5 | 156.8 | -0.4 |
| Sept 2 | 240.3 | -2.5 | -4.9 | 227.7 | -1.0 | 229.0 | -0.2 | 155.4 | -0.3 |
| Oct 7 | 251.2 | 10.9 | 0.5 | 232.8 | 0.8 | 229.3 | -0.9 | 153.4 | -1.0 |
| Nov 4 | 245.2 | -6.0 | 0.8 | 234.0 | 2.3 | 242.5 | 3.3 | 162.3 | 1.8 |
| Dec 2 | 238.3 | -6.9 | -0.7 | 230.8 | 1.0 | 233.4 | 1.5 | 157.6 | 0.8 |
| 1989 Jan 6 | 229.2 | -9.1 | -7.3 | 220.4 | -4.1 | 231.0 | 0.6 | | |

3.3

VACANCIES

Regions: vacancies remaining unfilled at jobcentres and careers offices

| | | | | | | | | | | | | | | THOUSAND | | | | | | | | | | | | | | | |
|---|-------|------|------|------|------|------|------|------|------|------|------|-------|-----|------------|-----------------|-------------|------------|---------------|---------------|--------------------------|------------|-------|-------|----------|---------------|------------------|----------------|--|--|
| | | | | | | | | | | | | | | South East | Greater London* | East Anglia | South West | West Midlands | East Midlands | Yorkshire and Humberside | North West | North | Wales | Scotland | Great Britain | Northern Ireland | United Kingdom | | |
| Vacancies at jobcentres: total † | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1984 | 59.4 | 26.0 | 5.4 | 13.6 | 10.7 | 8.1 | 8.2 | 14.5 | 6.6 | 7.3 | 14.8 | 148.6 | 1.2 | 149.8 | | | | | | | | | | | | | | | |
| 1985 | 62.3 | 26.6 | 5.8 | 16.1 | 12.2 | 9.0 | 8.7 | 16.0 | 7.8 | 8.0 | 14.6 | 160.5 | 1.2 | 161.7 | | | | | | | | | | | | | | | |
| 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 | 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 | 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 | | | | | | | | | | | | | | | |
| 1988 June 3 | 106.0 | 35.1 | 10.5 | 23.8 | 24.2 | 14.8 | 16.0 | 25.6 | 12.1 | 13.5 | 21.0 | 267.4 | 2.1 | 269.5 | | | | | | | | | | | | | | | |
| July 8 | 98.3 | 30.0 | 11.1 | 22.9 | 24.2 | 13.9 | 15.5 | 24.2 | 11.5 | 13.1 | 21.2 | 256.1 | 2.1 | 258.2 | | | | | | | | | | | | | | | |
| Aug 5 | 92.1 | 27.8 | 10.5 | 20.3 | 22.6 | 13.6 | 15.1 | 23.3 | 11.3 | 12.6 | 20.7 | 242.1 | 1.9 | 244.0 | | | | | | | | | | | | | | | |
| Sept 2 | 96.2 | 30.4 | 11.0 | 21.8 | 24.8 | 15.1 | 16.6 | 25.7 | 12.0 | 13.2 | 21.8 | 258.2 | 1.9 | 260.1 | | | | | | | | | | | | | | | |
| Oct 7 | 100.6 | 34.2 | 11.0 | 21.8 | 27.7 | 15.9 | 17.8 | 27.4 | 12.6 | 12.8 | 22.0 | 269.8 | 2.0 | 271.8 | | | | | | | | | | | | | | | |
| Nov 4 | 91.6 | 31.2 | 10.3 | 19.7 | 26.7 | 15.0 | 16.2 | 26.2 | 11.7 | 12.4 | 20.5 | 250.3 | 2.0 | 252.3 | | | | | | | | | | | | | | | |
| Dec 2 | 79.4 | 27.5 | 8.9 | 17.5 | 24.1 | 13.2 | 14.2 | 23.0 | 11.0 | 11.4 | 18.8 | 221.4 | 1.9 | 223.3 | | | | | | | | | | | | | | | |
| 1989 Jan 6 | 71.5 | 24.6 | 8.3 | 16.1 | 21.5 | 12.5 | 13.1 | 20.6 | 9.9 | 11.0 | 17.0 | 201.5 | 1.9 | 203.3 | | | | | | | | | | | | | | | |
| Feb 3 | 70.0 | 24.1 | 7.9 | 16.5 | 20.9 | 12.0 | 13.0 | 21.1 | 9.6 | 11.6 | 17.2 | 200.0 | 2.1 | 202.0 | | | | | | | | | | | | | | | |
| Mar 3 | 68.8 | 23.2 | 8.1 | 18.0 | 20.5 | 12.1 | 12.8 | 21.7 | 9.9 | 12.2 | 18.5 | 202.6 | 2.2 | 204.8 | | | | | | | | | | | | | | | |
| Apr 7 | 72.4 | 24.0 | 8.5 | 19.6 | 21.2 | 12.8 | 12.9 | 23.1 | 10.6 | 13.0 | 20.2 | 214.3 | 2.5 | 216.8 | | | | | | | | | | | | | | | |
| May 5 | 74.0 | 24.0 | 8.4 | 21.6 | 20.8 | 13.4 | 13.3 | 24.5 | 11.0 | 14.5 | 21.5 | 223.0 | 2.5 | 225.4 | | | | | | | | | | | | | | | |
| June 2 | 79.5 | 25.2 | 9.3 | 23.0 | 20.8 | 13.6 | 14.5 | 26.4 | 11.9 | 15.7 | 23.3 | 238.0 | 2.6 | 240.6 | | | | | | | | | | | | | | | |
| Vacancies at careers offices | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1984 | 4.3 | 2.1 | 0.3 | 0.6 | 0.9 | 0.5 | 0.6 | 0.5 | 0.3 | 0.2 | 0.3 | 8.5 | 0.5 | 9.0 | | | | | | | | | | | | | | | |
| 1985 | 6.0 | 3.2 | 0.4 | 0.7 | 1.2 | 0.6 | 0.7 | 0.7 | 0.3 | 0.2 | 0.3 | 10.8 | 0.7 | 11.5 | | | | | | | | | | | | | | | |
| 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 | 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 | 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 | | | | | | | | | | | | | | | |
| 1988 June 3 | 17.6 | 8.2 | 1.1 | 2.2 | 2.3 | 1.8 | 1.3 | 1.8 | 0.6 | 0.3 | 0.7 | 29.6 | 1.1 | 30.7 | | | | | | | | | | | | | | | |
| July 8 | 19.9 | 10.2 | 1.3 | 2.1 | 2.1 | 1.8 | 1.2 | 1.5 | 0.5 | 0.3 | 0.6 | 31.3 | 1.0 | 32.3 | | | | | | | | | | | | | | | |
| Aug 5 | 18.8 | 9.9 | 1.1 | 2.1 | 1.9 | 1.5 | 1.3 | 1.4 | 0.6 | 0.4 | 0.6 | 30.6 | 1.0 | 31.6 | | | | | | | | | | | | | | | |
| Sept 2 | 19.5 | 9.9 | 1.3 | 2.0 | 2.0 | 1.6 | 1.3 | 1.5 | 0.6 | 0.4 | 0.6 | 30.9 | 1.0 | 31.9 | | | | | | | | | | | | | | | |
| Oct 7 | 18.5 | 9.5 | 1.0 | 1.9 | 2.5 | 1.5 | 1.3 | 1.4 | 0.5 | 0.4 | 0.4 | 29.3 | 1.2 | 30.6 | | | | | | | | | | | | | | | |
| Nov 4 | 16.0 | 7.8 | 0.9 | 1.7 | 1.9 | 1.3 | 1.1 | 1.1 | 0.4 | 0.3 | 0.5 | 25.3 | 1.2 | 26.5 | | | | | | | | | | | | | | | |
| Dec 2 | 14.3 | 7.4 | 0.8 | 1.5 | 1.7 | 1.1 | 0.9 | 0.9 | 0.3 | 0.3 | 0.4 | 22.2 | 1.1 | 23.4 | | | | | | | | | | | | | | | |
| 1989 Jan 6 | 13.4 | 7.1 | 0.7 | 1.3 | 1.4 | 1.1 | 1.0 | 0.9 | 0.3 | 0.3 | 0.5 | 20.8 | 1.1 | 21.9 | | | | | | | | | | | | | | | |
| Feb 3 | 12.9 | 7.1 | 0.7 | 1.3 | 1.6 | 1.2 | 1.0 | 0.9 | 0.4 | 0.2 | 0.5 | 20.7 | 1.2 | 21.8 | | | | | | | | | | | | | | | |
| Mar 3 | 13.3 | 7.0 | 0.8 | 1.3 | 1.7 | 1.4 | 1.1 | 1.1 | 0.4 | 0.3 | 0.5 | 21.8 | 1.3 | 23.1 | | | | | | | | | | | | | | | |
| Apr 7 | 13.7 | 6.9 | 1.1 | 1.5 | 2.1 | 1.5 | 1.3 | 1.3 | 0.4 | 0.3 | 0.6 | 23.7 | 1.4 | 25.1 | | | | | | | | | | | | | | | |
| May 5 | 14.7 | 7.0 | 1.2 | 1.6 | 2.5 | 1.7 | 1.4 | 1.6 | 0.5 | 0.4 | 0.7 | 26.1 | 1.3 | 27.4 | | | | | | | | | | | | | | | |
| June 2 | 19.6 | 10.8 | 1.5 | 2.0 | 3.5 | 2.2 | 1.3 | 1.8 | 0.6 | 0.5 | 1.0 | 33.9 | 1.3 | 35.2 | | | | | | | | | | | | | | | |

Note: About one-third of all vacancies 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. Because of possible duplication the two series should not be added together. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count.
 * Included in South East.
 † Excluding vacancies on government programmes. See note to table 3.1. Previously, up to August 1988, unadjusted vacancy figures have additionally been provided including Community Programme vacancies. With the introduction of Employment Training from September 1988, there are no longer any C.P. vacancies. E.T. places are training opportunities determined according to the individual needs of unemployed people and therefore cannot be considered as vacancies or counted as such.

INDUSTRIAL DISPUTES

Stoppages of work

4.1

Stoppages in progress: industry

| United Kingdom | 12 months to May 1988 | | | 12 months to May 1989 | | |
|---|-----------------------|------------------|-------------------|-----------------------|------------------|-------------------|
| | Stoppages | Workers involved | Working days lost | Stoppages | Workers involved | Working days lost |
| SIC 1980 | | | | | | |
| Agriculture, forestry and fishing | — | — | — | — | — | — |
| Coal extraction | 183 | 121,000 | 317,000 | 161 | 30,100 | 43,000 |
| Coke, mineral oil and natural gas | 1 | 100 | — | 1 | 100 | 1,000 |
| Electricity, gas, other energy and water | 4 | 2,300 | 19,000 | 5 | 1,700 | 9,000 |
| Metal processing and manufacture | 10 | 2,800 | 15,000 | 10 | 2,200 | 9,000 |
| Mineral processing and manufacture | 9 | 1,500 | 4,000 | 9 | 1,300 | 6,000 |
| Chemicals and man-made fibres | 10 | 1,700 | 12,000 | 6 | 1,900 | 20,000 |
| Metal goods nes | 15 | 3,000 | 29,000 | 18 | 2,900 | 19,000 |
| Engineering | 68 | 14,800 | 70,000 | 67 | 32,200 | 139,000 |
| Motor vehicles | 90 | 105,900 | 626,000 | 44 | 30,400 | 63,000 |
| Other transport equipment | 33 | 15,900 | 43,000 | 29 | 45,500 | 806,000 |
| Food, drink and tobacco | 35 | 7,900 | 55,000 | 17 | 6,800 | 40,000 |
| Textiles | 7 | 12,800 | 36,000 | 15 | 8,300 | 45,000 |
| Footwear and clothing | 20 | 3,800 | 28,000 | 12 | 2,800 | 14,000 |
| Timber and wooden furniture | 3 | 200 | — | 6 | 800 | 4,000 |
| Paper, printing and publishing | 14 | 1,900 | 10,000 | 4 | 200 | 1,000 |
| Other manufacturing industries | 16 | 1,800 | 7,000 | 13 | 2,700 | 8,000 |
| Construction | 22 | 4,000 | 25,000 | 25 | 6,900 | 40,000 |
| Distribution, hotels and catering, repairs and transport services | 10 | 800 | 2,000 | 15 | 1,800 | 6,000 |
| Supporting and misc-transport services | 191 | 79,000 | 321,000 | 71 | 291,900 | 1,334,000 |
| Banking, finance, insurance, business services and leasing | 4 | 400 | — | 4 | 700 | 1,000 |
| Public administration, education and health services | 133 | 212,800 | 485,000 | 135 | 151,600 | 233,000 |
| Other services | 10 | 6,000 | 26,000 | 18 | 13,800 | 55,000 |
| All industries and services | 894 ** | 607,000 | 2,147,000 | 700 ** | 649,100 | 2,911,000 |

* Less than 500 working days lost.
 ** 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.

Stoppages: May 1989

| United Kingdom | Number of stoppages | Workers involved | Working days lost |
|--------------------------------|---------------------|------------------|-------------------|
| Stoppages in progress | 71 | 52,900 | 171,000 |
| of which, stoppages: | | | |
| Beginning in month | 55 | 31,300* | 69,000 |
| Continuing from earlier months | 16 | 21,600** | 102,000 |

* Includes 30,800 directly involved.
 ** Includes 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 1989 are provisional.

Stoppages in progress: cause

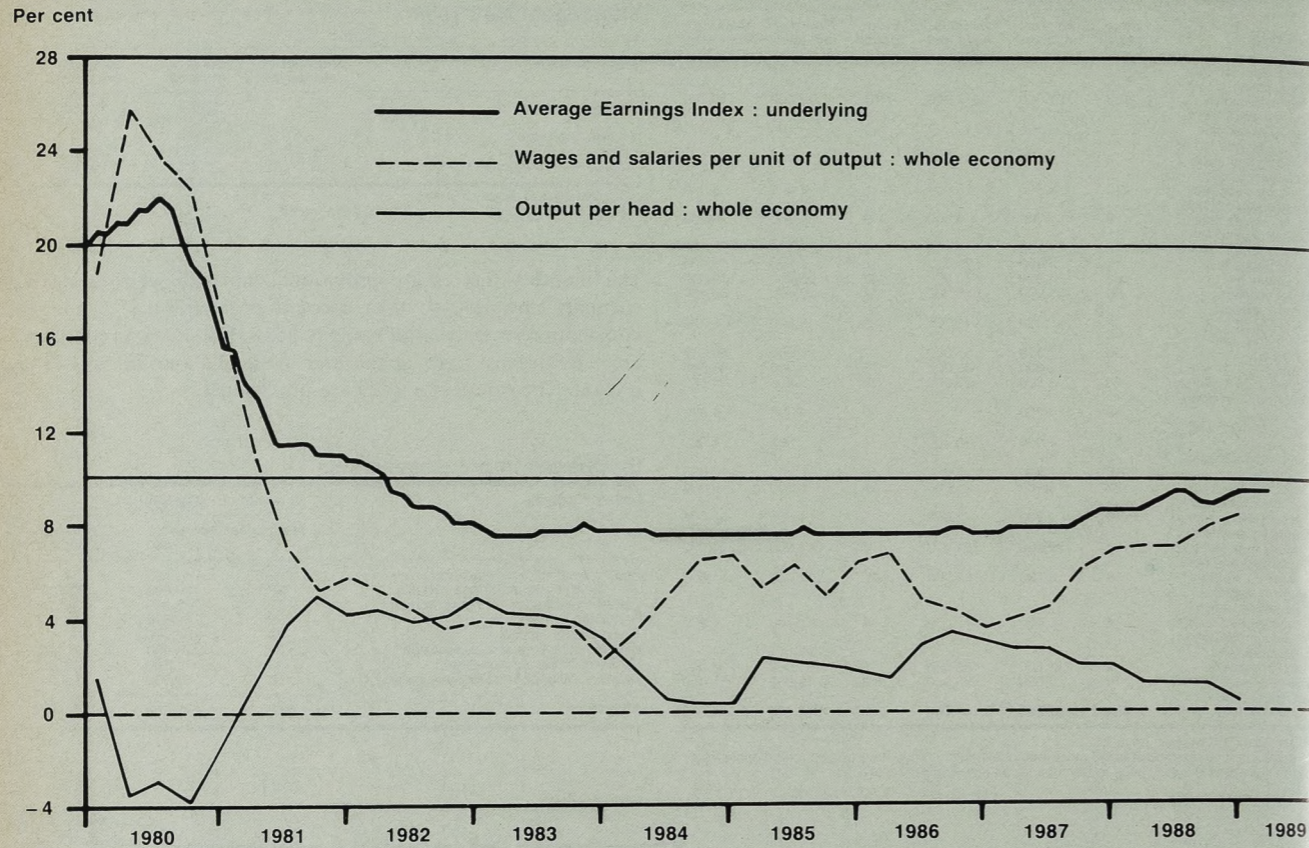
| United Kingdom | 12 months to May 1989 | | |
|---|-----------------------|------------------|-------------------|
| | Stoppages | Workers involved | Working days lost |
| Pay-wage-rates and earnings levels | 262 | 241,700 | 558,000 |
| — extra-wage and fringe benefits | 22 | 20,600 | 773,000 |
| Duration and pattern of hours worked | 12 | 3,500 | 15,000 |
| Redundancy questions | 32 | 60,500 | 94,000 |
| Trade union matters | 33 | 106,000 | 171,000 |
| Working conditions and supervision | 80 | 24,000 | 61,000 |
| Manning and work allocation | 193 | 171,800 | 1,187,000 |
| Dismissal and other disciplinary measures | 66 | 20,900 | 52,000 |
| All causes | 700 | 649,100 | 2,911,000 |

Stoppages of work**: summary

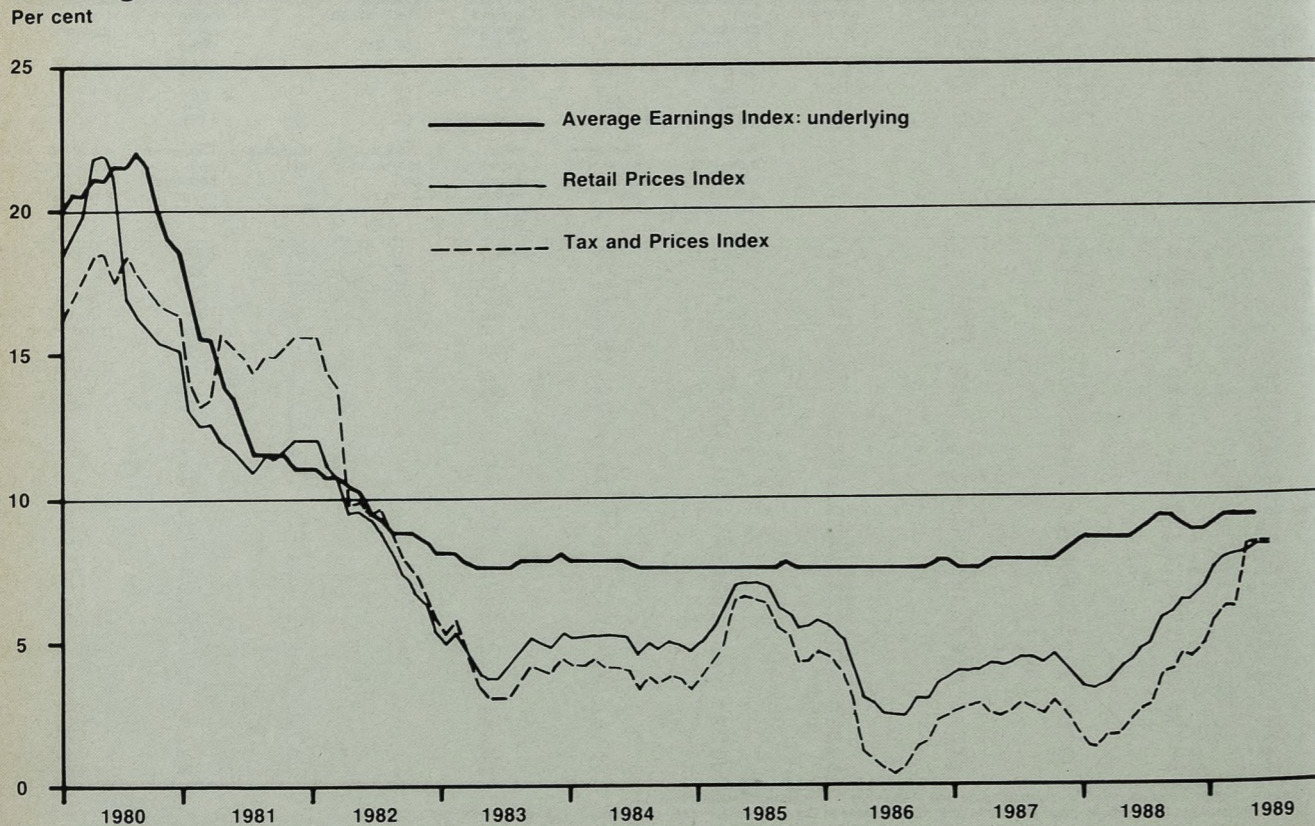
4.2

| United Kingdom | Number of stoppages | | Number of workers (Thou) | | 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 orders) | Mining and quarrying (II) | Metals, engineering and vehicles (VI-XII) | Textiles, clothing and footwear (XIII, XV) | Construction (XX) | Transport and communication (XXII) | All other industries and services |
| SIC 1968 | | | | | | | | | | | |
| 1979 | 2,080 | 2,125 | 4,586 | 4,608 | 29,474 | 128 | 20,390 | 109 | 834 | 1,419 | 6,594 |
| 1980 | 1,330 | 1,348 | 830* | 834* | 11,964 | 166 | 10,155 | 44 | 281 | 253 | 1,065 |
| 1981 | 1,338 | 1,344 | 1,512 | 1,513 | 4,266 | 237 | 1,731 | 39 | 86 | 359 | 1,814 |
| 1982 | 1,528 | 1,538 | 2,101* | 2,103* | 5,313 | 374 | 1,458 | 66 | 44 | 1,675 | 1,697 |
| SIC 1980 | | | | | | | | | | | |
| 1982 | 1,528 | 1,538 | 2,101* | 2,103* | 5,313 | 380 | 1,457 | 61 | 41 | 1,675 | 1,699 |
| 1983 | 1,352 | 1,364 | 573* | 574* | 3,754 | 591 | 1,420 | 32 | 68 | 295 | 1,348 |
| 1984 | 1,206 | 1,221 | 1,436 | 1,464 | 27,135 | 22,484 | 2,055 | 66 | 334 | 686 | 1,530 |
| 1985 | 887 | 903 | 643 | 791 | 6,402 | 4,143 | 590 | 31 | 50 | 197 | 1,391 |
| 1986 | 1,053 | 1,074 | 538 | 720 | 1,920 | 143 | 895 | 38 | 33 | 190 | 622 |
| 1987 | 1,004 | 1,016 | 884 | 887 | 3,546 | 217 | 458 | 50 | 22 | 1,705 | 1,095 |
| 1988 | 770 | 781 | 759 | 790 | 3,702 | 222 | 1,456 | 90 | 17 | 1,490 | 428 |
| 1987 | | | | | | | | | | | |
| May | 78 | 95 | 88 | 126 | 222 | 13 | 30 | — | 2 | 20 | 158 |
| June | 84 | 104 | 45 | 157 | 345 | 14 | 23 | 4 | 1 | 9 | 295 |
| July | 72 | 93 | 40 | 61 | 214 | 70 | 22 | 8 | 6 | 55 | 54 |
| Aug | 57 | 71 | 16 | 22 | 43 | 6 | 19 | 1 | 1 | 11 | 8 |
| Sept | 63 | 84 | 16 | 19 | 56 | 6 | 24 | 8 | 2 | 2 | 15 |
| Oct | 79 | 96 | 22 | 24 | 76 | 7 | 41 | 1 | 2 | 3 | 23 |
| Nov | 97 | 108 | 79 | 80 | 127 | 15 | 65 | 2 | 1 | 5 | 38 |
| Dec | 55 | 72 | 27 | 35 | 60 | 10 | 16 | — | 1 | 17 | 15 |
| 1988 | | | | | | | | | | | |
| Jan | 82 | 93 | 33 | 64 | 106 | 40 | 22 | 6 | 3 | 9 | 27 |
| Feb | 104 | 128 | 123 | 152 | 655 | 146 | 381 | 1 | 1 | 59 | 67 |
| Mar | 70 | 99 | 32 | 49 | 259 | 6 | 142 | 6 | — | 42 | 48 |
| Apr | 45 | 55 | 15 | 18 | 66 | 1 | 10 | — | 4 | 5 | 9 |
| May | 65 | 78 | 36 | 41 | 140 | 1 | 19 | — | 3 | 65 | 23 |
| June | 73 | 89 | 34 | 43 | | | | | | | |

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



Earnings and prices: whole economy—increases over previous year



| GREAT BRITAIN | 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 | | | | | | | | |
| | % change over previous 12 months | | % change over previous 12 months | | % change over previous 12 months | | % change over previous 12 months | | | | | | | | | |
| SIC 1980 | Underlying* | | Underlying* | | Underlying* | | Underlying* | | | | | | | | | |
| | | | | | | | | 1985 = 100 | | | | | | | | |
| 1984 Annual averages | 92.2 | | 91.7 | | 89.8 | | 94.0 | | | | | | | | | |
| 1985 | 100.0 | | 100.0 | | 100.0 | | 100.0 | | | | | | | | | |
| 1986 | 107.9 | | 107.7 | | 108.0 | | 107.7 | | | | | | | | | |
| 1987 | 116.3 | | 116.3 | | 116.7 | | 116.0 | | | | | | | | | |
| 1988 | 126.4 | | 126.2 | | 126.5 | | 126.2 | | | | | | | | | |
| 1984 Jan | 89.0 | 90.0 | 7.0 | 7 3/4 | 87.7 | 88.3 | 8.9 | 9 1/2 | 87.7 | 88.2 | 7.8 | 9 | 90.3 | 91.4 | 6.5 | |
| Feb | 89.6 | 90.6 | 5.8 | 7 3/4 | 88.7 | 89.3 | 9.6 | 9 1/2 | 88.7 | 89.4 | 8.8 | 9 | 90.4 | 91.4 | 3.4 | |
| Mar | 89.9 | 90.1 | 5.5 | 7 3/4 | 89.7 | 89.7 | 9.8 | 9 1/2 | 87.4 | 87.2 | 5.7 | 9 | 91.6 | 91.8 | 5.3 | |
| Apr | 90.1 | 90.7 | 5.7 | 7 3/4 | 89.0 | 89.4 | 7.7 | 9 1/4 | 86.9 | 87.0 | 4.1 | 8 3/4 | 92.3 | 92.6 | 7.2 | |
| May | 90.7 | 90.9 | 5.1 | 7 3/4 | 90.5 | 90.4 | 7.6 | 9 1/4 | 88.2 | 88.1 | 4.4 | 8 3/4 | 92.6 | 92.8 | 5.2 | |
| June | 91.8 | 91.2 | 5.2 | 7 3/4 | 92.2 | 91.0 | 9.0 | 9 1/4 | 89.7 | 88.6 | 5.4 | 8 3/4 | 92.9 | 92.9 | 5.0 | |
| July | 93.0 | 92.1 | 5.3 | 7 1/2 | 92.7 | 91.7 | 8.8 | 9 | 90.3 | 89.3 | 5.1 | 8 1/2 | 94.9 | 93.8 | 5.3 | |
| Aug | 92.8 | 92.6 | 5.8 | 7 1/2 | 91.7 | 92.5 | 8.6 | 8 3/4 | 89.3 | 89.9 | 4.8 | 8 1/4 | 95.2 | 94.5 | 6.5 | |
| Sept | 93.1 | 93.1 | 6.3 | 7 1/2 | 92.7 | 93.4 | 9.0 | 8 3/4 | 90.4 | 91.2 | 5.4 | 8 1/4 | 94.7 | 94.5 | 6.7 | |
| Oct | 95.6 | 95.7 | 8.1 | 7 1/2 | 94.2 | 94.8 | 9.3 | 8 1/2 | 91.9 | 92.4 | 5.4 | 8 | 98.4 | 98.9 | 10.5 | |
| Nov | 94.8 | 94.4 | 6.4 | 7 1/2 | 95.3 | 94.5 | 8.0 | 8 1/2 | 93.1 | 92.6 | 5.7 | 8 | 96.0 | 96.1 | 7.1 | |
| Dec | 96.2 | 95.1 | 6.4 | 7 1/2 | 95.7 | 95.2 | 8.1 | 8 1/2 | 93.4 | 93.1 | 5.7 | 8 | 98.3 | 96.8 | 6.8 | |
| 1985 Jan | 95.1 | 96.2 | 6.9 | 7 1/2 | 96.0 | 96.5 | 9.3 | 8 1/2 | 94.0 | 94.4 | 7.0 | 8 1/4 | 96.3 | 97.5 | 6.7 | 7 |
| Feb | 95.8 | 96.9 | 7.0 | 7 1/2 | 96.1 | 96.8 | 8.4 | 8 1/2 | 94.2 | 95.0 | 6.3 | 8 1/4 | 97.0 | 98.2 | 7.4 | 7 |
| Mar | 97.8 | 97.9 | 8.7 | 7 1/2 | 97.9 | 97.9 | 9.1 | 8 3/4 | 97.2 | 97.1 | 11.4 | 8 1/4 | 98.0 | 98.2 | 7.0 | 7 |
| Apr | 98.6 | 99.0 | 9.2 | 7 1/2 | 99.1 | 99.5 | 11.3 | 8 3/4 | 98.7 | 98.9 | 13.7 | 8 1/4 | 98.5 | 98.8 | 6.7 | 7 |
| May | 98.6 | 98.7 | 8.6 | 7 1/2 | 98.9 | 98.9 | 9.4 | 9 | 98.7 | 98.6 | 11.9 | 8 1/2 | 98.7 | 98.8 | 6.5 | 7 |
| June | 100.0 | 99.4 | 9.0 | 7 1/2 | 100.8 | 99.5 | 9.3 | 9 | 100.8 | 99.6 | 12.4 | 8 1/2 | 99.1 | 99.1 | 6.7 | 6 3/4 |
| July | 101.1 | 100.2 | 8.8 | 7 1/2 | 101.5 | 100.4 | 9.5 | 9 | 101.8 | 100.7 | 12.8 | 8 3/4 | 100.3 | 99.2 | 5.8 | 6 3/4 |
| Aug | 100.9 | 100.7 | 8.7 | 7 1/2 | 99.7 | 100.5 | 8.6 | 9 | 100.0 | 100.7 | 12.0 | 8 3/4 | 101.5 | 100.7 | 6.6 | 6 3/4 |
| Sept | 102.5 | 102.4 | 10.0 | 7 3/4 | 101.2 | 101.9 | 9.1 | 9 | 101.8 | 102.6 | 12.5 | 8 3/4 | 102.8 | 102.7 | 8.7 | 6 3/4 |
| Oct | 101.2 | 101.4 | 6.0 | 7 1/2 | 101.1 | 102.0 | 7.6 | 8 3/4 | 101.5 | 102.1 | 10.5 | 8 3/4 | 100.6 | 101.1 | 2.2 | 6 3/4 |
| Nov | 102.9 | 102.5 | 8.6 | 7 1/2 | 103.6 | 102.7 | 8.7 | 8 3/4 | 103.9 | 103.3 | 11.6 | 8 3/4 | 102.0 | 102.1 | 6.2 | 6 1/2 |
| Dec | 104.8 | 103.5 | 8.8 | 7 1/2 | 104.3 | 103.6 | 8.8 | 8 3/4 | 104.4 | 103.9 | 11.6 | 8 3/4 | 105.1 | 103.4 | 6.8 | 6 1/2 |
| 1986 Jan | 102.9 | 104.2 | 8.3 | 7 1/2 | 103.7 | 104.2 | 8.0 | 8 1/2 | 104.2 | 104.7 | 10.9 | 8 3/4 | 102.1 | 103.3 | 5.9 | 6 1/2 |
| Feb | 103.5 | 104.9 | 8.3 | 7 1/2 | 103.9 | 104.6 | 8.1 | 8 1/4 | 104.4 | 105.2 | 10.7 | 8 1/2 | 103.0 | 104.2 | 6.1 | 6 3/4 |
| Mar | 106.2 | 106.2 | 8.5 | 7 1/2 | 105.3 | 105.2 | 7.5 | 8 | 105.7 | 105.6 | 8.8 | 8 1/4 | 106.6 | 106.7 | 8.7 | 7 |
| Apr | 107.1 | 107.4 | 8.5 | 7 1/2 | 106.6 | 107.0 | 7.5 | 7 3/4 | 106.7 | 106.9 | 8.1 | 8 1/4 | 107.6 | 107.9 | 9.2 | 7 1/4 |
| May | 106.1 | 106.2 | 7.6 | 7 1/2 | 106.1 | 106.0 | 7.2 | 7 3/4 | 106.3 | 106.4 | 7.9 | 8 1/4 | 106.1 | 106.3 | 7.6 | 7 1/4 |
| June | 108.1 | 107.4 | 8.0 | 7 1/2 | 108.6 | 107.2 | 7.7 | 7 3/4 | 108.4 | 107.1 | 7.5 | 8 | 107.7 | 107.8 | 8.8 | 7 1/4 |
| July | 109.4 | 108.3 | 8.1 | 7 1/2 | 108.4 | 107.3 | 6.9 | 7 3/4 | 108.8 | 107.5 | 6.8 | 8 | 109.7 | 108.4 | 9.3 | 7 1/4 |
| Aug | 109.0 | 108.8 | 8.0 | 7 1/2 | 107.4 | 108.3 | 7.8 | 7 3/4 | 108.0 | 108.8 | 8.0 | 7 3/4 | 109.7 | 108.9 | 8.1 | 7 1/4 |
| Sept | 108.7 | 108.8 | 6.3 | 7 1/2 | 108.2 | 109.0 | 7.0 | 7 3/4 | 108.6 | 109.5 | 6.7 | 7 3/4 | 108.3 | 108.3 | 5.5 | 7 1/4 |
| Oct | 109.6 | 109.9 | 8.4 | 7 1/2 | 109.2 | 110.0 | 7.8 | 7 3/4 | 109.6 | 110.3 | 8.0 | 7 3/4 | 109.3 | 109.9 | 8.7 | 7 1/4 |
| Nov | 111.2 | 110.9 | 8.2 | 7 3/4 | 111.7 | 110.9 | 8.0 | 7 3/4 | 112.0 | 111.3 | 7.7 | 8 | 111.6 | 110.7 | 8.4 | 7 1/2 |
| Dec | 112.5 | 111.2 | 7.4 | 7 3/4 | 113.0 | 112.1 | 8.2 | 8 | 113.1 | 112.4 | 8.2 | 8 | 112.1 | 110.3 | 6.7 | 7 1/2 |
| 1987 Jan | 110.8 | 112.1 | 7.6 | 7 1/2 | 111.7 | 112.2 | 7.7 | 7 3/4 | 112.3 | 112.7 | 7.6 | 7 3/4 | 109.9 | 111.2 | 7.6 | 7 1/2 |
| Feb | 111.2 | 112.8 | 7.5 | 7 1/2 | 112.3 | 113.1 | 8.1 | 8 | 112.7 | 113.5 | 7.9 | 8 | 113.3 | 111.6 | 7.1 | 7 1/4 |
| Mar | 113.2 | 113.2 | 6.6 | 7 1/2 | 113.2 | 113.2 | 7.6 | 8 | 113.6 | 113.4 | 7.4 | 8 | 112.8 | 112.9 | 5.8 | 7 1/4 |
| Apr | 114.0 | 114.2 | 6.3 | 7 3/4 | 114.0 | 114.4 | 6.9 | 8 | 114.4 | 114.6 | 7.2 | 8 | 113.8 | 114.0 | 5.7 | 7 3/4 |
| May | 115.3 | 115.4 | 8.7 | 7 3/4 | 114.7 | 114.7 | 8.2 | 8 | 114.8 | 115.2 | 8.3 | 8 | 116.0 | 116.3 | 9.4 | 7 3/4 |
| June | 116.4 | 115.7 | 7.7 | 7 3/4 | 117.2 | 115.7 | 7.9 | 8 1/4 | 117.1 | 115.7 | 8.0 | 8 1/4 | 115.8 | 116.0 | 7.6 | 7 1/2 |
| July | 118.2 | 117.0 | 8.0 | 7 3/4 | 118.1 | 116.9 | 8.9 | 8 1/4 | 118.2 | 116.9 | 8.7 | 8 1/4 | 118.2 | 116.8 | 7.7 | 7 1/4 |
| Aug | 117.3 | 117.1 | 7.6 | 7 3/4 | 116.0 | 117.0 | 8.0 | 8 1/2 | 116.9 | 117.7 | 8.2 | 8 1/4 | 117.7 | 116.8 | 7.3 | 7 1/4 |
| Sept | 117.2 | 117.4 | 7.9 | 7 3/4 | 117.2 | 118.2 | 8.4 | 8 1/2 | 117.6 | 118.6 | 8.3 | 8 1/4 | 116.6 | 116.5 | 7.6 | 7 1/2 |
| Oct | 118.4 | 118.8 | 8.1 | 8 | 118.8 | 119.4 | 8.5 | 8 1/4 | 119.1 | 119.9 | 8.7 | 8 1/4 | 117.7 | 118.2 | 7.6 | 8 |
| Nov | 120.6 | 120.2 | 8.4 | 8 1/4 | 120.5 | 119.8 | 8.0 | 8 1/4 | 120.9 | 120.1 | 7.9 | 8 1/4 | 120.4 | 120.4 | 8.8 | 8 1/2 |
| Dec | 122.4 | 121.0 | 8.8 | 8 1/2 | 122.4 | 121.4 | 8.3 | 8 1/4 | 122.3 | 121.5 | 8.1 | 8 1/4 | 122.4 | 120.6 | 9.3 | 8 1/2 |
| 1988 Jan | 120.4 | 121.8 | 8.7 | 8 1/2 | 121.1 | 121.7 | 8.5 | 8 1/2 | 121.3 | 121.7 | 8.0 | 8 1/2 | 120.0 | 121.4 | 9.2 | 8 1/2 |
| Feb | 120.3 | 122.0 | 8.2 | 8 1/2 | 120.3 | 121.1 | 7.1 | 8 1/2 | 119.9 | 120.7 | 6.3 | 8 1/2 | 120.7 | 122.1 | 9.4 | 8 1/2 |
| Mar | 124.0 | 124.0 | 9.5† | 8 1/2 | 123.3 | 123.2 | 8.8 | 8 1/2 | 123.4 | 123.1 | 8.6 | 8 1/4 | 124.4 | 124.4 | 10.2† | 8 1/2 |
| Apr | 124.3 | 124.4 | 8.9 | 8 1/2 | 124.7 | 125.2 | 9.4 | 8 3/4 | 125.4 | 125.6 | 9.6 | 8 1/2 | 123.5 | 123.8 | 8.6 | 8 1/2 |
| May | 124.1 | 124.2 | 7.6 | 8 1/2 | 124.9 | 124.9 | 8.9 | 8 3/4 | 125.5 | 126.0 | 9.4 | 8 1/2 | 123.2 | 123.5 | 6.2 | 8 1/2 |
| June | 125.9 | 125.1 | 8.1 | 8 3/4 | 126.6 | 125.0 | 8.0 | 9 | 126.8 | 125.3 | 8.3 | 9 | 125.2 | 125.5 | 8.2 | 8 3/4 |
| July | 128.3 | 126.9 | 8.5 | 9 | 127.9 | 126.6 | 8.3 | 9 | 128.4 | 127.0 | 8.6 | 9 | 128.1 | 126.6 | 8.4 | 9 |
| Aug | 126.8 | 126.6 | 8.1 | 9 1/4 | 125.6 | 126.7 | 8.3 | 8 3/4 | 126.4 | 127.2 | 8.1 | 9 | 126.9 | 126.0 | 7.9 | 9 1/4 |
| Sept | 127.3 | 127.6 | 8.7 | 9 1/4 | 126.4 | 127.6 | 8.0 | 8 3/4 | 127.1 | 128.3 | 8.2 | 8 3/4 | 126.7 | 126.6 | 8.7 | 9 1/4 |
| Oct | 128.9 | 129.5 | 9.0 | 9 | 128.7 | 129.2 | 8.2 | 8 1/2 | 129.2 | 130.1 | 8.5 | 8 3/4 | 127.8 | 128.4 | 8.6 | 9 |
| Nov | 131.2 | 130.7 | 8.7 | 8 3/4 | 130.8 | 130.2 | 8.7 | 8 3/4 | 131.2 | 130.4 | 8.6 | 8 3/4 | 130.9 | 131.0 | 8.8 | 8 3/4 |
| Dec | 135.7 | 134.3 | 11.0 | 8 3/4 | 133.5 | 132.4 | 9.1 | 8 3/4 | 133.4 | 132.5 | 9.1 | 9 | 137.5 | 135.6 | 12.4 | 8 3/4 |
| 1989 Jan | 131.8 | 133.3 | 9.4 | 9 | 132.6 | 133.2 | 9.4 | 9 | 132.7 | 133.2 | 9.4 | 9 | 131.2 | 132.7 | 9.3 | 9 |
| Feb | 132.0 | 133.8 | 9.7 | 9 1/4 | 132.2 | 133.2 | 10.0 | 9 | 132.5 | 133.4 | 10.5 | 9 1/4 | 131.5 | 133.0 | 8.9 | 9 |
| Mar | 134.9 | 134.9 | 8.8 | 9 1/4 | 133.4 | 133.4 | 8.3 | 9 | 134.2 | 133.9 | 8.8 | 9 1/4 | 135.1 | | | |

EARNINGS
Average earnings index: all employees: by industry

Table with columns for SIC 1980 CLASS, industry names (Agriculture, Coal, Mineral, etc.), and monthly/annual average earnings indices from 1985 to 1988.

* England and Wales only.
† The index series for this group has been based on average 1985 excluding January and February figures which were seriously affected by a dispute in the coal mining industry.

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

Table with columns for industry names (Leather, Timber, Paper, etc.), SIC 1980 CLASS, and monthly/annual average earnings indices from 1985 to 1988.

‡ Excluding sea transport.
†† Excluding private domestic and personal services.
‡‡ On a basis exactly comparable with March 1988, the March 1987 index for distribution and repairs would be 116.1—see footnotes to table 5-1.

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

| UNITED KINGDOM | Metals 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) |
|--|---|--|---------------------------------------|-----------------------------|--|-------------------------------|--------------------------------|--|---------------------------------|---------------|
| October SIC 1980 CLASS | (21-22) | (23-24) | (25-26) | (32) | (33-34) | (35) | (36) | (31,37) | (41-42) | (43) |
| MALE (full-time on adult rates) | | | | | | | | | | £ |
| Weekly earnings | | | | | | | | | | |
| 1983 | 156.30 | 152.57 | 162.13 | 139.45 | 137.78 | 146.96 | 146.82 | 137.93 | 148.17 | 120.66 |
| 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 |
| Hours worked | | | | | | | | | | |
| 1983 | 41.7 | 45.1 | 42.8 | 41.7 | 41.9 | 41.0 | 41.1 | 42.4 | 45.2 | 43.9 |
| 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 | 44.0 |
| 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 | 44.2 | 42.7 | 42.3 | 43.3 | 43.6 | 45.1 | 43.4 |
| Hourly earnings | | | | | | | | | | pence |
| 1983 | 374.7 | 338.6 | 379.1 | 334.3 | 328.5 | 358.0 | 357.6 | 325.3 | 327.5 | 274.7 |
| 1984 | 400.3 | 361.4 | 403.5 | 353.3 | 347.9 | 385.1 | 382.4 | 347.0 | 356.9 | 292.2 |
| 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 |
| FEMALE (full-time on adult rates) | | | | | | | | | | £ |
| Weekly earnings | | | | | | | | | | |
| 1983 | 92.82 | 92.40 | 101.21 | 97.96 | 97.18 | 109.56 | 101.72 | 94.00 | 99.58 | 77.56 |
| 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 |
| Hours worked | | | | | | | | | | |
| 1983 | 38.5 | 38.4 | 38.2 | 38.7 | 38.1 | 38.5 | 37.7 | 38.3 | 39.1 | 38.1 |
| 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 |
| Hourly earnings | | | | | | | | | | pence |
| 1983 | 240.8 | 240.7 | 264.7 | 253.1 | 254.8 | 284.7 | 269.8 | 245.7 | 254.9 | 203.7 |
| 1984 | 265.4 | 259.0 | 286.1 | 275.6 | 267.9 | 304.6 | 288.9 | 262.4 | 274.2 | 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 |
| ALL (full-time on adult rates) | | | | | | | | | | £ |
| Weekly earnings | | | | | | | | | | |
| 1983 | 154.05 | 145.59 | 149.79 | 136.85 | 122.74 | 144.12 | 144.76 | 128.18 | 134.32 | 102.01 |
| 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 | 172.71 | 145.58 | 156.17 | 158.15 | 118.15 |
| 1986 | 195.68 | 175.69 | 187.43 | 173.36 | 148.97 | 181.07 | 183.24 | 157.31 | 168.55 | 124.66 |
| 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 |
| Hours worked | | | | | | | | | | |
| 1983 | 41.6 | 44.3 | 41.8 | 41.5 | 40.5 | 40.9 | 40.9 | 41.5 | 43.5 | 41.4 |
| 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 | 42.0 | 41.9 | 43.3 | 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 |
| Hourly earnings | | | | | | | | | | pence |
| 1983 | 370.3 | 328.8 | 357.9 | 329.6 | 302.8 | 352.8 | 353.9 | 309.0 | 308.9 | 246.4 |
| 1984 | 395.9 | 351.0 | 382.8 | 355.1 | 319.3 | 380.1 | 378.5 | 330.1 | 336.5 | 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 |

† More detailed results were published in an article in the April 1989 edition of *Employment Gazette*. Previous articles can be found in the April 1988 edition, March 1987 edition, and in February editions for earlier years.

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

| Leather, footwear and clothing | Timber and wooden furniture | Paper products printing and publishing | Rubber, plastics and other manufacturing | All manufacturing industries | Electricity, gas, other energy and water supply | Construction | Transport and communication* | All industries covered |
|--------------------------------|-----------------------------|--|--|------------------------------|---|--------------|------------------------------|------------------------|
| (44-45) | (46) | (47) | (48-49) | (21-49) | (15-17) | (50) | (71-72, 75-77,79) | SIC 1980 |
| Weekly earnings | | | | | | | | £ |
| 1983 | 113.94 | 133.35 | 184.22 | 140.51 | 146.19 | 169.13 | 139.99 | 162.43 |
| 1984 | 119.69 | 139.92 | 198.43 | 151.41 | 157.50 | 179.77 | 147.80 | 173.32 |
| 1985 | 129.72 | 154.00 | 214.42 | 162.57 | 170.58 | 193.34 | 160.37 | 188.63 |
| 1986 | 134.81 | 163.40 | 235.17 | 177.70 | 182.25 | 208.70 | 171.25 | 198.30 |
| 1987 | 142.55 | 174.76 | 253.77 | 190.88 | 197.92 | 222.22 | 180.62 | 210.00 |
| 1988 | 153.01 | 186.54 | 269.67 | 207.04 | 213.59 | 237.16 | 200.01 | 230.00 |
| Hours worked | | | | | | | | |
| 1983 | 42.0 | 43.0 | 42.1 | 43.1 | 42.5 | 40.8 | 43.6 | 46.5 |
| 1984 | 41.8 | 42.9 | 42.5 | 43.3 | 42.8 | 40.7 | 46.7 | 46.5 |
| 1985 | 42.0 | 44.1 | 42.4 | 43.4 | 43.0 | 41.1 | 44.0 | 46.5 |
| 1986 | 41.7 | 43.6 | 42.1 | 43.4 | 42.7 | 41.3 | 44.0 | 46.5 |
| 1987 | 42.0 | 44.4 | 43.0 | 43.7 | 43.5 | 41.4 | 44.1 | 46.5 |
| 1988 | 41.5 | 43.8 | 42.9 | 43.7 | 43.6 | 41.7 | 44.6 | 46.5 |
| Hourly earnings | | | | | | | | pence |
| 1983 | 271.6 | 309.8 | 437.7 | 325.9 | 343.6 | 415.0 | 321.2 | 349.5 |
| 1984 | 286.5 | 326.3 | 467.1 | 349.7 | 367.7 | 441.5 | 341.4 | 371.2 |
| 1985 | 309.0 | 348.9 | 506.1 | 374.5 | 397.1 | 470.0 | 364.8 | 389.3 |
| 1986 | 323.6 | 374.7 | 558.6 | 409.6 | 426.8 | 504.9 | 389.3 | 409.4 |
| 1987 | 339.7 | 393.9 | 590.7 | 436.3 | 455.1 | 536.3 | 409.4 | 433.5 |
| 1988 | 368.4 | 425.4 | 628.1 | 473.6 | 489.6 | 568.1 | 448.3 | 465.0 |
| Weekly earnings | | | | | | | | £ |
| 1983 | 73.60 | 97.36 | 112.07 | 87.52 | 90.32 | 112.46 | 77.98 | 118.08 |
| 1984 | 78.58 | 102.63 | 119.71 | 92.48 | 96.30 | 126.00 | 87.81 | 126.69 |
| 1985 | 85.22 | 113.18 | 129.16 | 98.23 | 103.21 | 124.17 | 95.86 | 129.58 |
| 1986 | 89.55 | 121.09 | 139.81 | 107.39 | 110.48 | 157.49 | 98.55 | 134.83 |
| 1987 | 96.51 | 128.43 | 152.00 | 113.63 | 118.79 | 163.79 | 104.68 | 142.00 |
| 1988 | 102.63 | 137.79 | 163.55 | 123.37 | 128.82 | 183.91 | 107.21 | 150.00 |
| Hours worked | | | | | | | | |
| 1983 | 37.1 | 38.4 | 38.6 | 38.6 | 38.1 | 36.1 | 39.2 | 40.8 |
| 1984 | 37.0 | 38.4 | 38.8 | 38.6 | 38.1 | 37.5 | 38.8 | 41.5 |
| 1985 | 37.1 | 38.7 | 38.5 | 38.6 | 38.1 | 36.9 | 38.3 | 41.5 |
| 1986 | 36.8 | 38.4 | 38.7 | 38.5 | 38.1 | 36.9 | 37.8 | 41.5 |
| 1987 | 37.2 | 39.1 | 39.2 | 38.7 | 38.4 | 38.6 | 38.0 | 41.5 |
| 1988 | 37.0 | 39.2 | 39.5 | 39.3 | 38.7 | 39.4 | 38.4 | 41.5 |
| Hourly earnings | | | | | | | | pence |
| 1983 | 198.6 | 253.7 | 290.6 | 226.6 | 237.2 | 311.4 | 199.0 | 289.4 |
| 1984 | 212.6 | 267.2 | 308.3 | 239.8 | 252.9 | 336.1 | 226.6 | 305.4 |
| 1985 | 229.9 | 292.4 | 335.9 | 254.5 | 271.0 | 336.4 | 250.4 | 311.5 |
| 1986 | 243.3 | 315.5 | 361.3 | 278.8 | | | | |

5.6 EARNINGS AND HOURS

Average weekly and hourly earnings and hours: manual and non-manual employees

| GREAT BRITAIN | MANUFACTURING INDUSTRIES* | | | | ALL INDUSTRIES AND SERVICES | | | | | |
|---|---|-------|---|-------|---|-------|---|-------|-------|-------|
| | Weekly earnings (£) | | Hours | | Weekly earnings (£) | | Hours | | | |
| April of each year | including those whose pay was affected by absence | | excluding those whose pay was affected by absence | | including those whose pay was affected by absence | | excluding those whose pay was affected by absence | | | |
| | Weekly earnings (£) | Hours | Hourly earnings (pence) | Hours | Weekly earnings (£) | Hours | Hourly earnings (pence) | Hours | | |
| FULL-TIME MEN† | | | | | | | | | | |
| Manual occupations | | | | | | | | | | |
| 1982* | 134.8 | 138.1 | 43.8 | 315.1 | 307.9 | 131.4 | 133.8 | 44.3 | 302.0 | 294.7 |
| 1983† | 142.8 | 147.4 | 43.7 | 336.7 | 329.2 | 140.3 | 143.6 | 43.9 | 326.5 | 319.0 |
| 1984 | 141.0 | 145.5 | 43.6 | 333.0 | 325.5 | 138.4 | 141.6 | 43.8 | 322.7 | 315.2 |
| 1985 | 153.6 | 158.9 | 44.4 | 358.1 | 348.5 | 148.8 | 152.7 | 44.3 | 345.0 | 336.1 |
| 1986 | 167.5 | 172.6 | 44.6 | 386.8 | 373.8 | 159.8 | 163.6 | 44.5 | 368.0 | 356.8 |
| 1987 | 178.4 | 183.4 | 44.5 | 411.6 | 398.5 | 170.9 | 174.4 | 44.5 | 392.6 | 380.8 |
| 1988 | 191.2 | 195.9 | 44.7 | 437.6 | 423.8 | 182.0 | 185.5 | 44.6 | 416.5 | 404.3 |
| 1988 | 206.8 | 212.3 | 45.2 | 468.5 | 451.7 | 196.3 | 200.6 | 45.0 | 445.7 | 431.5 |
| Non-manual occupations | | | | | | | | | | |
| 1982* | 180.1 | 181.4 | 38.8 | 457.9 | 457.0 | 177.9 | 178.9 | 38.2 | 462.5 | 462.3 |
| 1983† | 178.5 | 179.8 | 38.9 | 453.4 | 452.5 | 179.9 | 180.9 | 38.4 | 460.4 | 460.2 |
| 1984 | 193.2 | 194.6 | 39.1 | 491.6 | 491.0 | 193.7 | 194.9 | 38.4 | 503.4 | 502.9 |
| 1985 | 191.4 | 192.9 | 39.1 | 487.3 | 486.6 | 190.6 | 191.8 | 38.4 | 494.8 | 494.2 |
| 1986 | 211.7 | 213.5 | 39.3 | 537.8 | 537.1 | 207.3 | 209.0 | 38.5 | 537.4 | 536.4 |
| 1987 | 230.7 | 232.0 | 39.3 | 582.0 | 580.7 | 223.5 | 225.0 | 38.6 | 574.7 | 573.2 |
| 1988 | 254.4 | 255.7 | 39.3 | 641.0 | 640.0 | 243.4 | 244.9 | 38.6 | 627.3 | 625.8 |
| 1988 | 271.9 | 273.7 | 39.4 | 684.1 | 684.0 | 263.9 | 265.9 | 38.7 | 679.9 | 679.3 |
| 1988 | 299.1 | 300.5 | 39.4 | 744.9 | 744.1 | 292.1 | 294.1 | 38.7 | 748.8 | 748.3 |
| All occupations | | | | | | | | | | |
| 1982* | 148.8 | 152.6 | 42.2 | 357.0 | 354.0 | 151.5 | 154.5 | 41.7 | 365.6 | 364.6 |
| 1983† | 147.9 | 151.8 | 42.3 | 354.2 | 351.4 | 151.5 | 154.5 | 41.7 | 365.6 | 364.6 |
| 1984 | 158.6 | 163.3 | 42.2 | 383.0 | 380.0 | 163.8 | 167.5 | 41.5 | 399.1 | 398.0 |
| 1985 | 156.4 | 161.2 | 42.2 | 378.1 | 375.0 | 161.1 | 164.7 | 41.4 | 392.6 | 391.2 |
| 1986 | 171.2 | 176.8 | 42.8 | 409.9 | 406.2 | 174.3 | 178.8 | 41.7 | 423.0 | 421.4 |
| 1987 | 187.2 | 192.6 | 42.9 | 444.3 | 438.6 | 187.9 | 192.4 | 41.9 | 452.5 | 449.9 |
| 1988 | 202.3 | 207.8 | 42.9 | 479.1 | 474.0 | 203.4 | 207.5 | 41.8 | 488.9 | 486.6 |
| 1988 | 217.0 | 222.3 | 43.0 | 511.0 | 506.5 | 219.4 | 224.0 | 41.9 | 527.3 | 526.2 |
| 1988 | 236.3 | 242.3 | 43.3 | 549.8 | 544.1 | 240.6 | 245.8 | 42.1 | 573.6 | 573.1 |
| FULL-TIME WOMEN† | | | | | | | | | | |
| Manual occupations | | | | | | | | | | |
| 1982* | 79.9 | 82.9 | 39.6 | 209.5 | 207.1 | 78.3 | 80.1 | 39.3 | 205.0 | 202.7 |
| 1983† | 79.6 | 82.6 | 39.6 | 208.9 | 206.6 | 78.3 | 80.1 | 39.3 | 205.0 | 202.7 |
| 1984 | 86.7 | 90.3 | 39.7 | 227.3 | 224.9 | 85.6 | 87.9 | 39.3 | 224.3 | 222.0 |
| 1985 | 86.7 | 90.4 | 39.7 | 227.3 | 225.3 | 85.8 | 88.1 | 39.3 | 224.9 | 222.6 |
| 1986 | 91.9 | 96.0 | 39.9 | 240.9 | 238.1 | 90.8 | 93.5 | 39.4 | 238.0 | 235.1 |
| 1987 | 100.1 | 104.5 | 40.0 | 261.7 | 257.3 | 98.2 | 101.3 | 39.5 | 256.9 | 252.9 |
| 1988 | 107.0 | 111.6 | 40.0 | 278.9 | 274.6 | 104.5 | 107.5 | 39.5 | 273.0 | 269.2 |
| 1988 | 113.8 | 119.6 | 40.3 | 297.2 | 291.9 | 111.4 | 115.3 | 39.7 | 292.0 | 287.4 |
| 1988 | 121.2 | 127.9 | 40.5 | 315.5 | 309.6 | 118.8 | 123.6 | 39.8 | 310.5 | 305.6 |
| Non-manual occupations | | | | | | | | | | |
| 1982* | 97.2 | 97.6 | 37.2 | 260.3 | 259.0 | 104.3 | 104.9 | 36.5 | 283.0 | 282.2 |
| 1983† | 97.0 | 97.4 | 37.2 | 259.8 | 258.5 | 104.3 | 104.9 | 36.5 | 283.0 | 282.2 |
| 1984 | 105.5 | 106.2 | 37.2 | 283.3 | 281.9 | 114.2 | 115.1 | 36.5 | 310.0 | 309.0 |
| 1985 | 106.2 | 107.0 | 37.2 | 285.4 | 284.0 | 115.1 | 116.1 | 36.5 | 312.9 | 311.9 |
| 1986 | 115.8 | 117.2 | 37.4 | 310.8 | 308.7 | 123.0 | 124.3 | 36.5 | 334.3 | 333.1 |
| 1987 | 125.5 | 126.8 | 37.4 | 336.5 | 334.7 | 132.4 | 133.8 | 36.6 | 359.1 | 357.6 |
| 1988 | 135.8 | 136.7 | 37.4 | 363.2 | 361.2 | 144.3 | 145.7 | 36.7 | 390.6 | 388.8 |
| 1988 | 147.7 | 149.1 | 37.5 | 391.6 | 389.4 | 155.4 | 157.2 | 36.8 | 418.0 | 415.9 |
| 1988 | 161.6 | 163.3 | 37.6 | 430.0 | 427.5 | 172.9 | 175.5 | 36.9 | 467.7 | 465.3 |
| All occupations | | | | | | | | | | |
| 1982* | 87.1 | 89.7 | 38.5 | 232.1 | 230.4 | 97.5 | 99.0 | 37.1 | 263.1 | 262.1 |
| 1983† | 86.8 | 89.4 | 38.5 | 231.4 | 229.7 | 97.5 | 99.0 | 37.1 | 263.1 | 262.1 |
| 1984 | 94.5 | 97.6 | 38.6 | 251.8 | 251.0 | 106.9 | 108.8 | 37.2 | 288.5 | 287.5 |
| 1985 | 94.7 | 97.9 | 38.6 | 252.7 | 251.0 | 107.6 | 109.5 | 37.2 | 290.6 | 289.5 |
| 1986 | 101.7 | 105.5 | 38.8 | 270.9 | 268.8 | 114.9 | 117.2 | 37.2 | 310.3 | 309.1 |
| 1987 | 110.6 | 114.7 | 38.8 | 294.4 | 291.5 | 123.9 | 126.4 | 37.3 | 334.0 | 332.4 |
| 1988 | 119.2 | 123.2 | 38.8 | 316.1 | 313.3 | 134.7 | 137.2 | 37.3 | 362.5 | 360.7 |
| 1988 | 128.2 | 133.4 | 39.0 | 339.2 | 335.9 | 144.9 | 148.1 | 37.5 | 388.4 | 386.2 |
| 1988 | 138.4 | 144.3 | 39.2 | 365.8 | 362.3 | 160.1 | 164.2 | 37.6 | 431.3 | 429.0 |
| FULL-TIME ADULTS | | | | | | | | | | |
| (a) MEN, 21 years and over AND WOMEN, 18 years and over | | | | | | | | | | |
| All occupations | | | | | | | | | | |
| 1982* | 134.0 | 138.0 | 41.3 | 329.6 | 325.4 | 134.1 | 136.5 | 40.2 | 334.6 | 332.1 |
| 1983† | 133.3 | 137.2 | 41.4 | 327.2 | 323.1 | 134.1 | 136.5 | 40.2 | 334.6 | 332.1 |
| 1983 | 143.2 | 148.0 | 41.4 | 354.1 | 349.9 | 145.4 | 148.3 | 40.0 | 365.1 | 362.5 |
| (b) MALES AND FEMALES, 18 years and over | | | | | | | | | | |
| All occupations | | | | | | | | | | |
| 1982* | 132.0 | 135.9 | 41.3 | 324.6 | 320.3 | 132.1 | 134.5 | 40.2 | 329.3 | 326.7 |
| 1983† | 131.2 | 135.2 | 41.4 | 322.3 | 318.2 | 132.1 | 134.5 | 40.2 | 329.3 | 326.7 |
| 1983 | 141.2 | 146.0 | 41.4 | 349.1 | 344.8 | 143.2 | 146.1 | 40.1 | 359.5 | 356.8 |
| (c) MALES AND FEMALES on adult rates | | | | | | | | | | |
| 1983 | 142.2 | 147.0 | 41.4 | 351.5 | 347.3 | 144.5 | 147.4 | 40.1 | 362.6 | 360.0 |
| 1984 | 155.2 | 160.8 | 41.9 | 380.6 | 375.4 | 155.8 | 159.3 | 40.3 | 389.9 | 386.7 |
| 1985 | 169.2 | 174.7 | 41.9 | 411.8 | 404.8 | 167.4 | 171.0 | 40.4 | 416.8 | 412.7 |
| 1986 | 183.1 | 188.6 | 41.9 | 444.4 | 437.7 | 181.2 | 184.7 | 40.4 | 450.8 | 446.8 |
| 1987 | 196.0 | 202.0 | 42.0 | 474.1 | 467.6 | 194.9 | 198.9 | 40.4 | 484.7 | 481.1 |
| 1988 | 212.7 | 219.4 | 42.3 | 509.4 | 501.7 | 213.6 | 218.4 | 40.6 | 529.2 | 525.9 |

Note: New Earnings Survey estimates.
 * Results for manufacturing industries in the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification (SIC). Results for manufacturing industries for 1983 to 1988 inclusive and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.
 † Results for 1982 and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 to 1988 inclusive and the second row of figures for 1983 relate to males or females on adult rates.

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

| | Total labour costs (pence per hour) | Percentage shares of labour costs* | | | | | | | |
|--|-------------------------------------|------------------------------------|--|--------------------|---------------------|-----------------------------------|-------------------------|-------|------|
| | | Total wages and salaries | of which holiday, sickness and maternity pay | National insurance | Redundancy payments | Voluntary social welfare payments | All other labour costs‡ | | |
| Manufacturing | 1975 | 161.68 | 88.1 | 9.4 | 6.5 | 0.6 | 0.9 | | |
| | 1978 | 244.54 | 84.3 | 9.2 | 8.5 | 0.5 | 1.8 | | |
| | 1981 | 394.34 | 82.1 | 10.0 | 9.0 | 2.1 | 1.6 | | |
| | 1984 | 509.80 | 84.0 | 10.5 | 7.4 | 1.3 | 2.0 | | |
| | 1985 | 554.20 | 84.7 | 10.6 | 6.7 | 1.3 | 2.0 | | |
| Energy (excl. coal) and water supply** | 1975 | 217.22 | 82.9 | 11.1 | 6.0 | 0.6 | 8.5 | | |
| | 1978 | 324.00 | 78.2 | 11.2 | 6.9 | 0.4 | 12.2 | | |
| | 1981 | 595.10 | 75.8 | 11.5 | 7.0 | 1.9 | 13.1 | | |
| | 1984 | 811.41 | 77.7 | 11.5 | 5.5 | 1.9 | 12.1 | | |
| | 1985 | 860.60 | 78.6 | 11.5 | 5.1 | 1.3 | 12.2 | | |
| Construction | 1975 | 156.95 | 90.2 | 7.2 | 6.3 | 0.2 | 1.7 | | |
| | 1978 | 222.46 | 86.8 | 6.8 | 9.1 | 0.2 | 2.3 | | |
| | 1981 | 357.43 | 85.0 | 7.8 | 9.9 | 0.6 | 2.8 | | |
| | 1984 | 475.64 | 86.0 | 8.0 | 7.7 | 0.6 | 4.1 | | |
| | 1985 | 511.20 | 86.6 | 8.0 | 7.2 | 0.5 | 4.1 | | |
| SIC 1980 | 1986 | 552.00 | 86.5 | 8.0 | 7.2 | 0.6 | 4.1 | | |
| | 1987 | 594.50 | 86.7 | 8.1 | 7.2 | 0.3 | 4.1 | | |
| | 1988 | 657.60 | 86.8 | 8.1 | 7.2 | 0.2 | 4.1 | | |
| | 1988 | 1,009.50 | 77.6 | 11.7 | 5.0 | 2.5 | 12.2 | | |
| | 1988 | 1,062.00 | 79.0 | 12.3 | 5.1 | 0.9 | 12.2 | | |
| Labour costs per unit of output § | 1980 | 84.4 | 22.2 | 106.3 | 89.0 R | 83.5 | 87.6 | 78.0 | 22.9 |
| | 1981 | 92.3 | 9.4 | 112.6 | 95.5 | 96.4 | 95.2 | 86.6 | 11.0 |
| 1985 = 100 | 1982 | 95.5 | 3.5 | 111.6 | 97.3 | 93.8 | 96.4 | 90.2 | 4.2 |
| | 1983 | 94.4 | -1.2 | 104.8 | 95.1 | 94.8 | 94.7 | 92.6 | 2.7 |
| 1984 | 1984 | 96.2 | 1.9 | 89.5 | 97.0 | 98.4 | 97.1 | 95.6 | 3.2 |
| | 1985 | 100.0 | 4.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 4.6 |
| 1986 | 1986 | 104.0 | 4.0 | 96.6 | 106.1 | 102.9 | 102.9 | 104.9 | 4.9 |
| | 1987 | 104.6 | 0.6 | 94.8 | 104.0 | 110.3 | 105.3 | 108.8 | 3.7 |
| 1988 | 1988 | 104.6 | 0.6 | 94.8 | 104.0 | 110.3 | 105.3 | 108.8 | 3.7 |
| | 1988 | 104.6 | 0.6 | 94.8 | 104.0 | 110.3 | 105.3 | 108.8 | 3.7 |
| 1986 Q4 | 1986 Q4 | ... | ... | ... | ... | ... | ... | 105.9 | 3.6 |
| | 1987 Q1 | ... | ... | ... | ... | ... | ... | 106.8 | 3.0 |
| | 1987 Q2 | ... | ... | ... | ... | ... | ... | 108.1 | 3.3 |
| | 1987 Q3 | ... | ... | ... | ... | ... | ... | 109.0 | 3.6 |
| 1988 Q1 | 1988 Q1 | ... | ... | ... | ... | ... | ... | 111.3 | 5.1 |
| | 1988 Q2 | ... | ... | ... | ... | ... | ... | 113.1 | 5.9 |
| | 1988 Q3 | ... | ... | ... | | | | | |

6.1 RETAIL PRICES

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

| | 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 |
| 1988 June | 106.6 | 0.4 | 3.2 | 4.6 | 106.6 | 0.5 | 3.2 | |
| July | 106.7 | 0.1 | 3.3 | 4.8 | 106.9 | 0.3 | 3.5 | |
| Aug | 107.9 | 1.1 | 4.1 | 5.7 | 108.1 | 1.1 | 4.3 | |
| Sept | 108.4 | 0.5 | 4.1 | 5.9 | 108.7 | 0.6 | 4.5 | |
| Oct | 109.5 | 1.0 | 3.5 | 6.4 | 109.8 | 1.0 | 3.9 | |
| Nov | 110.0 | 0.5 | 3.6 | 6.4 | 110.3 | 0.5 | 4.0 | |
| Dec | 110.3 | 0.3 | 3.5 | 6.8 | 110.5 | 0.2 | 3.7 | |
| 1989 Jan | 111.0 | 0.6 | 4.0 | 7.5 | 111.2 | 0.6 | 4.0 | |
| Feb | 111.8 | 0.7 | 3.6 | 7.8 | 111.9 | 0.6 | 3.5 | |
| Mar | 112.3 | 0.4 | 3.6 | 7.9 | 112.4 | 0.4 | 3.4 | |
| Apr | 114.3 | 1.8 | 4.4 | 8.0 | 114.4 | 1.8 | 4.2 | |
| May | 115.0 | 0.6 | 4.5 | 8.3 | 115.1 | 0.6 | 4.4 | |
| June | 115.4 | 0.3 | 4.6 | 8.3 | 115.6 | 0.4 | 4.6 | |

The overall level of prices was 0.3 per cent higher in June than in May. There were higher prices in particular for food, catering, alcoholic drinks, motor vehicles and a continuing rise in housing costs. **Food:** Seasonal foods fell in price between May and June by 0.5 per cent, and are now 3.8 per cent higher in price than a year ago. The prices of fresh vegetables, e.g. tomatoes and lettuce showed a reduction. Home killed lamb was also cheaper. However, there were some increases in the prices of eggs, potatoes and cauliflowers. Pears and grapes also went up in price. Among non-seasonal foods, prices for bread, bacon and poultry were up. The index for non-seasonal food prices rose by 0.5 per cent, while for food as a whole the index increased by 0.4 per cent. **Catering:** There were price increases, particularly for restaurant meals and take aways. The index for the group went up 0.5 per cent. **Alcoholic drink:** There were price increases throughout the group, and the group index rose by 0.3 per cent between May and June. **Housing:** The increase of 0.6 per cent in the index for this group was mainly the result of the continuing rise in housing costs for owner-occupiers.

Fuel and light: The third phase of the effects of the latest increases in gas and electricity prices fed through into the index. There were, however, further summer discounts for coal, while the price of heating oil also fell. The index for the group increased by 1.1 per cent. **Household goods:** There were price increases throughout the group and its index increased by 0.2 per cent between May and June. **Personal goods and services:** There were small price increases throughout this group. The index rose by 0.3 per cent. **Motoring expenditure:** Car prices rose in June. The index as a whole rose by 0.3 per cent. **Fares and other travel costs:** Increases in taxi fares were the main reason for an increase of 0.9 per cent in the index for this group. **Leisure goods:** The prices of some books and newspapers increased. The group index rose by 0.2 per cent between May and June. **Leisure services:** There were price rises throughout the group and its index increased by 0.2 per cent.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for June 13

| | Index Jan 1987 = 100 | Percentage change over (months) | | | Index Jan 1987 = 100 | Percentage change over (months) | |
|---------------------------------------|----------------------|---------------------------------|------|-------------------------------------|----------------------|---------------------------------|------|
| | | 1 | 12 | | | 1 | 12 |
| All items | 115.4 | 0.3 | 8.3 | | | | |
| Food and catering | 111.9 | 0.4 | 5.7 | Housing | 135.5 | 0.6 | 23.4 |
| Alcohol and tobacco | 110.2 | 0.3 | 4.3 | Rent | 123.2 | | 10 |
| Housing and household expenditure | 122.0 | 0.5 | 13.9 | Mortgage interest payments | 161.1 | | 62 |
| Personal expenditure | 111.7 | 0.1 | 5.6 | Rates | 128.0 | | 10 |
| Travel and leisure | 113.6 | 0.3 | 5.9 | Water and other charges | 131.4 | | 14 |
| All items excluding seasonal food | 115.6 | 0.4 | 8.4 | Repairs and maintenance charges | 114.0 | | 7 |
| All items excluding food | 116.3 | 0.3 | 8.8 | Do-it-yourself materials | 112.5 | | 5 |
| Seasonal food | 109.3 | -0.5 | 3.8 | Fuel and light | 107.6 | 1.1 | 5.1 |
| Food excluding seasonal | 111.0 | 0.5 | 6.0 | Coal and solid fuels | 96.8 | | 0 |
| All items excluding housing | 111.6 | 0.3 | 5.4 | Electricity | 114.4 | | 7 |
| All items excluding mortgage interest | 113.2 | 0.3 | 5.9 | Gas | 103.9 | | 4 |
| Nationalised industries | 115.9 | 1.0 | 8.0 | Oil and other fuel | 90.1 | | 2 |
| Consumer durables | 107.6 | 0.1 | 3.3 | Household goods | 110.1 | 0.2 | 4.3 |
| Food | 110.7 | 0.4 | 5.6 | Furniture | 110.5 | | 4 |
| Bread | 114.4 | | 6 | Furnishings | 112.0 | | 5 |
| Cereals | 115.8 | | 7 | Electrical appliances | 104.6 | | 0 |
| Biscuits and cakes | 111.3 | | 7 | Other household equipment | 111.8 | | 6 |
| Beef | 121.0 | | 11 | Household consumables | 116.1 | | 8 |
| Lamb | 113.9 | | 5 | Pet care | 104.3 | | 3 |
| of which, home-killed lamb | 117.0 | | 3 | Household services | 111.8 | 0.0 | 5.3 |
| Pork | 109.6 | | 8 | Postage | 106.5 | | 6 |
| Bacon | 108.8 | | 6 | Telephones, telemessages, etc | 101.2 | | 0 |
| Poultry | 103.4 | | 2 | Domestic services | 116.9 | | 8 |
| Other meat | 104.2 | | 4 | Fees and subscriptions | 120.4 | | 9 |
| Fish | 106.5 | | 2 | Clothing and footwear | 110.6 | 0.1 | 5.0 |
| of which, fresh fish | 108.1 | | 3 | Men's outerwear | 110.1 | | 3 |
| Butter | 116.5 | | 13 | Women's outerwear | 108.3 | | 4 |
| Oil and fats | 107.6 | | 7 | Children's outerwear | 116.1 | | 8 |
| Cheese | 111.5 | | 4 | Other clothing | 111.7 | | 6 |
| Eggs | 107.3 | | 3 | Footwear | 110.2 | | 6 |
| Milk, fresh | 112.6 | | 8 | Personal goods and services | 114.0 | 0.3 | 6.9 |
| Milk products | 116.6 | | 8 | Personal articles | 104.5 | | 3 |
| Tea | 109.3 | | 5 | Chemists' goods | 115.0 | | 7 |
| Coffee and other hot drinks | 97.0 | | 4 | Personal services | 122.5 | | 11 |
| Soft drinks | 122.8 | | 6 | Motoring expenditure | 115.5 | 0.3 | 6.7 |
| Sugar and preserves | 116.3 | | 6 | Purchase of motor vehicles | 115.9 | | 4 |
| Sweets and chocolates | 104.4 | | 3 | Maintenance of motor vehicles | 115.4 | | 5 |
| Potatoes | 111.3 | | 16 | Petrol and oil | 111.5 | | 11 |
| of which, unprocessed potatoes | 115.8 | | 29 | Vehicles tax and insurance | 122.9 | | 9 |
| Vegetables | 107.5 | | 0 | Fares and other travel costs | 115.6 | 0.9 | 8.1 |
| of which, other fresh vegetables | 102.5 | | -4 | Rail fares | 117.4 | | 9 |
| Fruit | 111.5 | | 1 | Bus and coach fares | 120.3 | | 10 |
| of which, fresh fruit | 113.7 | | 1 | Other travel costs | 110.1 | | 6 |
| Other foods | 110.9 | | 5 | Leisure goods | 107.4 | 0.2 | 3.1 |
| Catering | 116.2 | 0.5 | 6.1 | Audio-visual equipment | 90.4 | | -4 |
| Restaurant meals | 117.2 | | 7 | Records and tapes | 98.3 | | -1 |
| Canteen meals | 115.0 | | 5 | Toys, photographic and sport goods | 108.2 | | -4 |
| Take-aways and snacks | 115.1 | | 5 | Books and newspapers | 121.1 | | 8 |
| Alcoholic drink | 112.2 | 0.3 | 5.1 | Gardening products | 115.3 | | 7 |
| Beer | 113.8 | | 6 | Leisure services | 114.5 | 0.2 | 5.6 |
| —on sales | 114.0 | | 6 | Television licences and rentals | 104.2 | | 1 |
| —off sales | 111.5 | | 3 | Entertainment and other recreation | 121.6 | | 9 |
| Wines and spirits | 110.0 | | 4 | | | | |
| —on sales | 112.3 | | 5 | | | | |
| —off sales | 108.3 | | 3 | | | | |
| Tobacco | 105.9 | 0.1 | 2.2 | | | | |
| Cigarettes | 106.2 | | 2 | | | | |
| Tobacco | 103.8 | | 3 | | | | |

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 June 13 for a number of important items derived from prices collected 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 June 13, 1989

| Item* | Number of quotations | Average price | Price range within which 80 per cent of quotations fell | Item* | Number of quotations | Average price | Price range within which 80 per cent of quotations fell |
|---|----------------------|---------------|---|--------------------------------|----------------------|---------------|---|
| | | p | p | | | p | p |
| FOOD ITEMS | | | | Butter | | | |
| Beef: home-killed | | | | Home-produced, per 250g | 276 | 60 | 57-65 |
| Best beef mince | 321 | 150 | 120-198 | New Zealand, per 250g | 259 | 59 | 57-62 |
| Topside | 267 | 271 | 239-300 | Danish, per 250g | 251 | 64 | 61-69 |
| Brisket (without bone) | 238 | 189 | 155-212 | Margarine | | | |
| Rump steak † | 304 | 357 | 299-400 | Soft 500g tub | 267 | 38 | 26-66 |
| Stewing steak | 306 | 177 | 152-210 | Low fat spread 250g | 269 | 40 | 35-45 |
| Lamb: home-killed | | | | Lard, per 250g | 303 | 16 | 15-22 |
| Loin (with bone) | 297 | 269 | 188-368 | Cheese | | | |
| Shoulder (with bone) | 275 | 127 | 96-168 | Cheddar type | 295 | 144 | 118-180 |
| Leg (with bone) | 275 | 207 | 175-254 | Eggs | | | |
| Lamb: imported | | | | Size 2 (65-70g), per dozen | 245 | 112 | 84-132 |
| Loin (with bone) | 161 | 163 | 140-188 | Size 4 (55-60g), per dozen | 193 | 99 | 75-114 |
| Shoulder (with bone) | 159 | 88 | 79-109 | Milk | | | |
| Leg (with bone) | 168 | 163 | 145-181 | Pasteurised, per pint | 309 | 28 | 25-28 |
| Pork: home-killed | | | | Skimmed, per pint | 286 | 27 | 25-29 |
| Leg (foot off) | 267 | 126 | 99-169 | Tea | | | |
| Belly † | 291 | 93 | 76-106 | Loose, per 125g | 296 | 44 | 36-56 |
| Loin (with bone) | 321 | 156 | 119-180 | Tea bags, per 250g | 306 | 102 | 79-116 |
| Fillet (without bone) | 239 | 225 | 150-308 | Coffee | | | |
| Bacon | | | | Pure, instant, per 100g | 598 | 141 | 87-179 |
| Streaky † | 198 | 105 | 90-130 | Ground (filter fine), per ½lb | 268 | 135 | 119-155 |
| Gammon † | 260 | 197 | 158-220 | Sugar | | | |
| Back, vacuum packed | 162 | 183 | 142-244 | Granulated, per kg | 305 | 57 | 55-59 |
| Back, not vacuum packed | 240 | 173 | 149-198 | Fresh vegetables | | | |
| Ham (not shoulder), per ¼lb | 280 | 64 | 49-82 | Potatoes, old loose | | | |
| Sausages | | | | White | 188 | 15 | 10-24 |
| Pork | 321 | 89 | 75-110 | Red | 39 | 13 | 10-16 |
| Beef | 246 | 85 | 68-99 | Potatoes, new loose | 220 | 24 | 19-29 |
| Pork luncheon meat, 12oz can | 173 | 48 | 42-55 | Tomatoes | 330 | 55 | 46-69 |
| Corned beef, 12oz can | 195 | 79 | 65-95 | Cabbage, greens | 264 | 32 | 20-52 |
| Chicken: roasting, oven-ready | | | | Cabbage, hearted | 270 | 30 | 15-49 |
| Frozen, 4lb | 179 | 67 | 55-96 | Cauliflower, each | 285 | 60 | 40-79 |
| Fresh or chilled, 3lb | 227 | 87 | 72-99 | Brussels sprouts | — | — | — |
| Fresh and smoked fish | | | | Carrots | 318 | 25 | 20-36 |
| Cod fillets | 237 | 216 | 180-246 | Onions | 313 | 27 | 18-42 |
| Haddock fillets | 228 | 229 | 188-270 | Mushrooms, per ¼lb | 324 | 30 | 22-35 |
| Mackerel, whole | 184 | 85 | 64-99 | Cucumber, each | 313 | 50 | 38-65 |
| Kippers, with bone | 233 | 105 | 85-125 | Fresh fruit | | | |
| Canned (red) salmon, half-size can | 184 | 206 | 149-251 | Apples, cooking | 289 | 38 | 28-45 |
| Bread | | | | Apples, dessert | 295 | 39 | 30-45 |
| White loaf, sliced, 800g | 310 | 50 | 44-61 | Pears, dessert | 279 | 55 | 45-65 |
| White loaf, unwrapped, 800g | 245 | 62 | 57-67 | Oranges, each | 286 | 17 | 10-23 |
| White loaf, unsliced, 400g | 277 | 40 | 37-44 | Bananas | 308 | 48 | 38-55 |
| Brown loaf, sliced, small | 252 | 42 | 38-44 | Grapes | 252 | 112 | 85-139 |
| Brown loaf, unsliced, 800g | 228 | 61 | 55-69 | Items other than food | | | |
| Flour | | | | Draught bitter, per pint | 674 | 95 | 84-106 |
| Self-raising, per 1.5kg | 199 | 54 | 49-59 | Draught lager, per pint | 686 | 107 | 96-116 |
| | | | | Whisky, per nip | 697 | 76 | 69-85 |
| | | | | Gin, per nip | 697 | 76 | 69-85 |
| | | | | Cigarettes 20 king size filter | 3,683 | 150 | 124-161 |
| | | | | Coal, per 50kg | 422 | 526 | 445-660 |
| | | | | Smokeless fuel per 50kg | 484 | 713 | 580-850 |
| | | | | 4-star petrol, per litre | 667 | 42 | 41-43 |

Note: Last month's issue repeated the April figures for table 6.3 instead of giving the May figures. Details of the May figures are available free from Branch E, Central Statistical Office, Exchange House, 60 Exchange Road, Watford, Herts WD1 7HH.
* 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 new enlarged 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 new Central Statistical Office.

6.4 RETAIL PRICES

General index of retail prices

| 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 food | 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 | 108.8 | 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 | 132.4 | 135.2 | |
| 1976 | 157.1 | 156.4 | 155.5 | 185.4 | 159.9 | 177.7 | 156.8 | 157.3 | 159.3 | |
| 1977 | 182.0 | 179.7 | 181.5 | 208.1 | 190.3 | 197.0 | 189.1 | 185.7 | 183.4 | |
| 1978 | 197.1 | 195.2 | 197.8 | 227.3 | 203.8 | 180.1 | 208.4 | 207.8 | 196.0 | |
| 1979 | 223.5 | 222.2 | 224.1 | 246.7 | 228.3 | 211.1 | 231.7 | 239.9 | 217.1 | |
| 1980 | 263.7 | 265.9 | 265.3 | 307.9 | 255.9 | 224.5 | 262.0 | 290.0 | 261.8 | |
| 1981 | 295.0 | 299.8 | 296.9 | 368.0 | 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 | 146.2 | 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 | 348.9 | 266.7 | 225.8 | 274.7 | 307.5 | 277.7 | |
| 1982 Jan 12 | 310.6 | 314.6 | 311.5 | 387.0 | 296.1 | 287.6 | 297.5 | 329.7 | 321.8 | |
| 1983 Jan 11 | 325.9 | 332.6 | 328.5 | 441.4 | 301.8 | 256.8 | 310.3 | 353.7 | 353.7 | |
| 1984 Jan 10 | 342.6 | 348.9 | 343.5 | 445.8 | 319.8 | 321.3 | 319.8 | 378.5 | 376.1 | |
| 1985 Jan 15 | 359.8 | 367.8 | 361.8 | 465.9 | 330.6 | 306.9 | 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.

RETAIL PRICES 6.4

General index of retail prices

| Tobacco | Housing | Fuel and light | Durable household goods | Clothing and footwear | Miscel- laneous goods | Transport and vehicles | Services | 1974 Weights |
|---------|---------|-------------------|-------------------------------|-----------------------------|-----------------------------|------------------------------|----------|--------------|
| 43 | 124 | 52 | 64 | 91 | 63 | 135 | 54 | 1974 |
| 46 | 108 | 53 | 70 | 99 | 71 | 149 | 52 | 1975 |
| 46 | 112 | 56 | 75 | 84 | 74 | 140 | 57 | 1976 |
| 46 | 112 | 58 | 63 | 82 | 71 | 139 | 54 | 1977 |
| 48 | 113 | 60 | 64 | 80 | 70 | 140 | 56 | 1978 |
| 44 | 120 | 59 | 64 | 82 | 69 | 143 | 59 | 1979 |
| 40 | 124 | 59 | 69 | 84 | 74 | 151 | 62 | 1980 |
| 36 | 135 | 62 | 65 | 81 | 75 | 152 | 66 | 1981 |
| 36 | 144 | 62 | 64 | 77 | 72 | 154 | 65 | 1982 |
| 39 | 137 | 69 | 64 | 74 | 75 | 159 | 63 | 1983 |
| 36 | 149 | 65 | 69 | 70 | 76 | 158 | 65 | 1984 |
| 37 | 153 | 65 | 65 | 75 | 77 | 156 | 62 | 1985 |
| 40 | 153 | 62 | 63 | 75 | 81 | 157 | 58 | 1986 |
| 115.9 | 105.8 | 110.7 | 107.9 | 109.4 | 111.2 | 111.0 | 106.8 | 1974 |
| 147.7 | 125.5 | 147.4 | 131.2 | 125.7 | 138.6 | 143.9 | 135.5 | 1975 |
| 171.3 | 143.2 | 182.4 | 144.2 | 139.4 | 161.3 | 166.0 | 159.5 | 1976 |
| 209.7 | 161.8 | 211.3 | 166.8 | 157.4 | 188.3 | 190.3 | 173.3 | 1977 |
| 226.2 | 173.4 | 227.5 | 182.1 | 171.0 | 206.7 | 207.2 | 192.0 | 1978 |
| 247.6 | 208.9 | 250.5 | 201.9 | 187.2 | 236.4 | 243.1 | 213.9 | 1979 |
| 300.1 | 289.5 | 313.2 | 226.3 | 205.4 | 276.9 | 288.7 | 262.7 | 1980 |
| 358.2 | 318.2 | 380.0 | 237.2 | 208.3 | 300.7 | 322.6 | 300.8 | 1981 |
| 413.3 | 358.3 | 433.3 | 243.8 | 210.5 | 325.8 | 343.5 | 331.6 | 1982 |
| 440.9 | 367.1 | 465.4 | 250.4 | 214.8 | 345.6 | 366.3 | 342.9 | 1983 |
| 489.0 | 400.7 | 478.8 | 256.7 | 214.6 | 364.7 | 374.7 | 357.3 | 1984 |
| 532.5 | 452.3 | 499.3 | 263.9 | 222.9 | 392.2 | 392.5 | 381.3 | 1985 |
| 584.9 | 478.1 | 506.0 | 266.7 | 229.2 | 409.2 | 390.1 | 400.5 | 1986 |
| 124.0 | 110.3 | 124.9 | 118.3 | 118.6 | 125.2 | 130.3 | 115.8 | Jan 14 1975 |
| 162.6 | 134.8 | 168.7 | 140.8 | 131.5 | 152.3 | 157.0 | 154.0 | Jan 13 1976 |
| 193.2 | 154.1 | 198.8 | 157.0 | 148.5 | 176.2 | 178.9 | 166.8 | Jan 18 1977 |
| 222.8 | 164.3 | 219.9 | 175.2 | 163.6 | 198.6 | 198.7 | 186.6 | Jan 17 1978 |
| 231.5 | 190.3 | 233.1 | 187.3 | 176.1 | 216.4 | 218.5 | 202.0 | Jan 16 1979 |
| 269.7 | 237.4 | 277.1 | 216.1 | 197.1 | 258.8 | 268.4 | 246.9 | Jan 15 1980 |
| 296.6 | 285.0 | 355.7 | 231.0 | 207.5 | 293.4 | 299.5 | 289.2 | Jan 13 1981 |
| 392.1 | 350.0 | 401.9 | 239.5 | 207.1 | 312.5 | 330.5 | 325.6 | Jan 12 1982 |
| 426.2 | 348.1 | 467.0 | 245.8 | 210.9 | 337.4 | 353.9 | 337.6 | Jan 11 1983 |
| 450.8 | 382.6 | 469.3 | 252.3 | 210.4 | 353.3 | 370.8 | 350.6 | Jan 10 1984 |
| 508.1 | 416.4 | 487.5 | 257.7 | 217.4 | 378.4 | 379.6 | 369.7 | Jan 15 1985 |
| 545.7 | 463.7 | 507.0 | 265.2 | 225.2 | 402.9 | 393.1 | 393.1 | Jan 14 1986 |
| 602.9 | 502.4 | 506.1 | 265.6 | 230.8 | 413.0 | 399.7 | 408.8 | Jan 13 1987 |

* 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 edition 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

| UNITED KINGDOM | | | | | | | | | | | | PERCENT |
|----------------|-----------|------|--|-----------------|---------|---------|----------------|-------------------------|-----------------------|---------------------|------------------------|----------|
| | 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 |

| UNITED KINGDOM | | | | | | | | | | | | | | | |
|----------------|-----------|------|----------|-----------------|---------|---------|----------------|-----------------|--------------------|-----------------------|-----------------------------|----------------------|------------------------------|---------------|------------------|
| | 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 |
| Feb 16 | 3.3 | 2.9 | 6.7 | 3.9 | 1.7 | 4.0 | -2.0 | 3.5 | 5.2 | 1.6 | 4.4 | 4.0 | 5.9 | 3.1 | 3.6 |
| Mar 15 | 3.5 | 3.2 | 6.6 | 4.0 | 1.7 | 4.0 | -2.0 | 3.5 | 5.1 | 2.1 | 4.4 | 4.2 | 5.7 | 3.0 | 3.7 |
| Apr 19 | 3.9 | 2.8 | 7.0 | 5.3 | 3.4 | 4.7 | -0.8 | 3.4 | 4.8 | 2.1 | 4.6 | 4.8 | 5.6 | 3.0 | 6.7 |
| May 17 | 4.2 | 2.4 | 7.0 | 5.3 | 3.9 | 5.6 | 1.3 | 3.4 | 4.5 | 3.8 | 4.8 | 4.4 | 5.3 | 2.7 | 7.2 |
| June 14 | 4.6 | 3.1 | 7.0 | 5.3 | 3.8 | 6.2 | 3.0 | 3.6 | 4.5 | 4.5 | 4.6 | 4.8 | 5.3 | 2.2 | 7.0 |
| July 19 | 4.8 | 3.6 | 6.6 | 5.3 | 3.7 | 6.2 | 4.5 | 4.2 | 5.0 | 4.1 | 5.1 | 4.6 | 5.6 | 2.8 | 6.8 |
| Aug 16 | 5.7 | 3.7 | 6.6 | 5.5 | 4.1 | 11.2 | 4.4 | 4.5 | 4.9 | 3.5 | 5.0 | 4.5 | 6.2 | 2.9 | 7.0 |
| Sept 13 | 5.9 | 4.4 | 6.5 | 5.4 | 4.0 | 11.6 | 5.2 | 4.4 | 4.8 | 2.9 | 5.8 | 4.4 | 6.4 | 2.6 | 8.5 |
| Oct 18 | 6.4 | 3.8 | 6.7 | 5.4 | 3.7 | 15.1 | 5.8 | 4.2 | 4.8 | 4.5 | 5.4 | 4.6 | 6.4 | 2.3 | 7.0 |
| Nov 15 | 6.4 | 4.0 | 6.5 | 5.6 | 4.0 | 15.6 | 5.7 | 3.6 | 4.7 | 4.6 | 4.7 | 4.5 | 6.2 | 1.7 | 7.6 |
| Dec 13 | 6.8 | 4.0 | 6.2 | 5.6 | 4.0 | 17.9 | 6.0 | 3.5 | 4.6 | 4.4 | 4.8 | 4.6 | 6.2 | 1.7 | 7.8 |
| 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 |
| Feb 14 | 7.8 | 4.0 | 6.0 | 6.0 | 4.0 | 21.8 | 6.3 | 4.2 | 5.2 | 5.2 | 5.9 | 5.7 | 7.1 | 2.1 | 8.2 |
| Mar 14 | 7.9 | 4.2 | 6.1 | 6.0 | 4.1 | 22.0 | 6.6 | 4.2 | 5.2 | 4.7 | 5.7 | 5.9 | 7.3 | 2.3 | 8.2 |
| Apr 18 | 8.0 | 5.0 | 6.0 | 5.1 | 2.5 | 21.9 | 6.4 | 4.3 | 5.7 | 6.5 | 6.7 | 6.7 | 7.2 | 2.0 | 4.8 |
| May 16 | 8.3 | 5.3 | 6.2 | 5.0 | 2.0 | 23.1 | 5.7 | 4.2 | 5.5 | 5.4 | 7.0 | 7.4 | 7.4 | 2.8 | 5.4 |
| June 13 | 8.3 | 5.6 | 6.1 | 5.1 | 2.2 | 23.4 | 5.1 | 4.3 | 5.3 | 5.0 | 6.9 | 6.7 | 8.1 | 3.1 | 5.6 |

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 | 283.2 | 292.1 | 297.2 | 304.5 | 280.3 | 290.3 | 295.6 | 303.0 | 279.3 | 289.8 | 295.0 | 300.5 |
| 1982 | 314.2 | 322.4 | 323.0 | 327.4 | 311.8 | 319.4 | 319.8 | 324.1 | 305.9 | 314.7 | 316.3 | 320.2 |
| 1983 | 331.1 | 334.3 | 337.0 | 342.3 | 327.5 | 331.5 | 334.4 | 339.7 | 323.2 | 328.7 | 332.0 | 335.4 |
| 1984 | 346.7 | 353.6 | 353.8 | 357.5 | 343.8 | 351.4 | 351.3 | 355.1 | 337.5 | 344.3 | 345.3 | 348.5 |
| 1985 | 363.2 | 371.4 | 371.3 | 374.5 | 360.7 | 369.0 | 368.7 | 371.8 | 353.0 | 361.8 | 362.6 | 365.3 |
| 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 | | | | 108.2 | | | | 109.0 | | | |

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 | | | | | | | | | | | | | | |
| 1983 | 336.2 | 300.7 | 358.2 | 366.7 | 441.6 | 462.3 | 255.3 | 215.3 | 393.9 | 422.3 | JAN 15, 1974 = 100 | | | |
| 1984 | 352.9 | 320.2 | 384.3 | 386.6 | 489.8 | 479.2 | 263.0 | 215.5 | 417.3 | 438.3 | 311.5 | | | |
| 1985 | 370.1 | 330.7 | 406.8 | 410.2 | 533.3 | 502.4 | 274.3 | 223.4 | 451.6 | 458.6 | 321.3 | | | |
| 1986 | 382.0 | 340.1 | 432.7 | 428.4 | 587.2 | 510.4 | 281.3 | 231.0 | 468.4 | 472.1 | 343.1 | | | |
| 1987 January | 386.5 | 344.6 | 448.5 | 438.4 | 605.5 | 510.5 | .. | 231.7 | .. | .. | 357.0 | | | |
| 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 | | | | | | | | | | | | | | |
| 1987 | 101.1 | 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 | 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 |
| INDEX FOR ONE-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 |
| INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS | | | | | | | | | | | | | | |
| 1987 | 101.6 | 101.1 | 102.8 | 101.7 | 100.1 | 99.1 | 102.1 | 101.9 | 101.1 | 101.9 | 103.4 | 101.5 | 101.6 | 101.6 |
| 1988 | 105.8 | 104.6 | 109.6 | 106.9 | 103.4 | 101.6 | 105.9 | 106.8 | 104.4 | 106.8 | 108.1 | 107.5 | 104.2 | 108.1 |

Notes: 1 The General Index covers the goods and services purchased by all households, apart from those in the top 4 per cent of the income distribution and pensioner households deriving at least three-quarters of their total income from state benefits.
2 The structure of the published components of the index was recast in February 1987. The indices for January 1987 are given for those groups which are broadly comparable with the new groups to enable calculations to be made involving periods which span the new reference date. (See General Notes below.)

GENERAL NOTES—RETAIL PRICES

As reported by the Secretary of State for Employment on December 11, 1987, it has been discovered that from February 1986 to October 1987 a computer program error affected the monthly index. The official figures are always stated to one decimal place and the extent of the understatement of index levels will depend on rounding. The all items index figures for February 1986 to January 1987 will be understated by about 0.06 per cent; the index figure for January 1987 taking January 1974 as 100 was 394.5. The index figures for February to October 1987 were affected by an error of about 0.09 per cent. In most months this will have resulted, with rounding, to an understatement of 0.1 points in the published figures which take January 1987 as 100. However, because the January index link, 394.5, was understated the understatements relative to January 1986 may have rounded to 0.1 or 0.2 per cent.

Following the recommendations of the Retail Prices Index Advisory Committee, the index has been re-referenced to make January 13, 1987=100. Details of all changes following the Advisory Committee report can be found in the article on p 185 of the April 1987 edition of *Employment Gazette*.

Calculations

Calculations of price changes which involve periods spanning the new reference date are made as follows:

$$\% \text{ change} = \frac{\text{Index for later month (Jan 1987=100)} \times \text{Index for Jan 1987 (Jan 1974=100)}}{\text{Index for earlier month (Jan 1974=100)}} - 100$$

For example, to find the percentage change in the index for all items between June 1986 and October 1987, take the index for October 1987 (102.9), multiply it by the January 1987 index on the 1974 base (394.5), then divide by the June 1986 index (385.8). Subtract 100 from the result and this will show that the index increased by 5.2 per cent between those months.

A complete set of indices for January 1987 can be found in table 6.2 on pp 120-121 of the March 1987 edition of *Employment Gazette*.

Structure

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

Definitions

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

Nationalised industries: Index for goods and services mainly produced by nationalised industries. These are coal and solid fuels, electricity, water, sewerage and environmental charges [from August 1976], rail fares and postage. Telephone charges were included until December 1984, gas until December 1986, and bus fares until January 1989.

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

RETAIL PRICES 6.8

Selected countries: consumer prices indices

| | United Kingdom | Australia | Austria | Belgium | Canada | Denmark | France | Germany (FR) | Greece | Irish Republic | Italy | Japan | Netherlands | Norway | Spain | Sweden | Switzerland | United States | All OECD* | |
|------------------------------------|----------------|-----------|---------|---------|--------|---------|--------|--------------|--------|----------------|-------|-------|-------------|--------|-------|--------|-------------|---------------|-----------|--|
| Indices 1985 = 100 | | | | | | | | | | | | | | | | | | | | |
| Annual averages | | | | | | | | | | | | | | | | | | | | |
| 1976 | 42.1 | 46.1 | 65.4 | 57.4 | 49.4 | 45.4 | 42.2 | 70.6 | 20.8 | 34.2 | 28.8 | 69.6 | 66.3 | 47 | 28.2 | 44 | 73.5 | 52.9 | ... | |
| 1977 | 48.8 | 51.8 | 69.0 | 61.5 | 53.4 | 50.4 | 46.1 | 73.2 | 23.4 | 38.9 | 33.7 | 75.2 | 70.5 | 52 | 35.1 | 49 | 74.4 | 56.3 | ... | |
| 1978 | 52.8 | 55.9 | 71.5 | 64.2 | 58.1 | 55.5 | 50.3 | 75.2 | 26.3 | 41.8 | 37.8 | 78.1 | 73.4 | 56 | 42.0 | 53 | 75.3 | 60.6 | ... | |
| 1979 | 59.9 | 60.9 | 74.1 | 67.1 | 63.4 | 60.8 | 55.7 | 78.3 | 31.3 | 47.4 | 43.4 | 80.9 | 76.5 | 59 | 48.6 | 57 | 78.0 | 67.5 | ... | |
| 1980 | 70.7 | 67.1 | 78.8 | 71.5 | 69.9 | 68.3 | 63.3 | 82.6 | 39.1 | 56.0 | 52.5 | 87.4 | 81.5 | 65 | 56.2 | 65 | 81.1 | 76.6 | ... | |
| 1981 | 79.1 | 73.6 | 84.2 | 77.0 | 78.6 | 76.3 | 71.8 | 87.9 | 48.7 | 67.5 | 61.9 | 91.7 | 87.0 | 74 | 64.3 | 73 | 86.4 | 84.5 | ... | |
| 1982 | 85.9 | 81.8 | 88.8 | 83.3 | 87.1 | 84.0 | 80.3 | 92.5 | 58.9 | 79.0 | 72.1 | 94.1 | 92.1 | 82 | 73.6 | 79 | 91.2 | 89.7 | ... | |
| 1983 | 89.8 | 90.1 | 91.7 | 89.7 | 92.2 | 89.8 | 88.0 | 95.5 | 70.8 | 87.3 | 82.7 | 95.8 | 94.7 | 89 | 82.6 | 86 | 93.9 | 92.6 | ... | |
| 1984 | 94.3 | 93.6 | 96.9 | 95.4 | 96.2 | 95.5 | 94.5 | 97.9 | 83.8 | 94.8 | 91.6 | 98.0 | 97.8 | 95 | 91.9 | 93 | 96.7 | 96.6 | ... | |
| 1985 | 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 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | |
| 1986 | 103.4 | 109.0 | 101.7 | 101.3 | 104.1 | 103.6 | 102.7 | 99.8 | 123.0 | 103.8 | 105.9 | 100.4 | 100.1 | 107 | 108.8 | 104 | 100.7 | 101.9 | 102.6 | |
| 1987 | 107.7 | 118.3 | 103.1 | 102.9 | 108.7 | 107.9 | 105.9 | 100.0 | 143.2 | 107.0 | 110.9 | 100.2 | 99.4 | 117 | 114.5 | 109 | 102.2 | 105.6 | 105.9 | |
| 1988 | 113.0 | 128.9 | 105.2 | 104.1 | 113.1 | 112.7 | 108.7 | 101.2 | 162.5 | 109.3 | 116.5 | 100.7 | 100.1 | 124 | 120.0 | 115 | 104.1 | 109.9 | 110.0 | |
| Quarterly averages | | | | | | | | | | | | | | | | | | | | |
| 1988 Q2 | 112.3 | 125.5 | 104.6 | 103.9 | 112.6 | 112.5 | 108.3 | 101.2 | 160.6 | 108.8 | 115.7 | 100.8 | 100.4 | 125 | 121.3 | 116 | 104.1 | 110.7 | 110.6 | |
| Q3 | 113.8 | 127.9 | 106.2 | 104.5 | 113.8 | 113.0 | 109.3 | 101.3 | 163.6 | 109.7 | 116.8 | 101.6 | 100.8 | 126 | 122.8 | 117 | 104.7 | 111.9 | 111.9 | |
| Q4 | 116.2 | 130.6 | 105.5 | 104.8 | 114.8 | 114.4 | 110.0 | 101.7 | 172.5 | 110.4 | 118.9 | 100.8 | 100.1 | 123 | 125.1 | 120 | 106.0 | 113.1 | 113.2 | |
| 1989 Q1 | 118.1 | 131.9 | 106.6 | 105.8 | 116.1 | 116.0 | 110.9 | 103.2 | 174.3 | 111.9 | ... | ... | ... | ... | ... | ... | ... | ... | ... | |
| Q2 | 121.5 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | |
| Monthly | | | | | | | | | | | | | | | | | | | | |
| 1988 Nov | 116.3 | 130.6 | 105.5 | 104.6 | 114.9 | 114.7 | 109.9 | 101.7 | 172.2 | 110.4 | 119.0 | 101.5 | 100.9 | 126 | 122.5 | 117 | 104.7 | 111.8 | 111.7 | |
| Dec | 116.6 | ... | 105.5 | 105.0 | 114.9 | 114.7 | 110.1 | 101.9 | 174.2 | ... | 119.5 | 101.2 | 100.8 | 126 | 123.4 | 118 | 105.0 | 112.0 | 111.8 | |
| 1989 Jan | 117.4 | ... | 106.2 | 105.4 | 115.4 | 115.2 | 110.6 | 103.0 | 173.6 | ... | 120.3 | 100.9 | 99.8 | 127 | 124.7 | 119 | 105.6 | 112.6 | 112.4 | |
| Feb | 118.2 | 131.9 | 106.7 | 105.9 | 116.2 | 116.0 | 110.9 | 103.3 | 172.8 | 111.9 | 121.3 | 100.5 | 100.1 | 128 | 125.0 | 120 | 106.1 | 113.0 | 112.7 | |
| Mar | 118.7 | ... | 106.8 | 106.1 | 116.7 | 116.7 | 111.2 | 103.5 | 177.5 | ... | 122.2 | 101.1 | 100.5 | 129 | 125.7 | 120 | 106.3 | 113.7 | 113.3 | |
| 1989 Apr | 120.8 | ... | 107.1 | 106.8 | 117.1 | 117.4 | 111.9 | 104.0 | 180.4 | ... | 123.0 | 103.0 | 100.9 | 129 | 126.1 | 121 | 106.9 | 114.4 | 114.4 | |
| May | 121.6 | 134.6 | 107.3 | 106.9 | 118.3 | 118.3 | 112.3 | 104.3 | 181.0 | 113.0 | 123.2 | 103.6 | 101.0 | 130 | 126.3 | 121 | 106.9 | 115.0 | 115.0 | |
| June | 122.0 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | |
| Increases on a year earlier | | | | | | | | | | | | | | | | | | | | |
| Percent | | | | | | | | | | | | | | | | | | | | |
| Annual averages | | | | | | | | | | | | | | | | | | | | |
| 1976 | 16.5 | 13.6 | 7.3 | 9.2 | 7.4 | 9.0 | 9.7 | 4.5 | 13.3 | 18.0 | 16.8 | 9.3 | 8.8 | 9.1 | 17.7 | 10.3 | 1.8 | 5.8 | 8.7 | |
| 1977 | 15.8 | 12.3 | 5.5 | 7.1 | 8.1 | 11.1 | 9.4 | 3.7 | 12.1 | 13.6 | 17.0 | 8.1 | 6.5 | 9.1 | 24.5 | 11.4 | 1.3 | 6.5 | 8.9 | |
| 1978 | 8.3 | 7.9 | 3.6 | 4.5 | 8.9 | 10.0 | 9.1 | 2.7 | 12.6 | 7.6 | 12.1 | 3.8 | 4.1 | 8.1 | 19.8 | 10.0 | 1.1 | 7.7 | 8.0 | |
| 1979 | 13.4 | 9.1 | 3.7 | 4.5 | 9.1 | 9.6 | 10.8 | 4.1 | 19.0 | 13.3 | 14.8 | 3.6 | 4.2 | 4.8 | 15.7 | 7.2 | 3.6 | 11.3 | 9.8 | |
| 1980 | 18.0 | 10.2 | 6.4 | 6.6 | 10.1 | 12.3 | 13.6 | 5.5 | 24.9 | 18.2 | 21.2 | 8.0 | 6.5 | 10.9 | 15.5 | 13.7 | 4.0 | 13.5 | 12.9 | |
| 1981 | 11.9 | 9.6 | 6.8 | 7.6 | 12.5 | 11.7 | 13.4 | 6.3 | 24.5 | 20.4 | 17.8 | 4.9 | 6.7 | 13.6 | 14.6 | 12.1 | 6.5 | 10.4 | 10.5 | |
| 1982 | 8.6 | 11.1 | 5.5 | 8.7 | 10.8 | 10.1 | 11.8 | 5.3 | 20.9 | 17.1 | 16.6 | 2.7 | 6.0 | 11.2 | 14.4 | 8.6 | 5.6 | 6.1 | 7.8 | |
| 1983 | 4.6 | 10.1 | 3.7 | 7.7 | 5.9 | 6.9 | 9.6 | 3.3 | 20.5 | 10.5 | 14.6 | 1.9 | 2.7 | 8.6 | 12.1 | 8.9 | 3.0 | 3.2 | 5.3 | |
| 1984 | 5.0 | 4.0 | 5.7 | 6.3 | 4.3 | 6.3 | 7.3 | 2.4 | 18.1 | 8.7 | 10.8 | 2.2 | 3.3 | 6.6 | 11.3 | 7.5 | 2.8 | 4.3 | 5.1 | |
| 1985 | 6.1 | 6.7 | 3.3 | 4.9 | 4.0 | 4.7 | 5.8 | 2.2 | 19.3 | 5.4 | 9.2 | 2.1 | 2.3 | 5.5 | 8.8 | 7.4 | 3.4 | 3.5 | 4.5 | |
| 1986 | 3.4 | 9.1 | 1.7 | 1.3 | 4.2 | 3.6 | 2.7 | -0.2 | 23.0 | 3.8 | 5.8 | 0.4 | 0.1 | 7.1 | 8.8 | 4.3 | 0.7 | 1.9 | 2.6 | |
| 1987 | 4.2 | 8.4 | 1.5 | 1.5 | 4.4 | 4.0 | 3.1 | 0.2 | 16.4 | 3.2 | 4.8 | 0.3 | -0.7 | 9.1 | 5.3 | 4.2 | 1.5 | 3.7 | 3.3 | |
| 1988 | 4.9 | 7.3 | 2.0 | 1.2 | 4.0 | 4.5 | 2.6 | 1.2 | 13.5 | 2.1 | 5.0 | 0.5 | 0.7 | 6.0 | 4.8 | 5.5 | 1.9 | 4.1 | 3.9 | |
| Quarterly averages | | | | | | | | | | | | | | | | | | | | |
| 1988 Q2 | 4.3 | 7.1 | 1.7 | 1.0 | 4.0 | 4.6 | 2.5 | 1.1 | 12.4 | 1.8 | 5.1 | 0.0 | 0.7 | 7.3 | 4.1 | 6.5 | 2.1 | 3.9 | 3.5 | |
| Q3 | 5.5 | 7.3 | 1.9 | 1.0 | 4.0 | 4.4 | 2.9 | 1.2 | 14.0 | 2.1 | 5.0 | 0.5 | 1.0 | 6.6 | 5.3 | 5.8 | 1.9 | 4.1 | 4.0 | |
| Q4 | 6.5 | 7.7 | 1.4 | 1.6 | 4.1 | 4.4 | 3.0 | 1.5 | 14.1 | 2.7 | 5.1 | 1.0 | 1.0 | 6.0 | 5.5 | 5.9 | 1.8 | 4.3 | 4.3 | |
| 1989 Q1 | 7.7 | 6.9 | 2.3 | 2.6 | 4.5 | 4.6 | 3.6 | 2.6 | 13.5 | 3.3 | ... | 0.8 | 0.1 | 4.8 | 6.1 | 6.4 | 7.2 | 4.8 | 4.8 | |
| Q2 | 8.2 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | |
| Monthly | | | | | | | | | | | | | | | | | | | | |
| 1988 Nov | 6.4 | 7.7 | 2.0 | 1.6 | 4.1 | 4.6 | 3.0 | 1.6 | 14.1 | 2.7 | 5.1 | 1.1 | 1.1 | 6.2 | 5.4 | 5.8 | 1.7 | 4.2 | 4.3 | |
| Dec | 6.8 | ... | 1.9 | 1.9 | 4.0 | 4.5 | 3.1 | 1.6 | 14.0 | ... | 5.4 | 0.9 | 1.2 | 5.6 | 5.9 | 6.0 | 2.0 | 4.4 | 4.4 | |
| 1989 Jan | 7.5 | ... | 2.2 | 2.4 | 4.3 | 4.6 | 3.3 | 2.6 | 13.8 | ... | 5.5 | 0.9 | 0.8 | 5.2 | 6.3 | 6.6 | 2.3 | 4.7 | 4.7 | |
| Feb | 7.8 | 6.9 | 2.4 | 2.6 | 4.6 | 4.4 | 3.4 | 2.6 | 13.8 | 3.3 | 5.9 | 0.7 | 0.9 | 4.9 | 6.2 | 6.4 | 2.2 | 4.8 | 4.8 | |
| Mar | 7.9 | ... | 2.2 | 2.8 | 4.6 | 4.7 | 3.4 | 2.7 | 13.5 | ... | 6.4 | 0.9 | 0.8 | 4.3 | 6.0 | 6.3 | 2.2 | 4.9 R | 4.9 | |
| Apr | 8.0 | ... | 2.4 | 3.0 | 4.6 | 4.9 | 3.6 | 3.0 | 13.0 | ... | 6.7 | 2.4 | 1.0 | 4.6 | 6.7 | 6.4 | 2.6 | 5.1 | 5.0 | |
| May | 8.3 | 6.8 | 2.8 | 3.0 | 5.0 | 4.8 | 3.7 | 3.1 | 13.1 | 3.8 | 6.8 | 2.9 | 1.0 | 4.7 | 6.9 | 6.5 | 3.0 | 5.4 | 5.3 | |
| June | 8.3 | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | ... | |

Sources: OECD—Main Economic Indicators.

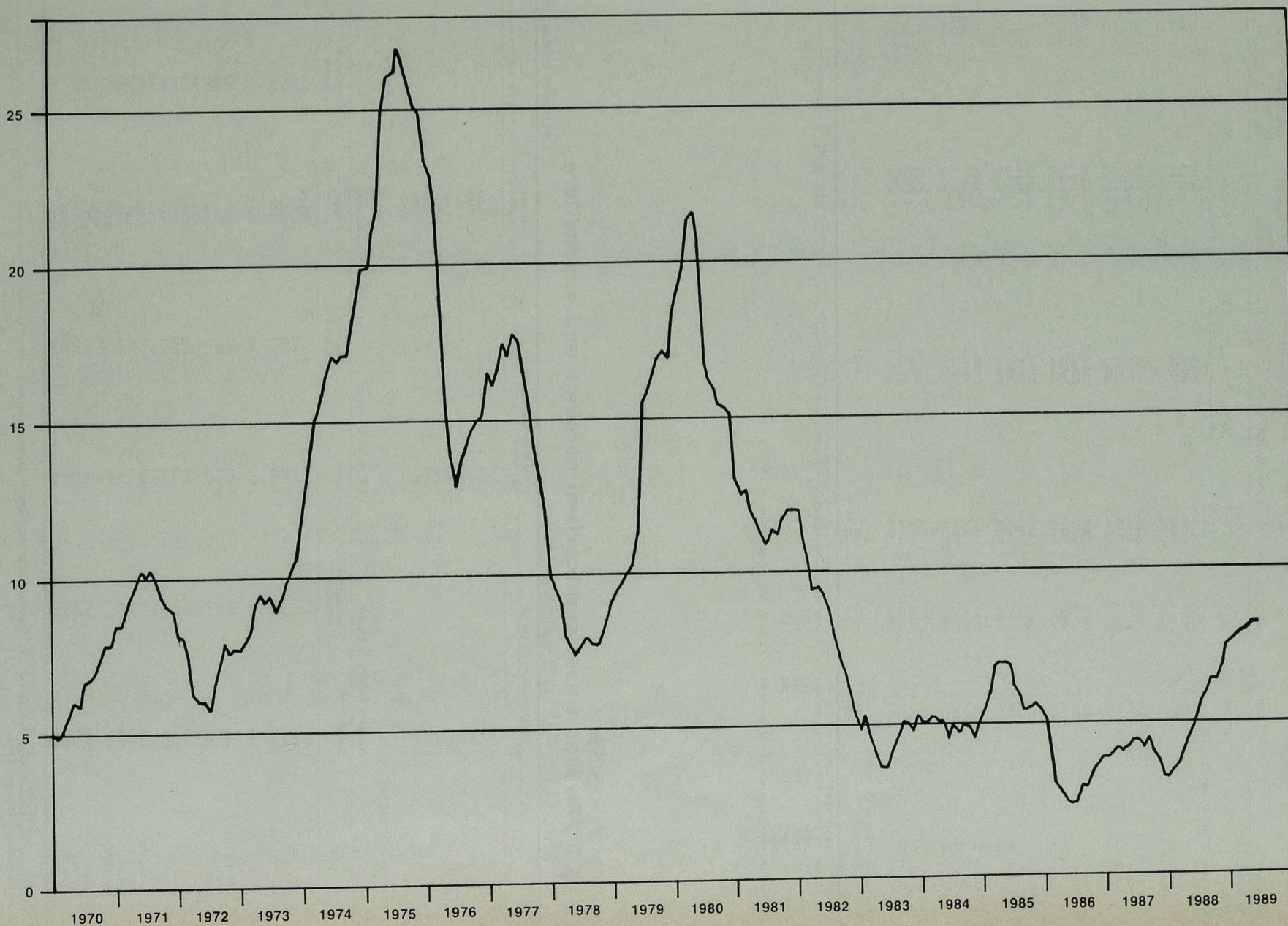
OECD—Consumer Prices Press Notice.

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

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—include a partial measure of owner-occupiers' shelter costs. In other developed nations, Canada, Australia and New Zealand include mortgage interest payments directly in their CPIs.

Per cent



RETAIL PRICES INDEX
Increases over previous year C3

8.1 TOURISM Employment in tourism-related industries in Great Britain

| SIC group | THOUSAND | | | | | | | |
|----------------------------------|----------------------------------|----------------------------------|------------------------------------|--------------------|--|--|--|----------------|
| | Restaurants cafes, etc 661 | Public houses and bars 662 | Night clubs and clubs 663 | Hotel trade 665 | Other tourist, etc accommodation 667 | Libraries, museums, art galleries, etc 977 | Sports and other recreational services 979 | All tourism |
| Self-employed * 1981 | 48.1 | 51.7 | 1.6 | 32.6 | 3.8 | 0.6 | 19.7 | |
| Employees in employment † | | | | | | | | |
| 1983 March | 174.0 | 226.7 | 131.3 | 203.2 | | 307.0 | | 1,042.2 |
| June | 197.7 | 237.1 | 133.0 | 262.2 | | 312.8 | | 1,142.8 |
| September | 203.6 | 245.3 | 135.3 | 265.3 | | 334.9 | | 1,184.4 |
| December | 200.3 | 243.8 | 138.3 | 211.0 | | 314.1 | | 1,107.5 |
| 1984 March | 200.5 | 239.5 | 136.6 | 202.1 | | 311.2 | | 1,089.9 |
| June | 213.1 | 251.7 | 137.6 | 265.7 | | 333.6 | | 1,201.7 |
| September | 216.2 | 259.8 | 137.0 | 262.0 | | 330.1 | | 1,205.1 |
| December | 209.3 | 259.8 | 139.5 | 228.9 | | 315.3 | | 1,152.8 |
| 1985 March | 207.1 | 258.3 | 138.0 | 226.8 | | 320.6 | | 1,150.8 |
| June | 222.2 | 271.5 | 142.4 | 276.3 | | 379.0 | | 1,291.4 |
| September | 225.4 | 266.1 | 142.9 | 280.5 | | 372.3 | | 1,287.3 |
| December | 219.9 | 267.0 | 145.7 | 244.4 | | 335.8 | | 1,212.9 |
| 1986 March | 214.2 | 260.1 | 142.5 | 242.1 | | 334.0 | | 1,193.0 |
| June | 228.0 | 271.8 | 144.5 | 288.6 | | 384.9 | | 1,317.8 |
| September | 226.3 | 278.0 | 145.7 | 289.1 | | 378.0 | | 1,317.1 |
| December | 223.6 | 278.7 | 147.3 | 255.6 | | 349.2 | | 1,254.4 |
| 1987 March | 222.0 | 274.1 | 147.4 | 246.8 | | 348.6 | | 1,238.8 |
| June | 238.5 | 281.9 | 146.8 | 293.9 | | 397.1 | | 1,358.2 |
| September | 240.1 | 284.5 | 150.7 | 301.2 | | 391.1 | | 1,367.6 |
| December | 231.8 | 286.6 | 155.5 | 273.8 | | 359.2 | | 1,306.9 |
| 1988 March | 235.7 | 280.9 | 152.6 | 273.9 | | 365.5 | | 1,308.5 |
| June | 254.5 | 291.0 | 156.9 | 312.5 | | 409.3 | | 1,424.3 |
| September | 250.8 | 298.9 | 155.4 | 318.0 | | 410.4 | | 1,433.6 |
| December | 252.4 | 299.9 | 162.8 | 288.1 | | 367.2 | | 1,370.4 |
| Change Dec 1988 on Dec 1987 | | | | | | | | |
| Absolute (thousands) | +20.6 | +13.3 | +7.3 | +14.3 | | +8.0 | | +63.5 |
| Percentage | +8.9 | +4.6 | +4.7 | +5.2 | | +2.2 | | +4.9 |

* Based on Census of Population.
† In addition the Labour Force Survey showed the following estimates (thousands) of self-employment in Hotels and Catering (SIC Class 66): (1982 not available.)

| | | |
|------|-----|-----|
| 1981 | 145 | 185 |
| 1983 | 142 | 180 |
| 1984 | 169 | 183 |
| 1985 | 170 | |

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

8.2 TOURISM Overseas travel and tourism: earnings and expenditure

| | £ MILLION AT CURRENT PRICES | | | |
|-----------------------------|------------------------------------|----------------------------|-------------------------|---------------------|
| | Overseas visitors to the UK (a) | UK residents abroad (b) | Balance (a) less (b) | |
| 1980 | 2,961 | 2,738 | +223 | |
| 1981 | 2,970 | 3,272 | -302 | |
| 1982 | 3,188 | 3,640 | -452 | |
| 1983 | 4,003 | 4,090 | -87 | |
| 1984 | 4,614 | 4,663 | -49 | |
| 1985 | 5,442 | 4,871 | +571 | |
| 1986 | 5,553 | 6,083 | -530 | |
| 1987 | 6,260 | 7,280 | -1,020 | |
| 1988 | 6,085 | 8,127 | -2,042 | |
| Percentage change 1988/1987 | -3 | +12 | | |
| | Overseas visitors to the UK | UK residents abroad | Balance | |
| | Actual | Seasonally adjusted | Actual | Seasonally adjusted |
| 1988 Q1 | 1,027 | 1,503 | 1,334 | 2,011 |
| Q2 | 1,440 | 1,514 | 1,949 | 1,980 |
| Q3 | 2,197 | 1,477 | 3,180 | 2,005 |
| Q4 | 1,422 | 1,591 | 1,664 | 2,131 |
| 1989 P Q1 (e) | 1,135 | 1,693 | 1,515 | 2,369 |
| 1988 January | 394 | 498 | 414 | 645 |
| February | 279 | 487 | 414 | 689 |
| March | 354 | 518 | 507 | 677 |
| April | 444 | 519 | 542 | 667 |
| May | 438 | 485 | 577 | 610 |
| June | 557 | 510 | 830 | 703 |
| July | 724 | 501 | 914 | 651 |
| August | 833 | 497 | 1,168 | 677 |
| September | 640 | 479 | 1,098 | 677 |
| October | 595 | 519 | 884 | 709 |
| November | 398 | 518 | 447 | 701 |
| December | 429 | 554 | 333 | 721 |
| 1989 P January (e) | 395 | 510 | 460 | 741 |
| February (e) | 290 | 536 | 505 | 878 |
| March (e) | 450 | 647 | 550 | 750 |
| April (e) | 450 | 531 | 605 | 722 |

P Provisional (e) Rounded to the nearest £5 million.
For further details see Business Monitors MQ6 and MA6 Overseas Travel and Tourism, available from HMSO.
Source: International Passenger Survey.

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

| | All areas | | North America | Western Europe | Other areas |
|--------------------|-----------|---------------------|---------------|----------------|-------------|
| | Actual | Seasonally adjusted | | | |
| 1976 | 10,808 | | 2,093 | 6,816 | 1,899 |
| 1977 | 12,281 | | 2,377 | 7,770 | 2,134 |
| 1978 | 12,646 | | 2,475 | 7,865 | 2,306 |
| 1979 | 12,486 | | 2,196 | 7,873 | 2,417 |
| 1980 | 12,421 | | 2,082 | 7,910 | 2,429 |
| 1981 | 11,452 | | 2,105 | 7,055 | 2,291 |
| 1982 | 11,636 | | 2,135 | 7,082 | 2,418 |
| 1983 | 12,464 | | 2,836 | 7,164 | 2,464 |
| 1984 | 13,644 | | 3,330 | 7,551 | 2,763 |
| 1985 | 14,449 | | 3,797 | 7,870 | 2,782 |
| 1986 | 13,897 | | 2,843 | 8,355 | 2,699 |
| 1987 | 15,566 | | 3,394 | 9,317 | 2,855 |
| 1988 | 15,798 | | 3,272 | 9,668 | 2,859 |
| 1988 Q1 | 2,777 | 3,966 | 519 | 1,735 | 524 |
| Q2 | 4,013 | 3,782 | 846 | 2,485 | 683 |
| Q3 | 5,548 | 3,824 | 1,201 | 3,303 | 1,043 |
| Q4 | 3,461 | 4,226 | 706 | 2,146 | 609 |
| 1989 P Q1 (e) | 3,330 | 4,812 | 550 | 2,220 | 560 |
| 1988 January | 1,021 | 1,323 | 158 | 649 | 214 |
| February | 792 | 1,359 | 140 | 506 | 146 |
| March | 964 | 1,284 | 220 | 580 | 164 |
| April | 1,324 | 1,274 | 202 | 928 | 194 |
| May | 1,191 | 1,222 | 279 | 698 | 214 |
| June | 1,498 | 1,286 | 365 | 858 | 275 |
| July | 1,930 | 1,272 | 420 | 1,172 | 338 |
| August | 2,084 | 1,254 | 448 | 1,269 | 367 |
| September | 1,535 | 1,298 | 334 | 863 | 338 |
| October | 1,366 | 1,348 | 328 | 764 | 274 |
| November | 1,073 | 1,472 | 199 | 701 | 173 |
| December | 1,022 | 1,406 | 179 | 680 | 162 |
| 1989 P January (e) | 1,130 | 1,527 | 190 | 720 | 220 |
| February (e) | 870 | 1,520 | 140 | 570 | 160 |
| March (e) | 1,330 | 1,759 | 220 | 930 | 180 |
| April (e) | 1,360 | 1,294 | 210 | 970 | 180 |

Notes: See table 8.2.

TOURISM 8.4 Visits abroad by UK residents

| | All areas | | North America | Western Europe | Other areas |
|--------------------|-----------|---------------------|---------------|----------------|-------------|
| | Actual | Seasonally adjusted | | | |
| 1976 | 11,560 | | 579 | 9,954 | 1,027 |
| 1977 | 11,525 | | 619 | 9,866 | 1,040 |
| 1978 | 13,443 | | 782 | 11,517 | 1,144 |
| 1979 | 15,466 | | 1,087 | 12,959 | 1,420 |
| 1980 | 17,507 | | 1,382 | 14,455 | 1,670 |
| 1981 | 19,046 | | 1,514 | 15,862 | 1,671 |
| 1982 | 20,611 | | 1,299 | 17,625 | 1,687 |
| 1983 | 20,994 | | 1,023 | 18,229 | 1,743 |
| 1984 | 22,072 | | 919 | 19,371 | 1,781 |
| 1985 | 21,610 | | 914 | 18,944 | 1,752 |
| 1986 | 24,949 | | 1,167 | 21,877 | 1,905 |
| 1987 | 27,447 | | 1,559 | 23,678 | 2,210 |
| 1988 | 28,828 | | 1,823 | 24,519 | 2,486 |
| 1988 Q1 | 4,470 | 7,237 | 250 | 3,557 | 662 |
| Q2 | 7,343 | 6,890 | 440 | 6,334 | 568 |
| Q3 | 11,020 | 7,102 | 665 | 9,668 | 687 |
| Q4 | 5,996 | 7,559 | 468 | 4,959 | 569 |
| 1989 P Q1 (e) | 5,150 | 8,460 | 310 | 4,150 | 690 |
| 1988 January | 1,406 | 2,311 | 126 | 1,025 | 255 |
| February | 1,384 | 2,609 | 54 | 1,123 | 207 |
| March | 1,679 | 2,317 | 70 | 1,409 | 200 |
| April | 2,080 | 2,265 | 144 | 1,674 | 262 |
| May | 2,133 | 2,265 | 135 | 1,854 | 144 |
| June | 3,130 | 2,488 | 162 | 2,806 | 162 |
| July | 3,326 | 2,350 | 171 | 2,976 | 179 |
| August | 3,967 | 2,357 | 273 | 3,425 | 269 |
| September | 3,729 | 2,395 | 222 | 3,268 | 228 |
| October | 3,077 | 2,635 | 224 | 2,625 | 180 |
| November | 1,695 | 2,519 | 127 | 1,388 | 180 |
| December | 1,224 | 2,445 | 117 | 946 | 161 |
| 1989 P January (e) | 1,640 | 2,770 | 120 | 1,270 | 250 |
| February (e) | 1,550 | 2,998 | 80 | 1,260 | 210 |
| March (e) | 1,960 | 2,692 | 110 | 1,620 | 230 |
| April (e) | 2,170 | 2,306 | 140 | 1,760 | 270 |

Notes: See table 8.2.

9.1 OTHER FACTS AND FIGURES

YTS entrants: regions

| Provisional figures | THOUSAND | | | | | | | | | | |
|-----------------------|------------|--------|------------|---------------|---------------------------|--------------------------|------------|----------|-------|----------|---------------|
| | South East | London | South West | West Midlands | East Midlands and Eastern | Yorkshire and Humberside | North West | Northern | Wales | Scotland | Great Britain |
| Planned entrants | | | | | | | | | | | |
| April 1989-March 1990 | 29.7 | 18.8 | 20.8 | 33.2 | 33.5 | 31.0 | 40.0 | 20.6 | 17.4 | 40.5 | 285.5 |
| Entrants to training | | | | | | | | | | | |
| April - June 1989 | 3.1 | 1.9 | 2.6 | 6.0 | 5.5 | 6.7 | 8.0 | 3.8 | 3.4 | 6.3 | 47.3 |
| Total in training | | | | | | | | | | | |
| June 30 1989 | 38.9 | 20.8 | 29.2 | 44.2 | 46.2 | 46.2 | 60.5 | 30.6 | 24.3 | 49.6 | 390.5 |

Note: All figures include YTS and Initial Training.

9.2 OTHER FACTS AND FIGURES

Numbers of people benefiting from Government employment measures

| Measure | Great Britain | | Scotland | | Wales | |
|---------------------------------------|---------------|-----------|----------|----------|----------|----------|
| | June | May | June | May | June | May |
| Community Industry | 7,000 | 7,000 | 1,782 | 1,864 | 696 | 771 |
| Enterprise Allowance Scheme | 84,000 | 86,000 | 7,190 | 7,351 | 6,086 | 6,192 |
| Job Release Scheme | 6,000 | 6,000 | 313 | 336 | 241 | 249 |
| Jobshare | 224 | 220 | 25 | 26 | 18 | 18 |
| Jobstart Allowance | 4,000* | 4,000† | 613* | 548† | 391* | 396† |
| Restart interviews (cumulative total) | 330,449** | 177,881†† | 45,067** | 22,059†† | 21,815** | 11,428†† |

* Live cases as at May 26, 1989.
 † Live cases as at April 28, 1989.
 ** April 1, 1989 to May 26, 1989.
 †† April 1, 1989 to April 28, 1989.

9.3 OTHER FACTS AND FIGURES

Jobseekers with disabilities: registrations and placement into employment

| | |
|--|-------|
| Employment registrations† taken at jobcentres, May 8 to June 2, 1989 | 6,679 |
| Placed into employment by jobcentre advisory service, May 8 to June 2, 1989* | 3,378 |

† For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
 * Not including placings through displayed vacancies.

9.4 OTHER FACTS AND FIGURES

Jobseekers and unemployed people with disabilities registered* for work at jobcentres and local authority careers offices

| GREAT BRITAIN | THOUSAND | | | | | | | | |
|---------------|----------------------------------|--------------------|-----------------------|--------------------|---|--------------------|-----------------------|--------------------|-----|
| | Disabled people † | | | | Unlikely to obtain employment except under sheltered conditions | | | | |
| | Suitable for ordinary employment | | | | | | | | |
| | Registered disabled | Of whom unemployed | Unregistered disabled | Of whom unemployed | Registered disabled | Of whom unemployed | Unregistered disabled | Of whom unemployed | |
| 1988 | Apr | 20.3 | 16.8 | 46.6 | 34.0 | 4.2 | 3.6 | 3.0 | 2.3 |
| | July | 20.3 | 17.1 | 45.6 | 33.5 | 4.0 | 3.5 | 2.7 | 1.9 |
| | Oct | 18.5 | 15.7 | 43.4 | 31.6 | 4.0 | 3.4 | 2.3 | 1.6 |
| 1989 | Jan | 18.0 | 15.2 | 41.9 | 30.0 | 3.9 | 3.3 | 2.2 | 1.6 |
| | Apr | 17.9 | 15.2 | 41.0 | 29.6 | 3.8 | 3.3 | 2.1 | 1.6 |

* For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
 Note: 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. At April 17, 1989, the latest date for which figures are available, 366,768 people were registered under the Acts.
 † Includes registered disabled people and those who, although eligible, choose not to register.

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)
- provisional
- break in series

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

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 (formerly Supplementary Benefit up to April 1988) or National Insurance credits—at Unemployment Benefit Offices on the day of the monthly count, who on that day were unemployed and able and willing to do any suitable work. (Students claiming benefit during a vacation and who intend to return to full-time education are excluded.)

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.

week in tourism which has been seen since 1983.

Figure 1 shows the relative contributions to the estimated total turnover of the tourist industry in 1988 which arose from expenditure by: visitors to the UK from overseas; UK residents taking holiday, business and other tourist trips of one or more nights; and UK residents taking leisure day trips. The estimated growth in the total turnover of the industry between 1987 and 1988 arose from an increase in expenditure by UK residents taking overnight trips (see table 9).

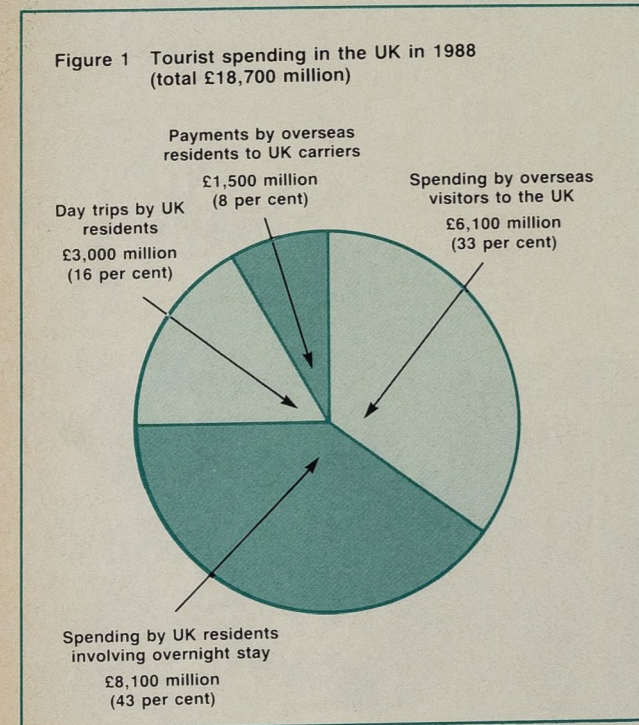
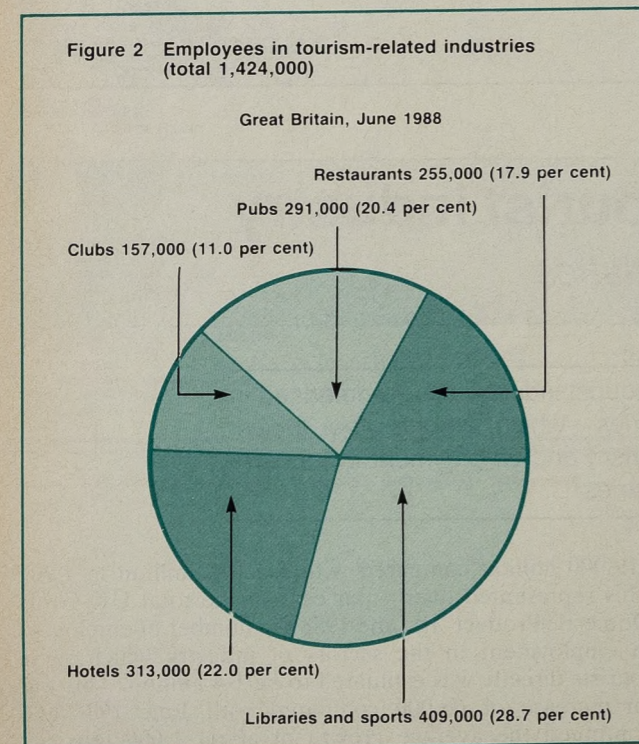


Figure 2 shows how the jobs in tourism in 1988 were distributed between different sectors of the industry. More than half the estimated growth in jobs between 1987 and 1988 arose in hotels and restaurants (see table 15).



The scale of the demand for tourist services in the UK is assessed by means of separate sample surveys which cover international and domestic tourism. The Department of Employment's (DE) International Passenger Survey (IPS) provides information about visitors to the UK from overseas. The IPS also yields information about UK residents going abroad and hence is the source of the data needed as input to the travel account of the balance of payments. Information about domestic tourist trips of one night or more was provided until the end of 1988 by the British Tourism Survey Monthly (BTSM). From the beginning of 1989 BTSM has been replaced by the United Kingdom Tourism Survey (UKTS); this includes Northern Ireland. UKTS has a much larger sample size than BTSM and will therefore provide estimates with smaller sampling errors, especially at regional level.

Both the IPS and UKTS are continuous surveys and there is no equivalent regular source of information at present about domestic tourist trips lasting less than a day. However, from April 1988 to March 1989 the DE and the British Tourist Authority (BTA) jointly ran the Leisure Day Visits Survey (LDVS) as a trailer to the General Household Survey (GHS) conducted by the Office of Population Censuses and Surveys (OPCS).

The remainder of this article presents the main features of the results from the 1988 IPS together with statistical information about domestic tourism in the UK, employment in the tourist industry and the number and



Center Parcs in Sherwood Forest.

Table 1 Overseas residents' visits and expenditure in the UK 1978-88, by area of residence

| Year | Visits (thousands) | | | | Expenditure (£ millions) at current prices | | | | Price index* (1985 = 100) |
|---------------------------|--------------------|----------------|-------------|--------|--|----------------|-------------|-------|---------------------------|
| | North America | Western Europe | Other areas | Total | North America | Western Europe | Other areas | Total | |
| 1978 | 2,475 | 7,865 | 2,306 | 12,646 | 507 | 1,054 | 946 | 2,507 | 49 |
| 1983 | 2,836 | 7,164 | 2,464 | 12,464 | 992 | 1,400 | 1,612 | 4,003 | 87 |
| 1986 | 2,843 | 8,355 | 2,699 | 13,897 | 1,464 | 2,207 | 1,881 | 5,553 | 107 |
| 1987 | 3,394 | 9,317 | 2,855 | 15,566 | 1,710 | 2,571 | 1,999 | 6,260 | 114 |
| 1988 | 3,272 | 9,668 | 2,859 | 15,799 | 1,579 | 2,532 | 1,975 | 6,085 | 124 |
| Percentage changes | | | | | | | | | |
| 1978-88 | +32 | +23 | +24 | +25 | +211 | +140 | +109 | +143 | +153 |
| 1987-88 | -4 | +4 | 0 | +1 | -8 | -2 | -1 | -3 | +9 |

Source: * Appropriate index of tourism-related prices based upon evidence from the IPS about the pattern of overseas visitors' spending.

International Passenger Survey

turnover of hotels and other tourist-related businesses in the UK.

Overseas visitors to the UK

Table 1 shows that overseas residents are estimated to have made a record 15.8 million visits to the United Kingdom in 1988. This represents increases of 1 per cent over 1987 and 25 per cent over the number five years earlier.

The increase in the number of visitors in 1988 was due to a rise of 4 per cent in the number of visits by Western European residents, to a record level—partly offset by a 3½ per cent fall in the number of visits by North American residents. There was virtually no change in the number of visits by residents of other areas as a whole.

Expenditure by overseas residents in the UK was £6,100 million in 1988. This was 3 per cent less than in 1987 and a fall in real terms of 11 per cent. Table 1 shows that, although the amount spent in the UK by overseas visitors increased by 143 per cent between 1978 and 1988, this was less than the increase in the price index. However, during the five years between 1983 and 1988, visitors' spending increased by 52 per cent whereas the price index went up by 43 per cent.

Table 2 Overseas residents' visits and expenditure in the UK 1988: top five countries* of origin

| Visits to the UK | | | Expenditure in the UK | | |
|-----------------------|--------------|-------------------|-----------------------|--------------|-------------------|
| Country* of residence | Millions | Per cent of total | Country* of residence | £ millions | Per cent of total |
| 1 USA | 2.62 | 17 | 1 USA | 1,320 | 22 |
| 2 France | 1.97 | 12 | 2 Middle East | 503 | 8 |
| 3 West Germany | 1.83 | 12 | 3 West Germany | 399 | 7 |
| 4 Irish Republic | 1.25 | 8 | 4 France | 354 | 6 |
| 5 Netherlands | 0.88 | 6 | 5 Australia | 282 | 5 |
| Top 5 | 8.55 | 54 | Top 5 | 2,858 | 47 |
| Total world | 15.80 | 100 | Total world | 6,085 | 100 |

Source: International Passenger Survey
* Estimates for some individual countries are based on very small samples in these cases their results are combined with neighbouring countries in the groups shown.

Table 2 shows that the United States remained the largest single origin (in terms of country of residence) of visitors to the UK in 1988, and France remained the largest European origin and the second largest origin overall, followed by West Germany, the Republic of Ireland and the Netherlands. These top five countries of origin of visitors, which together accounted for more than half the total number, have remained the same over the

past decade, although their relative positions have changed slightly. The number of visits by Japanese residents in 1988, although relatively modest at 388,000, was notable for its high rate of growth; the figure was 30 per cent higher than in 1987 and 130 per cent higher than in 1983.

Table 2 also shows that, in terms of overseas visitors' spending in the UK, the top five countries or areas of origin in 1988 were the USA with 22 per cent of expenditure, followed by the Middle East, West Germany, France and Australia. The scale of Middle Eastern and Australian residents' expenditure was out of proportion to the number of visits made but there was a different reason in each case. Middle Eastern residents' high contribution to overseas earnings arose from a combination of higher than average length of stay—17.4 days compared with a world average of 10.9 days—and a high rate of daily expenditure—£60.80 per day compared with an average for all visitors of £34.90 per day. On the other hand, visitors from Australia spent only £25.70 per day but spent on average 22.8 days in the UK—more than twice as long as the average for all visitors.

Time and money spent

Table 3, providing estimates at both current and constant (1985) prices, shows that current price expenditure per day and per visit have been on a rising trend over most of the past decade. However, average expenditure per day, at £35, and average expenditure per visit, at £382, both at current prices, were lower than in 1987. And, in real terms, average expenditure per day and per visit were at their lowest levels for over ten years.

Average length of stay, expenditure per day and expenditure per visit varied considerably according to the

Table 3 Overseas residents' average expenditure* per day, per visit and average length of stay 1978-88

| Year | Average length of stay (days) | Average expenditure per day (£) | | Average expenditure per visit (£) | |
|---------------------------|-------------------------------|---------------------------------|-------------------------|-----------------------------------|-------------------------|
| | | Current prices | Constant† (1985) prices | Current prices | Constant† (1985) prices |
| 1978 | 11.8 | 16.6 | 33.9 | 196.1 | 400.7 |
| 1983 | 11.6 | 27.4 | 31.4 | 318.5 | 364.9 |
| 1986 | 11.4 | 34.8 | 32.5 | 396.2 | 370.3 |
| 1987 | 11.4 | 35.2 | 31.0 | 400.7 | 352.4 |
| 1988 | 10.9 | 34.9 | 28.1 | 382.2 | 308.2 |
| Percentage changes | | | | | |
| 1978-88 | -8 | +110 | -17 | +95 | -23 |
| 1987-88 | -4 | -1 | -9 | -5 | -13 |

Source: International Passenger Survey
* Expenditure by transit passengers and visitors from the Channel Islands is not included in the calculation of average expenditure per day or per visit.
† Based upon the index of tourism-related prices shown in table 1.

Table 4 Overseas residents' visits to the UK in 1988: top five countries* of origin

| Country* of residence | Average length of stay (days) | Country* of residence | Average expenditure† per day (£) | Country* of residence | Average expenditure† per visit (£) |
|--------------------------|-------------------------------|-----------------------|----------------------------------|--------------------------|------------------------------------|
| 1 New Zealand | 30.1 | 1 Japan | 67.6 | 1 Middle East | 1,058.2 |
| 2 Commonwealth Caribbean | 24.3 | 2 Middle East | 60.8 | 2 North Africa | 886.3 |
| 3 Australia | 22.8 | 3 Finland | 54.9 | 3 Commonwealth Caribbean | 843.3 |
| 4 Other Africa** | 22.0 | 4 Norway | 52.6 | 4 Other Africa** | 813.9 |
| 5 Middle East | 17.4 | 5 USA | 51.7 | 5 New Zealand | 669.1 |
| Total world | 10.9 | Total world | 34.9 | Total world | 382.2 |

* Estimates for some individual countries are based on very small samples and in these cases their results are combined with neighbouring countries in the groups shown.
 † Expenditure by transit passengers and visitors from the Channel Islands is not included in the calculation of average expenditure per day or per visit.
 ** Africa except North Africa and the Republic of South Africa.

country of origin of the visitor during 1988, as is shown in table 4. For example, Japanese visitors had the highest average expenditure per day compared with visitors from elsewhere but stayed a relatively short time—7.6 days on average. Residents of the Middle East, North Africa, and the Caribbean Commonwealth had the highest average expenditures per visit, largely due to the fact that their trips were, on average, longer than those of other visitors.

Table 5 Overseas visits to the UK: proportions of visits and expenditure by purpose of visit

| Reason for visit | 1978 | 1983 | 1986 | 1987 | 1988 |
|------------------------------------|------|------|------|------|------|
| Per cent of all visits | | | | | |
| Holiday | 46 | 47 | 43 | 44 | 42 |
| Visits to friends and relatives | 17 | 21 | 21 | 20 | 20 |
| Business | 18 | 21 | 24 | 23 | 26 |
| Miscellaneous | 18 | 12 | 13 | 13 | 12 |
| Per cent of all expenditure | | | | | |
| Holiday | 46 | 43 | 40 | 43 | 40 |
| Visits to friends and relatives | 15 | 16 | 15 | 15 | 15 |
| Business | 21 | 24 | 28 | 26 | 30 |
| Miscellaneous | 17 | 17 | 17 | 16 | 15 |

Source: International Passenger Survey

Why visit the UK?

Table 5 shows that taking a holiday remained by far the single most frequent reason for visiting the UK in 1988. Holiday trips accounted for 42 per cent of all visits, similar to the proportion in 1987, whereas business visits



The new 'Blitz Experience' at the Imperial War Museum, London, seems set to boost tourism figures even higher in the future.

accounted for 26 per cent of all visits in 1988 compared with 23 per cent in 1987.

The proportion of visits to friends and relatives remained the same, while the proportion of visits for miscellaneous purposes (for example, study, attending sporting events or shopping) fell slightly.

It can also be seen from table 5 that business and miscellaneous purposes accounted for a higher proportion of total spending than their corresponding proportion of total visits. The reverse was true of holiday trips and, in particular, visits to friends and relatives.

Table 6 shows that the average expenditure per day and per visit and average length of stay of visitors to the UK varied according to their reason for the visit. Business visitors, for example, made shorter trips to the UK than visitors here on holiday or for other reasons. The business visitors, however spent much more per day than any other type of visitor.

Table 6 Purpose of visit of overseas visitors to the UK in 1988

| Purpose of visit | Average length of stay (days) | Average expenditure* per day (£) | Average expenditure* per visit (£) |
|---------------------------------|-------------------------------|----------------------------------|------------------------------------|
| Holiday | 10.1 | 35.6 | 360.9 |
| Business | 5.9 | 75.5 | 445.2 |
| Visits to friends and relatives | 15.1 | 19.0 | 285.6 |
| Miscellaneous | 18.0 | 27.0 | 484.3 |
| All purposes | 10.9 | 34.9 | 382.2 |

* Expenditure by transit passengers and visitors from the Channel Islands is not included in the calculation of average expenditure per day or per visit.

Means of travel

Partly because of the cross-Channel ferry dispute, which led to a fall of 12 per cent in the number of visitors who travelled to the UK by sea during the first half of 1988, the proportion of visitors to the UK who travelled by air rose in 1988.

In the year as a whole, 69 per cent of all overseas visitors to the UK arrived by air, compared with 66 per cent in 1987.

Visits to UK regions

In 1988 just under half of all nights spent in the UK by overseas tourists (excluding those from the Irish Republic) were spent in areas of England outside London. Additionally, 8 per cent of nights were spent in Scotland, 3 per cent in Wales and 1 per cent in Northern Ireland, while the remaining 40 per cent were spent in London. Table 7 shows that the distribution of overseas visitor



Coventry: the statue of Lady Godiva—one of many tourist attractions in and around the city.

Photo: English Tourist Board

nights by region visited changed relatively little over the period 1978–88.

Seasonal spread

As usual, the third quarter of 1988 (July to September) was the period when most overseas visitors came to the UK. Over one-third of all visits (35 per cent) were made during this period, similar to the proportions in 1986 and 1987. Table 8 compares the percentage distribution of overseas visitors' trips by quarter over the past decade. Although the most popular time to visit the UK has been

Table 7 Overseas visitors to the regions of the United Kingdom, 1978–88

| Year | Total nights spent in UK* (thousands) | Per cent of nights spent in: | | | |
|------|---------------------------------------|------------------------------|----------------|----------|-------|
| | | England | | Scotland | Wales |
| | | London | Outside London | | |
| 1978 | 140,600 | 41 | 48 | 8 | 3 |
| 1983 | 137,300 | 38 | 50 | 8 | 3 |
| 1986 | 148,900 | 40 | 48 | 8 | 3 |
| 1987 | 167,700 | 40 | 49 | 8 | 3 |
| 1988 | 162,227 | 40 | 49 | 8 | 3 |

* Information about the part of the UK visited by visitors from the Irish Republic is not collected and these are therefore excluded from the table. The IPS does not sample visitors entering or leaving the UK via Northern Ireland.

Table 8 Overseas visitors' trips to the UK
Per cent of trips occurring in each quarter

| Year | Jan-Mar | Apr-June | July-Sept | Oct-Dec |
|------|---------|----------|-----------|---------|
| 1978 | 16 | 24 | 40 | 20 |
| 1983 | 16 | 26 | 38 | 20 |
| 1986 | 19 | 24 | 36 | 21 |
| 1987 | 17 | 26 | 36 | 21 |
| 1988 | 18 | 25 | 35 | 22 |

Source: International Passenger Survey

the third quarter and the least popular the first throughout the last ten years, there has been some shift away from the third quarter during this period.

Domestic tourism in Britain

The tourism industry in Great Britain is supported not only by the spending of visitors from overseas but also by that of domestic tourists. Whereas international tourism can be measured by means of asking people passing through British seaports and airports about their current trip, surveys of domestic tourism must rely on interviewing a sample of people at their home address and asking about trips completed during a reference period just completed.

In order to ensure interviewees are able to supply the details required, the length of the reference period used for each survey is related to the duration of the trips of interest. Thus, in the British Tourism Survey Yearly (BTSY) they are asked about holidays of four or more nights taken in the past 12 months whereas in the British Tourism Survey Monthly (BTSM) they are asked about trips of one night or more taken in the past two months. In the Leisure Day Visits Survey (LDVS), referred to earlier and from which results are not yet available, people are

Table 9 Domestic tourist trips of one night or more by British residents

| Year | Number of trips (millions) | Expenditure at current prices (£ millions) |
|------|----------------------------|--|
| 1978 | 119 | 3,100 |
| 1983 | 131 | 5,350 |
| 1986 | 128 | 7,150 |
| 1987 | 132 | 6,775 |
| 1988 | 130 | 7,850 |

Source: British Tourism Survey Monthly

asked about day trips lasting three hours or more which they took in the past two weeks.

Trips and expenditure

Table 9 shows the number of tourist trips of one night or more in Great Britain by British residents fell slightly in 1988 to 130 million. However, spending on these trips increased by 16 per cent, compared with 1987, to £7,900 million (equivalent to the estimated £8,100 million shown in figure 1 for the UK as a whole). This represented a substantial increase in spending in real terms and was well above the previous highest annual total of £7,200 million in 1986.

Table 10 Domestic tourist trips of one night or more, by purpose

| Reason for trip | 1978 | 1983 | 1986 | 1987 | 1988 |
|---|------|------|------|------|------|
| Per cent of all trips | | | | | |
| Holiday | 60 | 59 | 55 | 56 | 55 |
| Visits to friends and relatives | 22 | 22 | 23 | 25 | 26 |
| Business/conference | 14 | 15 | 17 | 16 | 16 |
| Other | 4 | 4 | 4 | 3 | 3 |
| Per cent of all spending on domestic trips | | | | | |
| Holiday | 71 | 68 | 59 | 62 | 63 |
| Visits to friends and relatives | 6 | 7 | 8 | 9 | 10 |
| Business/conference | 21 | 23 | 30 | 27 | 25 |
| Other | 2 | 2 | 3 | 2 | 2 |

Source: British Tourism Survey Monthly

Reasons for trips

Table 10 shows the distribution of numbers of and expenditure on domestic tourist trips of one night or more according to the reason for the trip. Although the proportion of trips arising from holidays remained stable over the period 1986-88, the proportion of total spending on domestic tourist trips accounted for by holiday trips rose from 59 per cent to 63 per cent of the total. However, this was still well below the level of 71 per cent achieved in 1978.

Overnight domestic trips for business or conference purposes are an important source of tourism revenue. In 1988 spending on these accounted for a quarter of domestic spending, some £2,000 million. When the IPS figure of £1,800 million for spending by overseas residents in the UK on business trips is taken into account as well,



Scene from the Catherine Cookson gallery at South Shields Museum.

Table 11 Domestic tourists' nights spent in regions of Great Britain

| Region* | Per cent of nights spent in each region | | | | |
|--|---|------------|------------|------------|------------|
| | 1978 | 1983 | 1986 | 1987 | 1988 |
| Cumbria | 1 | 3 | 2 | 2 | 2 |
| Northumbria | 3 | 3 | 3 | 3 | 3 |
| North West England | 8 | 7 | 6 | 7 | 8 |
| Yorkshire and Humberside | 6 | 7 | 7 | 7 | 6 |
| Heart of England | 5 | 5 | 6 | 7 | 6 |
| East Midlands | 5 | 5 | 6 | 5 | 6 |
| Thames and Chilterns | 4 | 4 | 5 | 4 | 4 |
| East Anglia | 9 | 7 | 8 | 8 | 8 |
| London | 6 | 7 | 7 | 7 | 6 |
| West Country | 16 | 18 | 16 | 16 | 17 |
| Southern | 6 | 7 | 7 | 7 | 8 |
| South East England | 8 | 7 | 7 | 8 | 8 |
| Wales | 13 | 11 | 12 | 10 | 9 |
| Scotland† | 11 | 10 | 8 | 9 | 10 |
| Total nights spent in GB (millions) | 530 | 545 | 510 | 495 | 505 |

* The percentage distributions by region visited are subject to considerable sampling errors.
† From 1984 to 1988 alternative estimates for Scotland were available from the National Survey of Tourism in Scotland (NSTS) conducted by the Scottish Tourist Board (STB).

the estimated total value of overnight business and conference visits to the UK tourism industry in 1988 was £3,800 million.

Regional spread

Table 11 shows the proportions of domestic tourist nights spent in each tourist board region of Great Britain. As in earlier years, the West Country, followed by Wales and Scotland, were the most popular destinations of British tourists in 1988.

When just holidays rather than all tourist trips are taken into account, the West Country and Wales together accounted for almost a third of the total of the 355 million nights spent by British residents on domestic holidays in 1988.

Table 12 Domestic tourists' trips of one night or more

| Year | Per cent of trips starting in each quarter | | | |
|------|--|----------|-----------|---------|
| | Jan-Mar | Apr-June | July-Sept | Oct-Dec |
| 1978 | 17 | 24 | 37 | 20 |
| 1983 | 18 | 26 | 35 | 22 |
| 1986 | 18 | 25 | 33 | 23 |
| 1987 | 17 | 28 | 33 | 22 |
| 1988 | 19 | 25 | 32 | 24 |

Source: British Tourism Survey Monthly

Seasonality

Table 12 shows that the period from July to September was the most popular for domestic tourist trips in 1988. 32 per cent of all trips were taken during these months, much the same proportion as in 1986 and 1987. However, over the ten years since 1978 there has been a distinct shift away from the third quarter for all trips. Nevertheless, the third quarter of the year remains particularly popular for holidays and 52 per cent of all holiday nights during 1988 were taken during this period.

Frequency and destination

The BTA's British Tourism Survey Yearly (BTSY) provides information about holidays of four or more nights taken in Britain and abroad by British residents which supplements that available from BTSM. Table 13 shows that 61 per cent of adults were estimated to have

taken at least one such holiday in 1988, that 24 per cent of adults took two or more holidays and 8 per cent three or more. 31 per cent of adults took all their holidays in Britain, 21 per cent took all their holidays abroad and 8 per cent took holidays both in Great Britain and abroad. 39 per cent of British adults did not take a holiday of four nights or more during 1988.

Tourist attractions

Table 14 shows figures compiled by the BTA and English Tourist Board (ETB) which identify the 20 most visited tourist attractions in 1988. The figures include visits by visitors from overseas as well as domestic

Table 13 Frequency and destination of holidays lasting four or more nights taken by British adults in 1988

| | Per cent of total sample |
|---|--------------------------|
| No holiday | 39 |
| At least one holiday | 61 |
| Of which: | |
| 1 holiday | 37 |
| 2 holidays | 16 |
| 3+ holidays | 8 |
| Of which: | |
| All in Britain | 31 |
| All abroad | 21 |
| Holidays in Britain and abroad | 8 |
| Total interviewed (= 100 per cent) 2,887 adults | |

Source: British Tourism Survey Yearly.

Table 14 Top 20 tourist attractions in the UK, 1988

| Rank | Attraction | Number of visits (millions) |
|------|--------------------------------|-----------------------------|
| 1 | Blackpool Pleasure Beach | 6.50 F |
| 2 | British Museum, London | 3.84 F |
| 3 | Albert Dock, Liverpool | 3.50 F |
| 4 | Westminster Abbey, London | 3.25 F |
| 5 | National Gallery, London | 3.23 F |
| 6 | Madame Tussaud's, London | 2.70 |
| 7 | Alton Towers, Staffs | 2.51 |
| 8 | St Pauls Cathedral, London | 2.50 F |
| 9 | Science Museum, London | 2.44 F |
| 10 | Pleasure Beach, Great Yarmouth | 2.25 F |
| 11 | Tower of London | 2.18 |
| 12 | Canterbury Cathedral | 2.13 F |
| 13 | York Minster | 2.10 F |
| 14 | Tate Gallery, London | 1.58 F |
| 15 | Pleasureland, Southport | 1.50 F |
| 16 | Blackpool Tower | 1.48 |
| 17 | Natural History Museum, London | 1.37 |
| 18 | London Zoo | 1.33 |
| 19 | Bradgate Park, Leics | 1.20 F |
| 20 | Kew Gardens | 1.18 |

Sources: Visits to Tourist Attractions in 1988 (British Tourist Authority); English Heritage Monitor (English Tourist Board)
F=Free admission (visitor numbers estimated).

Table 15 Tourism-related employees in employment, Great Britain

| June of each year | Thousands | | | | | | All industries | All service industries |
|---------------------------|-------------------------|---------------|--------------------------------|--|---|--------------------------------|----------------|------------------------|
| | Restaurants, cafes, etc | Pubs and bars | Night clubs and licensed clubs | Hotels and other tourist accommodation | Sports and other recreation, libraries, museums and art galleries | All tourism related industries | | |
| | SIC 661 | SIC 662 | SIC 663 | SIC 665/667 | SIC 977/979 | | | |
| 1978 | 171 | 241 | 107 | 271 | 306 | 1,097 | | |
| 1983 | 198 | 237 | 133 | 262 | 313 | 1,143 | | |
| 1986 | 228 | 272 | 145 | 289 | 385 | 1,319 | | |
| 1987 | 239 | 282 | 147 | 294 | 397 | 1,358 | | |
| 1988 | 255 | 291 | 157 | 313 | 409 | 1,424 | | |
| Percentage changes | | | | | | | | |
| 1978-88 | +48.5 | +20.6 | +46.6 | +15.4 | +33.7 | +29.9 | -0.9 | +17.5 |
| 1987-88 | +6.7 | +3.2 | +6.9 | +6.3 | +3.1 | +4.9 | +3.1 | +4.2 |

Source: DE quarterly survey of employment. June figures.

residents. The numbers of visits shown are those submitted to the national tourist boards by proprietors of the attractions.

Data for some attractions which are free of charge are estimated and are less reliable than those for attractions where a charge is made.

Tourism-related employment

The quarterly employment survey¹ run by the DE shows that there were an estimated 1.4 million employees in employment in June 1988 in the sectors of British industry that serve overseas and domestic tourists most directly. It is estimated from the Labour Force Survey (in conjunction with more detailed data from the 1981 Census of Population) that a further 200,000 people were working in tourism-related industries on a self-employed basis in 1988.

The foregoing estimates of employment in tourism-related industries include jobs in hotels, restaurants, cafes and tourist attractions. Not all of them are wholly supported by tourism spending. For example, many restaurants and cafes have customers other than tourists. On the other hand, some tourism-related jobs, such as those in transport, which cannot be identified from the available survey data and some jobs that are indirectly supported by tourism spending, such as those in food and drink manufacture, are excluded.

Table 15 shows the number of employees in employment in tourism-related industries from 1978 to 1988. The estimates relate to June of each year and it is likely, therefore, that the maximum numbers of employees employed in these industries—probably in July or August of each year—were even higher than the figures shown. Outside the summer holiday peak period the numbers employed would be smaller.

Over the past decade the number of employees in tourism-related industries has been growing faster than the number of employees in service industries as a whole, and much faster than the total number of employees in Great Britain.

From June 1978 to June 1988 the growth in numbers in tourism-related industries was 29.9 per cent, compared with 17.5 per cent in all service industries and a fall of 0.9 per cent in the total number of employees. Most recently, from June 1987 to June 1988, the total number of employees in employment increased by 3.1 per cent but the number in tourism-related jobs increased faster still, by 4.9 per cent, compared with an increase of 4.2 per cent in all service industries.

¹ Estimates of employees in employment will be revised when the results of the 1987 Census of Employment become available later this year.

Within the tourism-related industries, numbers of employees in restaurants and cafés and in night clubs increased fastest over the period considered, by almost 50 per cent from June 1978 to June 1988 and by almost 7 per cent in the latest year, from June 1987 to June 1988. The number of employees in hotels, etc also increased by over 6 per cent in the year to June 1988.

Male and female employment

The increase of 328,000 employees in employment in tourism-related industries from June 1978 to June 1988 was made up of an increase of 139,000 male employees, 71,000 full-time female employees and 118,000 part-time female employees. Over the year to June 1988 the number of employees increased by 66,000—comprising 32,000 males, 28,000 full-time females and 6,000 part-time females.

Regional employment

Reliable estimates of the numbers of jobs in all the selected tourism-related industries in each of the regions of Great Britain are only available from the periodic Censuses of Employment. However, regular quarterly estimates of the total number of employees in employment in the broad category 'hotels and catering' (which includes the non-tourism related canteens and messes but excludes tourism-related libraries, museums, art galleries, sports and other recreational services) are available and provide some approximate indication of the distribution of tourism employment by region.

Table 16 Employees in employment in hotels and catering (SIC class 66)

| Region of employment* | Number of employees (thousands) | Per cent of Great Britain total for class 66 | June of each year | |
|--------------------------|---------------------------------|--|-------------------|----------|
| | | | Percentage change | |
| | | | 1978-88 | 1987-88 |
| South East | 366 | 32 | 40 | 4 |
| East Anglia | 35 | 3 | 52 | 4 |
| South West | 104 | 9 | 10 | 1 |
| West Midlands | 93 | 8 | 25 | 5 |
| East Midlands | 71 | 6 | 59 | 13 |
| Yorkshire and Humberside | 119 | 10 | 52 | 7 |
| North West | 140 | 12 | 44 | 5 |
| North | 59 | 5 | 2 | 5 |
| Wales | 51 | 4 | 14 | 8 |
| Scotland | 118 | 10 | 13 | 8 |
| Great Britain | 1,157 | 100 | 31 | 5 |

* Regional estimates are subject to considerable sampling errors.
† Percentages may not add to 100 due to rounding of figures.

Table 16 shows the proportions of all employees in hotels and catering in June 1988 according to the region of employment.

Two-thirds of all employees in hotels and catering were outside the South East. Jobs in the North West, Scotland and Yorkshire and Humberside together accounted for over one-third of the total.

Table 16 also shows the percentage changes in number of jobs in hotels and catering in each region since 1978. The greatest proportional increases between June 1978 and June 1988 occurred in the East Midlands, Yorkshire



Manchester Town Hall—one of the city's principal tourist attractions.

Photo: EMC

and Humberside and East Anglia where numbers of jobs grew by over 50 per cent.

Tourism-related businesses

Table 17 shows the latest information about numbers of tourism-related businesses in Great Britain and their annual turnover obtained from the Catering and Allied Trades Inquiry run by the Business Statistics Office (BSO). The figures in the table relate to numbers of businesses so that, for example, a company owning a chain of hotels is counted as one business. In the case of public houses, 'tenanted' premises owned by breweries and freehouses are counted individually where they are individually registered for VAT; 'managed' premises owned by each brewery are counted together as a single public house business even though the VAT registration is as a brewery.

A full report of the results of the 1987 Catering and Allied Trades Inquiry will appear in a *BSO Business Monitor* of that name later this year.

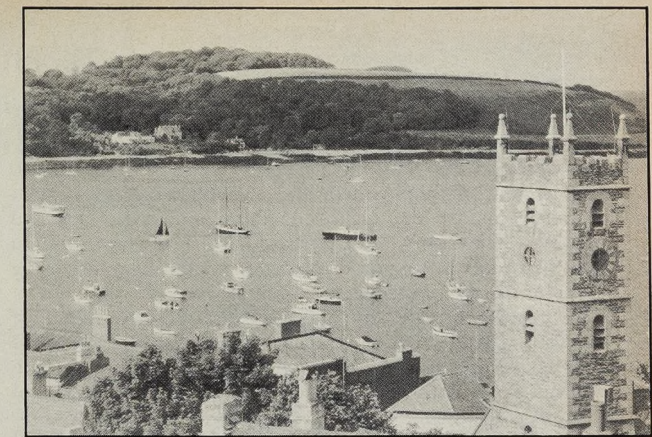
Because the BSO Inquiry surveys businesses and not establishments, it is not possible to obtain a count of individual hotels from it, nor to produce any meaningful regional distribution. However, in the case of hotels and public houses, figures for numbers of individual establishments are available from other sources.

Lists of individual hotels are compiled on a regional basis by the national tourist boards (NTBs). In 1988 the total number of hotels, motels, inns and guesthouses in the UK known to the NTBs was about 28,000. The tourist board region with the greatest number was the West Country, where there were about 6,000 hotels. Further details of the figures for hotels compiled by the NTBs, including an analysis by number of bedrooms, are available from the British Tourism Authority's *Digest of Tourist Statistics*.

An estimate of 71,600 individual public houses in Great Britain is given in an article in *Retail Business* produced by the Economist Intelligence Unit ("Distribution of Alcoholic Drinks Part 2"—June 1989). The recently published report of the Monopolies and Mergers Commission gives information about the regional distribution of public houses.

Visits abroad by UK residents

As well as information about the visits of overseas residents to the United Kingdom, the IPS provides information about British residents' trips overseas and their spending while abroad. This information is valuable—in conjunction with the figures for the spending of overseas residents in the UK—for estimating how spending on travel and tourism affects the national



Boats at anchor in Falmouth harbour.

Photo: BTA

balance of payments. UK residents are estimated to have made 28.8 million visits abroad in 1988 and to have spent some £8,100 million. These figures represent increases of 5 per cent and of 12 per cent respectively over 1987 and are the highest levels yet recorded.

The number of UK residents visiting North America rose sharply, by 17 per cent, in 1988 to a record 1.8 million. The number of visits to Western Europe rose less, by only 4 per cent, but this area, especially Spain, remained by far the most popular destination for UK residents in 1988, accounting for 85 per cent of all visits abroad.

Further information

A full set of tables from the 1988 IPS together with a description of the coverage and accuracy of the survey, will be published by HMSO later this year in a *Business Monitor* entitled *Overseas Travel and Tourism*, reference number MA6 (annual). Quarterly results from the IPS are published in *Business Monitors* of the same title: reference number MQ6 (quarterly). Monthly and quarterly IPS estimates of tourist numbers, expenditure and nights are also published in *Employment Gazette* in tables 8-2 to 8-9 of the Labour Market Data section. Summary tables from the IPS, together with a brief commentary, are published by the Department of Employment in a monthly press notice (non-press inquiries: 01-273 5507).

More detailed information on domestic tourism appears in various Tourist Board publications, including *The British Tourism Market 1988*, available from the BTA (tel 01-846 9000).

Quarterly estimates of employment in tourism-related industries are published each month in *Employment Gazette*, table 8-1 of the Labour Market Data section.

Table 17 Catering and allied trades: businesses and turnover 1983-87

| Type of business | Number of businesses (thousands) | | | Turnover (£ billions*) | | |
|---|----------------------------------|--------------|--------------|------------------------|-------------|-------------|
| | 1983 | 1986 | 1987 | 1983 | 1986 | 1987 |
| All businesses | 114.6 | 119.9 | 121.1 | 15.9 | 21.0 | 23.1 |
| Hotels and other residential establishments† | 12.9 | 12.9 | 13.0 | 3.0 | 4.3 | 4.8 |
| Holiday camps, camping and holiday caravan sites† | 1.6 | 1.6 | 1.6 | 0.4 | 0.6 | 0.6 |
| Restaurants, cafes, snack bars, etc† | 12.1 | 14.3 | 15.2 | 1.7 | 2.3 | 3.1 |
| Take-away snack bars, etc | 27.0 | 28.4 | 28.7 | 1.7 | 2.4 | 2.8 |
| Public houses | 41.9 | 42.9 | 42.9 | 6.4 | 8.0 | 8.3 |
| Clubs (excluding sports and gaming clubs) | 17.6 | 18.0 | 17.8 | 1.8 | 2.2 | 2.3 |
| Catering contractors | 1.4 | 1.7 | 1.9 | 0.8 | 1.2 | 1.3 |

* In this context, a billion equals 1,000 million.

† Figures for hotels, holiday camps, restaurants, etc refer to numbers of businesses: a business owning several hotels or restaurants is counted once only.

Source: BSO Catering and Allied Trades Inquiry.

Technical note

International passenger Survey (IPS)

The International Passenger Survey is carried out for the Department of Employment and a number of Government Departments by the Office of Population Censuses and Surveys. The estimates are based on interviews with a stratified random sample of passengers entering and leaving the UK on the principal air and sea routes.

The main features of the stratification are mode of transport (that is, air or sea), port, and time of day. The frequency of sampling within each stratum depends mainly on the variation of tourist expenditure and on the volume of migrants, for which the survey is also used to collect statistics. Travellers passing through passport control are randomly selected for interview and, in all, 174,321 interviews were conducted in 1988; this represented about 0.2 per cent of all travellers.

Only interviews taken at the end of the visit provide information on expenditure and length of stay. Of such interviews, 37,485 provided the published information on foreign visitors to the UK and 34,028 were used for the estimates of UK residents travelling abroad. The interviews were all conducted on a purely voluntary and anonymous basis.

The results from the IPS are supplemented with estimates, provided by the Central Statistics Office of the Republic of Ireland, of travel between the UK and the Republic of Ireland. The estimates of earnings and expenditure are also supplemented with figures from the Economic Adviser's Office of the States of Jersey, which provides information with respect to the Channel Islands.

About 90 per cent of passengers entering and leaving the UK (excluding those travelling to and from the Republic of Ireland) travel on routes covered by the survey. The remainder are either passengers travelling at night, when interviewing is suspended, or on those routes too small in volume to be covered. For those passengers, estimates are made and included in the main results of the survey. Belfast Airport is for a number of reasons not included in the survey.

A complex weighting procedure is used in the survey results, taking account of passenger movement statistics produced by the Civil Aviation Authority in the case of air traffic and by the Department of Transport in the case of sea traffic. For Heathrow and Gatwick, allowances are made for passengers in transit who do not pass through passport control and hence do not cross the IPS counting line.

Definitions

The numbers are *numbers of visits*, not numbers of visitors. Anyone entering or leaving more than once in the same period is counted on the occasion of each visit.

The *count of visits* relates to those ending during each period: that is, to UK residents returning to this country and to overseas residents leaving it.

Day trips (trips which do not involve an overnight stay) abroad by UK residents as well as day trips to the UK by overseas residents are included in the figures for visits and expenditure. It should be noted that they do not cover day trips to/from the Irish Republic although longer trips are included in total visits. For overseas residents in transit through the United Kingdom see "Overseas residents" below.

Trippers who cross the Channel or the North Sea but do not alight from the boat are excluded from the number of visits.

Migrants and people travelling overseas to take up pre-arranged employment together with military/diplomatic personnel, merchant seamen and airline personnel on duty are excluded from the number of visits.

Overseas residents passing through the UK en route to

other destinations but who do not stay overnight are also excluded. However, any spending while here is included in the figure for earnings.

Overseas visitor means a person who, being permanently resident in a country outside the UK, visits the UK for a period of less than 12 months. UK citizens resident overseas for 12 months or more coming home for less than 12 months (for example, on leave) are included in this category.

Visits abroad similarly are visits for a period of less than 12 months by people permanently resident in the UK (who may be of foreign nationality).

When a *resident of the UK* has visited more than one country, the entire visit, expenditure and stay are allocated to that country in which he or she stayed the longest time.

Visits for miscellaneous purposes include those for study, to attend sporting events, for shopping, health, religious or other purposes, together with visits for more than one purpose when none predominates (for example, visits both on business and on holiday). Overseas visitors staying overnight in the UK en route to other destinations are also included in miscellaneous purposes.

Estimates relating to *tourist flows* across the land boundary between the Irish Republic and Northern Ireland are for convenience included in the figures for sea crossings. Flights by hovercraft are also treated as sea crossings.

Inclusive tours—adjustments are made to the reported cost of an inclusive tour so that an estimate of just that element covering foreign exchange earnings and expenditure is used to calculate the total expenditure by the traveller (see also "earnings and expenditure" below). Information on inclusive tours to and from the Irish Republic is not available separately and so is excluded from the inclusive tour totals for the European Community and for the world.

Length of stay for UK residents covers the time spent, including the journey outside the UK, while for overseas residents it refers to the time spent within the UK.

Earnings and expenditure figures cover the same categories of travellers as do the number of visits except that in addition they include the expenditure by same-day transit passengers (this affects earnings only) and the foreign exchange earnings and expenditure due to travel and expenditure relating to the Channel Islands.

Earnings and expenditure exclude payments for air and sea travel to and from the UK. For any traveller on an inclusive tour an estimate of the return fare is deducted from the total tour price.

Earnings do not include the personal export of cars which have been purchased in the UK by overseas residents; their value is included in the Overseas Trade Statistics. Other expenditure exclusions by overseas visitors are purchases on British vessels.

British Tourism Survey Monthly (BTSM)

The BTSM was conducted by the British Tourist Authority up to the end of 1988 and has now been replaced by the United Kingdom Tourism Survey (UKTS). Interviews are conducted by trained interviewers at the homes of a random sample of British adults. The sample is designed to be representative of all adults aged 16 and over in Great Britain. During the 12-month period, November 1987 to October 1988, about 22,000 interviews were conducted.

Interviews are carried out in all months of the year and information is sought about all trips of one night or more away from home during the previous two months. The total number of trips in any given month is obtained by adding together the survey results for the two months that follow it.

Results from the BTSM are weighted to give estimates for Great Britain as a whole by using the mid-1988 population estimates in conjunction with information about the population structure in terms of age and socio-economic groups.

Special Feature



The claimant count, like the ILO/OECD measure of unemployment, fell sharply between spring 1987 and spring 1988.

Photo: Jim Stagg

Measures of unemployment: claimant count and Labour Force Survey

The monthly count of benefit claimants is compared with alternative unemployment figures from the Labour Force Survey, estimated according to internationally recommended criteria¹.

- In spring 1988 the international measure of unemployment from the LFS was 2.37 million in Great Britain, similar to the average unadjusted claimant count of 2.41 million during the survey period.
- The 1988 LFS showed a fall in the ILO/OECD measure of unemployment similar to that of the official monthly count, a little over half a million since spring 1987.
- Since 1984 the international survey measure of unemployment has been on a downward trend though it

remained level between 1985 and 1986. In contrast, the claimant count carried on rising until 1986. Since 1986 both measures have fallen substantially.

- In spring 1988 an estimated 790,000 or 33 per cent of claimants were not unemployed by the international definition, compared with 750,000 unemployed on the international measure but not claiming benefits.

¹ This article, using preliminary results from the 1988 LFS is one of an annual series. A similar comparison using results from the 1987 LFS was published in the October 1988 issue of *Employment Gazette*.

- The sharpest falls in claimants between 1987 and 1988 occurred among those seeking work.
- A relatively high proportion of claimants in the South were not unemployed. In London this proportion was 44 per cent, averaged over the period 1985-88, compared with the corresponding national proportion of 32 per cent.
- The proportion of ILO/OECD unemployed who were not claiming benefits was also relatively high in the South, averaged over the years 1985-88; the highest being in the South East outside London, where the proportion was 39 per cent. The national average proportion was 29 per cent and the lowest nationally was in the North region, at 23 per cent.

Methods of measuring

Unemployment can be measured in different ways and there are two basic approaches to collecting the information. First, by surveys of individuals asking about whether they have a job or would like work and the steps they have taken to find work. Second, by counting people registered as unemployed at government offices.

In this country the main survey is the annual Labour Force Survey (LFS). This collects data not only about unemployment but also employment and self-employment. Additionally it provides a wide range of detail about the social characteristics of the unemployed.

However, surveys are expensive and take time to process, so the United Kingdom—in common with most Western European countries—uses as its main monthly measure of unemployment the count of those registered as

unemployed. Since 1982 the monthly figures have been based directly on the number claiming benefits at Unemployment Benefit Offices, these being referred to as the claimant count. These figures are available frequently, quickly and cheaply as the by-product of official procedures.

The count also provides figures for local areas which would be prohibitively costly to obtain from surveys because of the sample that would be needed to produce reliable data.

This article compares the results of the monthly claimant count with the Survey-based measure of unemployment using the ILO/OECD definition, which follows international guidelines. Preliminary results from the 1988 LFS are incorporated and some comparisons are made with previous years. Further details of the definitions are given in the technical note on p 451. This also describes the method used for reconciling the LFS and claimant data.

Comparisons of results for 1988

According to the preliminary results¹ of the LFS for Great Britain for spring 1988 there were 2.37 million people unemployed on the ILO/OECD definition; that is, people without paid jobs who said they were available to start work and had sought work at some time during the four weeks prior to interview. This measure, which conforms to international guidelines, was marginally lower than the claimant count for the same period, which averaged 2.41 million for Great Britain. The difference of 40,000 between the two measures (which is within the

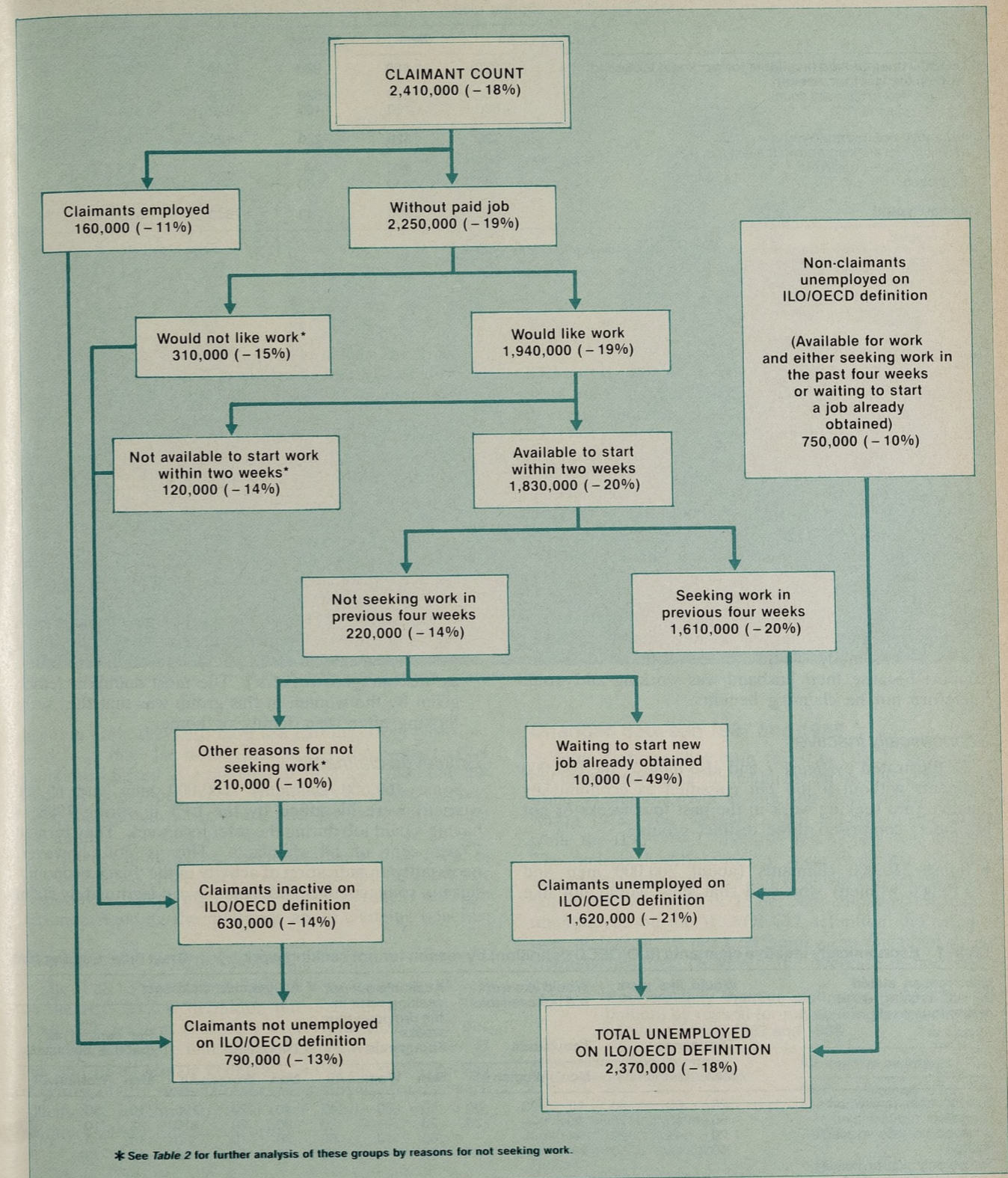
¹ Final results for spring 1988 will become available later this year. These are expected to result in only minor revisions.



Jobclubs give unemployed people assistance in looking for jobs.

Photo: Jim Stagg

Figure 1 The monthly claimant count compared with the ILO/OECD measure of unemployment, Great Britain, Spring 1988 (Percentage changes since Spring 1987 are shown in brackets)



likely margins of statistics sampling error on the LFS results) arises from a number of broadly offsetting differences, as illustrated by figure 1.

In spring 1988 there were an estimated 630,000 people claiming unemployment-related benefits, but not unemployed according to the ILO/OECD definition because they were not seeking work or were not available to start a job. There were another 160,000 people claiming

benefits who had some paid work during the survey reference week and were therefore classified as in employment. Hence there were some 790,000 claimants not classified as unemployed on the international measure.

Conversely, there were, in total, 750,000 people who were unemployed according to the ILO/OECD definition but who were not in the count of those claiming

Table 1 ILO/OECD measure of unemployment compared with the monthly count

Great Britain, spring 1988
Thousands*

| | Spring 1988 | | | Change since spring 1987 | | |
|--|-------------|-------|-------|--------------------------|------|-------|
| | All | Men | Women | All | Men | Women |
| ILO/OECD unemployed (available for work and looked for work in the last four weeks)† | 2,370 | 1,400 | 980 | -500 | -320 | -190 |
| of which: Not in claimant count | 750 | 240 | 520 | -80 | -10 | -70 |
| Claimants** | 1,620 | 1,160 | 460 | -420 | -310 | -120 |
| Claimants** not unemployed†† | 790 | 520 | 280 | -120 | -70 | -50 |
| of which: Not seeking work in the last four weeks or not available (inactive)‡ | 630 | 410 | 220 | -100 | -50 | -50 |
| Employed | 160 | 100 | 60 | -20 | -20 | - |
| Claimant count | 2,410 | 1,680 | 740 | -540 | -370 | -170 |

- Nil or negligible.
* The figures are individually rounded to the nearest 10,000 and may therefore appear not to add.
† See technical note for detailed definition.
** These figures are derived with reference to both the claimant count and the LFS results. See the technical note for further details.
†† Not unemployed on the ILO/OECD definition.
‡ People not in work nor unemployed on the ILO/OECD definition.

unemployment-related benefits.

Table 1 shows the comparison of the ILO/OECD measure of unemployment with the claimant count by sex and the changes since 1987. As in previous years, the number of men unemployed according to the ILO/OECD measure (1.40 million) was less than that measured by the claimant count (1.68 million). This was because there were many more men in the claimant count who were not classified as unemployed (520,000) the ILO/OECD measure, compared with the number unemployed on the international measure but not claiming benefits (240,000). For women the position was reversed, with the ILO/OECD measure (0.98 million) exceeding the claimant count (0.74 million). The latter difference was concentrated among married women, mainly reflecting the fact that many would not be entitled to income support because their husband was working and would therefore not be claiming benefits.

Economically inactive

As illustrated by figure 1 and also table 2, the 630,000 claimants without a job but classified as economically inactive (not seeking work in the past four weeks or not available) comprised three distinct groups:

- Some 310,000 claimants (about 200,000 men and 110,000 women) who said that they would not like

work. As shown in table 2, half the men in the group were sick, disabled or retired. A majority of the women said they were looking after their family or home.

- Nearly 120,000 claimants (nearly 70,000 men and 50,000 women) who said they would like work but whether or not they were seeking work within the past four weeks, they were not available to start within the next fortnight.
- About 210,000 claimants (150,000 men and 60,000 women) who said they were available for work but had nevertheless not sought a job within the past four weeks. Over 60,000 of this group, mostly men, said they were not seeking work because they believed no jobs were available (such people are often referred to as 'discouraged workers'). The most common reason given by the women in this group was that they were looking after their family or home.

Employed claimants

Some 160,000 claimants (100,000 men and 60,000 women) were identified by the LFS in spring 1988 as having a paid job during the reference week. They formed 7 per cent of all claimants. This is not, however, necessarily an indication of activity in the 'black economy' since in some circumstances people can legitimately claim

Table 2 Economically inactive claimants (ILO/OECD definition) by reason for not seeking work Great Britain, spring 1988

| Main reason stated for not seeking work in previous week | Would like work | | | Would like work but not available | | | Available but not seeking work in the previous four weeks | | | All inactive claimants | | | | | |
|--|-----------------|------------|------------|-----------------------------------|-----------|------------|---|-----------|------------|------------------------|------------|------------|------------------------------------|------------|------------|
| | Thousands | | | Thousands | | | Thousands | | | Thousands | | | Per cent of all inactive claimants | | |
| | Men | Women | All | Men | Women | All | Men | Women | All | Men | Women | All | Men | Women | All |
| Looking after family/home | 20 | 60 | 90 | 10 | 20 | 30 | 10 | 30 | 40 | 40 | 120 | 160 | 10 | 53 | 25 |
| Long-term sick/disabled | 60 | 10 | 70 | 20 | — | 20 | 20 | — | 20 | 90 | 20 | 110 | 22 | 10 | 18 |
| Believed no jobs available | 20 | — | 20 | — | — | — | 60 | 10 | 60 | 70 | 10 | 80 | 18 | 4 | 13 |
| Retired | 40 | — | 50 | — | — | — | 10 | — | 10 | 50 | 10 | 60 | 13 | 3 | 9 |
| Temporarily sick, on holiday, awaiting results of job application, or waiting to start job already obtained† | — | — | — | 10 | 10 | 20 | 10 | — | 20 | 30 | 10 | 40 | 7 | 5 | 6 |
| Did not want/need work | 30 | 10 | 40 | — | — | — | — | — | — | 30 | 10 | 40 | 6 | 5 | 6 |
| Studying | 10 | — | 20 | — | — | 10 | 10 | — | 10 | 20 | 10 | 30 | 5 | 4 | 5 |
| Not yet started looking | — | — | — | — | — | — | 10 | — | 10 | 10 | — | 10 | 2 | 2 | 2 |
| Other reason/no reply/not applicable | 20 | 10 | 30 | 20 | 10 | 30 | 30 | 10 | 40 | 70 | 30 | 100 | 17 | 14 | 16 |
| All reasons | 200 | 110 | 310 | 70 | 50 | 120 | 150 | 60 | 210 | 410 | 220 | 630 | 100 | 100 | 100 |

Note: All figures are individually rounded to the nearest 10,000 and may therefore appear not to add.
* Not available to start work within two weeks.
† Those waiting to start a job already obtained who are also available to start work within two weeks are classified as unemployed on the ILO/OECD definition and therefore are not included in the economically inactive.



Inside a mobile jobcentre, one of the Employment Service's innovations.

Photo: Jim Stagg

benefits while they also have low earnings from part-time work¹. It may be noted that nearly three-quarters of claimants classed as employed in 1988 said they did less than 24 hours per week in the week of the survey. Nevertheless nearly two-thirds said they were not looking for another job that week.

A further qualification to the figures for this group, as for others, is that they could also be affected by respondents replying incorrectly, perhaps through misunderstanding the questions about claiming benefits.

Non-claimant unemployment

The 1988 LFS identified 750,000 people as unemployed on the ILO/OECD definition but not claiming benefits. About 70 per cent (520,000) were women, some 70 per cent of whom were married, compared with just over 45 per cent of all female claimants. As in previous years, a majority of the non-claimant unemployed women were specifically seeking part-time work, while the men were mainly seeking full-time work.

¹ In broad terms (from April 1988) people working part-time who were available for full-time work and claiming at Unemployment Benefit Offices may have been entitled to the following:

- Income Support if they had low income and were working less than 2 hours a week (with Income Support reduced, usually by £1, for every £1 net earnings above £5 a week. The latter limit is £15 per week in the case of those receiving Income Support for more than two years).
- Unemployment Benefit for days they earned £2 or less, provided any paid work (including work on days not claimed) was of a temporary nature; or
- National Insurance credits if they worked no more than one day or eight hours a week with weekly earnings below the lower earnings limit for paying National Insurance contributions.

Changes between 1987 and 1988

Table 1 shows that both the ILO/OECD measure of unemployment and the claimant count fell sharply, by some ½ million, over the period from spring 1987 to spring 1988. The claimant count fell by about 540,000 while the ILO/OECD measure fell by just over 500,000. The marginal difference of nearly 40,000 in these movements between 1987 and 1988 was the net result of a fall of nearly 120,000 or 13 per cent among claimants not unemployed on the ILO/OECD definition and a fall of over 80,000 or 10 per cent among the unemployed not claiming benefits. However, the decrease in both these

Table 3 Economically inactive claimants (ILO/OECD definition) by reason for not seeking work: changes between spring 1987 and 1988 Thousands

| Main reason stated for not seeking work in previous week | All inactive claimants | | |
|--|------------------------|------------|-------------|
| | Men | Women | All |
| Looking after family/home | 10 | -30 | -20 |
| Long-term sick/disabled | -10 | -10 | -20 |
| Believed no jobs available | -20 | — | -20 |
| Retired | -10 | — | -20 |
| Temporarily sick, on holiday, awaiting results of job application, or waiting to start job already obtained† | -10 | — | -10 |
| Did not want/need work | — | — | — |
| Studying | — | — | — |
| Not yet started looking | — | — | — |
| Other reason/no reply/not applicable | — | — | -10 |
| All reasons | -50 | -50 | -100 |

* See technical note for detailed definition.

Table 4 Comparison of alternative measures of unemployment 1981-88, Great Britain

Millions*

| Spring | ILO/OECD measure of unemployment | | | Former labour force measure of unemployment** | | | Claimant count (unadjusted, total†) | | | Claimant count (seasonally adjusted, consistent with current coverage: excluding under-18 year olds) | | |
|--------|----------------------------------|-------|------|---|--------|----------|-------------------------------------|-------|--------|--|-------|------|
| | Men | Women | All | Men | Women | All | Men | Women | All | Men | Women | All |
| 1981 | na | na | na | (1.56) | (0.92) | (2.48)** | 1.70 | 0.60 | 2.30†† | 1.50 | 0.54 | 2.04 |
| 1983 | na | na | na | 1.81 | 1.04 | 2.85 | 2.16 | 0.82 | 2.99 | 1.93 | 0.74 | 2.67 |
| 1984 | 1.84 | 1.26 | 3.09 | 1.78 | 1.14 | 2.92 | 2.08 | 0.89 | 2.98 | 1.96 | 0.82 | 2.78 |
| 1985 | 1.79 | 1.18 | 2.97 | 1.72 | 1.10 | 2.81 | 2.17 | 0.96 | 3.13 | 2.03 | 0.89 | 2.92 |
| 1986 | 1.79 | 1.18 | 2.97 | 1.72 | 1.10 | 2.82 | 2.18 | 0.99 | 3.17 | 2.07 | 0.93 | 3.00 |
| 1987 | 1.72 | 1.16 | 2.88 | 1.70 | 1.09 | 2.78 | 2.05 | 0.91 | 2.95 | 1.96 | 0.86 | 2.82 |
| 1988 | 1.40 | 0.98 | 2.37 | 1.39 | 0.94 | 2.33 | 1.68 | 0.74 | 2.41 | 1.60 | 0.70 | 2.30 |

* All figures are individually rounded to the nearest 10,000.

† The unadjusted claimant count is not fully consistent over the periods shown. The seasonally adjusted series provides consistent comparisons, allowing for discontinuities, although it excludes the under-18 year olds since the latest series is used. See the article "Unemployment statistics: revisions to the seasonally adjusted series" on p 660 of the December 1988 *Employment Gazette* and also p 442 of the October 1986 issue which listed all the changes in coverage of the claimant count which have been taken into account over the period shown.

** The survey figures from 1983 are all on a consistent basis. However, the 1981 labour force estimate of unemployment is on a slightly different definition: if it could be calculated completely on the same basis for later years, the 1981 figure would be marginally lower than the 2.48 million shown. Comparable estimates from the LFS prior to 1981 are not available.

†† The unemployment count in 1981 was then based on those registered for work at jobcentres and careers offices, of which there were 2.49 million (1.79 million men and 0.70 million women) during the 1981 survey period.

na The ILO/OECD measure of unemployment is not available for years prior to 1984.

groups was much less than among those people common to both measures of unemployment (in other words, claimants identified as unemployed in the survey); these fell by some 420,000 or 21 per cent between the two survey periods.

Trends 1981-88

Table 4 and also figure 2 provide a comparison of different measures of unemployment over recent years. The period 1981-88 can be broadly divided into three parts as follows:

- **Spring 1981 to 1984:** The claimant count increased more sharply than unemployment as measured by the LFS. Over this period the former labour force measure of unemployment¹ increased by about 430,000 while the claimant count increased by some 680,000 (unadjusted) and by about 740,000 using the current consistent seasonally adjusted series (which relates to those aged 18 and over).
- **Spring 1984 to spring 1986:** The claimant count carried on rising, but the LFS had begun to show a fall in unemployment. Over this period the claimant count rose by 190,000 (unadjusted) or 220,000 on the consistent seasonally adjusted basis, while the ILO/OECD measure showed a fall of nearly 130,000.
- **Spring 1986 to spring 1988:** Both measures showed a fall, the claimant count by 750,000 (some 700,000 on the seasonally adjusted basis) and the ILO/OECD measure by about 600,000.

The differences between the movements of the alternative measures of unemployment can be explained by changes in the numbers in one measure but not in the other, and vice versa. As can be seen from table 5, since 1984 the sharper fluctuations have generally occurred among claimants who were not unemployed on the ILO/OECD definition rather than among the unemployed non-claimants. The latter group has been fairly stable over the period, declining only marginally overall between 1984 and 1987 although falling more significantly between 1987 and 1988. Claimants not identified as unemployed—economically inactive and employed claimants—increased sharply between 1984 and 1986, mainly over the period 1984-85. The number fell back between 1986 and 1988,

¹ For this period the former labour force measure has been used—see technical note for detailed definitions. The ILO/OECD measure was not available until the 1984 survey.

² A similar comparison for the four years 1984-87 was given on p 539 of the October 1988 issue of *Employment Gazette*.

although in 1988 there were still slightly more than in 1984.

Some of these movements can be explained by variations in the numbers of discouraged workers (respondents who were not in employment but not unemployed according to international definitions because while they said they would like work, they were not seeking work, as they believed there were no jobs available). The numbers of discouraged workers will naturally tend to rise when jobs become scarce and to fall when the labour market improves. Overall the number of discouraged workers (including non-claimants) was very stable, at about 220,000, from 1984 to 1986, but then fell sharply to 116,000 by spring 1988.

Within this group, the number of discouraged claimants increased from nearly 90,000 in 1984 to nearly 130,000 in 1986 and fell to fewer than 70,000 by 1988. These changes explain about a sixth of the rise between 1984 and 1986 among the claimants who were not ILO/OECD unemployed and just over a quarter of the subsequent fall in this group between 1986 and 1988.

The above changes in the numbers of claimants not seeking work because they were discouraged have been proportionately sharp. However, more significant contributions to the overall changes in the numbers of claimants not unemployed, particularly between 1984 and 1986, have come from changes in the numbers inactive for other reasons; for example, those not looking for work because they were looking after their family or home or because they were sick or disabled or retired.

Having increased considerably, notably between 1984 and 1985, the numbers in these groups have also fallen back since 1986, though not as fast as the claimants who were identified as unemployed. During the period 1984-88, there appears to have been a general increase in the propensity to claim benefits among those who may have only a marginal attachment to the labour market or who may not be eager to find work. The number of claimants who said they would not like work, for example, increased by 270,000 in 1984 to over 380,000 in 1986; they have since reduced to some 310,000 in 1988, but this number was still around 40,000 higher than in 1984.

Regions

Regional comparisons of the differences between the claimant count and the survey estimate of unemployment are provided in table 6. These latest comparisons are based on averages for the four years 1985-88² because regional data for individual years are more affected than national data by sampling errors.



Jobcentres are one of the major sources of advice for people looking for work.

Photo: Jim Stagg

Table 5 ILO/OECD measure of unemployment compared with the monthly count, 1984-88 Great Britain, spring each year

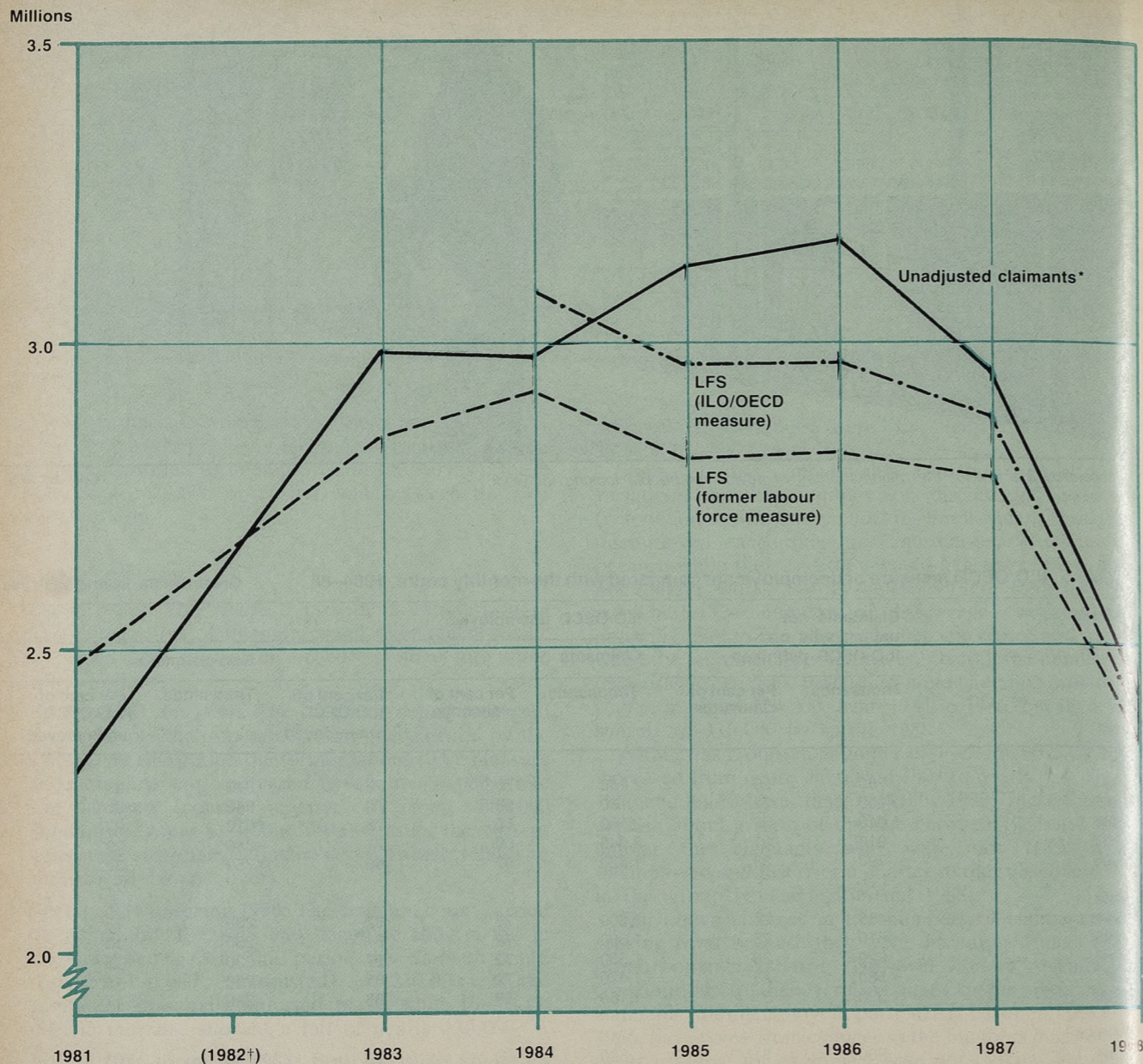
| Spring | Claimants not unemployed on ILO/OECD definition | | ILO/OECD unemployed | | | Non-claimants | |
|---------------|---|-----------------------|---------------------|-----------------------|---------------------------------|---------------|---------------------------------|
| | Thousands | Per cent of claimants | Thousands | Per cent of claimants | Per cent of ILO/OECD unemployed | Thousands | Per cent of ILO/OECD unemployed |
| All | | | | | | | |
| 1984 | 760 | 25 | 2,220 | 75 | 72 | 870 | 28 |
| 1985 | 1,000 | 32 | 2,130 | 68 | 72 | 840 | 28 |
| 1986 | 1,010 | 32 | 2,160 | 68 | 73 | 810 | 27 |
| 1987 | 910 | 31 | 2,040 | 69 | 71 | 840 | 29 |
| 1988 | 790 | 33 | 1,620 | 67 | 68 | 750 | 32 |
| Male | | | | | | | |
| 1984 | 480 | 23 | 1,600 | 77 | 87 | 230 | 13 |
| 1985 | 610 | 28 | 1,560 | 72 | 87 | 230 | 13 |
| 1986 | 620 | 28 | 1,560 | 72 | 87 | 230 | 13 |
| 1987 | 580 | 28 | 1,470 | 72 | 85 | 250 | 15 |
| 1988 | 520 | 31 | 1,160 | 69 | 83 | 240 | 17 |
| Female | | | | | | | |
| 1984 | 280 | 31 | 620 | 69 | 49 | 640 | 51 |
| 1985 | 390 | 40 | 580 | 60 | 49 | 600 | 51 |
| 1986 | 390 | 39 | 600 | 61 | 51 | 580 | 49 |
| 1987 | 330 | 36 | 580 | 64 | 50 | 590 | 50 |
| 1988 | 280 | 38 | 460 | 62 | 47 | 520 | 53 |

Table 6 Claimant count compared with ILO/OECD unemployed: averages for the period 1985-88

| | Claimant count | ILO/OECD unemployed | Rate* per cent | Per cent of claimants not ILO/OECD unemployed | | | Per cent of ILO/OECD unemployed not claiming benefit | | |
|--------------------------|----------------|---------------------|----------------|---|-----------|-----------|--|-----------|-----------|
| | | | | Men | Women | All | Men | Women | All |
| | Thousands | Thousands | | | | | | | |
| South East | 708 | 663 | 7.6 | 38 | 45 | 40 | 22 | 56 | 36 |
| (Greater London) | 373 | 315 | 9.2 | 41 | 49 | 44 | 21 | 54 | 33 |
| (Rest of South East) | 335 | 347 | 6.5 | 35 | 40 | 37 | 23 | 57 | 39 |
| East Anglia | 76 | 78 | 8.0 | 32 | 29 | 31 | 17 | 51 | 33 |
| South West | 187 | 176 | 8.0 | 36 | 42 | 38 | 19 | 53 | 34 |
| West Midlands | 317 | 309 | 12.1 | 24 | 39 | 28 | 11 | 51 | 26 |
| East Midlands | 190 | 188 | 9.7 | 27 | 37 | 30 | 13 | 53 | 33 |
| Yorkshire and Humberside | 292 | 282 | 11.9 | 25 | 36 | 28 | 11 | 49 | 25 |
| North West | 417 | 401 | 13.0 | 27 | 34 | 29 | 13 | 47 | 26 |
| North | 221 | 206 | 14.2 | 24 | 37 | 28 | 9 | 47 | 23 |
| Wales | 166 | 165 | 13.1 | 23 | 34 | 26 | 11 | 50 | 26 |
| Scotland | 343 | 330 | 13.6 | 23 | 36 | 27 | 11 | 46 | 24 |
| Great Britain | 2,917 | 2,797 | 10.3 | 29 | 39 | 32 | 14 | 51 | 29 |

* ILO/OECD unemployed as a percentage of corresponding estimate of economically active.

Figure 2 Unemployment: claimant and LFS measures in Great Britain, spring 1981 to spring 1988



*Figures shown in table 4. The table also shows seasonally adjusted claimant series allowing for changes in coverage.
 †From 1983 the Labour Force Survey has been conducted annually. Previously, it was conducted every two years.

Regional differences between the claimant count and the ILO/OECD measure of unemployment appear to be partly related to the unemployment rates, but certain regions, particularly London, exhibit special characteristics.

The differences are considerably influenced by variations in the proportion of claimants identified as not ILO/OECD unemployed, both for men and women. For men these varied from 41 per cent in London to 23 per cent in Scotland and Wales. For women the proportions varied from 49 per cent in London to 29 per cent in East Anglia. There were also regional differences in the proportions of the ILO/OECD unemployed not claiming benefits. For men the proportions were below 20 per cent everywhere outside the South East and just below 10 per cent in the North. For women the proportions similarly

varied from 57 per cent in the South East outside London to 46 per cent in Scotland.

United Kingdom

A. LFS in Northern Ireland is conducted on a similar basis to that carried out for Great Britain to provide consistent data covering the whole of the United Kingdom. There are nevertheless some differences in the questions and for this reason the main published LFS figures, including the main comparisons in this and previous similar articles, have been restricted to Great Britain.

For the United Kingdom, the ILO/OECD measure of unemployment in spring 1988 was 2.47 million, compared with an average of 2.53 million according to the unadjusted claimant count over the survey period. In

terms of unemployment rates, the ILO/OECD measure for the UK was 8.8 per cent compared with the corresponding unadjusted claimant rate of 8.9 per cent of

the workforce. The former rate provides the basis for standardised unemployment rates used in the international comparisons published by the OECD. ■

Technical note

Claimant count

The monthly unemployment count relates to claimants of benefits at Unemployment Benefit Offices on the day of the count, normally the second Thursday of each month; it is derived almost wholly from the computerised administrative records.

Claimants include those people who claim Unemployment Benefit, Income Support and National Insurance credits. The figures include some severely disabled, but exclude students seeking vacation work and the temporarily stopped. Students are those people claiming benefit during a vacation but who intend to return to full-time education when the new term begins. The temporarily stopped are those people who had a job on the day of the unemployment count but were temporarily suspended from work on that day and were claiming benefits.

Unemployment rates based on the claimant count are expressed as a percentage of the corresponding mid-year estimate of the workforce (the sum of claimant unemployment, employees in employment, the self-employed, HM Forces and participants in work-related government training schemes.)

Survey definitions

ILO/OECD definition: The survey measure of unemployment given in this article, according to the ILO/OECD definition, comprises people who were:

- without a paid job; and
- available to start work in the next fortnight; and
- had either looked for work at some time in the last four weeks or were waiting to start a job already obtained.

This definition of unemployment is consistent with the guidelines of the International Labour Organisation as agreed in Resolution I of the 13th International Conference of Labour Statisticians in 1982, and is used by the Organisation for Economic Co-operation and Development and also the United States Bureau of Labor Statistics for the purposes of compiling standardised unemployment rates for comparisons between countries.

The ILO guidelines do not specify the reference period for jobsearch, but four weeks is commonly used in many countries, including the USA and Canada, and preferred by the OECD and also the Statistical Office of the European Communities. Figures from the LFS using the ILO/OECD definition have only been available for the UK since 1984, since previous surveys did not identify those looking for work in the previous four weeks.

Former labour force definition: People identified by surveys as unemployed on the former labour force definition are those who, in the week preceding their survey interview were:

- without a paid job; and
- either seeking work, waiting to start a new job or for the results of a job application, or were prevented from seeking work only by temporary sickness or holiday.

Students in full-time education who satisfy both the above conditions are included as unemployed, unless they are not available to start work within two weeks because they must complete their education.

Other issues

Unemployment rates on the ILO/OECD definition are the appropriate estimate of unemployment, expressed as a percentage of the corresponding estimate of economically active people (the sum of the employed and the same

estimate of unemployment).

The Labour Force Survey (LFS) is the principal example of household surveys of the labour force and the principal basis of the Department of Employment's estimates of the size of the labour force, although other surveys such as the General Household Survey also collect information on unemployment.

The LFS is a sample survey of households and is carried out on similar lines in all European Community countries. It was conducted in alternate years from 1973 to 1983, but from 1984 has been enhanced and conducted annually.

In 1988 interviewing took place during March, April and May in a sample of about 60,000 private households in Great Britain. A more detailed description of the survey is provided in the reports by the Office of Population Censuses and Surveys, and preliminary results for 1988 were published in the April 1989 issue of *Employment Gazette*. A similar survey is also conducted in Northern Ireland.

Analyses of claimants and non-claimants

Characteristics of claimants—for example, according to whether they were seeking work—cannot be obtained by matching the LFS data with the Department of Employment's administrative records. Instead data on claimant status is obtained from the following questions in the LFS itself, designed to identify people in the claimant count:

- Were you claiming Unemployment Benefit last week?
- Were you signed on at an Unemployment Benefit Office to claim income support as an unemployed person?
- Were you signed on at an Unemployment Benefit Office in order to get credits for National Insurance contributions?

Inevitably the questions are not always answered correctly; for example, because of possible confusion between claims for benefits at Unemployment Benefit Offices and benefits from other sources. It is also possible that some answers to the above questions are evasive.

More people indicate they are included in the claimant count in response to these questions than are actually shown by the count itself, with the difference concentrated among women. Approximate corrections for these biases have to be made.

Considering the design of the LFS questionnaire, in particular the order of questions, the most likely biases in identifying claimants are from:

(a) those who are receiving other benefits directly from the DHSS (instead of via a UBO) for which they do not have to be available for work (for example, the sick or disabled or lone parents) and may be uncertain about the source of benefit.

(b) those who have already said they were not unemployed, and may be reluctant to admit they are claimants later in the interview.

In both cases it is likely that the response errors would be more prevalent among those who are not ILO/OECD unemployed than among the unemployed. It is therefore assumed that the errors in identifying claimants in the LFS are wholly concentrated among those who have answered to the effect that they are not unemployed. The LFS data on non-unemployed claimants are correspondingly scaled (separately by sex, for women by marital status, and also by region where appropriate) in order that the analysis of claimants in total agrees with the actual claimant count.

It should be noted that these adjustments do not in any way affect the total estimates of unemployment obtained from the LFS or indeed any other LFS estimates, which are independent of claimant status.

Special Feature



Senior executive officers from various parts of the ED Group taking part in a course on preparing for the European single market after 1992. This course formed part of the Group's Management Development Programme.

Success through people

Step by step the Employment Department Group is building Human Resource Development into its operations at all levels. Its example has recently been studied by others seeking to achieve a more flexible and skilled workforce and a correspondingly more effective organisation.

"I would have thought that when the Employment Department Group talked about Human Resource Development, you were just giving a fancy name to good management and training. But I've talked recently to some of your staff at local level, and it does seem to me that you have something here that is different, rather good and very interesting. I'd like to find out more about it, and how it might be relevant for my Department."

These comments from a senior Whitehall civil servant

were typical of the interest expressed by senior managers in the Civil Service when the ED Group published a document entitled *Developing People in the Employment Department Group: A Human Resource Development Strategy*.

So great was the interest that on July 20 the Group hosted a conference in London's Queen Elizabeth II Conference Centre to explain its approach to Human Resource Development to other Departments.

This article describes what they were told, detailing the problems, the pressures for change and the steps being taken to implement the new HRD strategy.

New approach

The Employment Department Group consists of five parts: the Departmental headquarters, the Employment Service, the Training Agency, the Health and Safety Executive and ACAS. It is a major employer of some 57,000 staff engaged in a wide variety of operations across the country.

In recent years it has undergone a period of rapid change. Ministerial initiatives have included the creation of the Employment Service and Training Agency, major new employment and training programmes and the privatisation of Professional and Executive Recruitment. The fall in unemployment has also had consequences for staff numbers, particularly in the Employment Service.

The pressure for a new approach to management and staff development arose from three sources. Senior management was aware that this period of change was likely to continue, for example with the creation of Training and Enterprise Councils, and that it would produce major personnel issues which the Department needed to be prepared to face and deal with. Staff themselves felt their skills and professionalism needed to change as pressures increased, programmes changed and they were more exposed, particularly in dealings with outside organisations. There was also a widely held perception that the very nature of the work of the ED Group and the contacts it makes means it is important for the Group to practise what it preaches to others.

First steps

As a first step, each regional director in the then Manpower Services Commission was invited to make a presentation to top management reviewing staff numbers, identifying issues and problems and highlighting personnel priorities.

Although reviews of this kind had previously taken place, they had never before been carried out in quite so systematic a way. They were instrumental in opening the eyes of line managers to issues and problems, and in laying the foundations for a coherent system of Human Resource Development throughout the Group.

The issues identified at these reviews varied considerably from region to region, but common elements included the demands of new tasks, a growing proportion of women in key grades, recognition that a considerable proportion of high potential staff in the Group were married women and relatively undeveloped opportunities for learning and training. In some regions, particularly in the south, there were major problems of retention and turnover.

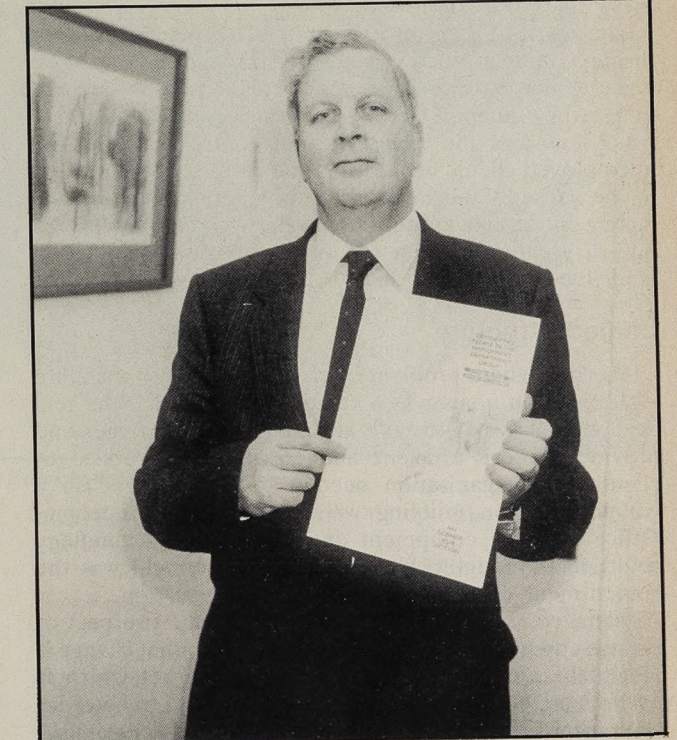
From these first discussions, some important common themes emerged which became the 'building blocks' of the Employment Department Group's Human Resource Development Strategy. The commitment of top managers is crucial: their role is not only to express support for a new approach but to set an example in their personal style, to lay down expectations and to review and hold to account. Middle managers need to be able to take responsibility for both their own development and that of their staff, with the support but not the leadership of personnel. Junior staff must have a sense of ownership of their own development.

HRD will fail if, at any level, staff perceive it as something imposed by management with little or no direct

relevance to their own career needs and aspirations.

Menu of opportunities

If HRD is to be relevant and practical, it must be directly linked to the needs of the organisation as expressed through its operational objectives, so that operational plans and HRD plans are integrated. Regular reviews are also necessary. There is a need to identify more precisely the skills and competences which the



"What we preach to others we must practise ourselves."—Sir Geoffrey Holland, Permanent Secretary of the Employment Department.

organisation requires its staff to develop, and to recognise the critical importance of on-the-job coaching and learning, which needs to be supported by the development of a menu of learning opportunities.

The Group now has an HRD strategy to which all parts are committed, and Human Resource Development is built into operational objectives at all levels. There is a realisation that it is necessary to move by small but purposeful steps, and to build from step to step; that there is much to learn and that the process will not be accomplished quickly. Nevertheless there is a firm belief that with a strategy and a common set of purposes, progress can and will be made, and that the return will be considerable.

In addition to the framework provided by the Group strategy, each part of the Group produced a separate strategy focusing on its own particular needs and circumstances. The first of these to be produced in the light of the Group strategy was the Employment Service document, *Success Through People*.

The Employment Service experience

The Employment Service, the largest part of the Group, was formed in November 1987 following the merger of two large organisations: the Unemployment Benefit Service and the employment part of the then Manpower Services Commission which contained the network of jobcentres. The two organisations, while both

consisting of networks of local offices, regional and head offices, had very different approaches.

The Unemployment Benefit Service paid unemployment benefit to those entitled to it. It was an organisation which had grown rapidly, and which had to ensure uniformity of treatment and payment throughout the country. As a result, a centralist approach had been adopted: rules and procedures were laid down from the centre, and it was the role of the local manager to ensure these rules were followed.

The work of jobcentres was to place people in work through filling notified vacancies or through placement on one of the various schemes targeted mainly at the long-term unemployed. Differing labour market conditions and the range of problems experienced by unemployed clients meant that jobcentre services needed to be closely aligned with local requirements. The management style appropriate to these circumstances was one of greater freedom for local managers to interpret guidelines and develop local solutions to local problems.

Unified structure

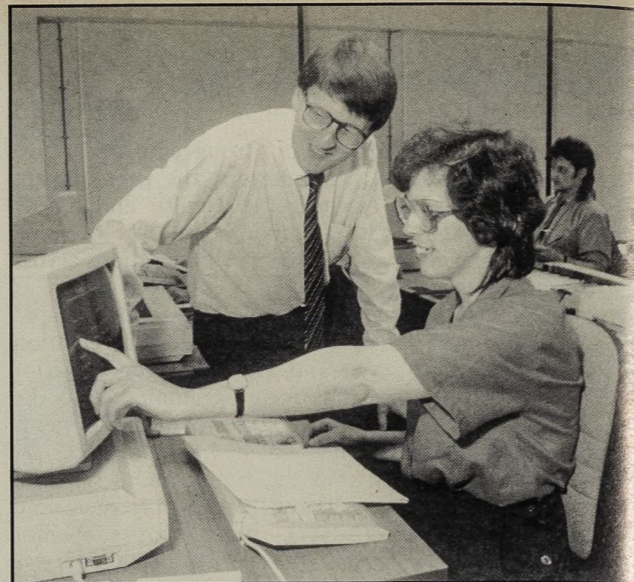
The immediate problem of creating a unified structure with common goals was a relatively easy task. The real challenge was that to take advantage of the merger and provide a more efficient and cost-effective service to clients, the organisation needed to be managed in a coherent fashion, unifying two separate groups of people. Office systems, equipment and information technology could all be bought; what could not be bought was the commitment of people to the new organisation.

Management needed staff to welcome the prospect of change and to develop in them a recognition that change is inevitable when operating in a labour market which is itself changing rapidly. Management also had to consider what sort of a working environment it wanted to establish, and to look outside the Employment Service at the best practices of other employers with whom it competes for staff.

The competition for recruitment and retention of staff was becoming increasingly fierce and people had become far more sophisticated in the demands they made of their employers. Employment Service managers recognised that even though the organisation would never be a market leader in pay and conditions, it would be possible to create a working environment in which people could realise their full potential. The Service would only achieve long-term success through the talents and goodwill of its people.

It was necessary to give staff a clear statement setting out what was being attempted and making it clear what management wanted to achieve. Within the framework provided by the Group strategy, the Employment Service produced its own strategy document, *Success through People*, based on the particular needs of its own operation. Copies were distributed down to middle management level, and everyone in the organisation received a copy of a summary. This was supported by articles in the house magazine, and complemented by regional initiatives as each of the regional directors developed a local strategy for the implementation of Human Resource Development which reflected the situation in their part of the country.

It was felt that Human Resource Development should not be about a specific set of initiatives, but about creating a working environment in which people want to develop, want to use their skills to improve the service they give, and have a commitment to an organisation in which they



Employment Service director for Scotland, Alan Brown discusses word-processing with Anna Johnston who was training at the Mic Centre in Edinburgh this summer.

are proud to work. HRD is a way to harness the commitment by showing that the organisation values people and is concerned for their development. In this way, both individuals and the organisation benefit: people are more flexible and skilled and the organisation correspondingly more effective.

Right environment

Creating the right environment takes more than publicity. Employment Service management was aware that there would be scepticism and that HRD would be regarded by many as 'this year's thing'. It was important to make sure things started to happen, but this could not be imposed from above. The balance struck was to:

- **Insist that everyone had the opportunity to agree a personal development objective** to ensure that all staff feel that their development within the organisation and contributions to it are valued.
- **Establish a regular staff attitude survey to check progress.** The staff attitude survey is a key benchmark. HRD is essentially an intangible concept, and while it is easy to try to measure progress by counting activities, this says nothing about the appropriateness of the activity. The best method the Employment Service could see of measuring success was to ask people.
- **Ask directors to include HRD objectives in their operational plan.** The Employment Service's operating plans set out aims in pursuit of agreed priorities. Each operating unit agrees the contribution it will make in a planning process which is a combination of paperwork and dialogue. Much of the focus is on the question of targets to be achieved to meet the various guarantees which have been made to client groups, but as plans are made, it is vital to consider how the workforce should develop to acquire the skills necessary to deliver operational objectives. All managers include HRD objectives in their operational plans, not only because it is the way to integrate development with the delivery of the task, but also because it makes managers accountable.



Quality circle leaders from the Employment Service at a training session in Falkirk earlier this year.

- **Commit top management to special reviews of progress.** HRD is part of the normal operational responsibilities of any effective line manager, not an optional extra. However, in order to ensure that it happens in a large dispersed organisation, top management needs to pay special attention to progress and regularly to reaffirm its commitment to HRD. Top management therefore conducts special reviews which support the declaration that HRD is important by putting time aside at the highest level.

“Top management holds the key to the potential of the people in your organisation. Don't be tempted to use it to unlock that door unless you are quite prepared to invest time at the highest level . . . Managers take years to develop their approach to management. They need to see the benefits of moving from a controlling style to one of enabling. They need to be helped to develop new skills or revive neglected skills. They need to be encouraged to do so and appreciated for doing so . . . It seemed to us that we could buy appropriate office systems, we could buy appropriate equipment and we could buy appropriate information technology but we could not simply buy commitment.”

—Mike Fogden, chief executive of the Employment Service, speaking to senior Civil Service managers at last month's conference.

Individual Development Plans

For HRD to succeed, it is important that not only is it included in operational planning at organisational level but that individuals within the organisation also plan their

own development. In order to do this, the individual needs to know:

- what they wish to achieve within the organisation;
- what skills will be needed; and
- how those skills may be acquired.

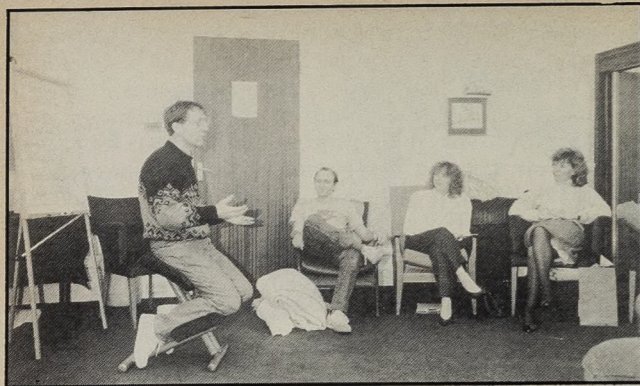
The Employment Department's group-wide Human Resource Development Strategy contains an undertaking that from next year *all* staff at every level will be given the opportunity to agree relevant personal development objectives. These may be set out in an Individual Development Plan, produced by the individual and his or her line manager together, after consideration of that individual's personal developmental needs.

A typical approach would be for the individual to discuss the future direction of their career with their line manager, and to consider the skills they might need with the help of a competence guide. A number of such guides have been produced in all parts of the Group, following on from work undertaken on management competences in the Manpower Services Commission in 1987.

Activities included in the Individual Development Plan will be designed to meet the identified needs in ways appropriate to the individual's preferred learning style. Experience shows that the process by which Individual Development Plans are introduced to staff is more important than what they look like. Such a process has to secure their commitment and encourage them to take responsibility for their own learning with the effective support of their managers.

The line managers' role in Individual Development Plans is most important. The line manager needs to be committed to developing his or her staff, must clarify his or her role in that development and develop personal expertise in coaching skills and reviewing progress. Individuals need to be encouraged by their line managers to look at the wide range of methods of learning available to meet their needs including: on-the-job coaching, job swaps, short-term attachments, secondments, open learning, computer-based training and reading.

Reviews of progress should be as frequent as is felt necessary but should, as a minimum, be integrated into



Two different approaches to training:

Above: Jimmy Holmes with Employment Service trainees on his stress management course.

Below: A group of administrative officers at Leeds Employment Service area training office play 'Benefits Pursuit' a board game based on the 'Trivial Pursuits' format which was designed to make learning fun.



normal quarterly or half-yearly performance reviews. Within the Group, individuals will not be penalised for failure to achieve development objectives, but credit will be given where successful development leads to improved performance. Line managers also need to see that they are credited for their contribution to developing their staff.

“Involvement by senior managers in charge is not enough. There must be commitment.”

—Tom Furtado, director of employee communications at Pratt and Whitney, and also director of HRD International, speaking at last month's conference of top Civil Service managers.

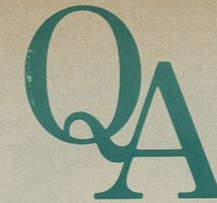
The way forward

Experience in all parts of the Group shows that if clear links are made between individual objectives and present and future operational targets, and the personal aspirations and interests of individuals are taken into account, clear benefits for both the organisation and the individual are likely to follow.

Through HRD the ED Group hopes to develop individuals with a greatly improved capacity to cope with change and a more flexible approach to the job. People will then approach work with increased motivation and confidence in the knowledge that they are valued and listened to and that new ideas are taken seriously.

The Group has embarked on the road to creating a HRD culture. It still has some way to go. Progress has been uneven; not all scepticism has been overcome. However, there is much enthusiasm, a great deal is being done in many areas, and positive results are becoming apparent. The comment quoted at the beginning of this article is a tribute to that fact. ■

Questions in



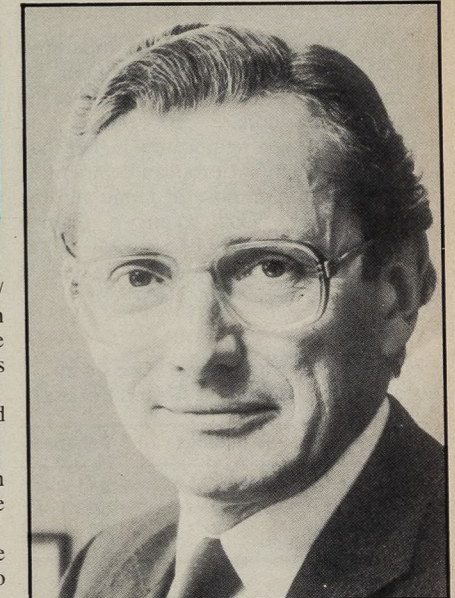
Parliament

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



Department of Employment Ministers

Secretary of State: **Norman Fowler**
 Minister of State: **John Cope**
 Parliamentary Under Secretaries of State:
John Lee and Patrick Nicholls



Norman Fowler

EC proposals

Teddy Taylor (Southend East) asked the Secretary of State for Employment, pursuant to his reply to the hon member for Southend East on June 14, *Official Report*, column 909, if he would list the issues which the Commission propose to deal with in social measures related to the European Economic Community and the draft directives issued to date; and if he will seek the guidance of the Commission on what social issues they will be presenting directives on the basis of majority voting.

John Cope: The European Commission have put forward a preliminary draft proposal for a "Community charter of fundamental social rights", which they propose should be adopted as a solemn declaration of the 12 heads of state and government. The preliminary draft proposal invites the Commission to draw up a programme of work by June 1990. A copy of the preliminary draft has been deposited in the library, and an explanatory memorandum has been provided to the Select Committee on European legislation. The preliminary draft is not based on any article of the treaty and is proposed as a political statement.

The following draft legislative proposals, which have not yet been agreed, have been issued to date:

draft directive on procedures for informing and consulting employees in complex undertakings;
 draft directive concerning temporary work;
 draft directive on voluntary part-time work;
 draft recommendation on the reduction and reorganisation of working time;
 draft directive on parental leave and leave for family reasons;
 draft directive on the burden of proof in the area of equal pay and equal treatment for men and women;

draft directive amending directive 68/360/EEC on the abolition of restrictions on movement and residence within the Community for workers of member states and their families.

In addition, in the area of health and safety at work, there are:

draft directive concerning the minimum health and safety requirements for the workplace;
 draft directive on the approximation of the laws of the member states relating to machinery;
 draft directive on the approximation of the laws of the member states relating to personal protective equipment;
 draft directive on the minimum health and safety requirements for handling heavy loads when there is a risk of back injury for workers;
 draft directive concerning the minimum health and safety requirements for work with visual display units.

Whether the voting arrangements for specific proposals are based on simple majority, qualified majority or unanimity depends on the subject matter and the article(s) of the Treaty of Rome on which they are based. The proposed Treaty base is indicated on draft legislation.

(June 23)

International unemployment

Robert Hayward (Kingswood) asked the Secretary of State for Employment what is the rate of fall in unemployment in the United Kingdom and in our European counterparts; and if he would make a statement.

Norman Fowler: Over the past two years the rate of unemployment has fallen faster in the United Kingdom than in any other major industrialised country. The rate of unemployment in the United Kingdom is

now 2½ percentage points below the European Community average and below that of France, Italy, Belgium, Netherlands, Spain, Ireland and Greece.

(June 20)

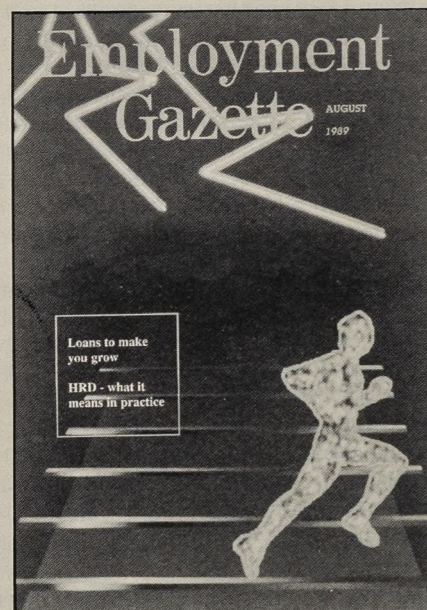
Long-term unemployment

Timothy Wood (Stevenage) asked the Secretary of State for Employment by how much long-term unemployment has fallen during the past year; and if he would make a statement.

Ken Hargreaves (Hyndburn) asked the Secretary of State for Employment which regions had the sharpest fall in long-term unemployment during the past year; and if he would make a statement.

Norman Fowler: In the year to April 1989 the number of people unemployed for 12 months or more, fell by 28 per cent. Long-term unemployment has fallen even faster than total unemployment and it is now at its lowest level for more than six years. Long term unemployment has fallen in all regions. The biggest falls have been in East Anglia, the South East and the West Midlands.

(June 20)



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International employment

Timothy Kirkhope (Leeds North East) asked the Secretary of State for Employment what proportion of males and females are in employment in each major Organisation for Economic Co-operation and Development country; and if he would make a statement.

Andrew Rowe (Mid Kent) asked the Secretary of State for Employment which major Organisation for Economic Co-operation and development countries have the highest proportion of women in employment; and if he would make a statement.

John Cope: The latest comparative information relates to 1986 (except for Germany) and is given below. It shows the United Kingdom's percentage in employment to be significantly higher than those of our major European competitors though lower than those of Japan and the United States. This country's relative position may well have become still better since 1986 as employment has increased more rapidly here than elsewhere.

Percentage of those aged 15 to 64 in employment (including Armed Forces)

| | Males | Females |
|----------------|-------|---------|
| Japan | 85 | 56 |
| United States | 77 | 60 |
| United Kingdom | 77 | 56 |
| Canada | 76 | 57 |
| Germany (FR)* | 74 | 46 |
| Italy | 74 | 35 |
| France | 70 | 48 |

* 1985 figures
Sources: United Kingdom: Department of Employment
Other countries: OECD Labour Force Statistics 1966-86



John Cope

Report on retail training in France and Britain

Ron Leighton (Newham North East) asked the Secretary of State for Employment if he had received a copy of the report compiled by Mr Sig Prais and Ms Valerie Jarvis on comparative training of shop workers in France and Britain; and if he would make a statement.

John Cope: The department has received a copy of the *National Institute Economic Review* (no 125, May 1989) in which the article "Two Nations of Shop Keepers: Training for Retailing in France and Britain", by Ms Valerie Jarvis and Mr Sig Prais appears.

The detailed analyses of the report are thorough and provide interesting insights into the difference between the approach to training in Britain and France. However, the research was completed at a stage when it was not possible to take account of good progress made with the Certificates in Retail Competence being introduced this year and the higher standards being achieved by two-year YTS in this sector.

(June 21)

Minimum wages

Roy Hughes (Newport East) asked the Secretary of State for Employment what information he has as to how many

year to the event organisers, Skill UK Ltd. During 1988-89 this amounted to £120,000 and £60,000 has been allocated for 1989-90. A contribution has also been made towards the cost of renting the National Exhibition Centre.

(June 20)

countries in the EEC have a statutory minimum wage.

Patrick Nicholls: Five countries—France, Netherlands, Spain, Portugal and Luxembourg—have a statutory national minimum wage. In Ireland, as in the United Kingdom, a statutory minimum wage applies only in certain industries. Two countries—Belgium and Greece—have a general minimum wage laid down in national level collective agreements which are binding in law. Three countries—West Germany, Italy and Denmark—set minimum rates of pay by industry level, collective agreements applying in all sectors and binding in law.

(July 12)

Accident rates

Tony Lloyd (Stretford) asked the Secretary of State for Employment what is the accident rate per 1,000 trainees on YTS and for employees generally.

John Cope: The rate of accidents reported to the Training Agency per 100,000 trainees on YTS in the year ended March 31, 1988 was 804. This includes types of accidents which would not be reportable to HSE in the case of employees generally. The rate of accidents to all employees reported to HSE in the same year was 734 per 100,000, but this figure does not allow for the known substantial under-reporting, so the figures are not comparable.

Detailed research shows that YTS trainees are no more at risk than employees generally and could be less so.

(July 10)

YTS supplements

Dave Nellist (Coventry SE) asked the Secretary of State for Employment pursuant to his reply to the hon member for Coventry SE, *Official Report* June 10, columns 10-11, he will list those employees known to his Department who supplement the minimum trainee allowance; what percentage of YTS trainees are so covered; what is the average supplement paid; and if he will make a statement.

John Cope: There is no list of employers who supplement the minimum trainee allowance. Twenty four per cent of trainees had employed status in May 1989, and were paid a wage by their employer. Survey evidence suggests that in addition about 14 per cent of non-employed trainees receive an average supplement of £7 a week from their work experience provider on top of their trainee allowance. Payments above the minimum level are at the discretion of the employer, and reflect the value to the company of acquiring skilled workers.

(July 3)

Disabilities

Jack Ashley (Stoke on Trent) asked the Secretary of State for Employment how many employers fulfil their quota for 3 per cent of disabled people on their staffs.

Patrick Nicholls: On June 1, 1988, the latest date for which information is available, 7,736 employers with 20 or more workers were employing their full quota of registered disabled people.

(June 20)

John Hannam (Exeter) asked the Secretary of State for Employment how many applications for the Business on Own Account Scheme were received for each of the last five years for which figures are available; how many were approved; and what were the total grants made in each year.

Mr John Lee: The information requested about the Business on Own Account Scheme is given in the following table:

| | Number of applications | Number of approvals | Expenditure on grants |
|---------|------------------------|---------------------|-----------------------|
| 1984-85 | 15 | 7 | £26,272 |
| 1985-86 | 14 | 5 | £42,506 |
| 1986-87 | 12 | 1 | £ 4,211 |
| 1987-88 | 9 | 6 | £22,012 |
| 1988-89 | 16 | 8 | £30,454 |

The future development of my Department's special schemes for people with disabilities, including the Business on Own Account Scheme is being considered as part of our Internal Review of Services for People with Disabilities.

(June 28)

Thomas McAvo (Glasgow, Rutherglen) asked the Secretary of State for Employment what proportion of the cost of employing disabled people employed by Remploy, was provided by the Government and what proportion by the company in the years 1985, 1986, 1987, 1988 and 1989 to date.

John Lee: The proportion of the cost of employing people with disabilities at Remploy provided by the Government in each of the following financial years was:

| | Per cent |
|---------|----------|
| 1984-85 | 100 |
| 1985-86 | 100 |
| 1986-87 | 94 |
| 1987-88 | 87 |
| 1988-89 | 90 |

The remainder was provided by the company from its trading surplus.

(June 29)



John Lee

Rehabilitation

Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment if he would make a statement on the future of the employment rehabilitation centres which share sites with skillcentres, when the Skills Training Agency is moved into the private sector.

John Lee: The Employment Rehabilitation Service (which includes employment rehabilitation centres) will continue. Contingency plans are being drawn up for individual centres on shared sites which may be affected in varying degrees by the move of the Skills Training Agency into the private sector.

(July 3)

Alfred Morris (Manchester, Wythenshawe) asked the Secretary of State for Employment if, pursuant to the reply to the hon member for Manchester, Wythenshawe, on June 14, *Official Report*, column 436, he will publish in the *Official Report* any changes to policy or guidelines which have caused a 50 per cent reduction in the average length of attendance at employment rehabilitation centres; and if he will make a statement.

Patrick Nicholls: The average length of stay of all clients in ERCs has reduced because many more people are finding short courses of assessment and guidance are meeting their needs. However, in 1989 the length of stay on rehabilitation courses was 35 days and has remained consistent over the last five years. I am also pleased to report that the number of people helped by the ERS has increased from 12,000 in 1984-85 to about 26,000 in 1988-89.

(July 3)

Local facilities

Thomas McAvo (Glasgow, Rutherglen) asked the Secretary of State for Employment what responsibility for the Government has to provide employment for disabled people in local areas.

John Lee: The Secretary of State approves facilities which local authorities set up to provide employment for people with severe disabilities ordinarily resident in their areas. He also has powers to direct local authorities in the extent of this provision. My Department is using local labour market information to allocate its resources for providing employment for people with severe disabilities with the aim of producing an equitable distribution of resource, although this will take some time to achieve.

We are planning in the future to pay closer attention to geographical provision as well as to the needs of individuals.

(June 29)

Restart and Jobclubs

Peter L Pike (Burnley) asked the Secretary of State for Employment how many people in the last 12 months for which figures are available have been through: (a) Jobclubs and (b) Restart; and how many have: (i) secured full-time employment or (ii) further retraining or educational opportunities.

John Lee: During the period May 30, 1988 to May 26, 1989, 2,220,611 Restart interviews were carried out. Of these, 1,949,570 resulted in an offer of positive help being made and 1,611,606 resulted in such an offer being accepted.

We do not know how many people ultimately end up in a job or other opportunity as a result of their Restart interview. However, many will be referred to Jobclubs.

During the 12 months from June 1, 1988 to May 31, 1989, 131,249 people went through the Jobclub programme. 91,665 (or 70 per cent) left for a positive outcome; 71,016 went into jobs and a further 20,649 went into training, education or a place on the Enterprise Allowance Scheme.

Taken together these two programmes represent a considerable achievement in helping long-term unemployed people.

(July 12)

Benefit fraud

Charles Wardle (Bexhill and Battle) asked the Secretary of State for Employment if he would report progress on tackling fraud among benefit claimants; and if he would make a statement.

Martin Brandon-Bravo (Nottingham South) asked the Secretary of State for Employment if he would report on progress in tackling fraud among benefit claimants; and if he would make a statement.

Patrick Nicholls: During the year April 1988 to March 1989, 435,969 investigations were carried out by investigators. This resulted in 86,895 claims to benefit being withdrawn with net benefit savings of £62.55 million. In addition, 4,045 people were prosecuted for Social Security offences.

(June 20)

Operation Rag Trade

Dudley Fishburn (Kensington and Chelsea) asked the Secretary of State for Employment if he would make a statement on Operation Rag Trade carried out by Employment Service fraud operators in the East End of London.

Patrick Nicholls: Operation Rag Trade, which was carried out between October and November 1988, investigated possible benefit fraud among people engaged in the clothing industry in the East End of London. Over 1,150 investigations were undertaken, with 173 people withdrawing their claims to benefit. This resulted in net benefit savings of £275,000 on five potential prosecution cases.

(June 20)

Non-statutory training organisation

Jimmy Dunnachie (Glasgow, Pollok) asked the Secretary of State for Employment whether he will commission further research into the support that industry is prepared to give to non-statutory training organisations.

John Cope: A review of the progress of non-statutory training organisations on a sector by sector basis is due to be undertaken early next year. The review will include consideration of industry's support for these organisations.

(June 20)

Unofficial stoppages

James Cran (Beverley) asked the Secretary of State for Employment when he intends to publish his proposals to limit the incidence of unofficial trade union stoppages.

Patrick Nicholls: The Government is reviewing the law in relation to industrial

action with a view to issuing a consultative document over the next couple of months and including proposals in legislation in the autumn.

(June 2)



Patrick Nicholls

Workplace childcare

Andrew Smith (Oxford East) asked the Secretary of State for Employment what measures he is taking to encourage the provision of childcare facilities in the workplace; and what information he has on how many firms and government offices currently provide such facilities.

Patrick Nicholls: My right hon friend takes every opportunity to encourage employers to help employees combine work and family responsibilities. Workplace nurseries are one possible way of helping parents with childcare although it will not necessarily be the most appropriate in all cases. Other possibilities include help with childcare costs in the local home area and rearrangement of working hours and holidays to fit in with school hours and terms.

My right hon friend does not have comprehensive information on the extent of employer assisted childcare outside Government departments but the indications are that such provision is growing. In the Civil Service 15 Departments provide holiday play schemes for the children of their staff. Two new inter-departmental schemes began in Westminster during the spring 1989 half-term. In addition two schemes were launched by the DHSS during the Easter holidays: one at the Elephant and Castle and one, with the Department of Employment, in Coventry. The Departments of Employment and Social Security have set up 'care-parents' schemes and the Ministry of Defence and the Home Office are both developing nursery schemes for the under-fives.

I also take a full part in the Ministerial

Group on Women's Issues which is currently considering the whole question of childcare provision and which recently issued a five-point plan designed to pave the way for the provision of childcare to suit family needs.

(July 5)

Employment Training

Henry McLeish (Fife Central) asked the Secretary of State for Employment if he would give: (a) the number of employment training places available in 1989-90, (b) the number of people in ET on the latest date for which information is available and (c) an estimate of the planned ET places in 1990-91 and 1991-92.

Patrick Nicholls: In May 1989 there were 255,000 available places on Employment Training. On June 23, the latest date for which information is available, there were 192,000 people on the programme. Operational plans for 1990-91 and 1991-92 are not yet available.

(July 5)

Brian Wilson (Cunninghame North) asked the Secretary of State for Employment if he would state (a) the production cost, (b) the amount spent on television advertising so far and (c) the projected campaign budget, in respect of the current commercial for Employment Training.

Patrick Nicholls: The information required is as follows:

- The production cost of the commercial was £494,500. This included producing both the 60 and 40 second versions.
- The amount spent on television advertising up to June 21, 1989, was £2,024,000 excluding production costs.
- The projected budget for the current TV campaign excluding production costs is £3,795,000.

All figures are inclusive of Value Added Tax.

(June 28)

John Hannam (Exeter) asked the Secretary of State for Employment what percentage of trainees currently taking part in the Employment Training programme are registered as disabled under the Disabled Persons (Employment) Act 1944.

Patrick Nicholls: Information is not presently available in the form requested. However, people who identified themselves as having a disability or long-term health problem which affects the work they can do make up 12 per cent of entrants to Employment Training.

(June 28)

Topics

Roll up! it's boom time for the show offs



Queen Elizabeth II conference/exhibition centre, London.

A 40 per cent growth in the number of exhibitions held in the UK over the last four years, has turned the exhibition game into a £1,000 million industry.

Research by the British Tourist Authority and the Exhibition Industry Federation has revealed that more than 650 exhibitions, most of them in London, were held in the UK in 1988, drawing over 9.5 million visitors.

The UK Exhibition Industry—The Facts is the first research exclusively into the country's

exhibition scene. It was undertaken to meet a growing demand for more accurate information leading to the single market in 1992, which will see increased European involvement in UK exhibitions.

Detailed findings include breakdowns of the number of visitors and spending at exhibitions, origins of exhibitors and visitors, and growth in the industry. □

The UK Exhibition Industry—The Facts is available from the research department, BTA, 4 Bromells Road, London SW4 0BJ. Price £80.

The executive shadow

Britain's companies are reluctant to become involved in 'workshadowing' schemes—where a student gains an insight into a manager's working life—according to a new Industrial Society publication, *Life at the Top*.

The book is based on the experiences of the Cambridge University Industrial Society which launched an 'executive workshadow' scheme in January 1987.

The author, Andrew Jack, an economic consultant, said that the scheme, which placed more than 150 undergraduates in an 18-month period, was "very successful" and calls for such schemes to be extended nationwide.

But he goes on: "Many firms are still reluctant to volunteer their involvement, to arrange many placements or plan them with much thoroughness."

Mr Jack makes a plea that neither 'executive' nor 'workshadow' should be dogmatically interpreted by organisers. "The student needs as

much flexibility as possible to gain what he or she wants from the experience," he added.

The benefits to firms include good public relations, future clients and potential recruits. Some executives have picked up valuable ideas from their 'shadows'.

The book is published to coincide with the launch by the 12,000 strong Student Industrial Society of the first national 'workshadow' scheme, which aims to place up to 500 students a year with employers. □

Life at the Top, price £9.95, can be obtained from the Publications Department, The Industrial Society, 17-23 Southampton Row, London WC1B 5HA (tel 01-831 8388).

3i's expanding into Europe

Britain's largest source of venture capital, the 3i group is set for expansion in Europe.

David Marlow, chief executive, reported that the company intends to set up in key locations around the European Community, building on the success of its Paris office.

An office has just been opened in Strasbourg and more are planned next year in Lyon, Frankfurt, Madrid and Milan.

Marlow added that 3i's now has over 4,000 investments with approximately half going into mature companies, but with substantial sums also being invested in early stage businesses.

(£61 million in 221 start-ups last year). Management buy-outs have become a key area, and Marlow noted that for 3i's, bio-technology and health care were new fields of activity beginning to eclipse the vast electronics boom in the '70s and '80s. □

Small firms' survival

A massive research programme into the future of small businesses has been launched.

Whether the unprecedented growth in small businesses can continue is to be investigated in research initiated by the Economic and Social Research Council (ESRC).

Over the next decade the factors influencing small enterprises in Britain are likely to change.

Increasing competition from Europe after 1992, the development of new information technologies and increasing demand for services as opposed to manufacturing will all affect the prospects for small firms.

At a cost of £1.4 million, the four-year programme is claimed to be the most comprehensive analysis ever undertaken in the UK of the problems peculiar to small business. The research programme is being funded by the ESRC, Barclays Bank, the Department of Employment, the Rural

Development Commission and the Enterprise Directorate of the European Commission.

"The conditions which have allowed 1½ million new businesses to set up in the last decade will change radically over the next ten years," said Professor Howard Newby, chairman of the ESRC. "If small business is to continue to thrive, we are determined to obtain a clear understanding of these long-term changes and how they affect the prospects for individual small firms."

The research programme will be conducted by Cambridge University, the Institute of Manpower Studies at Sussex University and Kingston Polytechnic. This research will be supplemented by an additional 13 projects by individual researchers.

The entire programme will be co-ordinated by Dr David Storey of the Small and Medium Size Enterprise Centre at the University of Warwick. □

Bosses' new recruitment methods

A small but growing number of employers are adopting more sophisticated procedures to recruit manual workers, reports Incomes Data Services.

Most organisations continue to use the traditional methods of an application form, an interview and references but some companies are placing increasing emphasis on testing job applicants on either skills or personality.

Its study—*Recruiting Manual Workers*—examines in detail the recruitment procedures in six major organisations. The study shows these new methods are being

introduced for a number of reasons, such as to:

- facilitate changes in work organisation;
- respond to labour turnover problems (by identifying applicants likely to stay with the organisation);
- help achieve a higher level of product quality;
- assist moves towards single status; and
- achieve a fairer system of selection to overcome discrimination against women, ethnic minorities and the disabled.

These tests are often designed not just to measure skills and aptitude for the required tasks but also to assess whether the person is able to work in a team, show initiative, and in some cases adopt the organisation's philosophy or 'culture'.

Organisations which use such tests say that the additional time and cost involved are worthwhile and lead to clear benefits in the longer term. □

Recruiting Manual Workers, IDS Study 433, is available from Incomes Data Services, 193 St John Street, London EC1V 4LS (tel 01-250 3434).

Seeds of executive drought?



Bill Cockburn (left) with some of the Royal Mail enterprise winners.

Britain is on the verge of a damaging executive drought as it moves towards 1992 and the single European Market, a Royal Mail survey has revealed.

A nationwide student poll covering 56 universities and polytechnics showed four in every five students canvassed were prepared to move abroad to find work.

The poll, commissioned as part of the Royal Mail's Enterprise Awards Scheme, sought to ascertain student attitudes to British business from more than 1,000 undergraduates.

The poll shows that 84 per cent of British students are prepared to find work abroad, but just under half are not prepared to move in the UK to find work.

Some 50 per cent do not speak a second language and 86 per cent believe sex discrimination plays a part in preventing business success for women.

The survey also showed there is still considerable reluctance among women to consider careers in traditionally male-dominated industries such as manufacturing and technology.

Some 86 per cent of students believed that sex discrimination played a part in preventing women from achieving business success. Many thought traditional attitudes to women still persisted in British business.

Careers in manufacturing—once the mainstay of the British economy—were at the bottom of the popularity stakes overall, coming last in a list of 15 occupations. Only 7 per cent expressed a preference for this.

Looking at the survey report, Bill Cockburn, managing director of the Royal Mail, said: "The stark facts are that 84 per cent of our student population are prepared to find work abroad, yet 50 per cent were unable to speak a second language. When the same number of students were asked if they were prepared to go anywhere in the UK to work, nearly one half were not prepared to do so."

"This means that instead of spearheading British business in the nineties, many could be putting their talents to work for a foreign economy which is in competition with Britain."

Nevertheless, the news was not all gloom. Bill Cockburn went on to announce the winners of the new awards scheme.

Four student winners—each with new business ideas—shared the £20,000 prize money after successfully meeting the challenge

to students across the country: to submit new business initiatives to help make Britain more competitive in the 1990s.

Two young graduates from Durham University, Paul Cowham and Andy Grimsey, scooped a £5,000 award for their unique undergraduate placement and accommodation service, 'Zero One'.

This puts undergraduates in vacation work, matching their chosen career, and then finds accommodation for them in empty college halls of residence.

Also receiving the Enterprise Award trophy and a cheque for £5,000 was Lois Love, a 26-year-old graduate of the London Business School. Her request for funds to study the market for British design expertise in the Eastern Bloc received warm approval from John Banham of the CBI.

He said: "Lois Love's research could open the door to UK companies who can introduce a more sophisticated and creative approach to the manufacturers of the Eastern Bloc."

Belfast provided the third winner: Alan Cooke, a 29-year-old post-graduate marketing student from the University of Ulster. His design for an entirely new type of video-related product was the most comprehensive and carefully prepared proposal.

Lastly, a team of five from London Business School received £5,000 for an innovative idea for creature comfort: a hygienic, labour-saving and bio-degradable cat litter tray. □

Flexible computers trainers

A new microcomputer company has been formed to relieve trainers to provide quick, reliable rental agreements catering for excess requirements for workstations of personal computers for their training courses.

Short Term Rental Systems aims to provide quick, reliable rental agreements catering for excess requirements for workstations of personal computers for their training courses, or to replace existing machines in the event of breakdown.

Numerous in-house and third party training courses require computers either for training in computer use or computerised training in some other discipline. It is often difficult, however, for organisers to predict the number of delegates for each course and therefore to stock an appropriate number of PCs.

PCs and printers available cover all the leading manufacturers including IBM, Compaq, Apple, Toshiba and Wyse. All PCs are delivered fully insured, configured and tested in a maximum of 24 hours. □

Further information is available from Short Term Rental Systems, Sunbury on Thames (tel 0932 782175).

Labour costs 1984-88

Table 5.7 of the Labour Market data section has been extended in this issue to add 1988 to the estimates of labour costs for the main production industries in the years since the last detailed survey was carried out in 1984. These estimates use the latest information on changes between years of wages and salaries, National Insurance contributions and redundancy payments.

A note giving greater details of the make-up of the labour costs in these years and the basis of the estimates is available from Employment Department, Statistics A1, Exchange House, 60 Exchange Road, Watford, Herts. WD1 7HH (tel 0923 815206).

Detailed surveys of labour costs are undertaken periodically in each member state of the European Community. A survey relating to 1988 is at present being carried out and data are being collected and processed during this year. Results will be made available early in 1990. □

Events

- '89 Skill Olympics August 28-31 at The National Exhibition Centre, Birmingham.
- Annual Payroll Managers' Conference, September 5-6, at the Connaught Rooms, London.
- Higher Education '89, September 17-18 at the G-Max Centre in Manchester.

Japanese workaholics seek help

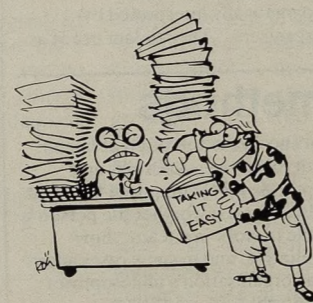
Workaholic Japanese industrialists are urgently seeking British expertise . . . on how to take it easy.

Companies such as Toyota, Pentax and NEC, which for years have extolled the virtues of hard work now need British know-how to teach their workers to enjoy retirement.

A team of experts has just returned from Japan where they outlined the benefits and techniques of pre-retirement counselling.

"The Japanese simply don't know how to enjoy themselves," says Keith Hughes, director of retirement counselling services for Legal and General.

"The Japanese work too long, hardly ever take holidays and don't know when to give up. The British



have a lot to teach the Japanese when it comes to winding down."

Mr Hughes' visit to Japan is part of a campaign by the Japanese government and industry leaders to persuade people to work less.

The Japanese work a total of 2,150 hours a year, compared with 1,938 a year in Britain and more

than a quarter of Japanese over 65 still have full-time jobs.

The Government is campaigning to encourage workers to take their holiday entitlement in full and to think more about leisure, but its efforts have had remarkably little impact on the ingrained industrious habits and unshakable sense of duty of the average Japanese worker. □

Pick a partner with Europe's small business dating agency

Help and advice on how to make the most of business opportunities in Europe after 1992 is not hard to come by for larger companies, but will small businesses be able to compete?

In order to encourage co-operation between smaller firms with their particular problems, last year the European Commission set up a trial European-wide network of business advisers called the Business Co-operation Network (BC-NET).

Designed to help companies in their search for partners in other Community countries it uses high technology, guarantees

confidentiality and is supported by business advisers who are responsible for drawing up 'co-operation profiles' for matching company needs.

One year on, the BC-Net system is now receiving over 1,000 profiles a month, with over 6,000 already stored in its data bank. According to the European Commission, the distribution of goods and services field is where the greatest interest in co-operation has been shown by

A full list of business network advisers based in the United Kingdom is available from the European Commission in London (tel 01-222 8122). □



People with disabilities show excellent work attendance records.

'Outlaw' bosses

A local survey by Southwark Law Project found that only one of 20 employers contacted had 3 per cent registered disabled staff, the legal minimum quota for firms with over 20 employees.

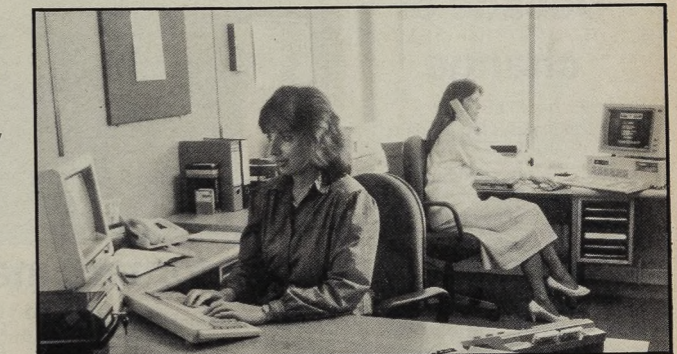
Two employers had not even heard of the Disabled Persons (Employment) Act 1944 and 14 employers had 1 per cent or less registered disabled employees.

A report based on the survey, carried out in 1978-88, has been published by The Royal Association for Disability and Rehabilitation (RADAR). The study covered employers in the public sector, ranging from local

branches to nationwide companies which employ, between them, more than 160,000 employees.

Numerous research studies show disabled people as hard-working and productive employees with excellent attendance records, says RADAR, and its report emphasises that the quota scheme has an important role to play in overcoming employer prejudice and increasing employment opportunity for Britain's disabled people. □

Copies of the report are available, price £1 (including p and p) from RADAR Publications, 25 Mortimer Street, London W1N 8AB.



Secretaries—looking for and getting better deals.

Secretaries ahead

Secretaries are opting for ever better deals, with more money and less commuting.

Secretarial salaries in some parts of the country have risen by up to 20 per cent over the last year—more than double the rate of inflation. The Midlands, East Anglia, and the North West of England have outstripped the South East in terms of wage inflation and the continued shortage of skilled staff means that 44 per cent of secretarial and clerical job seekers are staying in jobs for less than a year before moving on to claim higher salaries.

These are the findings of a national survey of secretarial and clerical salaries published by the Alfred Marks Bureau, which quizzed 4,998 job applicants.

Forty-one per cent of senior secretaries in central London now earn more than £12,000 a year although the 10 per cent salary acceleration in the capital contrasts to 15 per cent in the London suburbs.

In the Midlands and East Anglia one in five senior secretaries earn

over £10,000 per year, while in the North West a third earn this figure. The North East still pays least.

"Companies who have relocated to escape high rates and rents can often afford to pay higher salaries to attract their share of skilled staff. Established local companies are forced to follow suit, which leads to spiralling wages. As a result, regional differentials are narrowing to an unprecedented extent," said Tony Martin, chief executive of Alfred Marks.

"Job-hopping is on the increase, but job moves are not made for financial reasons alone," he said.

"Increased task variety can often provide an inducement to stay, and managers who resist delegating responsibility or providing career development opportunities are paying the price by losing staff."

However, a growing number of staff are opting for 'quality of life' and taking salary cuts in order to move out of major cities to suburbs or outlying areas. More than a quarter of job seekers working in the city of London were looking for new jobs in the Home Counties. □

Change to European company statute plans

The European Commission has tabled modified plans for an EC Company Statute. The plan would allow cross-border mergers and joint ventures to incorporate under European rules, free from the company laws of members states in which they do business.

The main modification to the scheme put forward last year is that governments would be allowed to sanction a particular form of worker participation within their own borders within a range set by the new plan. European Commission vice-president Martin Bangemann suggested that "there will be no European company without a clear definition of the way in which workers participate in decisions".

The legal framework of the plan put forward by the Commission is such that the Council of Ministers will be able to pass it on a majority

vote. The choice of three models of worker participation involves: one based on the German co-determination scheme; a system of workers' consultative committees; or finally a loose arrangement under which collective bargaining agreements make some general provision for workers to be given information on company plans. □

Live report

A sparkling account of its privatisation plans has won the London Electricity Board a best annual report award from the Industrial Society.

A MORI survey, conducted for the society, revealed that more than 75 per cent of employees in Britain have either never seen an annual report prepared for the workforce or their company does not produce one. □

Career montage

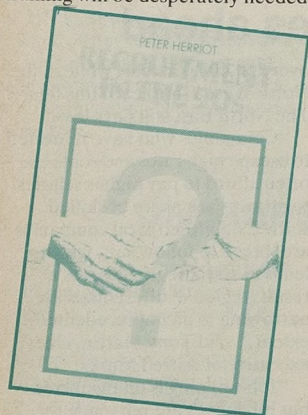
Responding to the needs of both recruiters and final year undergraduates, GO Video has introduced the concept of the "video collection" by presenting a range of different employers covering such career areas as construction, accountancy, leisure and engineering.

Each five-minute presentation conveys the recruiter's message in a succinct presentation. GO Video is distributed free by the Newport Publishing Co, London, to education institutions in the UK and is accessible to all students via their careers service. □

Decade of change

Peter Herriot in his book *Recruitment in the 1990s* predicts that this decade will be remembered for its challenge to organisations. How rapidly they can adapt to changing circumstances will be crucial.

In particular, the author cites people setting the pace. He argues that a number of major trends are becoming apparent and to match the strategic thrusts of the '90s, people of the right quality and training will be desperately needed.



These trends Herriot identifies as: the quality imperative; investment in knowledge-based systems; organisational upheavals and a move towards devolving responsibility.

The book is admirable for its clear presentation of key issues together with potential solutions. Personnel specialists and managers should find it invaluable in planning future strategy. □

Recruitment in the 90s, by Peter Herriot is published by the Institute of Personnel Management. Price (non members) £7.50 (IPM members) £6. ISBN 0 85292 420 8.

REVIEWS



Tourism Minister, John Lee with Barrie Hopson at the HRD conference.

Customers mean business

Failure to win and keep the customer means no profits, no growth, no jobs and no business.

Now a new book—*12 Steps To Success Through Service*—offers managers and front-line staff a clear and systematic framework on which to build a customer service operation that will help their business win.

Written by Dr Barrie Hopson and Mike Scally, founders of Lifeskills Associates, the book provides a step-by-step guide to the setting up and monitoring of a successful customer service operation, and looks at the experience of some of Britain's best known customer service

providers, including British Airways, Kwik Fit, Volvo and the National Westminster Bank. The lessons to be learned from this collective experience provide a good insight into the way successful organisations value both their customers and staff.

At the heart of the book are the four 'Ps' of customer service—product, people skills, packaging and practices—which, according to the authors, are a method of analysing the ways in which a business creates an experience for the customer. □

12 Steps To Success Through Service is published by Lifeskills Associates. Price £12.95. ISBN 0 907042 25 2.

Management coaching skills

A video-based training package called *Coaching Skills* has been launched to help managers develop their own staff.

According to the producers, recent research and experience show that managers are in a unique position to help their staff learn and develop.

Coaching Skills explains what coaching is, examines the behaviour and qualities that make a good coach, and also looks at how to develop people through expansion of their existing jobs

rather than their having to rely on promotion, which is not always possible.

The two video tapes and business guide package is priced at £650 and rentals are £100 (two days) and £130 (one week), carriage and VAT extra. The training pack is available on free five-day preview to genuine trainers interested in purchasing or renting by calling Rita Fisher at Wyvern Business Training, 6 The Business Park, Ely, Cambridge CB7 4JW (tel 0353 665544). □

Ask nicely

Negotiations between employers and trade unions can often be an acrimonious business dominated by threats, tantrums, walk-outs and fear of 'giving in', says the Industrial Society.

So it has produced a booklet called *Negotiating Skills*, designed to ease the dialogue between the bosses and trade union/employee representatives.

The basic tenet of the book is that industrial relations negotiating is not about crushing an opponent's credibility or scoring points, but is built on a series of 'phases' and 'steps' leading to a mutually agreeable solution.

The book, written by Industrial Society associate adviser, Roger Moores, also focuses on the role of proposing in negotiations.

Said Mr Moore: "Experience shows that the best way to make proposals is by using statements such as 'If you will . . . then we will consider . . .'. Thus, everything you say can be withdrawn without loss of face or position.

"Our own experience reveals that successful negotiators maintain their own personal style of communication, do not become 'different characters' across the bargaining table, and know where they are in the process. □

The booklet costs £3.20 and is available from the Publications Dept, The Industrial Society, 17-23 Southampton Row, London WC1B 3HA (tel 01-831 8388).

Counselling employees

Stress is not an elite malady, we all have problems, writes psychologist Michael Megranahan, and shop-floor workers and executives alike sometimes need a 'counselling shoulder' at work, not as a soft option but as a mechanism for building self-reliance.

Counselling, A Practical Guide for Employers helps managers apply their counselling skills when life starts to get the better of employees in stressful situations.

Whether suffering the effects of divorce or drink, bereavement or violence, as Mr Megranahan says, "it is a fallacy to believe . . . it does not interfere with job performance and that the organisation is powerless to respond constructively." □

The guide is available from the Institute of Personnel Management, IPM House, Camp Road, Wimbledon, London SW19 4UX. Price £11.96 (members), £14.95 (non-members) plus p and p £1.13. ISBN 0 85292 397 X.