Employment Gazette

July 1990

Britain's hi-tech skills dilemma – a fast solution

Employment Gazette

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COVER PICTURE

Skill shortages in Britain are being tackled through the High Technology National Training programme. For details see p 347.

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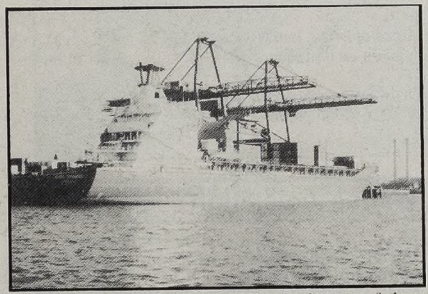

On the anniversary of the abolition of the National Dock Labour Scheme the transformation of industrial relations in the docks is examined on p 360.

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Employment Department Free leaflets

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

In cases of difficulty or for bulk supplies, orders should be sent to **Publications, ID6, Employment Department, 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 Employment Department.

General information

Your guide to our employment, training and enterprise progammes
Details of the extensive range of ED employment and training programmes and business help — PL856

Employment legislation

- ***Written statement of main terms and conditions of employment*** — PL700
- ***Redundancy consultation and notification*** — PL833 (3rd rev)
- ***Employee's rights on insolvency of employer*** — PL718 (4th rev)
- ***Employment rights for the expectant mother*** — PL710 (2nd rev)
- ***Suspension on medical grounds under health and safety regulations*** — PL705 (2nd rev)
- ***Facing redundancy? Time off for job hunting or to arrange training*** — PL703
- ***Union membership and non-membership rights*** — PL871
- ***Itemized pay statement*** — PL704 (1st rev)
- ***Guarantee payments*** — PL724 (3rd rev)
- ***Employment rights on the transfer of an undertaking*** — PL699 (2nd rev)
- ***Rules governing continuous employment and a week's pay*** — PL711
- ***Time off for public duties*** — PL702
- ***Unfairly dismissed?*** — PL712 (5th rev)
- ***Rights of notice and reasons for dismissal*** — PL707 (2nd rev)
- ***Union secret ballots*** — PL701 (2nd rev)
- ***Redundancy payments*** — PL808
- ***Limits on payments*** — PL827
- ***Unjustifiable discipline by a trade union*** — PL865
- ***Trade union executive elections*** — PL866
- ***Trade union funds and accounting records*** — PL867
- ***Trade union political funds*** — PL868
- ***The Employment Act 1988*** A guide to its industrial relations and trade union law provisions — PL854
- ***A guide to the Employment Act 1989*** — PL888
- ***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
- ***Fair and unfair dismissal—a guide for employers*** — PL714
- ***Individual rights of employees—a guide for employers*** — PL716
- ***Offsetting pensions against redundancy payments—a guide for employers*** — RPLI (1983)
- ***Code of practice—picketing***
- ***Code of practice—trade union ballots on industrial action***
- ***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 giving basic details for employers and employees

Health and safety

- ***AIDS and the workplace*** A guide for employers — PL893
- ***Alcohol in the workplace*** A guide for employers — PL859
- ***Drug misuse and the workplace*** A guide for employers — PL880

Wages legislation

- ***The law on payment of wages and deductions*** A guide to part 1 of the Wages Act 1986 — PL810
- A summary of part 1 of the Wages Act 1986 in six languages — PL815

Industrial tribunals

- ***Industrial tribunals procedure—for those concerned in industrial tribunal proceedings*** — ITL1 (1989)
- ***Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work, etc, Act 1974*** — ITL19 (1983)
- ***Recoupment of benefit from industrial tribunal awards—a guide for employers*** — PL720

Sex equality

- ***Sex discrimination in employment***
- ***Collective agreements and sex discrimination***
- ***Equal pay*** A guide to the Equal Pay Act 1970 — PL743
- ***Equal pay for women—what you should know about it*** Information for working women

Overseas workers

- ***Employment of overseas workers in the UK*** Employers' guide to the work permit scheme — OW5 (1987)
- ***Employment of overseas workers in the UK*** Training and work experience scheme — OW21 (1987)

Miscellaneous

- ***The Race Relations Employment Advisory Service. A specialist service for employers*** — PL748
- ***The Employment Agencies Act 1973*** General guidance on the Act, and regulations for use of employment agency and employment business services — PL594 (4th rev)
- ***The United Kingdom in Europe—People, Jobs and Progress*** Fact pack on British government concerns about the 'Social Charter'
- ***Career development loans*** A scheme offering loans for training or vocational courses. Open to people over 18.

News Brief

Chair or char the only options for over–35s?

One in 20 personnel directors is still unaware of the projected shortfall in the number of young people available for work; and two-thirds of the remainder are doing absolutely nothing about it.

This damning report on Britain's personnel directors was part of the findings of a Gallup survey for the Brook Street recruiting agency into the attitudes of both personnel directors and the general public. Peter Naylor, of the Institute of Personnel Management, commented that the lack of action by personnel directors may often have more to do with their lack of influence in the board-room than with a head-in-the-sand attitude to problems ahead.

Gallup also found that four out of every five employees believed they had been turned down for jobs in the past simply because they were too old. This was reflected in the views expressed by employers, 86 per cent of whom regarded applicants under 35 years old as being the most appropriate to their needs—and almost as many said they could not foresee a time when they would have to employ anyone over the official retirement age.

In age discrimination, women fared much worse than men: 36 per cent of employers said that a woman with the same skills and same age as a man would be more likely to be turned down because of her age.

Apparently, if a firm is looking for a chairman or a cleaner, it is perfectly acceptable to employ someone aged 50-plus; but for most other jobs, the applicant is regarded as less than ideal if he or she is over 35.

Misguided

Just how misguided this attitude is, is reflected in another survey—by the Industrial Society—which concentrated on managers in the 50-65 age range. It found that almost four out of five are still looking for training in new skills or updating in existing ones; and 77 per cent still rate job challenge as highly important.

In contrast to the Gallup findings, research by Hilary Metcalf and Marc Thompson of the Institute of Manpower Studies has shown that employers think certain characteristics of a workforce improve with age. These include responsibility, reliability, work commitment and the level of labour turnover.

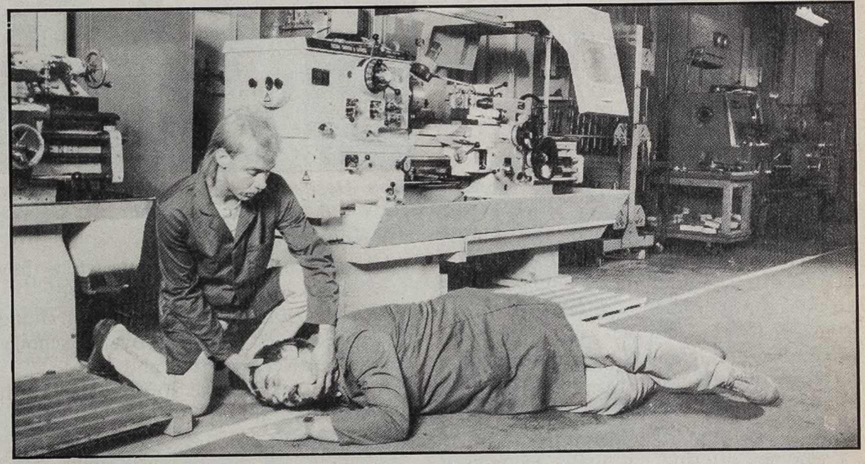
Their report, *Older Workers: Employers' Attitudes and Practices*, was published last month. It is based on research under the IMS Manpower Commentary Programme for the Department of Employment and the Training Agency.

This report also differed from the Gallup findings in that it found that, for most organisations, 'older worker' status was achieved between the ages of 40 and 50 (rather than at 35). And, unlike Gallup, it found that the majority of employers were indeed looking towards older workers as an alternative source of labour. However, the IMS research showed that one in three organisations were continuing to use age limits in job advertisements whereas Gallup's figure was much lower—10 per cent.

Ageism: The problem of the 1990s is available from Brook Street, Clarence House, 134 Hatfield Road, St Albans, Hertfordshire AL1 4JB. Price £25. *Valuing maturity: a report on the employment of mature managers* is due to be published in mid-July. Details from the Publications Department, The Industrial Society, Quadrant Court, 49 Calthorpe Road, Birmingham 15 1TH. *Older Workers: Employers' Attitudes and Practices*, IMS Report no 194, by Hilary Metcalf and Marc Thompson is available from the Institute of Manpower Studies, Mantell Building, University of Sussex, Falmer, Brighton, Sussex. Price £24 (IMS subscribers £16) plus £1.50 p and p.

'Low risk' firms may need more first-aiders

Employers of office workers may have to increase the number of trained first-aiders on their staffs to comply with new safety guidelines now in force.



The revised Approved Code of Practice and Guidance on first aid at work, published by the Health and Safety Executive, requires that employers of workers in low-risk situations like offices and libraries must employ one first-aider for every 50 employees—the same ratio as that required for hazardous jobs. Until now, no first-aider had been required for fewer than 151 workers. Although the code is not legally binding, failure to observe it may be interpreted by the courts as a breach of the Health and Safety (First Aid) Regulations 1981, unless they can be satisfied that the regulations have been complied with in some other way.

The other main changes in the new code are that:

- employers should now decide on the type of first aid provided and the numbers of first-aiders employed, on the basis of the hazards presented by the job and not just on the number of employees;
- first-aiders should be trained to deal with the specific hazards encountered in their workplace, rather than having a more general training;
- employers should ensure that regular, foreseeable absences of first-aiders are covered by a substitute;
- the length of the three-yearly refresher training course has been increased from one to two days;
- the training syllabus now includes protection against Hepatitis B and Human Immunodeficiency Virus (HIV);
- the list of items in first-aid boxes and kits has been modified.

First Aid at Work is published by HMSO. Price £2. ISBN 0 11 885536 0.

Designer business hits gold

A 24-year-old industrial designer from Newcastle upon Tyne has won Britain's top young entrepreneur award.

Sean Blair, who runs his own company, Octo Industrial Design in Gateshead, was nominated Britain's 'Livewire' 1990 success at a ceremony in London presided over by Bob Reid, chairman of Shell UK. Along with the Livewire trophy, Sean received a special gold medal and a cheque for £3,000.

The judges predicted he has "the potential to become a leading influence in design during the 1990s." Already, Octo Industrial Design, which started in October 1989, has designed a number of successful products, including a battery charger for Boots and a mailing machine which not only franks post but also weighs it.

Said a delighted Mr Blair: "My business aims to help the growing number of progressive manufacturing companies in the North East of England to design and produce the very best products for today and tomorrow's marketplace."

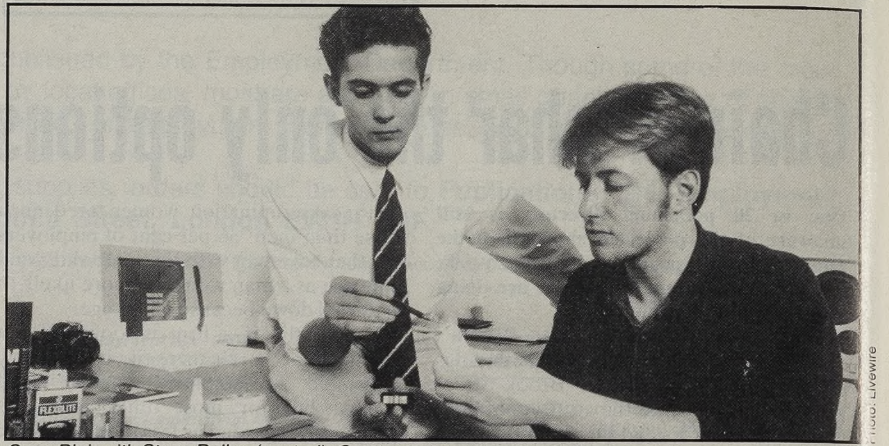


Photo: Livewire

Sean Blair with Steve Bailey (seated), Octo's design manager, weigh up a design problem.

One of the two runners-up was Simon Weir, 25, who has started a company specialising in mobile recording services.

Second runner-up was Samantha Gemmell, a 23-year-old who runs her own video recording company in the East Midlands area.

The Livewire awards scheme is designed to encourage young people under the age of 26 to create their own business. One of the most effective features is that participants receive business advice from a network of over 2,000 Livewire advisors throughout the country.

YTS a success but problems remain, say inspectors

YTS—the forerunner to Youth Training—generally offered a balanced mix of training and work experience. It had also improved its record in helping trainees to get recognised qualifications and jobs, says a report by training standards inspectors.

The report covers the 18 months from April 1988 to September 1989 and is based on inspections of 600 training organisations and 1,400 YTS programmes. Schemes inspected included those of 'flagship' companies like Boots, British Rail, House of Fraser and the Central Electricity Generating Board.

The inspectors were impressed by the commitment of staff and the motivation and enthusiasm of trainees. Where training was well designed, managed and delivered, it provided a foundation for working life which "benefits young people of all abilities and raises the awareness of employers to the need to develop similar training policies to cater for the whole workforce." But they warned that a number of "significant weaknesses" remained to be addressed.

New strengths of YTS, identified since the previous report, included:

- the high and growing proportion of schemes offering nationally recognised qualifications;
- the progress made in retaining within YTS many of the trainees taken into full-time employment;
- improved provision for trainees with learning difficulties as a result of measures like initial training arragements;
- greater willingness to innovate and embrace new developments while they were still at the experimental stage;
- closer liaison between training organisations and employers, schools and the careers service; and
- a more conscientious approach to health and safety training.

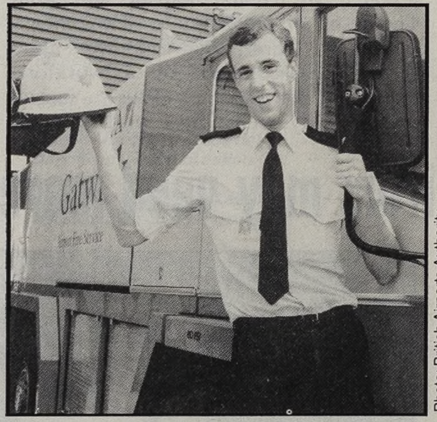


Photo: British Airports Authority

John Henderson—the first YTS trainee to become a fully fledged fireman with Gatwick Airport Fire Service.

Against this, the inspectors found that:

- many trainers lacked the levels of knowledge and skills needed to guide trainees towards recognised qualifications or credits towards them;
- many work placement supervisors were inadequately trained, with some having only a rudimentary knowledge of YTS and their role in assessing and recording competences gained;
- in some schemes quarterly reviews were inadequate, trainee diaries were not kept, log books were either not filled in or lost, and trainee reports were simplistic, repetitive and gave no stimulus to individual development—though many schemes were meticulous in these matters; and
- induction and initial assessment of trainees for problems like literacy and numeracy deficiencies could be improved by better staff training.

Welcoming the report, Employment Minister Tim Eggar said that, according to surveys, 67 per cent of YTS completers gained nationally recognised qualifications while in training, and 86 per cent went on to get a job.

The weaknesses identified in the report are being tackled under the new Youth Training programme (YT). Under YT, only those training providers who offer courses leading to at least National Vocational Qualification Level II, or equivalent, will be able to run schemes. The new Training and Enterprise Councils (TECs) will have responsibility for ensuring the quality of training delivered, while performance targets will require that both TECs and the training providers maintain a steady rate of improvement.

The report, *Training Standards Advisory Service: Review of Activity—1 April 1988 to 30 September 1989*, is available free from TD4, Training Agency, Block C, Level 3, Porterbrook House, 7 Pear Street, Sheffield S11 8JF.

Nearly one in every two farmers broke safety laws, blitz shows

Nearly half the farmers and foresters visited during spot checks this spring in North West England were failing to follow safety rules, says the Health and Safety Executive (HSE).

HSE agriculture inspectors made nearly 450 checks on work at farms and forests in Cumbria and Lancashire, following a big publicity campaign (see June *Employment Gazette* p 293). In 29 cases, safety breaches were serious enough to be reported for consideration of prosecution. In all, 188 prohibition or improvement notices were served to stop unsafe activities.

No guard

The most common safety breaches involved unguarded drive shafts (79 cases), unsafe or unguarded machines or buildings (25), dangerous electrical installations (21), lack of maintenance of trailer brakes (17), and inadequately protected slurry stores (12). Few farmers were keeping themselves up to date with new regulations like those controlling the use of pesticides or requiring employees to be informed about safety matters.

The HSE's principal agricultural inspector for the region, Roger Kendrick, said the results were disappointing, especially in view of the advance publicity given to the blitz. "Agriculture, statistically, is the second most dangerous industry in the UK and the evidence from this blitz probably shows us some of the reasons why."

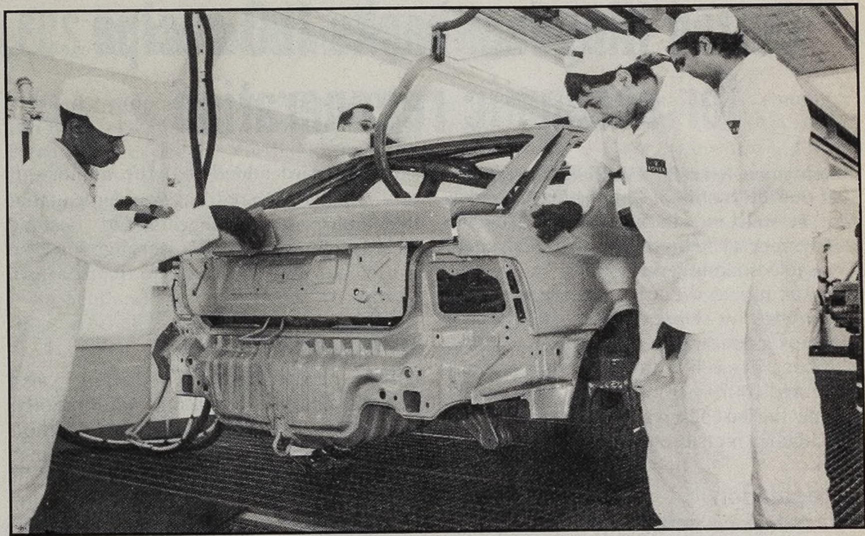
Four people died and 55 were injured in farm accidents in Lancashire and Cumbria last year. Many more incidents went unreported.

- Farmers who fail to take precautions when using irrigation systems during the dry summer months could cause a tragedy, warned the HSE's chief agricultural inspector Carl Boswell. Four people were electrocuted in 1989 when irrigation equipment was used near overhead power lines without allowing for safe working clearances. 74 other incidents have been reported in the past five years.

Industry training board reconstituted

The Clothing Industry Training Board has been reconstituted as an employer-led body consisting of a chairman, eight employer representatives and two other members.

The new board, headed by existing chairman Tom Edge, will oversee the establishment of, and transfer of assets to a new independent training organisation. The new body will take over responsibility for training in the clothing and allied fields from the autumn of 1991.


Electrocoat inspection in the Rover 200 Series paintshop at Longbridge. Photo: Rover

It's a world-beating hours deal, says Howard

Employment Secretary Michael Howard hailed a 24-hour-working shift deal at the Rover Car plant in Longbridge as "a vote for international competitiveness and jobs. It has rightly been described as world beating by both sides of industry," he said, emphasising that everyone stands to benefit. "There is greater leisure time for the workforce, a 25 per cent increase in output and 1,200 new job opportunities."

The deal means the plant will be the only one of its kind in Europe operating non-stop 24-hour production, seven days a week. Mr Howard said he felt sure this would encourage confidence and investment in British industry and hoped it would set an example for others to follow.

"What we need in the Community is flexibility that will allow agreements like this one from which everyone gains."

Nevertheless, Mr Howard went on to express concern that such arrangements would be made virtually unworkable by new proposals from the EC Commission for a directive on working time.

"I find it hard to see how this would square with the priority all Community countries attach to the creation of jobs for the people of Europe," he said.

- A new fact pack, *The United Kingdom in Europe—People, Jobs and Progress*, is available from ID6, Department of Employment, Caxton House, Tothill Street, London. SW1H 9NF. The pack is available in English, French and German.

Britain's closet entrepreneurs

While 10 per cent of Britain's working-age population describe themselves as self-employed, more than one-third of Britain's three million self-employed were brought up in families with a self-employed father or mother, according to new findings from the Small Business Research Trust.

Research by the Trust, published in its study, *The Making of Entrepreneurs*, indicates that the effects of family influences on the decision to start an independent business—though often not in the parents' own line of business—are so evident that the promotion of an enterprise culture in Britain cannot be dismissed as just empty rhetoric.

As well as providing employment and informal training to other prospective entrepreneurs, small businesses absorb a higher proportion of school leavers and other less experienced and less skilled workers than larger firms, claims the report. Moreover, these beneficial effects on their local labour markets seem more pronounced in the areas which already have a relatively high population of small firms and self-employed (East Anglia, West Midlands, the South East).

The Making of Entrepreneurs is available from the Small Business Research Trust (tel 0908 655831). Price £10.

United Kingdom backs ILO recipe for economic regeneration

Employment Secretary Michael Howard has told the International Labour Organisation that he welcomes its report endorsing the importance of self-employment and small firms in economic regeneration.

Speaking at the organisation's annual conference in Geneva last month, Mr Howard commented that in Britain the number of self-employed people has increased by 70 per cent since 1979, while during the last few years new small firms were being registered at a rate of 1,500 a week.

Deregulation

"The key to this," said Mr Howard, "has been the Government's deregulatory approach. We have swept away hundreds of outdated rules and regulations. We have provided direct help to small firms with finance, information and training."

Mr Howard added that the number of self-employed women has doubled and that the enterprise message would become increasingly important throughout the world, but nowhere more so than Eastern Europe.

Environmental training

The Employment Secretary also welcomed the increasing international collaboration on the health and pollution effects of the working environment, saying: "We are helping the ILO to draw up an international code of practice in major accident control, and are making available our knowledge and experience of decommissioning nuclear plant. We welcome the proposal to incorporate elements of environmental training throughout the ILO's courses."

HSE halts genetic tests

Scientists at a London hospital have been ordered to stop genetic experiments on a parasite which causes diarrhoea.

The Health and Safety Executive has told the City and Hackney Health Authority that work being conducted in laboratories at St Bartholemew's hospital failed to comply with the 1974 Health and Safety Act. Scientists there had failed to give the required 30 days prior notification of their intended experiments and had not carried out an approved risk assessment.

The action is the first case of its type following the introduction of tougher controls on genetic manipulation into the 1974 Act last year. Controls are likely to be tightened further when regulations agreed by the European Community are incorporated in the Environmental Bill, now before Parliament.

European projects

Plans to encourage innovative trans-national projects in vocational training have been approved by the European Council of Ministers with an announcement of pilot funding through the FORCE Programme.

The aim is to develop ways to keep up with changes in the European labour market through continuing vocational training.

FORCE will run from January 1991 to December 1994 with a budget of £19 million available in the first year. Further information will be available in the late summer from Alison Rose, Department of Employment (tel 071-273 5400).

A star is born

Astra Training Services, the first civil service management buy-out, formally launched itself into the commercial world in June with the hope of becoming leaner, fitter and more appealing to the training needs of industry and commerce.

Astra, which took over the bulk of the loss-making Skills Training Agency in February, aims to improve the efficiency and effectiveness of its operation by upgrading the skills of its staff, developing new products and services—particularly in the more conceptual areas like trainer-training—and by adopting a more professional marketing approach.

Managing director Stuart Bishell says he also intends to address the needs of the new Training and Enterprise Councils (TECs) and other organisations involved in inner city renewal.

Where, oh where are all those women engineers?

Progress in attracting women into the engineering industry is painfully slow and must be speeded up, Employment Secretary Michael Howard told engineering employers.

Mr Howard contrasted what is happening in the engineering industry with progress women have made in other traditional male areas, such as legal and accountancy work, where around half the new entrants are now women.

"In 1988 only 4·9 per cent of professional engineers, 3·3 per cent of technicians and 1 per cent of craft workers were women. We have a long way to go."

There is an economic imperative with the so-called demographic time bomb, he said, because women are predicted to make up 95 per cent of the increase in the workforce over the coming years while the number of young people joining the labour market is decreasing.

Leading employers

Many employers, however, are recognising this imperative: "Major companies such as Esso, BP, ICI, IBM and the leading banks have introduced schemes to allow women to interrupt their careers to have children and bring them up during their early years.

"Others, like Rank Xerox, have seized on new technology to increase opportunities for women to work at home.

"The Government is playing its part in breaking down the barriers to open new opportunities," he said. "The Technician Engineering Scholarship Scheme opens an alternative route into engineering for unemployed women aged 18-25 with A-level ability. It provides an intensive period of training over two academic years for up to 60 women a year. And it leads to an HNC in Electronics and Software Engineering with the prospect of a job as technician engineer level."

Model scheme

The Training Agency is working with the Engineering Industry Training Board to support this, and also another scheme called 'Women and Technician Training'. In this scheme, described by Mr Howard as "a model of what can be achieved without having to recruit", up to 122 women employed in unskilled or semi-skilled jobs could be retrained to become technicians or technician engineers.

Mr Howard continued: "These schemes and the much better known WISE campaign—Women into Science and Engineering—run by the Engineering Council, will encourage more women into such disciplines and, once there, their presence will transform attitudes and practices from inside, paving the way for ever increasing numbers of women to follow their lead."

17 TECS and LECS to bid for training credit pilots

17 Training and Enterprise Councils (TECs) and Local Enterprise Companies (LECs) have been picked to submit detailed bids to operate around ten training credit pilot schemes for school leavers next year.

Outline bids to run the pilots had been received from 32 TECs and LECs by the deadline of May 4 (see June *Employment Gazette*, p 294).

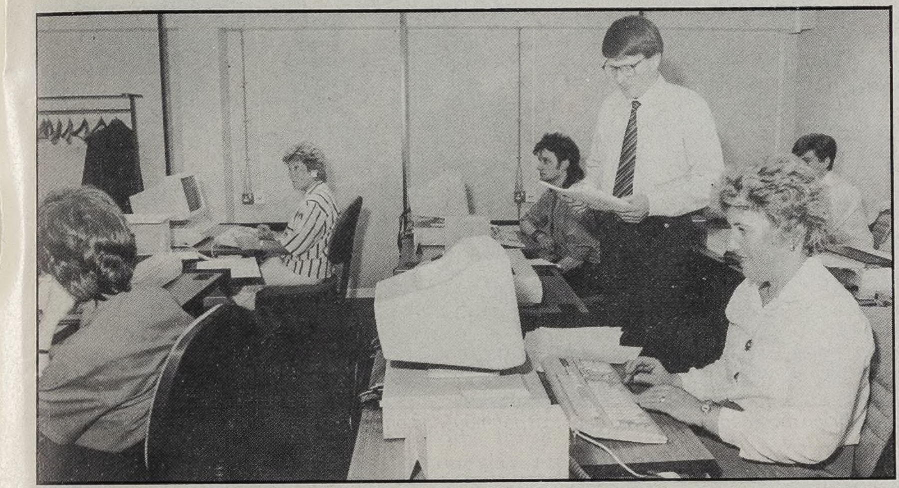
The more detailed bids have been requested by July 27, and a decision on the successful schemes will be announced in early September. The first credits will be awarded in April next year to 45,000 16 and 17-year-olds.

The TECs invited to submit more detailed proposals are: Birmingham, Bradford, Devon and Cornwall, Essex, Hertfordshire, Kent, North Nottinghamshire, Northumberland, Rotherham, Somerset, South and East Cheshire, South London, Suffolk, Thames Valley and Milton Keynes (joint bid) and North East Wales.

In Scotland, the successful LECs are those in Grampian and Fife.

14 of the 17 proposals chosen to go forward are for 'universal' schemes, under which the £1,500 credits would be issued to all 16 and 17-year-old school leavers. Three are more selective, providing credits for training in certain skills only, in certain key sectors like engineering or computer technology. Under some bids, part of the credit would be spent by the youngster on vocational advice, while one scheme would give the youngster his or her £1,500 in the form of a 'credit card'.

Praising the "imaginative and enthusiastic" response of the TECs and LECs, Employment Secretary Michael Howard welcomed their close collaboration with local education authorities and other education interests. "This response strengthens the Government's view that these employer-based bodies will play a key part in improving Britain's training arrangements," he added.



VDUs in use at the Employment Service's micro-centre, Edinburgh.

'Eye breaks' agreed

Official tea breaks may be fading away, but 'eye breaks' are definitely in, according to a new European Community directive.

The directive calls for legislation which will lay down detailed standards for display screens. They must show well defined characters, no flickering, have adjustable brightness and be able to tilt and swivel to suit operator needs. The legislation is to be in force by December 31, 1992, with all equipment then in existence meeting the new standards four years after that date.

The legislation will also provide VDU workers with regular breaks, or changes in activity, during the day. Workers will be entitled to free eye tests and employers may be required to pay for special glasses if operators suffer from vision difficulties as a result of their work and normal glasses cannot be used.

From the outset, the UK has had concerns over the usefulness of this directive, which relates to minimum safety and health requirements for work with display screen equipment (visual display units), as it has not been based on proven medical or scientific evidence.

Some doubts will remain and the main UK objection, that the scope of the definition of display screen equipment was too wide, has not been satisfactorily resolved. As a result, the directive has the potential to affect equipment such as microfiche and teletext which do not give rise to the same problems as VDUs.

Nevertheless the UK had had considerable success in securing significant improvements, including a tighter definition of 'worker' and the move from compulsory eye tests to giving workers the right to such tests if they want them. When it came to the vote, however, the UK considered that the most appropriate form of action was to abstain.

Britain provides help to Hungary and Poland

Britain is to give immediate help to Hungary and Poland to help their switch to full market economies. The assistance will cover services for small firms, enterprise, unemployed people, training and retraining and, for Poland, health and safety at work.

Employment Secretary Michael Howard signed the agreements last month with Hungarian Minister of Labour Sandor Gyorivanyi and Polish Minister of Labour and Social Policy Jacek Kuron. They follow the agreement reached in May to provide a similar package for Czechoslovakia (see June *Employment Gazette*, p 297).

Under the agreement with Hungary, the two governments are working on joint programmes to promote small businesses and enterprise, and to draw up a 'menu' of proposals for training projects including open learning. Officials will also work to develop services for the unemployed—such as counselling and training in job-hunting skills—after which, the Hungarian officials will have 'twinning' arrangements with their British counterparts.

Local agencies

The Polish package will include the development of local initiative agencies and similar networks; help with building a modern employment service to deal with the problems of industrial re-structuring; and visits to Britain by Polish policy makers and officials to discuss help with setting up vocational training centres in Poland.

Britain will also help Polish officials with the reform of health and safety law and practice, including factory inspections.

The programmes will be funded from the Government's 'Know How' fund, worth £50 million over five years for Poland and £25 million for Hungary. Czechoslovakia and East Germany are also covered by the 'Know-how' fund.

Special Feature

In 1989 public administration, sanitary services and education recorded 569 working days lost per thousand employees. Photo: Morning Star

Industrial stoppages in 1989

by Derek Bird
Statistical Services Division, Employment Department

Working days lost through stoppages of work arising from industrial disputes in the United Kingdom during 1989 were less than half the average in the previous ten years. This annual article looks at the coverage of the statistics, the figures for recent years, and for 1989 presents detailed analyses by industry, region, cause and size of dispute.

- **4·1 million working days were lost through stoppages of work caused by industrial disputes in 1989—slightly higher than the 3·7 million days lost in 1988 but substantially lower than the annual average of 9·7 million for the ten years 1979–88.**
- **As in previous years, a relatively small number of stoppages accounted for a majority of working days lost. There were 53 prominent stoppages, which involved the loss of 5,000 or more working days; these stoppages accounted for 92 per cent of the total working days lost in 1989.**
- **One dispute accounted for half the number of working days lost in the year. This was the nationwide strike by members of NALGO in July and August in pursuit of an improved pay award in which 2·0 million working days were lost (49 per cent of the 1989 total).**

Table 1 Stoppages, workers involved and working days lost in 1988 and 1989 United Kingdom

	1989	1988
Working days lost through stoppages		
In progress in year*	4,128,000	3,702,000
Beginning in year†	4,124,000	3,358,000
Workers involved in stoppages		
In progress in year	727,000	790,300
of which, directly involved	*670,900*	*735,000*
indirectly involved	*56,000*	*55,300*
beginning in year	726,600	759,300
of which, directly involved	*670,500*	*704,000*
indirectly involved	*56,000*	*55,300*
Stoppages		
In progress in year	701	781
Beginning in year	693	770

* Stoppages which began in 1988 and continued into 1989 accounted for 4,000 of the days lost in 1989, all of which occurred in the first two months of 1989. Stoppages which began in 1987 accounted for 345,000 of the days lost in 1988.
† In addition, stoppages beginning in 1989 and continuing into 1990 resulted in a losss of 554,000 days in 1990.

- **Stoppages over pay issues accounted for 80 per cent of working days lost.**
- **There were 701 stoppages recorded as in progress in 1989, compared with 781 in 1988 and a ten-year average of 1,271 for the period 1979–88. Just under three-quarters of stoppages lasted for less than four working days.**

Coverage of the statistics

Information about stoppages of work arising from industrial disputes in the UK is collected on a voluntary basis, through the Department of Employment's local unemployment benefit office network and other sources. These include centralised returns from certain nationalised industries, public bodies and large firms, from press reports and, in the case of some larger stoppages, from the employers or trade unions involved.

There are difficulties in ensuring complete recording of stoppages, in particular of short disputes lasting only a day or so, or involving only a few workers. Primarily because of these difficulties, stoppages involving fewer than ten workers, and those lasting less than one day, are excluded from the statistics except where the aggregate number of working days lost exceeds 100.

This limitation has much more effect on the estimates of the number of stoppages than on the figure of working days lost. This can be seen in *table 7*, where recorded stoppages lasting not more than one day accounted for 49 per cent of all recorded stoppages but for less than 2 per cent of all the recorded working days lost. The number of working days lost is therefore a more comprehensive indicator, as well as being a better measure of the impact of industrial disputes, than the number of stoppages.

A more detailed description of the coverage of the statistics appears in the *Technical note* at the end of this article.

This article presents the final figures for 1989. A brief commentary on more recent figures (which are given in *tables 4·1* and *4·2* in the Labour Market Data section) can be found in the Trends in Labour Statistics Commentary section of this issue of *Employment Gazette* (pp S2–S6).

Working days lost

The number of working days recorded as being lost as a result of industrial stoppages in 1989 is shown in *table 1*, together with the corresponding figures for 1988. The table follows the format of previous annual articles by giving details both for stoppages in progress in the year (which includes stoppages continuing from 1988) and also for stoppages beginning in the year.

The 1989 total of 4·1 million days lost compares with 3·7 million in 1988, 3·5 million in 1987 and a ten-year average for 1979–88 of 9·7 million days lost. Stoppages which began in 1988 and continued into 1989 accounted for 8,000 of the 4·1 million days lost in 1989. The remainder of this article concentrates on the year's 'in progress' figures (that is, all stoppages covered by the Department's statistics).

Workers involved

The number of workers involved in stoppages in progress during 1989 was 0·73 million. This compares with 0·79 million in 1988, 0·89 million in 1987 and an annual average of 1·43 million during the ten-year period 1979–88.

Number of stoppages

The number of stoppages recorded as being in progress in 1989 was 701, which compares with 781 in 1988, 1,016 in 1987 and an annual average of 1,271 over the ten-year period 1979–88. The total of 701 stoppages in progress in 1989 was the lowest figure for any year since 1935, when 564 stoppages were recorded. However, because of the difficulties referred to in the section on coverage, comparisons over time must be interpreted with caution.

Review of 1969–89

Time series of the recorded number of stoppages due to industrial disputes, the number of workers involved, working days lost and working days lost per 1,000 employees in employment since 1969 are given in *table 2*.

Table 2 Stoppages in progress 1969–89 United Kingdom

Year	Working days lost (thousands)	Working days lost per 1,000 employees*	Workers involved (thousands)	Stop-pages
1969	6,846	303	1,665	3,146
1970	10,980	489	1,801	3,943
1971	13,551	612	1,178	2,263
1972	23,909	1,080	1,734	2,530
1973	7,197	317	1,528	2,902
1974	14,750	647	1,626	2,946
1975	6,012	265	809	2,332
1976	3,284	146	668	2,034
1977	10,142	448	1,166	2,737
1978	9,405	413	1,041	2,498
1979	29,474	1,273	4,608	2,125
1980	11,964	521	834	1,348
1981	4,266	195	1,513	1,344
1982	5,313	248	2,103	1,538
1983	3,754	178	574	1,364
1984	27,135	1,278	1,464	1,221
1985	6,402	299	791	903
1986	1,920	90	720	1,074
1987	3,546	164	887	1,016
1988	3,702	166	790	781
1989	4,128	182	727	701

* Based on the latest available mid-year (June) estimates of employees in employment.

The figure of 4·1 million days lost in 1989 compares with a 20-year average—1969–88—of 10·2 million. The number of working days lost per 1,000 employees averaged 182 in 1989, which is only slightly higher than 1988, which had an average of 166.

The high number of working days lost in certain years—for example, 1979 and 1984—were heavily influenced by particularly large individual stoppages. The largest disputes over the period 1979–1989 are as follows:

- **1979**—a strike by engineering workers accounted for 16·0 million (54 per cent) of the total of 29·5 million working days lost in that year;
- **1980**—the national steel strike accounted for 8·8 million (74 per cent) of the total of 12·0 million working days lost;
- **1984**—the days lost as a result of the miners' strike in protest over pit closures accounted for 22·4 million (83 per cent) of the total of 27·1 million working days lost;
- **1985**—the continuation of the miners' strike accounted for 4·0 million (63 per cent) of the 6·4 million days lost;
- **1987**—a strike in the telecommunications industry accounted for 1·5 million (41 per cent) of the 3·5 million days lost;
- **1988**—a postal workers' strike accounted for 1·0 million (28 per cent) of the 3·7 million days lost;
- **1989**—a strike by members of NALGO accounted for 2·0 million (49 per cent) of the 4·1 million days lost.

The examples above show that it is important to consider the size of major stoppages in each period when making comparisons between individual years.

The effect is also illustrated by *figure 1*, which presents annual figures for total working days lost in 1969–89 divided between those for individual stoppages which involved a loss of 500,000 working days or more, and smaller stoppages.

The figure shows that peak years are associated with very large stoppages. The three peak years for days lost during the 21-year span, 1969–89 are, in descending order, 1979, 1984 and 1972. If the stoppages involving a loss of more than 500,000 working days are discounted, then only 1972 would have been in the top three. The respective order would have been fifth, eleventh and third.

Stoppages by industry

Table 3 analyses stoppages in progress in 1989 by 30 industry groups (based on the 1980 Standard Industrial Classification). The industry group 'public administration, sanitary services and education' experienced the largest number of working days lost (2,237,000)—reflecting the NALGO workers' dispute—followed by railways (307,000), and then other transport equipment (279,000).

However, this comparison of the aggregate figures of working days lost does not allow for the considerable variation in numbers employed in the different industries. A more useful comparison can be gained from incidence rates, which take industry size into account by expressing the number of days lost per 1,000 employees in each industry. Incidence rates for 1988 and 1989 are given in *table 4*.

Table 3 Stoppages in progress in 1989 by industry — United Kingdom

Industry group (SIC 1980)	Class	Working days lost (thousands)	Workers involved (thousands)	Stoppages
All industries and services		4,128	727·0	701
Energy and water (Div 1)		70	35·0	153
Manufacturing (Divs 2 to 4)		751	117·7	228
Services (Divs 6 to 9)		3,179	554·2	282
Agriculture, forestry and fishing	01–03	—	—	—
Coal extraction	11	50	25·0	146
Extraction and processing of coke, mineral oil and natural gas	12–14	2	0·2	2
Electricity, gas, other energy and water	15–17	18	9·8	5
Metal processing and manufacture	21, 22	12	2·4	11
Mineral processing and manufacture	23, 24	5	1·2	11
Chemicals and man-made fibres	25, 26	—	—	1
Metal goods not elsewhere specified	31	25	2·9	17
Mechanical engineering	32	143	14·9	33
Electrical engineering and equipment	33, 34	61	8·7	18
Instrument engineering	37	134	—	1
Motor vehicles	35	279	51·1	56
Other transport equipment	36		24·4	18
Food, drink and tobacco	41, 42	33	3·4	14
Textiles	43	6	1·3	8
Footwear and clothing	45	10	1·7	9
Timber and wooden furniture	46	4	1·1	6
Paper, printing and publishing	47	33	2·3	14
Other manufacturing industries	44, 48 and 49	5	2·3	12
Construction	50	128	20·1	40
Distribution, hotels and catering, repairs	61–67	11	4·2	15
Railways	71	307	60·7	2
Other inland transport	72	156	24·2	19
Sea transport	74	1	0·3	2
Other transport and communication	75, 79	18	9·2	43
Supporting and miscellaneous transport services	76, 77	142	17·9	13
Banking, finance, insurance, business services and leasing	81–85	2	1·7	5
Public administration, sanitary services and education	91–94	2,237	414·2	154
Medical and health services	95	151	8·5	18
Other services	96–99	154	13·4	11

— Means nil or negligible (less than half the final digit shown).

Notes 1 The figures for working days lost and workers have been rounded and consequently the sums of constituent items may not agree precisely with the totals.
2 Some stoppages involved workers in more than one of the above industry groups, but have each been counted as only one stoppage in the totals for all industries and services.

On this basis, in 1989 the industry group 'railways' recorded the highest rate of working days lost per 1,000 employees (2,269—or an average of 2¼ days for each employee). This was followed by other transport equipment (1,214) and public administration, sanitary services and education (569).

It should be noted that these comparisons between industries may also be affected by factors other than the overall size of the industry. For example, it is more likely that industry groups with large firms will have disputes included in the statistics, and that workers indirectly affected at the workplace of the stoppage will be counted as well as those directly involved. In addition, better arrangements exist for the reporting of industrial stoppages for some industries than for others.

Regional analysis

A breakdown of industrial stoppages in 1989 by region and by 11 broad industry groups is given in *table 5*. Incidence rates calculated as the total number of working days lost per 1,000 employees are also given for each region. In interpreting the figures, it is important to bear in mind that the industrial composition of the region is a significant factor influencing the scale of industrial disputes it experiences. The regions recording the lowest incidence rates were Northern Ireland, South West and East Anglia. The highest incidence rates were recorded in Wales, North West and North.

Causes of stoppages

A breakdown of stoppages of work by the principal cause and broad industry group is set out in *table 6*. Stoppages over pay accounted for the highest proportion of working days lost (80 per cent, compared with 51 per cent in 1988).

Table 4 Incidence rates from stoppages of work in progress in 1989 and 1988 — United Kingdom

Industry grouping (SIC 1980)	Working days lost per 1,000 employees*	
	1989	1988
All industries and services	**182**	**166**
Energy and water	*148*	*488*
Manufacturing	*143*	*314*
Services	*203*	*119*
Agriculture, forestry and fishing	—	—
Coal extraction	488	1,833
Extraction and processing of coke, mineral oil and natural gas	33	1
Electricity, gas, other energy, and water	59	52
Metal processing and manufacture	87	77
Mineral processing and manufacture	24	37
Chemicals and man-made fibre	—	76
Metal goods not elsewhere specified	74	107
Mechanical engineering	179	63
Electrical engineering and equipment	96	41
Instrument engineering	—	13
Motor vehicles	496	1,968
Other transport equipment	1,214	3,283
Food, drink and tobacco	57	85
Textiles	28	309
Footwear and clothing	32	49
Timber and wooden furniture	16	7
Paper, printing and publishing	65	7
Other manufacturing industries	17	21
Construction	120	16
Distribution, hotels and catering, repairs	2	1
Railways	2,269	87
Other inland transport	397	90
Sea transport	41	5,343
Other transport and communication	34	2,480
Supporting and miscellaneous transport services	521	66
Banking, finance, insurance, business services and leasing	1	—
Public administration, sanitary services and education	569	65
Medical and health services	102	25
Other services	95	16

* Based on the latest available mid-year (June) estimates of employees.

Figure 1 Working days lost due to stoppages through industrial disputes

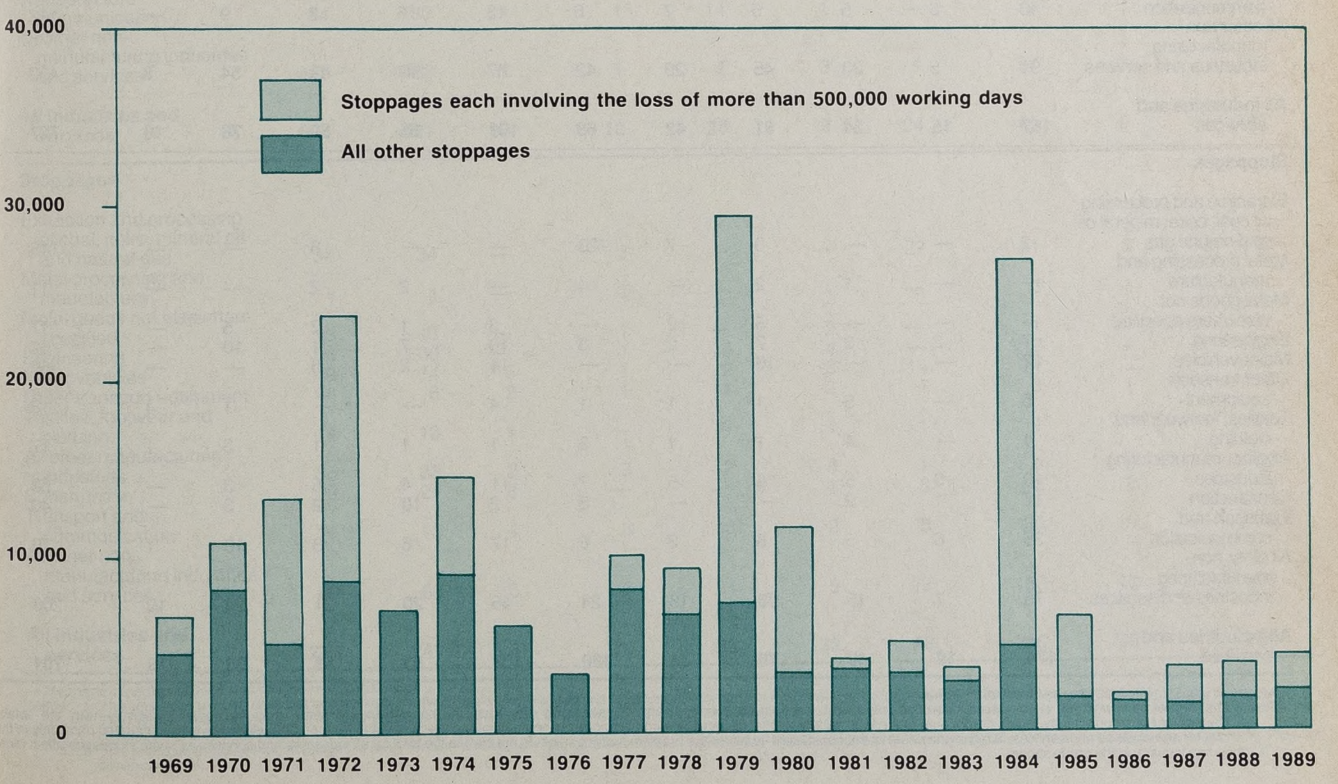


Table 5 Stoppages in progress in 1989 by region and broad industry group

Industry (SIC 1980)	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Northern Ireland	United Kingdom
Working days lost (thousands)												
Extraction and processing of coal, coke, mineral oil and natural gas	1	—	—	6	3	35	—	—	6	—	—	52
Metal processing and manufacture	—	—	—	3	—	4	—	2	2	—	—	12
Metal goods not elsewhere specified	—	—	—	4	4	—	12	3	2	1	—	25
Engineering	12	24	3	33	2	11	36	8	—	76	—	204
Motor vehicles	50	—	—	46	—	—	33	—	5	—	—	134
Other transport equipment	30	—	27	9	—	—	195	—	—	—	18	279
Textiles, footwear and clothing	—	—	3	1	1	3	—	—	1	5	1	16
All other manufacturing industries	17	1	5	8	13	6	14	1	12	3	—	80
Construction	58	5	5	—	—	4	—	26	2	27	—	128
Transport and communication	212	27	34	23	37	31	84	27	43	108	—	625
All other non-manufacturing industries and services	597	26	104	284	155	231	355	249	233	320	17	2,573
All industries and services	**976**	**84**	**181**	**417**	**215**	**325**	**730**	**316**	**307**	**541**	**36**	**4,128**
Days lost per 1,000 employees—all industries and services	**125**	**109**	**105**	**203**	**137**	**179**	**299**	**288**	**313**	**276**	**71**	**182**
Workers involved (thousands)												
Extraction and processing of coal, coke, mineral oil and natural gas	1	—	—	2	2	16	—	—	4	—	—	25
Metal processing and manufacture	—	—	—	—	—	—	—	1	—	—	—	2
Metal goods not elsewhere specified	—	—	—	—	1	—	—	1	—	1	—	3
Engineering	1	2	1	7	2	1	2	2	—	4	—	24
Motor vehicles	18	—	—	19	—	—	11	—	3	—	—	51
Other transport equipment	3	—	6	—	—	—	5	—	—	—	9	24
Textiles, footwear and clothing	—	—	1	—	—	—	—	—	—	1	—	3
All other manufacturing industries	1	1	1	1	1	1	2	1	1	1	—	10
Construction	3	—	1	—	—	1	—	6	—	9	—	20
Transport and communication	48	6	5	5	7	6	13	6	8	9	—	112
All other non-manufacturing industries and services	91	5	20	45	29	42	67	49	42	54	8	452
All industries and services	**167**	**15**	**34**	**81**	**42**	**68**	**101**	**65**	**59**	**78**	**18**	**727**
Stoppages												
Extraction and processing of coal, coke, mineral oil and natural gas	2	—	—	3	7	128	—	—	8	—	—	148
Metal processing and manufacture	—	—	1	2	—	4	—	2	2	—	—	11
Metal goods not elsewhere specified	—	—	—	5	2	—	3	1	2	5	—	17
Engineering	7	2	3	7	2	3	10	7	1	10	—	52
Motor vehicles	22	—	—	16	—	—	14	2	6	—	—	56
Other transport equipment	5	—	5	1	1	1	4	—	—	1	4	18
Textiles, footwear and clothing	1	—	4	1	1	3	1	1	1	3	1	17
All other manufacturing industries	10	3	5	8	5	7	11	4	5	3	—	58
Construction	17	1	2	—	—	3	2	10	2	3	—	40
Transport and communication	35	6	5	6	3	8	17	6	3	10	1	79
All other non-manufacturing industries and services	75	7	15	28	13	24	46	20	21	24	10	208
All industries and services	**174**	**19**	**40**	**76**	**34**	**180**	**108**	**53**	**51**	**59**	**16**	**701**

— Means nil or negligible (less than half the final digit shown).

Notes: 1 The figures for working days lost and workers involved have been rounded and consequently the sum of the constituent items may not agree precisely with the totals.
2 The number of stoppages by region do not sum to the total for all regions, all industries and services, as some disputes which affect more than one region have been counted once only in the total for all industries and services. Similarly, the sum of the constituent items for the broad industry groups do not sum to the total for all industries and services as some stoppages affect more than one industry in the group shown.

Table 6 Stoppages in progress in 1989 by principal cause and broad industry group

United Kingdom

Industry (SIC 1980)	Pay: All	Pay: of which Wage rates and earnings levels		Duration and pattern of hours worked	Redundancy questions	Trade union matters	Working conditions and supervision	Manning and work allocation	Dismissal and other disciplinary measures	All causes
Working days lost (thousands)										
Extraction and processing of coal, coke, mineral oil and natural gas	21	21	—	2	—	—	5	21	2	52
Metal processing and manufacture	4	4	—	3	—	3	—	2	1	12
Metal goods not elsewhere specified	23	23	—	—	—	2	—	—	—	25
Engineering	107	107	—	70	23	1	—	2	2	204
Motor vehicles	92	89	3	—	1	—	35	4	1	134
Other transport equipment	36	35	1	240	1	1	—	1	—	279
Textiles, footwear and clothing	13	12	1	—	—	2	—	—	—	16
All other manufacturing industries	63	60	4	4	3	4	2	1	2	80
Construction	106	84	22	—	—	5	14	1	2	128
Transport and communication	406	402	5	10	128	31	1	45	4	625
All other non-manufacturing industries and services	2,419	2,418	1	3	10	51	2	71	17	2,573
All industries and services	**3,290**	**3,254**	**36**	**333**	**164**	**100**	**61**	**148**	**31**	**4,128**
Workers involved (thousands)										
Extraction and processing of coal, coke, mineral oil and natural gas	7	7	—	1	—	—	4	12	1	25
Metal processing and manufacture	1	1	—	—	—	—	—	1	—	2
Metal goods not elsewhere specified	3	3	—	—	—	—	—	—	—	3
Engineering	17	17	—	2	4	—	—	1	—	24
Motor vehicles	33	27	6	—	1	1	11	3	1	51
Other transport equipment	12	12	—	7	2	1	—	1	—	24
Textiles, footwear and clothing	2	2	—	—	—	—	—	—	—	3
All other manufacturing industries	8	7	1	1	—	1	—	—	—	10
Construction	12	8	4	—	—	1	7	—	—	20
Transport and communication	84	83	1	1	14	1	—	9	3	112
All other non-manufacturing industries and services	423	423	1	1	7	3	1	14	3	452
All industries and services	**604**	**591**	**13**	**12**	**28**	**9**	**24**	**41**	**9**	**727**
Stoppages										
Extraction and processing of coal, coke, mineral oil and natural gas	34	34	—	3	—	—	27	81	3	148
Metal processing and manufacture	4	4	—	2	—	1	—	3	1	11
Metal goods not elsewhere specified	13	13	—	1	—	2	—	1	—	17
Engineering	36	36	—	1	5	4	—	2	4	52
Motor vehicles	19	14	5	1	2	3	14	14	3	56
Other transport equipment	8	6	2	1	1	3	1	3	1	18
Textiles, footwear and clothing	14	13	1	—	—	1	1	1	—	17
All other manufacturing industries	35	33	2	3	2	6	1	6	5	58
Construction	29	21	8	—	—	1	6	2	2	40
Transport and communication	17	13	4	3	3	2	5	30	19	79
All other non-manufacturing industries and services	69	63	6	6	21	9	23	63	17	208
All industries and services	**277**	**249**	**28**	**20**	**33**	**32**	**78**	**206**	**55**	**701**

— Means nil or negligible (less than half the final digit shown).

Notes: 1 The figures for working days lost and workers involved have been rounded and consequently the sum of the constituent items may not agree precisely with the totals.
2 The number of stoppages for the industry groups shown do not sum to the total for all industries and services as some stoppages which affect more than the broad industry groups have been counted once only in the total for all industries and services.
3 This tables gives figures for stoppages in progress and is not strictly comparable with the "beginning in" figures published in the corresponding table for the annual articles covering 1984 and previous years.

Railways lost 307,000 working days through stoppages in 1989.

Photo: Press Association

Table 7 Stoppages in progress in 1989 by duration in working days

United Kingdom

Working days: Over	Working days: Not more than	Working days lost (thousands)	Per cent of all working days lost	Workers involved (thousands)	Per cent of all workers	Stoppages in progress in 1989	Per cent of all stoppages
—	1	66	1·6	84	11·5	345	49·2
1	2	93	2·2	55	7·5	96	13·7
2	3	55	1·3	24	3·3	48	6·8
3	4	38	0·9	12	1·7	35	5·0
4	5	55	1·3	19	2·5	29	4·1
5	10	498	12·1	97	13·3	52	7·4
10	15	2,228	54·0	370	50·9	30	4·3
15	20	165	4·0	18	2·5	15	2·1
20	30	113	2·7	8	1·1	18	2·6
30	50	140	3·4	12	1·7	18	2·6
50	—	678	16·4	29	4·0	15	2·1
All stoppages		**4,128**	**100·0**	**727**	**100·0**	**701**	**100·0**

Notes: 1 The figure for workers involved and days lost have been rounded and consequently the sum of the constituent items may not agree precisely with the totals.
2 This table, which gives the figures for stoppages in progress, is not strictly comparable with the "beginning in" figures published in the corresponding table in the 1984 and previous annual articles.
3 Classification by size is based on the full duration of stoppages, but the figures for days lost include only those days lost in 1989.
4 The working days lost figures are in general less than the product of the duration of each stoppage and the number of workers involved, because some workers would not have been involved throughout the dispute—see Technical note.

Table 8 Stoppages in progress in 1989 by number of working days lost

United Kingdom

	Working days lost (thousands)	Per cent of all working days lost	Workers involved (thousands)	Per cent of all workers	Stoppages in progress in 1989	Per cent of all stoppages
Under 250 days	30	0·7	30	4·2	395	56·3
250 and under 500	28	0·7	25	3·5	80	11·4
500 and under 1,000	51	1·2	29	4·0	71	10·1
1,000 and under 5,000	221	5·4	63	8·6	102	14·6
5,000 and under 25,000	365	8·8	64	8·8	37	5·3
25,000 and under 50,000	234	5·7	53	7·3	7	1·0
50,000 days and over	3,198	77·5	462	63·6	9	1·3
All stoppages	**4,128**	**100·0**	**727**	**100·0**	**701**	**100·0**

Notes: See footnotes to *table 7.*

Table 9 Stoppages in progress in 1989 by total number of workers involved

United Kingdom

	Working days lost (thousands)	Per cent of all working days lost	Workers involved (thousands)	Per cent of all workers	Stoppages in progress in 1989	Per cent of all stoppages
Under 25 workers	10	0·2	2	0·3	143	20·4
25 and under 50	19	0·5	4	0·5	105	15·0
50 and under 100	38	0·9	8	1·1	111	15·8
100 and under 250	101	2·4	21	2·8	133	19·0
250 and under 500	177	4·3	32	4·4	92	13·1
500 and under 1,000	168	4·1	41	5·6	58	8·3
1,000 and under 2,500	201	4·9	51	7·0	34	4·9
2,500 and under 5,000	157	3·8	31	4·2	10	1·4
5,000 and under 10,000	591	14·3	64	8·8	9	1·3
10,000 workers and over	2,666	64·6	474	65·1	6	0·9
All stoppages	**4,128**	**100·0**	**727**	**100·0**	**701**	**100·0**

Notes: See footnotes (1) and (2) to *table 7.*

Disputes over duration and pattern of hours worked were responsible for the second highest proportion of days lost (8 per cent; 0·5 per cent in 1988), followed by redundancy (4 per cent; 7 per cent in 1988).

Disputes over pay accounted for 40 per cent of the total number of stoppages in 1989, compared with 42 per cent in 1988. The second most important cause with respect to stoppages was manning and work allocation issues (29 per cent; 26 per cent in 1988), followed by working conditions (11 per cent; 11 per cent in 1988) and dismissal and other disciplinary measures (8 per cent; 11 per cent in 1988).

Duration and size of stoppage

Tables 7, 8 and *9* show recorded stoppages in progress in 1989 analysed by duration and by size of stoppage (working days lost and numbers of workers involved).

Table 7 shows that most working days were lost in disputes lasting over ten but not more than 15 days. These accounted for 54 per cent of the total days lost in 1989 but just 4 per cent of the stoppages. As would be expected, very long disputes (over 50 days duration) also accounted for a large proportion of the total days lost, 16 per cent in 1989, but they were relatively infrequent—15 were, recorded which was just 2 per cent of all stoppages. At the other extreme, more than half (63 per cent) of the stoppages in progress in 1989 lasted not more than two working days. This involved 19 per cent of the total number of workers taking part but only accounted for 4 per cent of all working days lost.

Table 8 shows that stoppages in which fewer than 500 days were lost accounted for over two-thirds (68 per cent) of the total number of stoppages and involved 8 per cent of the total number of workers but accounted for less than 2 per cent of the days lost. Only 8 per cent of all stoppages involved the loss of 5,000 or more working days, but these in aggregate accounted for 92 per cent of all the days lost.

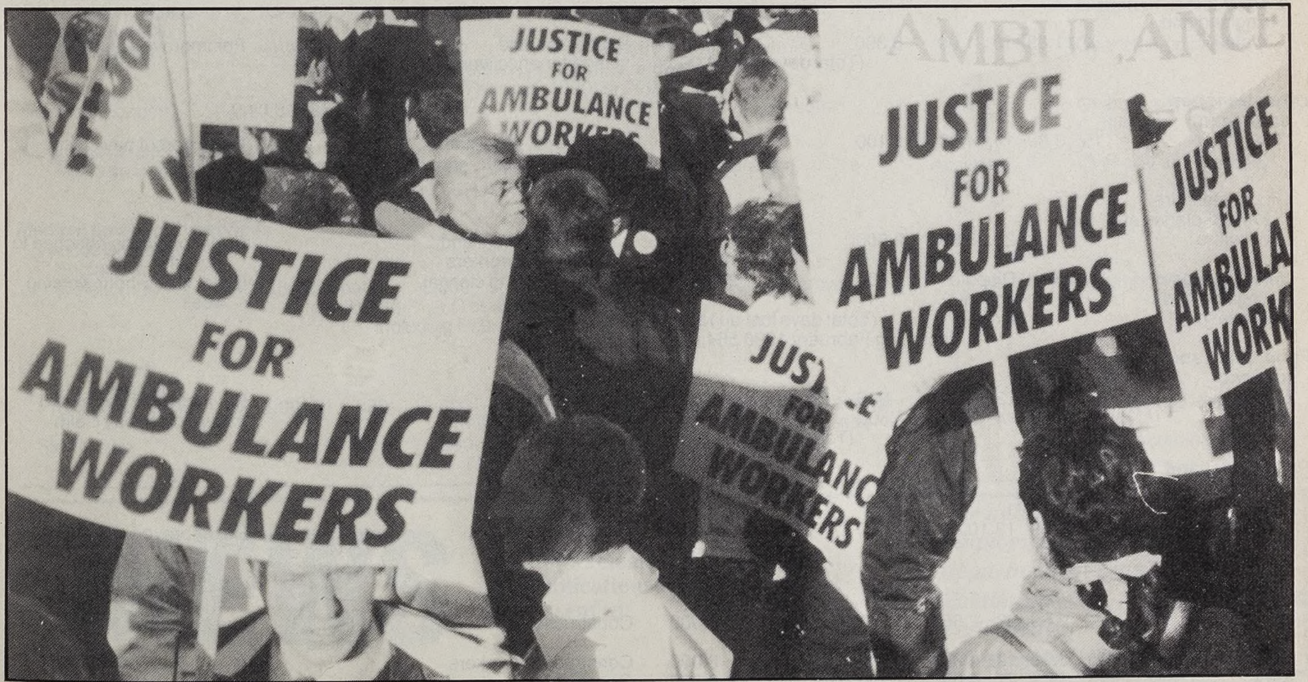
Table 9 shows that 79 per cent of all days lost were in stoppages involving 5,000 or more workers and accounted for just 15 stoppages; in contrast, disputes involving fewer than 250 workers accounted for only 4 per cent of the days lost but 70 per cent of all stoppages.

Prominent stoppages

Table 10 gives the main details of the 53 stoppages in progress in 1989 which resulted in a loss of 5,000 or more working days; there were 45 such stoppages in 1988 and 53 in 1987.

These stoppages accounted for 92 per cent of the total number of days lost in 1989.

A stoppage by members of NALGO accounted for the largest loss of working days (2·0 million or 49 per cent of the total of 4·1 million days lost).



Marchers make their way along the Embankment, London, in support of the ambulance workers' pay claim.

Photo: Press Association

Table 10 Stoppages in 1989 resulting in a loss of 5,000 or more working days

Industry and county	Date when stoppage: Began	Date when stoppage: Ended	Numbers of workers involved: Directly	Numbers of workers involved: Indirectly	Number of working days lost in 1989	Type of worker involved: Directly	Type of worker involved: Indirectly	Cause or object
Electricity, gas, other energy and water								
Merseyside	17. 3.89	10. 4.89	300		5,000	Electricians, meter readers and others		Over dismissal of worker
Various areas in England and Scotland	13. 9.89	13. 9.89	3,900	4,100	8,000	Managerial and supervisory staff	Fitters, electricians and process workers	For improved pay award
Metal goods not elsewhere specified								
Cumbria and Nottinghamshire	23. 5.89	30. 6.89	1,200	100	6,000	Supervisory, clerical and production workers	Printers and electricians	For improved pay award
Cheshire	9.10.89	11.12.89	300		12,000	Production workers		In support of pay claim
Mechanical engineering								
Cambridgeshire	28. 4.89	12. 5.89	2,400		24,000	Production workers		In support of pay claim
West Midlands	10. 5.89	24. 5.89	2,000	100	20,000	Production workers	Cleaners	Over proposed redundancies
West Yorkshire	15. 5.89	23. 6.89	200		6,000	Fitters, sheetmetal workers and machinists		Over pay and change of contract
Electrical engineering								
West Midlands	6. 3.89	17. 3.89	600		6,000	Assembly workers		Over basic rate and bonus
Greater London	8. 3.89	18. 4.89	400		11,000	Production workers		In support of pay claim
Staffordshire	13. 3.89	16. 3.89	2,500		6,000	Production workers		Over introduction of new bonus system
Greater Manchester	7. 6.89	30. 6.89	400		6,000	Production and stores workers		For improved pay award
Greater Manchester, Lancashire and Merseyside	19. 6.89	29. 9.89	300		22,000	Electrical, maintenance and production workers		For improved pay award
Motor vehicles								
West Midlands	27. 4.89	8. 5.89	600	5,100	27,000	Storemen	Production workers	Alleged assault on shop steward
Warwickshire	1. 9.89	29. 9.89	200		5,000	Production workers		In support of pay claim
Bedfordshire and Cheshire	4.10.89	4.12.89	9,900		64,000	Assembly and engineering		For improved pay award
West Midlands	9.10.89	10.10.89	1,900	500	5,000	Assembly workers	Production workers	Protest over medical facilities
Various areas in England and Wales	6.11.89	18. 1.90	8,300		11,000 (Total days lost 18,000)	Production and maintenance workers		For improved pay award
Other transport equipment								
Co Antrim	15. 3.89	14. 4.89	5,100		15,000	Managerial, technical and production workers		In support of pay claim
Gloucestershire, West Midlands and Wiltshire	17. 7.89	25. 8.89	2,800		18,000	Clerical, technical and production workers		Over conditions attached to pay offer
Various areas in England and Scotland	29.10.89	Dispute continuing	9,400		310,000 (Total days lost up to and including February 1990 564,000)	Engineering and clerical workers		Claim for 35-hour working week
Food, drink and tobacco								
Gwent	13. 3.89	12. 4.89	600		12,000	Process workers		For improved pay award
Salop	29.11.89	4. 1.90	500		6,000 (Total days lost 7,000)	Production workers		In support of pay claim
Paper, print and publishing								
Various areas in England	4. 9.89	13.10.89	500	800	26,000	Printers	Production workers and drivers	For improved pay award
Construction								
Suffolk	7. 2.89	28. 2.89	100	400	5,000	Construction workers	Construction workers	Over bonus payments
Kent	21. 3.89	19. 4.89	400		8,000	Construction workers		Over bonus payments
Kent	21. 3.89	21. 4.89	500		9,000	Construction workers		Over bonus payments

Table 10 Stoppages in 1989 resulting in a loss of 5,000 or more working days

Industry and county	Date when stoppage: Began	Date when stoppage: Ended	Numbers of workers involved: Directly	Numbers of workers involved: Indirectly	Number of working days lost in 1989	Type of worker involved: Directly	Type of worker involved: Indirectly	Cause or object
Construction Contd.								
Kent	1. 4.89	22. 4.89	500		7,000	Construction workers		Over bonus payments
Greater London	28. 4.89	21. 7.89	200		9,000	Steel erectors		In support of pay claim
Grampian	21. 5.89	19. 7.89	3,500		18,000	Construction workers		For improved pay award
North Sea	2. 7.89	5. 7.89	5,000		9,000	Construction workers		Over health and safety regulations
Cumbria	20. 9.89	6.10.89	1,700		9,000	Construction workers		Over travelling allowance
Tyne and Wear	25.10.89	17.11.89	300		5,000	Electricians		Over pay and hours
Distribution, hotels and catering, repairs								
Grampian	30. 9.89	26.10.89	2,000		6,000	Stewards, cooks and bakers		In support of pay claim
Railways								
Various areas in Great Britain	21. 6.89	26. 7.89	59,800	900	307,000	Drivers, guards and signalmen	Other railway workers	For improved pay award
Other inland transport								
Strathclyde	5. 1.89	23. 2.89	900		31,000	Drivers		Over implementation of agreed working practices
Greater London	5. 4.89	10. 8.89	2,800		27,000	Drivers		For pay increase to operate without guards
Strathclyde	10. 4.89	27. 5.89	900		31,000	Drivers		Over disciplining of shop stewards
Greater London	15. 5.89	19. 7.89	13,700		45,000	Drivers, conductors and engineers		In support of pay claim
Greater London	21. 6.89	2. 8.89	2,900		17,000	Station, maintenance and signal staff		Over pay and promotion prospects
Supporting transport services								
Various areas in Great Britain	5. 6.89	10. 8.89	9,900	400	125,000	Dockers and stevedores	Other dock workers	Over abolition of the National Dock Labour Scheme
Greater Manchester	1.12.89	21.12.89	600	200	10,000	Baggage handlers and firemen	Catering workers	Over new shift roster
Public administration and education								
West Midlands	27. 2.89	11. 8.89	50		6,000	Clerical workers		Over pay and regrading
Merseyside	27. 2.89	9. 3.89	900		8,000	Maintenance workers		Over dismissal of workers
West Midlands	22. 3.89	11. 4.89	2,500		8,000	Clerical workers		Over backdating of pay award
West Midlands	30. 3.89	31. 7.89	100		11,000	Clerical workers		Over regrading
Various areas in Great Britain	4. 7.89	11. 8.89	313,500	36,500	2,004,000	Local authority non-manual workers	Other LA non-manual workers	For improved pay award
Various areas in Northern Ireland	4. 7.89	20. 7.89	3,800		8,000	Clerical workers		In support of pay claim
Various areas in Great Britain	7. 8.89	Dispute continuing	1,900		52,000 (Total days lost up to and including February 1990 59,000)	Civil servants		Over staffing levels
Greater London	2.10.89	27.10.89	2,500		50,000	Clerical workers		Over suspension of union official
England, Wales and Northern Ireland	17.10.89	14.12.89	27,600	300	47,000	Lecturers	Ancillary workers	Over pay and flexibility
Medical and health services								
Various areas in England and Wales	24.10.89	Dispute continuing	6,800		147,000 (Total days lost up to and including February 1990 425,000)	Ambulance crews		For improved pay award
Other services								
Various areas in United Kingdom	24. 4.89	31. 7.89	11,000		139,000	Journalists and ancillary broadcasting staff		For improved pay award
Strathclyde	7.11.89	13. 1.90	300		11,000 (Total days lost 13,000)	Social workers		Over regrading

NEWS

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Technical note

Definition of stoppages

The statistics relate to stoppages of work in the UK due to industrial disputes between employers and workers, or between workers and other workers, connected with terms and conditions of employment.

Disputes which do not result in a stoppage of work—for example, *work-to-rules* and *go-slows*—are not included in the statistics, as their effects are not quantifiable to any degree of certainty. Stoppages involving *fewer than ten workers or lasting less than one day* are excluded from statistics unless the total number of working days lost in the dispute is greater than 100.

Stoppages over issues not directly linked to *terms and conditions* are excluded from the statistics though in most years this is not significant. For example, in 1986 only one stoppage (a protest in the coal industry against the visit of an MP) was judged to be political and excluded from the figures. The total working days lost amounted to less than 1,000. There were no such stoppages excluded from the statistics in respect of 1987, 1988 or 1989.

The statistics include *'lock-outs'* (that is, where the employer prevents his other employees from working by locking the place of work) and *'unlawful' strikes*. However, no distinction is made between a 'strike' and 'lock-out' or between 'lawful' and 'unlawful' stoppages, principally because of the practical difficulty of determining the category a particular stoppage falls into. It was for similar reasons that a distinction between *'official'* and *'unofficial'* disputes was no longer made after 1981.

Working days lost

In measuring the number of working days lost, account is taken only of the time lost in the *basic working week*. Overtime work is not included, and neither is weekend working where it is not regular practice. Where an establishment is open every day, and operates two or more four or five-day shifts, the statistics will record the number of working days lost for each shift. In recording the number of days lost, allowance is made for public and known annual holidays, such as factory fortnights, occurring within the strike's duration.

Allowance is not normally made for absence from work for such reasons as sickness and unauthorised leave, unless this information is readily available. Where strikes last less than the basic working day, the hours lost are converted to full-day equivalents, as are days lost by part-time workers. The number of working days lost in a stoppage reflects the actual number of workers involved at each point in the stoppage. This is in general less than the total obtained by multiplying the duration of the stoppage by the total number of workers involved at any time during the stoppage, because some workers would not have been involved throughout.

In disputes where an employer dismisses employees and subsequently reinstates them, the working days lost figure includes days lost by workers during the period of dismissal.

Disputes where an employer dismisses employees and replaces them with another workforce can present particular difficulties, as the statistics cannot assume that working days are being lost by the sacked workers *ad infinitum*. In such cases the statistics measure the number of days lost in terms of the size of the replacement workforce; for example, where an employer initially recruits 100 workers and wishes to build up to a total workforce of 300, the number of working days lost on day one will be recorded as 200 and will then be progressively reduced on subsequent days, eventually to zero when the new workforce target of 300 has been achieved.

Number of stoppages

There are difficulties in ensuring complete recording of stoppages, in particular for short disputes lasting only a day or so, or involving only a few workers. Because of this recording difficulty and the cut-off applied in the recording process, the number of working days lost is considered to be a better indicator of the impact of industrial disputes than the simple number of recorded stoppages. This point is more fully explained in the main text of the article.

Workers involved

The figures for workers involved relate to people both *directly and indirectly involved* at the establishments where the disputes occurred. Workers indirectly involved cover those who are not themselves parties to the dispute but are unable to work as a result of the dispute; workers at other sites who are indirectly affected because, for example, of a shortage of materials or temporary lack of demand are excluded entirely. This is partly because of the difficulty in deciding to what extent a particular firm's production problems are due to the effects of a strike elsewhere or some other cause. Workers involved in more than one stoppage during the year will be included in the statistics for each stoppage in which they participated. Part-time workers are counted as whole units.

The statistics attempt to record the numbers of all workers involved at any time in the stoppage. For example, if in a three-day strike there were 200 workers involved on the first day; 300 on the second day of whom 100 were involved for the first time; and 200 on the third day, of whom 50 were involved for the first time, then the number of workers involved at any one time in the dispute is 350—the sum of all those involved on the first day and those joining for the first time on the subsequent days. However, the number of workers joining industrial action for the first time during a dispute cannot always be easily ascertained and in such cases the statistics record the highest number involved at any one time (300 in the above example). Taking another example, where there are 200 workers recorded as being involved in a stoppage on each of days one, two and three, it may be necessary to assume that a total of 200 workers were involved, although it is possible, but unlikely, that as many as 600 workers could have been involved. For this reason, the number of workers involved in a dispute may be under-recorded. However, the estimate of the number of working days lost will, of course, be unaffected by this consideration.

Special Feature

Marion Young, a former trainee on the HTNT programme, now working at Nottingham University making a point to colleague Angela Johnston (right).

High Technology National Training

by Joan Wilson
Training Agency

High Technology National Training—part of the Employment Training programme—helps to increase the supply of highly qualified people in targeted national skill shortage occupations, by training unemployed people. This article describes features and successes of the programme.

In 1988, there were about 4·3 million people working in professional, associate professional or technician occupations. Their number has grown by 16 per cent in the period 1981–88 and 22 per cent growth is projected by the year 2000.[1] Contributing factors include economic growth, spread of new technologies, industry response to competition including foreign firms, and changing consumer demands. Employment prospects for the highly qualified will benefit from the increasing 'professionalism' of many types of work. Their occupational share will increase within many industries.

[1] *Review of the Economy and Employment, 1989*, Institute for Employment Research.

The main sources of high level skills remain vocational education and training of those entering the labour market for the first time and on-the-job training and development. Participation in higher education is expected to grow significantly but, given the long lead times when producing first degree graduates, there is likely to be a shortfall especially in fields such as information technology and engineering. Some firms, particularly those requiring only a few highly qualified people, currently find it difficult to meet their needs, and this situation is likely to continue.

The Government's employment policies aim to stimulate more effective and efficient working of the labour market. Employment Department Training Agency (TA) programmes contribute to this, improving individuals' access to suitable jobs and training.

Employment Training generally helps longer-term unemployed adults to gain skills needed for jobs in their local areas. High Technology National Training (HTNT) is an integral part of Employment Training but with a wider perspective, offering retraining in professional or higher technician level skills in short supply nationally.

With its ability to respond swiftly to identified shortages, HTNT supplements the traditional methods of developing specific higher level skills. In 1989–90 the programme planned to train about 7,000 people. Careful targeting is used to maximise its impact. The proposed number for 1990–91 is likely to be similar.

A major objective of the programme is to encourage joint action, especially more employer involvement in training at this level. Research has shown that many employers' recruitment and training arrangements continue to focus on young entrants although some respond to skill shortages by retraining existing employees. Many simply increase their recruitment activity and raise pay in the hope of buying in scarce skills.

Taking on unemployed people who require extensive retraining is very rare indeed, despite reports of skill shortages restricting growth in firms themselves and the economy as a whole. HTNT offers an otherwise unavailable opportunity to the unemployed, and encourages providers and employers to work more closely together on the problems.

Main features of the programme

All HTNT programmes provide vocational training at professional or near professional level. They follow the Employment Training principle of on and off-the-job training and work experience and, except for provision tailored to the needs of some special groups, lead to recognised qualifications at around Higher National Certificate to Masters degree level. *Figure 1* gives a breakdown by types of qualification. As it suggests, the Training Agency supports various vocationally-based as well as the more usual academic qualifications in vocational areas.

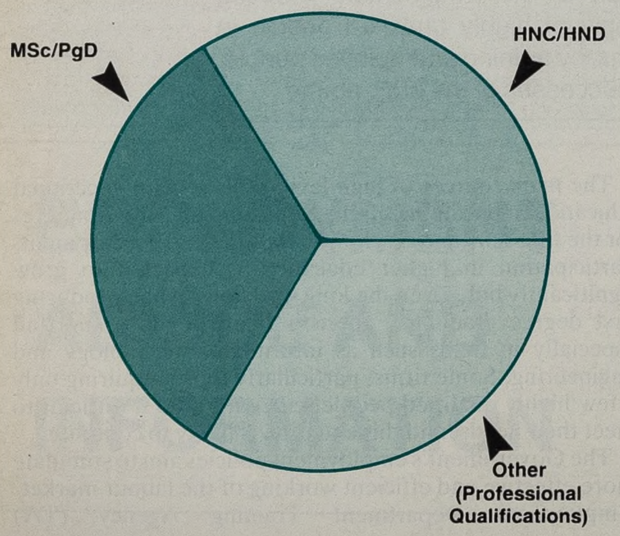
The balance of elements within the programmes, which may last up to one year, differs from typical Employment Training. Up to three-quarters of the time may be spent in a higher education institution or with a well established private training provider. The remainder is spent applying skills in industry or on live project work for employers. In 1989–90 the Training Agency contracted with around 100 or so training providers, responsible for planning integrated programmes including the bridging studies often essential when catering for adults from varied backgrounds.

HTNT is more intensive than much traditional higher education. Programmes last a maximum of 12 months and trainees have to devote a major part of their own time if they are to complete all elements and gain their qualifications within this period. Despite the pressure drop-out rates are low, generally ranging from 0 to 15 per cent.

Employer involvement is crucial to the success of HTNT. In addition to providing part of the training, employers participate on course steering groups, and assist with equipment and guest lecturers. Such links help ensure that programmes are related to needs. Some courses also cater for occasional employer-sponsored participants training alongside those on HTNT or doing similar modules part-time.

The Training Agency pays tuition and other fees. Participants have trainee status and receive allowances and expenses on the same basis as all Employment Training participants. These may include help with travel and living away from home costs, since trainees generally accept that they must be mobile for training and jobs at this level.

Figure 1 Qualifications gained on HTNT in 1989–90



Characteristics of clients

High Technology National Training provides intensive programmes for clients who already have a good academic grounding and/or employment experience on which to build.

Entry is competitive but previous qualifications are not the only criteria. Access policies are designed to be flexible, taking account of all prior knowledge and skills, wherever they were gained. Evaluations have shown that dedicated individuals with lower than typical academic qualifications can do very well on these courses and in the job market afterwards.

All trainees have to be unemployed when they start training. This policy reflects the Government's view that employers themselves are best placed to know their employed workforce and to devise and fund training for their own people.

Duration of unemployment of HTNT participants varies. About a third have been out of work for at least six months, including some who have not been employed for over two years. Others have been unemployed for shorter periods, including some who have held low-skill jobs which they have often taken on a temporary basis while continuing to search for work more suited to their abilities. Some are returners, including women with family commitments, people who have finished contracts abroad or have been self-employed.

Trainees' characteristics vary. The programme is designed to cater for a wide age range. The typical client is aged around 30 and, although young entrants may be preferred for some computing jobs, keen older clients are increasingly welcomed by providers and successful in getting qualifications and jobs.

Women account for about one trainee in five. The Training Agency would like more to apply and some programmes have been designed for them or for minority groups with special needs.

An employer's view

Vaughan Smart, Manufacturing Engineering Manager at a GEC plant in Liverpool, is firmly convinced that employers can benefit both directly and indirectly by developing better links with local higher education institutions.

By providing a six-month work attachment for a TA-sponsored trainee from the Master's degree course in Computer Aided Engineering at Liverpool Polytechnic, he could tackle a project that would have been difficult to do by other means. His trainee, David Osypiw, looked at how Just In Time techniques might be applied in the factory, which has its production control managed by a main computer located elsewhere. David was given the chance to apply his new skills and knowledge to this real problem, calling on support from his academic tutor, Steve Douglas, and access to polytechnic facilities if required.

Vaughan accepts that projects require input from the firm, including careful planning and supervision, but believes the extra resources which allow him to do speculative development work more than compensate. Also, in a firm looking to grow both organically and by acquisition, he sees the attachments as giving extended assessments of potential recruits. Continuing dialogue with the polytechnic also allows sharing of ideas on course content and other mutual interests.

GEC is now funding a research project at the polytechnic. The company was particularly keen that former trainee David Osypiw, who originally started his working life on the shop floor, should be appointed as the Research Associate. He now divides his time between the polytechnic and the firm and hopes to headhunt one of this year's HTNT trainees to do a project linked to his research.

Vaughan Smart (left) discussing tests with former trainee, David Osypiw. Photo: GEC

The three strands of HTNT

High Technology National Training has three separate sub-programmes. All help with skill supply where there are shortages but each has a different emphasis and certain other specific objectives.

The national courses programme

This is the largest part of the programme. Since the intention is to meet shortage skills, detailed labour market information is essential to ensure good results. Priorities are reviewed centrally against an assessment produced by the Training Agency's in-house Skills Unit. The Unit draws on a very wide range of labour market data such as the *CBI Industrial Trends*, *IT Manpower Monitor*[1], the *TA/CBI Survey of Skills in Manufacturing* and occasional studies. It is to publish results of a new Skills Monitoring Survey which looked at skill supply difficulties as well as employers' skill needs. This will help inform those planning future HTNT courses.

At local level, Training and Enterprise Councils (TECs) are required as part of their planning process to undertake a wide-ranging labour market assessment to identify training needs in their area. This includes identification of skills shortages, and it is clearly important that the outcome of these assessments is taken into account when national courses are being planned. The Scottish Local Enterprise Companies (LECs) will also provide vital insights from their local perspective. And information about sectoral and geographical areas is also supplied by training providers and TA operational staff.

Planning for the next financial year starts around December when guidance and national labour market information are sent to TA operational staff with an invitation to put forward bids for provision in their patch. More than 900 proposals were received for 1990–91; 300 courses are planned to start during this year. The Training Agency reviews bids centrally in order to produce a portfolio which is balanced in terms of occupational priorities and geographical spread. Bidding is competitive. With a fixed budget, value for money is crucial to maximising its impact.

A high proportion of courses begin in the autumn in order to link with academic and examination timetables. The TA is keen to support more flexible arrangements since individual clients may seek retraining opportunities at any time of the year.

Provision is concentrated in modern technical areas or fields where new technologies have increasing impact, plus one or two specialist management fields where there are also severe shortages of qualified people. *Figure 2* shows the spread in 1989–90. All categories include a range of topics. For example, computing includes networking, systems analysis and artificial intelligence, while engineering covers subjects such as advanced manufacturing technology, quality assurance and materials technologies. The miscellaneous group includes topics such as instrumentation and control and biotechnology.

The experimental programme

Virtually all experimental provision is at post-graduate level. As its title suggest, it is about innovation in content or delivery. Much of the provision is at the leading edge of technologies related to materials components manufacturing and processing, information technology and

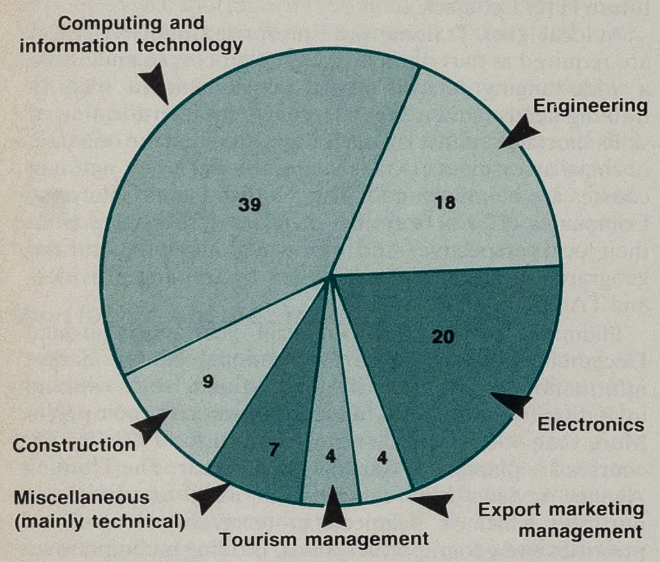
[1] *The Changing IT Skills Scene: The IT Manpower Monitor 1989*. Institute of Manpower Studies, 1989.

computing. There are programmes providing qualifications and experience in topics as diverse as biosensors, parallel computing systems and surface science and technology. The programme, which is developed centrally, also aims to influence higher education institutions by generating new course ideas and changing attitudes. For example, courses are frequently devised to draw on resources of various departments and occasionally link more than one higher educational institution.

The special groups programme

This element of HTNT follows from the Employment Department's recognition of the needs and values of special groups in the labour market. It links to broader

Figure 2 Occupational areas in which HTNT provided training in 1989-90, per cent



strategies for promoting opportunities for those at a disadvantage, and research into questions such as accessibility and if and how providers might adapt further for non-traditional clients.

This provision focuses on the needs of women (especially professional-level returners), members of ethnic minorities, and people with disabilities. A significant number of those on the main programme fall into one of these categories. This programme offers extra help with, for example, some positive action training exclusive to categories of trainee under-represented in specific occupations. Successful experience with this TA programme might be expected to encourage providers to improve opportunities for others with similar needs but different circumstances, such as women returners employed on work inappropriate to their level of qualifications and experience.

The TEC role

In 1990–91 there are likely to be contracts with around 150 training providers. Some of these contracts will be with the Training Agency, others with TECs. 15 TECs have already started operating and have assumed responsibility for the delivery of training programmes. In drawing up their plans, TECs are taking account of opportunities available under HTNT. A steady flow of TECs will be coming into operation from now on. Established TECs are likely to be responsible for future national courses bids, as well as contracts with providers.

To date, the experimental and special groups programmes have been developed by training professionals from the TA policy branch working directly with providers. The future responsibilities of the TA and TECs may need to evolve differently for these. For example, some approaches piloted under the special groups programme such as that for professional women returners (see inset), may provide models which TECs will want to replicate more widely in order to help ensure the supply of highly qualified people in their local labour markets.

Help for qualified women returners

Getting back at professional level after an extended career break is difficult even for well qualified women. Many lack confidence, feeling that their knowledge and skills might not match today's needs. HTNT programmes like the one at Nottingham Polytechnic, which lasts four days a week for nine weeks, offer a planned route back.

October 10, 1989 saw 12 returners from a wide range of professions, including ophthalmic optics, the law and scientific research, begin programmes of joint lectures, individual coaching in their specialities and related work placements.

Marion England, mother of three, was one of these returners. A computer professional until starting her family, she was keen to get back into her field but felt that potential employers would have doubts about someone who had been away for so long. Her individual programme included help from a tutor in the Polytechnic Computing Department and a placement in the Management Information Systems Department at Nottingham University. Bill Maher, its Data Processing Officer, allocated her some project work and was delighted with the results.

Around this time a vacancy for an analyst-programmer arose due to expansion. When the post was advertised Marion applied but said she could only work part-time. When none of the other candidates interviewed proved suitable, the post was re-advertised as full or part-time.

As the most suitable applicant, Marion was offered a six-month contract on a trial basis. During her first three months, she has continued to extend her skills with employer sponsorship on two further short courses. In her words: "The course was a wonderful opportunity to restore my confidence and introduce me to the changes that have taken place in computers since I left 12 years ago. Without it, I feel it would have been more difficult obtaining a position in the computer field after such a time lapse. I have been very fortunate in finding part-time work which fits in so well with my family commitments."

What of the others? On the last day of the programme 11 completers met for a round—table discussion with the tutors and placement employers. Five were already in work or about to start. The others were busy applying for jobs, confident that they would be able to build on their course experience and contacts

More information about this type of programme, which runs in several localities, can be obtained from the Training Agency.

Tackling skill shortages together

Ideas for tackling skill shortages through HTNT can come from providers, industry or the TA itself. The following are two examples, one experimental, the other with a well-established track record.

An experimental course

Information technology based learning systems can satisfy many training needs but their growth is constrained by the shortage of designers. Professor Lewis of Lancaster University, which is one of the leading educational institutions in this field, recognised the problem and approached the Training Agency with a proposal to retrain graduates for this work. The TA agreed to fund up to 18 unemployed people on an experimental Master's degree programme lasting one year full-time.

To attract this type of TA support, courses must be original as well as new. The main innovation here is the large element of distance learning which might also be suitable for firms adding to employees' skills. In the meantime, around two dozen employers approached by the university offered to provide unemployed trainees with four-month work placements, which are an integral part of the programme.

The first batch of trainees began with one week's induction at the university in September 1989, then worked at home using new distance learning materials, with regular assignments to assess progress. Each participant has an Apple Macintosh computer with software, printer and a modem on loan from the university. This system allows electronic mailing and computer conferencing with tutors and other trainees. As the course director Peter Goodyear explained, it provides more rapid tutorial help and shared experience than traditional distance learning and reduces feelings of isolation. Three more residential periods provide joint tutorials and workshops, and access to university equipment.

All participants have graduate or professional qualifications and are aged early 20s to early 40s. They include a redundant manager and a teacher who regretfully quit the classroom after developing hearing problems.

Kim Andrews, a trainee on PCL's Certificate in Radio Journalism editing a programme. Photo: Poly of Central London

Diane King, who earlier gained a first class honours degree as a mature married student, spoke for many when she said that she saw HTNT as offering the kind of IT-related vocational training which, for those aged 30 or over, was so hard to find when job-hunting. All the people interviewed said they welcomed the chance to do course work at home at times which fitted with other commitments. Nevertheless, they were eagerly looking forward to their placement periods when they would have more direct contacts with others while working as members of multi-disciplinary teams helping to produce real training courseware.

Since this programme is experimental, the TA takes a particularly close interest in progress and trainee views as well as outcomes. With very few drop-outs and employers asking to meet participants during the first tutorial, prospects look encouraging.

An example of positive action

By the early 1980s some managers in broadcasting were concerned that very few of their creative staff were from the British ethnic minorities who form an important section of their audience. They addressed the problem by getting together with the Polytechnic of Central London and the then Manpower Services Commission to develop a positive action programme leading to a Certificate in Radio Journalism. Participants have generally come from Asian, Afro-Caribbean and Chinese backgrounds.

John Wilson, now the BBC's Controller of Editorial Policy, was one of those involved at an early stage. Although invited in a personal capacity rather than as a representative of the BBC, he could give an employer perspective on course content. For example, he suggested more emphasis on journalistic skills since many trainees had good presentational and technical skills but needed help on how to put their stories together. He also encouraged the polytechnic to approach BBC local radio for work placements for trainees and used part of his budget to fund a few participants on first jobs in the BBC. He says that as an external examiner he was able to spot individual talent and he takes a continuing interest in those he helped.

John Tulloch, the Polytechnic of Central London's principal lecturer in journalism who developed the one-year programme, believes that it fills a real need as opportunities in radio journalism continue to grow. Trainees' assignments use polytechnic facilities which mirror those in the industry. John also organises two short work attachments for each trainee in Independent or BBC Radio or organisations, for example the Central Office of Information. He explained that this is a field where proving ability as a freelance is often important and work placements help provide contacts as well as skills. As many former trainees keep in touch, he has seen their careers develop and is kept up to date with industry trends.

The photograph shows current trainees. If recent experience is a guide, the majority will soon be making use of their skills in the labour market. Over half are likely to be in relevant full-time work after six months and looking to follow earlier participants into jobs such as assistant producer, or senior sub-editor on a news programme.

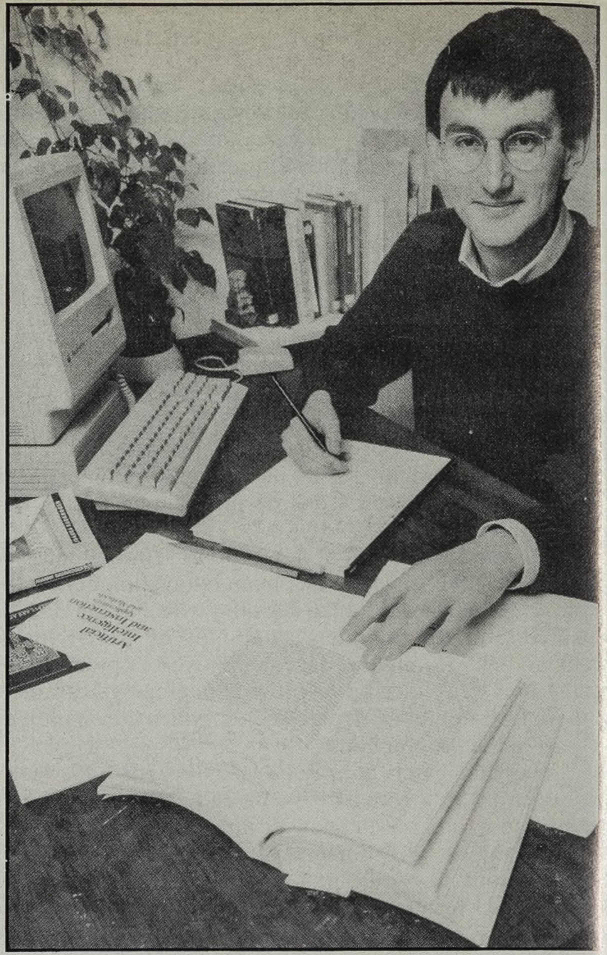
HTNT outcomes

As stated at the beginning, High Technology National Training's prime objective is to help relieve national skill shortages through retraining suitably qualified unemployed people. Ongoing and occasional special evaluations focus on outcomes to judge how well this objective is achieved. They also provide facts on operations, views and suggestions for improvements from the trainees, providers and employers directly involved in the programme. Informal discussions with providers, employers and representative organisations also ensure that the programme is not static, but develops to meet current needs.

Careful selection procedures, and well designed provision ensure that a high proportion of starters complete, gain their qualifications and find relevant work. Experience of the previous programmes, from which HTNT was developed, suggest at least 80 per cent of completers should find relevant jobs, and improve their career prospects and job satisfaction. Moreover, the evaluation of off-the-job skills training reported in a recent *Employment Gazette* article[1], suggested that retraining significantly improved older unemployed workers, chances of getting new jobs. Further evaluation of HTNT is now under way.

Although many participants differ in age or background from typical recruits, employer satisfaction is also generally high.

A recently published evaluation of the experimental strand confirmed that HTNT graduates, many of whom started from a lower academic base than typical entrants to Masters' degrees, were just as capable as more traditional recruits.[2] ■



Rob Gach, an HTNT trainee on the experimental course at Lancaster University working with course material in his home.

[1] Effectiveness of adult off-the-job skills training, pp 143–149 *Employment Gazette* March 1990.

[2] *The Experimental Programme in Higher Education: Getting Results* (free from Room W403, Training Agency, Moorfoot, Sheffield S1 4PQ).

If you would like to know more, or offer views about High Technology National Training, TA staff would be pleased to hear from you. They may be contacted by writing to HE4, Room W403, Training Agency, Moorfoot, Sheffield S1 4PQ, or by telephoning Sheffield (0742) 594034.

Labour Market Data

Contents

Publication dates of main economic indicators 1990

Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes	Retail Prices Index	Tourism
July 19, Thursday	July 13, Friday	August 1, Wednesday
August 16, Thursday	August 17, Friday	August 29, Wednesday
September 13, Thursday	September 14, Friday	

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

Unemployment and vacancies: 071-273 5532.
Retail Prices Index: 0923 815281 (Ansafone Service).
Tourism: 071-273 5507
Employment and hours: 0928 715151 ext. 2570 (Ansafone Service).
Average Earnings Index: 0923 815208/815214

Commentary

Trends in labour statistics

Summary

The number of employees employed in the manufacturing industry in Great Britain is estimated to have fallen by 11,000 in April 1990. Employment in this sector remains on a downward trend. The numbers have fallen in 12 out of the latest 14 months and the April employees in manufacturing total is the lowest since January 1988. Over the year to April 1990, the number of employees in manufacturing fell by 45,000 compared with a rise of 32,000 in the previous 12 months.

The workforce in employment in the United Kingdom increased by 150,000 in the fourth quarter of 1989 contributing to an overall increase of 728,000 in the year to December 1989. This continues the upward trend of the past six years but is the lowest annual increase since the year to September 1987.

Unemployment in the UK (seasonally adjusted) rose by 4,400 between April and May to 1,611,000 following an increase of 2,200 in April (the first rise since July 1986). The level in May was 1,522,100 lower than at its peak in July 1986. The unemployment rate in May was 5·7 per cent of the workforce, an increase of 0·1 percentage point since April.

The underlying rate of increase in average earnings in Great Britain for the whole economy in the year to April 1990 was 9½ per cent (provisional estimate). This is the fourth successive month in which the underlying annual rate has been at 9½ per cent.

Latest productivity figures for manufacturing show that output per head in the sector in the three months ending April 1990 was just over 1 per cent higher than in the three months ending April 1989. Unit wage costs in manufacturing in the three months to April 1990 were 8 per cent higher than in the same period a year earlier.

It is provisionally estimated that 5·1 million working days were lost through stoppages of work due to industrial disputes in the 12 months to April 1990. This compares with 2·9 million days lost in the previous 12 months and an annual average over the ten year period ending April 1989 of 9·0 million days.

Overseas residents made an estimated 1,200,000 visits to the United Kingdom in March 1990, while United Kingdom residents made about 1,920,000 visits abroad.

Economic background

The preliminary output-based estimate of *Gross Domestic Product* (GDP) suggests that output of the whole economy in the first quarter of 1990 was ½ per cent higher than in the previous quarter and 1½ per cent higher than in the first quarter of 1989.

Output of the production industries in the three months to April 1990 is provisionally estimated to have increased by ½ per cent compared with the previous three months and was also ½ per cent higher than in the corresponding period a year earlier.

Manufacturing output in the three months to April 1990 was 1 per cent higher than in the previous three months and ½ 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' industries, and of 1 per cent in the output of the engineering and allied industries and of food, drink and tobacco. The output of textiles and clothing fell by 1 per cent and of 'other minerals' by 3 per cent. The output of the metals industry and the chemicals industry showed little change.

Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since July 1988. Although in the three months to April 1990, total output was unchanged compared with the previous three months and little changed on the same period a year earlier, it was 12 per cent lower than in the second quarter of 1988.

Revised estimates suggested that in the fourth quarter of 1989 *consumers' expenditure* was £68·1 billion (at 1985 prices and seasonally adjusted), 1½ per cent above the level of spending in the third quarter of 1989 and 2½ per cent above the same period in 1988.

The provisional May 1990 estimate of the volume of *retail sales* showed a rise over the level for April. Over the period March to May 1990, sales were ½ per cent higher than in the previous three months (after seasonal adjustment) and 1¼ per cent higher than in the same period a year earlier.

New *credit advanced to consumers* in April 1990 (excluding loans by banks on personal accounts, by insurance companies and by retailers) was estimated to have been £3·7 billion (seasonally adjusted), unchanged from February and March 1990 and close to the average level since October 1989. *Total consumer credit* outstanding at the end of the first quarter of 1990 is estimated to have been £47·3 billion (seasonally adjusted), £1·1 billion more than at the end of the fourth quarter of 1989.

Fixed investment (capital expenditure) in the fourth quarter of 1989, at 1985 prices, was about ½ per cent lower than in the third quarter but over 1½ per cent higher than a year earlier. Provisional estimates for fixed investment *by the manufacturing industries* (including leased assets and seasonally adjusted) for the first quarter of 1990 indicate a level of manufacturing investment 1 per cent higher than in the previous quarter and 9 per cent higher than in the first quarter of 1989.

The provisional estimate of *stockbuilding by manufacturers, wholesalers and retailers* for the first quarter of 1990 (at 1985 prices and seasonally adjusted) indicates a fall of £109 million from the fourth quarter of 1989. Manufacturers increased their stocks by £95 million following a reduction of £612 million in the previous quarter. Wholesalers' stocks fell by £141 million following a reduction of £72 million in the previous quarter and retailers'stocks fell by £63 million following a fall of £20 million. Energy and water supply figures for the first quarter are not available but a revised fourth quarter of 1989 estimates indicates an increase over the third quarter of £28 million in stockbuilding in those industries.

The *current account of the balance of payments* in the three months to April 1990 is estimated to have been in deficit by £5·2 billion, little changed on the deficit in the previous three months.

Visible trade in the three months to April 1990 was in deficit by £5·2 billion, compared with £4·7 billion in the previous three months. The surplus on trade in oil was £0·5 billion in the three months to April while the deficit on non-oil trade rose by £0·5 billion to £5·8 billion.

The *volume of exports* in the three months to April 1990 was ½ per cent higher than in the previous three months and 13 per cent higher than a year earlier. *Import volume* in the three months to April was 3 per cent higher than in the previous three months and 5 per cent higher than a year earlier.

Sterling's effective *Exchange Rate Index* (ERI) for May 1990 was 1 per cent higher than in April at 88·0 (1985=100). The currency rose by 2½ per cent against the $US and by 1 per cent against the Deutschemark but fell by ½ per cent against the Japanese Yen. ERI was 6½ per cent lower than in May 1989; over the period sterling fell by 12 per cent against the Deutschemark, but rose by 3 per cent against the $US and 15 per cent against the Yen.

The UK *base lending rate* has remained at 15 per cent since October 5, 1989. After falling to a trough of 7½ per cent in May 1988 it had risen from that level to reach 14 per cent by May 24, 1989.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in May 1990 is provisionally estimated to have been £1·7 billion, bringing the total for the first two months of 1990–91 to £3·8 billion. In the first two months of 1989–90 the PSBR was minus £0·7 billion (that is a net repayment). Privatisation proceeds were close to zero in May. The PSBR excluding privatisation proceeds is provisionally estimated at £3·8 billion in the first two months of 1990–91, compared with £1·0 billion in the first two months of 1989–90.

Employment

New figures are available for *employees in the manufacturing* and *production industries* in Great Britain in April 1990. There is a small revision to the December 1989 estimate of employees in service industries, following the receipt of late information.

New figures this month indicate that the number of *employees employed in manufacturing industry* in Great Britain fell by an estimated 11,000 in April 1990. The numbers have fallen in 12 out of the latest 14 months and the April employees in manufacturing total is now the lowest total since January 1988. Over the year to April 1990, the total fell by 45,000 compared with a rise of 32,000 in the previous 12 months.

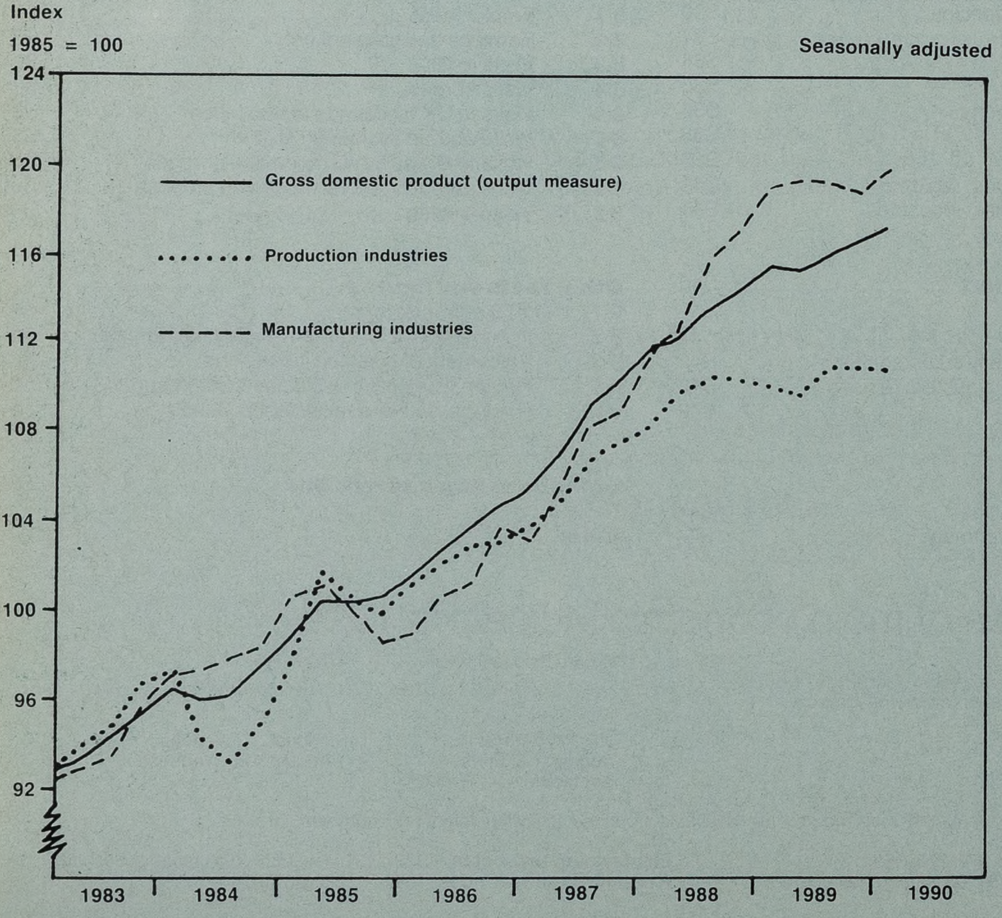
The number of employees in the *energy and water supply industries* in Great Britain in April rose slightly by 1,000 in April to 459,000. There has been very little change in employment in these industries over the past seven months.

The *United Kingdom workforce in employment* (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) increased by 150,000 in the fourth quarter of 1989. This continued the upward trend of the past six years but the increase of 728,000 in the year to December 1989 was noticeably lower than that of 785,000 in the year to December 1988. The annual rate of increase has been falling since March 1989 and the latest annual increase is the lowest since the year to September 1987 (661,000).

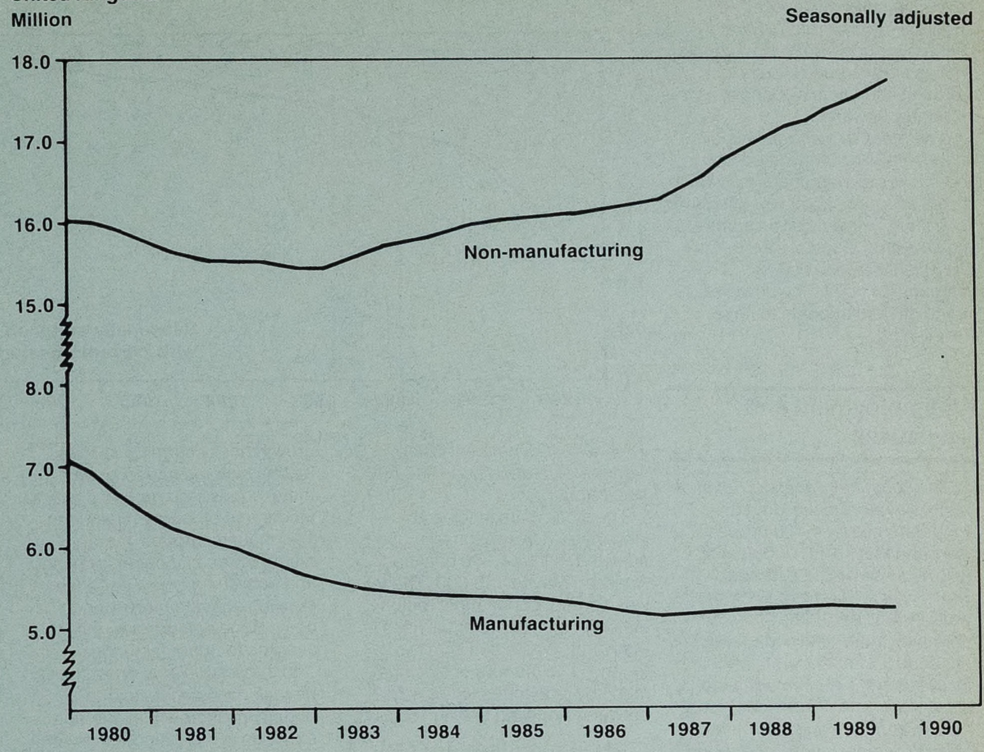
Overtime working by operatives in manufacturing industries in Great Britain rose to 12·89 million hours in April 1990. This is the highest level since November 1989. The downward trend seen in overtime hours during 1989 appears to be levelling off.

The number of hours lost through *short-time working* in manufacturing industries in Great Britain was 0·38 million hours per

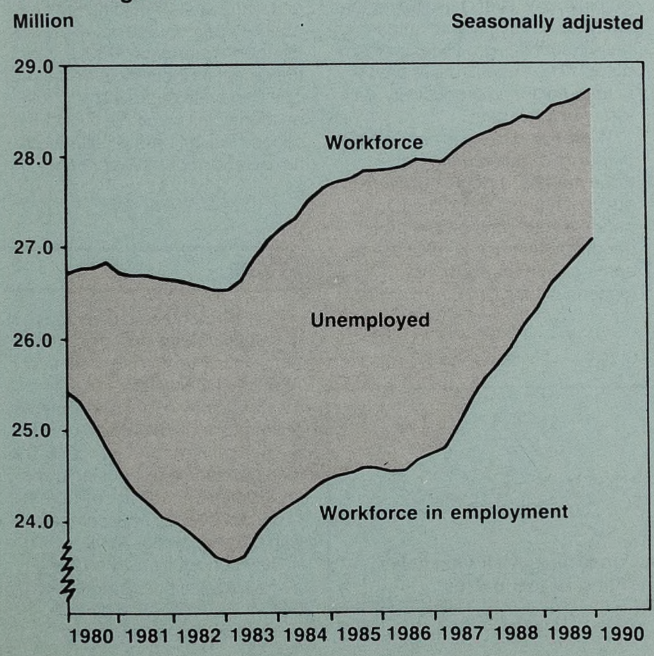
OUTPUT INDICES: United Kingdom



MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



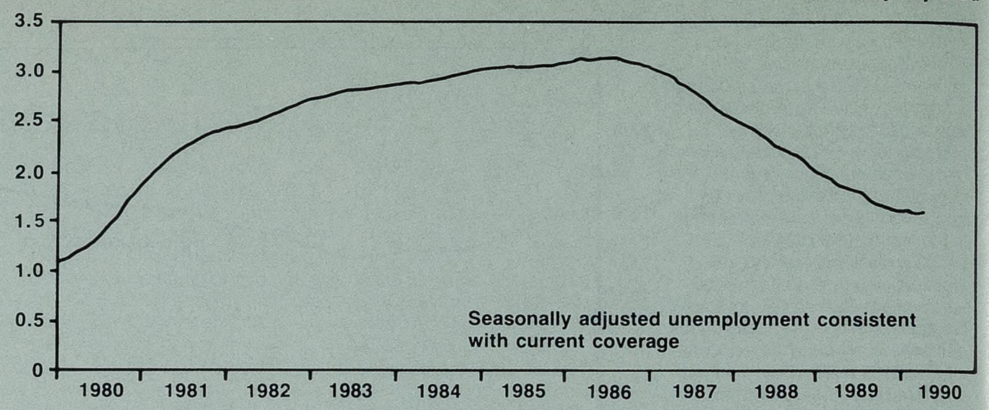
WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom



week in April 1990 compared with 0·43 million in March and the exceptionally high level of February (0·61 million). Monthly figures include erratic movements; however the trend in hours lost through short time working is probably upwards.

The *Index of average weekly hours* (1985=100) worked by operatives in manufacturing (which takes account of hours of overtime and short time as well as normal basic hours) stood at 99·9 in April 1990, an increase of 0·3 percentage point. The downward trend of 1989 appears to have levelled off.

UNEMPLOYMENT: United Kingdom



Unemployment and vacancies

The *seasonally adjusted level of unemployment* in the United Kingdom rose by 4,400 between April and May to 1,611,000 and follows a rise of 2,200 in April, which was the first rise since the peak in July 1986. The unemployment rate in May was 5·7 per cent of the workforce, an increase of 0·1 percentage point since April.

Between April and May Unemployment increased among both men and women in the South East (excluding Greater London), East Anglia and the South West. Male unemployment increased in Greater London, the West Midlands, East Midlands, the North and Wales and remained unchanged in the North West and Northern Ireland. However, there were further falls in both male and female unemployment in Yorkshire and Humberside and in Scotland, although in the former case this was much smaller than the falls seen a few months ago. In the North West and Northern Ireland the falls in female unemployment led to net falls in total unemployment.

Over the 12 months to May the seasonally adjusted unemployment rate fell in all regions of the UK except East Anglia—which increased by 0·1 percentage points. The largest fall in the rate over this period was in the North (1·9 percentage point). The fall in the UK rate in the year to May was 0·8 percentage point.

The unadjusted total of unemployment claimants in the United Kingdom in May was 1,579,000 (5·5 per cent of the workforce), a decrease of 47,800 since April.

The stock of vacancies at jobcentres (UK seasonally adjusted) fell by 4,300 between April and May to 195,000. The fall was spread among most regions, although there were small rises in the North, Wales and Northern Ireland. The number of placings made by jobcentres fell by 4,500 between April and May to 150,500.

Average earnings

The underlying rate of increase in *average earnings* in the year to April 1990 was 9½ per cent provisional estimate). This is unchanged from the rate for the year to March and the fourth successive month at 9½ per cent.

In the *production industries* and, within this sector, in *manufacturing*, the provisional underlying increases in average earnings in the year to April were both unchanged from March at 9¾ per cent and 9½ per cent respectively. Within manufacturing, trend rates of growth of earnings vary considerably between industries. Earnings growth at above 10 per cent a year has been recorded for the chemical industry, motor vehicle manufacture, and the manufacture of other transport equipment. Growth rates close to the 9½ per cent average are found in mechanical, instrument, electrical and electronic engineering and in the food industry. Below average earnings growth has occurred in textiles, leather clothing and footwear, metal goods, and rubber, plastics, timber and other manufacturing. Two industry groups, metal manufacture and paper, printing and publishing, show earnings growing at a rate more than 3 percentage points below the average for manufacturing.

In the *service industries*, the provisional estimate for the underlying increase in average earnings in the 12 months to April was 9 per cent, unchanged from the rate of increase in the year to March but ¼ percentage point below the rate recorded in February. This decrease was the result of substantially lower bonus payments in March and April which more than offset the increase due to settlements.

Productivity and unit wage costs

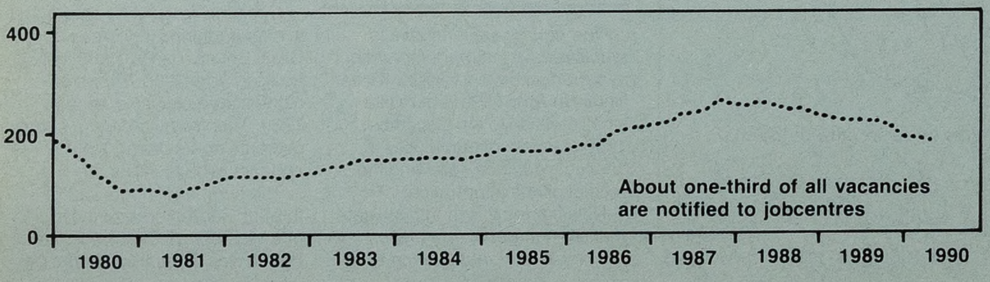
In the three months ending April 1990, *manufacturing output* was ½ per cent above the level for the corresponding period of 1989. With employment levels falling over the last year, *productivity* in output per head terms has grown faster than output. The annual rate of growth of manufacturing productivity was just over 1 per cent.

Wages and salaries per unit of output in manufacturing in the three months to April 1990 were 8 per cent higher than in the same period a year earlier. Over that period the average level of actual earnings in manufacturing (seasonally adjusted) grew by 9¼ per cent but this was offset by the increase in productivity of just over 1 per cent. The trend rate of growth of unit wage costs is currently assessed as 7½–8 per cent.

Productivity figures for the *whole economy* show that *output per head* in the fourth quarter of 1989 was ½ per cent lower than in the same quarter of 1988. Output rose by 2 per cent in the year to the fourth quarter of 1989, but this was accompanied by a 2½ per cent increase in the employed labour force. It is estimated that the growth in output and productivity would have been about ¼ percentage point higher in the fourth quarter of 1989 but for the loss of output due to the interruptions in the North Sea oil industry.

Unit wage cost figures for the *whole economy* for the fourth quarter of 1989 show an increase of 9¼ per cent over the fourth quarter of 1988. This resulted from an 8¾ per cent increase in seasonally adjusted average earnings (slightly below the 9¼ per cent underlying rate), and a ½ per cent decrease in whole economy productivity. The rate of growth of unit wage costs would have been about ¼ percentage point lower in the fourth quarter of 1989, but for the recent oil industry interruptions. The trend rate of growth of whole economy unit wage costs over the second half of 1989 is estimated to have been about 9½ per cent.

JOBCENTRE VACANCIES: United Kingdom



Prices

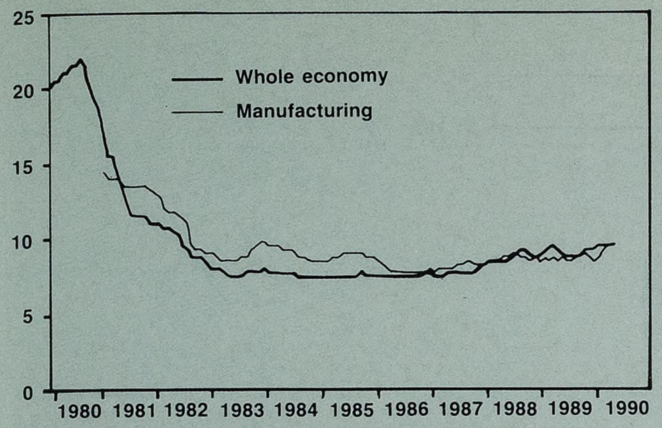
The 12-month rate of increase in the *Retail Prices Index* rose to 9·7 per cent in May from 9·4 per cent in April, the highest since March 1982. Excluding mortgage interest payments the annual rate rose to 8·1 per cent from 7·9 per cent. The index excluding all housing costs showed an annual rate of increase of 6·7 per cent for May compared with 6·3 per cent for April.

Between April and May the overall level of prices increased by 0·9 per cent reflecting price increases for a wide range of goods and services. The main contributions to this May's rise included further sharp increases in the prices of food and higher prices for alcohol and tobacco which partly reflected residual effects of the Budget increases in excise duties. A rise in the index for mortgage interest payments largely reflected a continuing increase in the average outstanding mortgage debt, although there were some residual effects of the latest rise in interest rates. There were also further phases of this year's increases in charges for electricity and gas, and increases in the cost of purchasing and maintaining motor vehicles.

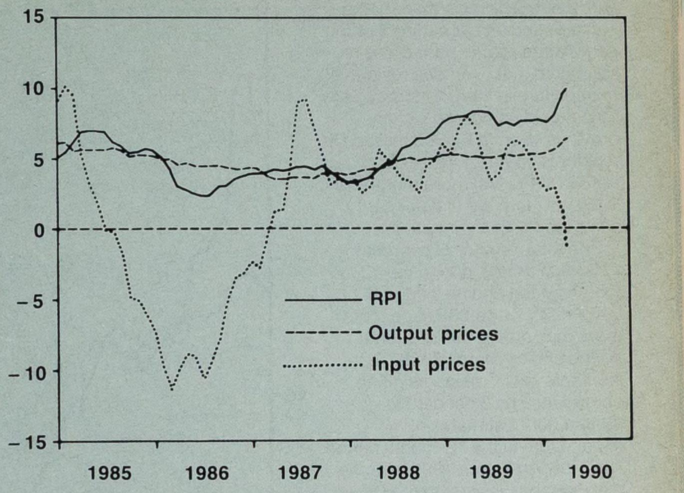
The annual rate of increase in the *Tax and Prices Index* rose to 8·1 per cent in May from 7·7 per cent for April.

The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 6·2 per cent for May, compared with an increase of 6·1 per cent for April. There was a fall of 1·2 per cent in the index of prices of materials and fuels purchased by manufacturing industry over the 12 months to May, largely due to lower prices for metals and electricity.

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



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



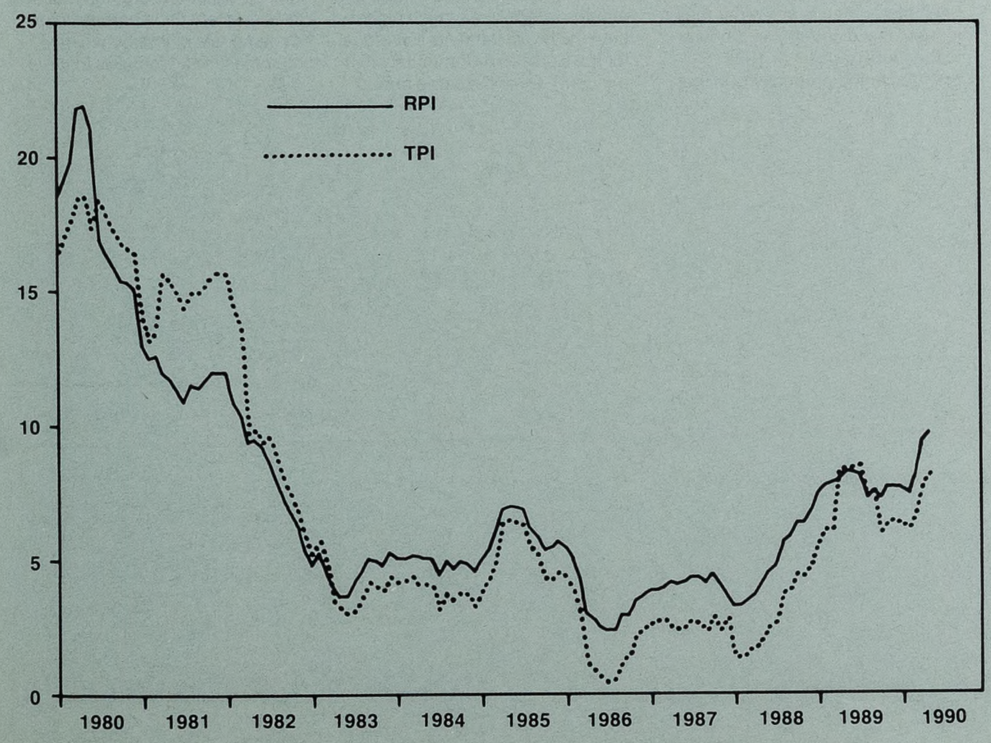
Industrial disputes

It is provisionally estimated that 82,000 *working days* were *lost through stoppages of work* due to industrial disputes in April 1990. The largest elements in this figure relate to 18,000 working days lost in public administration and education, 16,000 in mechanical engineering and 16,000 in the 'other transport equipment' grouping. This April figure of 82,000 working days lost compares with 219,000 days lost in March 1990, 106,000 in April 1989 and an average of 578,000 for April during the ten-year period 1980 to 1989.

In the 12 months to April 1990 a provisional total of 5·1 million working days lost were compared with 2·9 million days in the previous 12 months and an annual average over the ten-year period ending April 1989 of 9·0 million days. Included in the figure for the latest 12 month period are 2·0 million days lost in the NALGO dispute.

During the 12 months to April 1990 a provisional total of 645 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 729 stoppages in the 12-months to April 1989 and an annual average in the ten-year period ending April 1989 of 1,235.

RPI AND TPI: United Kingdom, increases over previous year



Overseas travel and tourism

It is provisionally estimated that there were 1,200,000 *visits to the UK* by overseas residents in March 1990, which was 11 per cent less than in March 1989, with a particularly sharp fall of 21 per cent in visits from Western Europe. This was probably because Easter was in April this year but in March in 1989. Visits from North America and other parts of the world were up by 14 per cent and 10 per cent respectively. Of the total, 740,000 were by residents of Western Europe, 250,000 by residents of North America and 210,000 by residents of other parts of the world.

UK residents made 1,920,000 *visits abroad* in March 1990, 7 per cent less than in March 1989 with a sharp fall of 29 per cent in visits outside North America and Western Europe. The majority of visits, 1,610,000, were to Western Europe while 130,000 were to North America and 180,000 to other parts of the world.

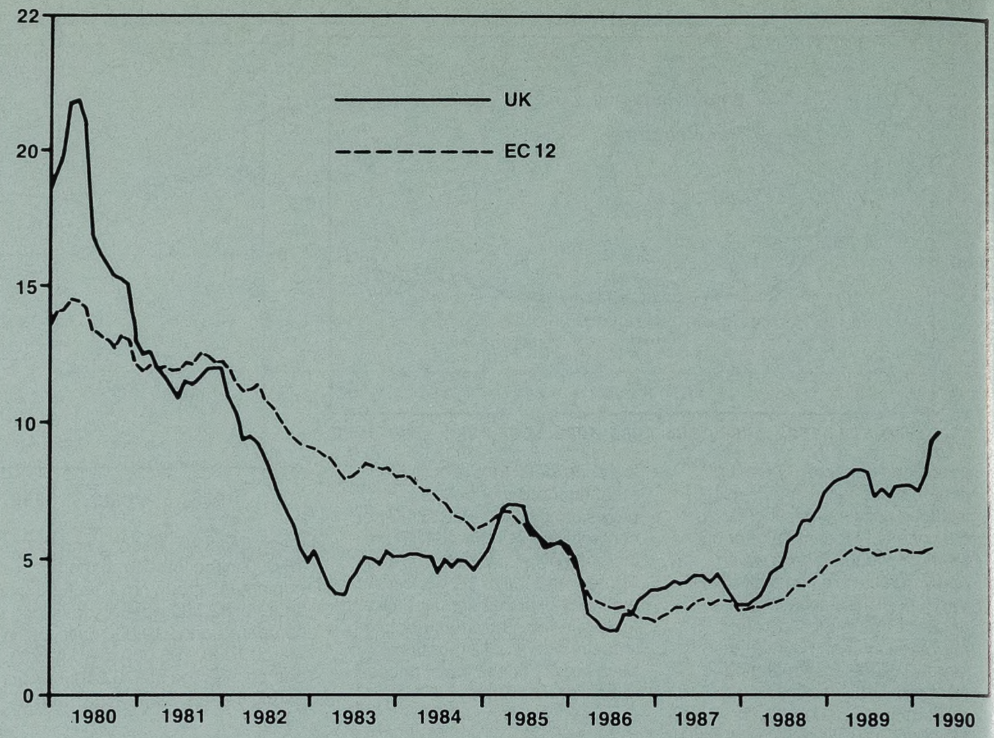
Overseas residents spent an estimated £460 million in the UK in March, while UK residents spent £635 million abroad. This resulted in an estimated deficit of £175 million on the *travel account of the balance of payments* for the month.

During the first quarter of 1990 overseas visitors to the UK increased in number by 4 per cent compared with the same period of

1989 to 3,510,000. On the other hand, the number of visits by UK residents going abroad during the first quarter of 1990 at 5,270,000 was 3 per cent lower than for the same period a year earlier. For the same three-month period, it is estimated that overseas residents' expenditure in the UK increased by 10 per cent compared with the previous year, to £1,305 million.UK residents spent £1,725 million abroad in the first three months of 1990, an increase of 8 per cent compared with a year earlier.

The total number of overseas visitors to the UK during the 12-month period ending in March 1990 was 17,440,000, 6 per cent more than during the 12-month period ending March 1989. Numbers of UK residents going abroad rose by 3 per cent to 30,690,000. Estimates of expenditure in the 12-month period April 1989 to March 1990 indicate that overseas visitors to the UK spent £6,985 million, 10 per cent more than in the period April 1988 to March 1989. In the same period UK residents spent an estimated £9,445 million on visits abroad, 12 per cent more than in the previous 12 months.

CONSUMER PRICES INDICES: Increases over previous year
Per cent



International comparisons

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

Latest figures from the International Monetary Fund show that in 1989 the United Kingdom's *manufacturing productivity* growth was greater than in Canada, the United States, Italy and France, and about the same as in Germany, but less than in Japan. Since 1980, which marked the end of the period of slower growth experienced by most countries in the 1970s, growth in the UK's manufacturing productivity, at about 5¼ per cent a year, has been faster than in any other major industrialised country. In the year to the fourth quarter of 1989 manufacturing productivity in the United Kingdom, France, Italy, the United States and Japan rose by about 2 per cent, while there was no change in Canada and a 3 per cent increase in West Germany. Because of a relatively high rate of earnings growth unit wage costs are, however, rising faster in the United Kingdom than in most major industrialised countries.

The rise of 9·4 per cent in the *Retail Prices Index* over the 12 months to April was much higher than the provisional April average for the European Community (5·4 per cent). Over the same period consumer prices increased in France by 3·2 per cent (provisional), and in Germany by 2·3 per cent, while outside the EC, consumer prices rose by 4·7 per cent in the United Stated, 5·0 per cent in Canada and 2·4 per cent in Japan (provisional).

It should be noted that these comparisons can be affected by variations in the way national indices are compiled. For example, the treatment of owner occupiers' shelter costs differs between countries (see footnotes to *table 6·8*).

BACKGROUND ECONOMIC INDICATORS* 0·1

UNITED KINGDOM

Seasonally adjusted

	GDP average measure[2,15]		Output: GDP[3,4,15]		Output: Index of output UK: Production industries[1,5,15]		Output: Index of output UK: Manufacturing industries[1,6]		Index of production OECD countries		Income: Real personal disposable income		Income: Gross trading profits of companies[7]	
	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	£ billion	%
1984	96·2	1·7	96·5	2·7	94·9	..	97·6	..	..	..	97·1	..	27·5	
1985	100·0	4·0	100·0	3·6	100·0	5·4	100·0	2·5	100·0	..	100·0	3·0	36·7	33·5
1986	103·3	3·3	103·2	3·2	102·3	2·3	101·2	1·2	101·1r	1·1	104·0	4·0	42·1	14·7
1987	107·9	4·5	108·0	4·7	105·7	3·3	106·5	5·2	104·9	3·8	107·4	3·3	47·8	13·5
1988	112·8	4·5	113·1	4·7	109·7	3·8	114·3	7·3	110·8	5·6	113·1	5·3	58·1	21·5
1989	115·4	2·3	116·0	2·6	110·2R	0·5	119·3R	4·4	114·9	3·7	118·5	4·8	61·5	5·9
1989 Q1	114·9	3·0	115·6r	3·4	110·0	1·6	119·2	6·9	113·7r	4·5	117·0	4·7	15·9	16·9
Q2	114·7	2·3	115·4	2·7	109·5r	–0·1	119·5r	6·0	114·7	4·4	117·7	5·7	15·9	18·7
Q3	115·5	1·7	116·1	2·1	110·6	0·2	119·4	3·1	115·1	3·1	119·2	5·0	14·7	–1·3
Q4	116·3	2·0	116·8	2·0	110·6	0·4	118·9	1·5	115·5	2·5	120·3	3·9	15·1	–6·2
1990 Q1	..	..	117·3P	1·5	110·5	0·5	119·9	0·6	115·7	1·8	..	..	..	..
1989 Oct	..	..	..	..	110·7r	0·4	118·8r	2·6	115·0r	2·9	..	..	..	..
Nov	..	..	..	..	110·3	0·1	118·2	1·7	115·4	2·6	..	..	..	..
Dec	..	..	..	..	110·9	0·4	119·8	1·5	116·1	2·5	..	..	..	..
1990 Jan	..	..	..	..	110·3	0·4	119·7	1·0	115·4	2·0	..	..	..	..
Feb	..	..	..	..	109·6	0·3	118·9	0·6	115·4	1·9	..	..	..	..
Mar	..	..	..	..	111·8	0·5	121·1	0·6	116·2	1·8	..	..	..	..
Apr	..	..	..	..	112·3	0·5	121·0	0·7	..	..	..	..	..	..

	Expenditure: Consumer expenditure 1985 prices		Expenditure: Retail sales volume[1]		Expenditure: Fixed investment[8]: All industries 1985 prices		Expenditure: Fixed investment[8]: Manufacturing industries 1985 prices[6,9]		Expenditure: General government consumption at 1985 prices		Expenditure: Stock changes 1985 prices[10]	Base lending rates † [11]	Effective exchange rate † [1,12]	
	£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	1985 = 100	%
1984	209·2	1·8	95·5	3·6	42·5	10·6	8·9	18·7	73·9	1·0	1·11	9·5–9·75	100·6	–4·5
1985	217·0	3·7	100·0	4·7	45·5	7·0	10·3	15·7	73·9	—	0·62	12	100·0	–0·6
1986	229·4	5·7	105·3	5·3	45·7	0·4	9·7	–5·8	75·3	1·9	0·75	11	91·5	–8·5
1987	243·1	6·0	111·5	5·9	49·9	9·2	10·1	4·1	76·1	1·1	1·18	11	90·1	–1·5
1988	260·2	7·0	119·2	6·9	56·8	13·8	11·3	11·9	76·4	0·4	3·92	10·25–10·5	95·5	6·0
1989	270·0	3·8	121·8	2·2	61·0	7·4	12·0	6·2	76·8	0·5	3·22	13·75–14	92·6	–3·0
1989 Q1	67·0	4·7	121·3	3·7	15·1	13·5	2·8	—	19·1	–0·5	1·83	13	97·1	3·9
Q2	67·6	5·3	121·9	2·7	15·2	8·6	3·1	6·9	19·1	—	0·94	13·5–13·75	93·6	–3·1
Q3	67·3	2·9	121·6	1·2	15·4	–0·6	3·1	6·9	19·3	2·1	1·09	14	91·7	–3·7
Q4	68·1	2·4	122·3	1·1	15·3	2·0	3·1	10·7	19·3	0·5	–0·64	15	88·1	–8·9
1990 Q1	..	..	123·1	1·5	..	..	3·1	10·7	..	..	..	15	88·1	–9·3
1989 Nov	..	..	121·6	1·2	..	..	..	..	..	..	..	15	87·9	–6·4
Dec	..	..	123·2	1·1	..	..	..	..	..	..	..	15	86·5	–8·9
1992 Jan	..	..	122·1	1·5	..	..	..	..	..	..	..	15	87·9	–10·3
Feb	..	..	124·8	2·2	..	..	..	..	..	..	..	15	89·6	–9·8
Mar	..	..	122·6	1·5	..	..	..	..	..	..	..	15	87·0	–9·3
Apr	..	..	124·0	1·7	..	..	..	..	..	..	..	15	87·1	–8·6
May	..	..	125·4P	1·3	..	..	..	..	..	..	..	15	88·0	–8·2

	Visible trade: Export volume[1]		Visible trade: Import volume[1]		Balance of payments: Visible balance	Balance of payments: Current balance	Competitiveness: Normal unit labour costs[13]		Prices: Tax and price index†[14]		Prices: Producer prices index†[6,14]: Materials and fuels		Prices: Producer prices index†[6,14]: Home sales	
	1985 = 100	%	1985 = 100	%	£ billion	£ billion	1985 = 100	%	Jan 1987 = 100	%	1985 = 100	%	1985 = 100	%
1984	94·7	8·1	96·9	11·4	–5·2	1·9	99·3	–2·7	91·3	3·9	..	..	95·0	..
1985	100·0	5·6	100·0	3·2	–3·1	3·2	100·0	0·7	96·1	5·3	100·0	..	100·0	5·3
1986	104·0	4·0	107·1	7·1	–9·4	0·0	95·2	–4·8	97·9	1·9	92·4	–7·6	104·3	4·3
1987	109·2	5·0	114·5	6·9	–10·9	–4·4	97·1	2·0	100·4	2·6	95·3	3·1	103·3	–1·0
1988	110·9	1·6	129·8	13·4	–20·8	–15·0	108·8	12·0	103·3	2·9	98·4	3·2	113·2	9·6
1989	117·0	5·5	139·9	7·8	–23·1	–19·1r	110·7	1·7	110·6	7·1	104·0	5·7	119·0	5·1
1989 Q1	112·8	5·0	140·5	15·8	–6·0	–4·2r	113·9	8·4	107·9	6·0	102·8	6·1	116·8	5·2
Q2	113·5	–0·1	140·2	9·4	–6·3	–4·6	112·0	1·9	110·4	8·3	104·4	6·7	118·2	5·0
Q3	117·2	3·9	141·0	5·1	–6·4	–6·0	110·6	1·9	111·6	7·8	103·1	4·4	119·7	5·1
Q4	124·4	13·4	138·0	1·8	–4·4	–4·2	106·4	–4·8	112·5	6·2	105·8	5·7	121·2	5·2
1990 Q1	124·8	10·6	146·5	4·3	–5·5	–4·7	..	..	114·8	6·4	105·7	2·8	123·1	5·4
1989 Nov	121·9	10·1	140·4	4·5	–1·8	–2·0	..	..	112·8	6·7	105·7	5·9	121·2	5·1
Dec	128·4	13·4	134·2	1·7	–0·9	–1·2	..	..	113·1	6·2	107·7	5·7	121·5	5·2
1990 Jan	125·3	11·3	150·2	2·8	–2·0	..	..	..	113·9	6·4	107·4	4·7	122·5	5·2
Feb	124·3	13·2	139·5	1·7	–1·4	..	..	..	114·7	6·3	104·6	3·7	123·0	5·2
Mar	124·9	10·6	149·8	4·3	–2·1	..	..	..	115·9	6·4	105·1	2·8	123·8	5·4
Apr	128·2	13·4	148·6	5·0	–1·8	..	..	..	118·2	6·9	104·5P	1·9	125·0P	5·6
May	..	..	..	..	..	..	..	..	119·4	7·5	103·4P	0·6	125·6P	5·9

P=Provisional
R=Revised
r=Series revised from indicated entry onwards.
Data values from which percentage changes are calculated may have been rounded.
* For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† Not seasonally adjusted.

(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
(2) For description of this measure see *Economic Trends*, October 1988, p 79.
(3) 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, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.
(9) Including leased assets.
(10) Value of physical increase in stocks and work in progress.
(11) Base lending rate of the London clearing banks on the last Friday of the period shown.
(12) Average of daily rates.
(13) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends*, February 1979, p 80.
(14) Annual and quarterly figures are averages of monthly indices.
(15) UK energy sector output (and hence the index of output for production industries and the output-based and average estimates of GDP) has been affected since July 1988 by interruptions to oil extraction, starting with loss of production from Piper Alpha.

1·1 EMPLOYMENT Workforce‡

THOUSAND

Quarter	Employees in employment*: Male	Female	All	Self-employed (with or without employees)†	HM Forces**	Work related govt. training programmes††	Workforce in employment‡‡	Workforce‡
UNITED KINGDOM Unadjusted for seasonal variation								
1987 Dec	11,878	10,156	22,035	2,923	317	366	25,641	28,337
1988 Mar	11,896	10,123	22,019	2,954	317	343	25,633	28,225
June	11,972	10,299	22,272	2,986	316	343	25,916	28,256
Sept	12,051	10,418	22,469	3,049	315	369	26,203	28,514
Dec	11,990	10,600	22,591	3,113	313	408	26,425	28,472 §
1989 Mar	11,954	10,623	22,577	3,177	312	448	26,514	28,474 §
June	11,975	10,770	22,745	3,241	308	462	26,756	28,499 §
Sept	12,033	10,871	22,904	3,276	308	468	26,957	28,660 §
Dec	12,021	11,058	23,079 R	3,311	306	456	27,152 R	28,791 R §
UNITED KINGDOM Adjusted for seasonal variation								
1987 Dec	11,864	10,092	21,956	2,923	317	366	25,562	28,242
1988 Mar	11,942	10,183	22,125	2,954	317	343	25,739	28,305
June	11,976	10,289	22,265	2,986	316	343	25,909	28,334
Sept	12,001	10,434	22,435	3,049	315	369	26,168	28,423
Dec	11,977	10,536	22,513	3,113	313	408	26,347	28,391
1989 Mar	11,995	10,679	22,674	3,177	312	448	26,611	28,534
June	11,979	10,761	22,740	3,241	308	462	26,751	28,564
Sept	11,984	10,888	22,872	3,276	308	468	26,925	28,619
Dec	12,007 R	10,994	23,002	3,311	306	456	27,075	28,711 R

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 1987 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (*Employment Gazette*, October 1989, p 560). For all dates individuals with two jobs as employees of different employers are counted twice.
† Estimates of the self-employed up to mid-1989 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1989. The provisional estimates from September 1989 are based on the assumption that the average rate of increase betweeen 1981 and 1989 has continued subsequently. A detailed description of the current estimates is given in the article on page 220 of the April 1990 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*: Male: All	Male: Part-time	Female: All	Female: Part-time	All	Self-employed (with or without employees)	HM Forces**	Work related govt training programmes††	Workforce in employment‡‡	Workforce‡
GREAT BRITAIN Unadjusted for seasonal variation										
1987 Dec	11,610	920	9,915	4,244	21,525	2,863	317	356	25,062	27,637
1988 Mar	11,627	909	9,881	4,177	21,509	2,895	317	334	25,054	27,529
June	11,702	919	10,057	4,232	21,760	2,926	316	335	25,336	27,561
Sept	11,781	889	10,174	4,218	21,955	2,990	315	359	25,619	27,815
Dec	11,720	903	10,353	4,346	22,073	3,054	313	398	25,837	27,776 §
1989 Mar	11,685	901	10,377	4,345	22,062	3,118	312	438	25,930	27,781 §
June	11,707	916	10,524	4,395	22,231	3,182	308	452	26,172	27,811 §
Sept	11,765	890	10,625	4,393	22,390	3,217	308	456	26,371	27,967 §
Dec	11,753	937 R	10,808	4,529	22,561	3,252	306	444	26,562 R	28,102 R §
GREAT BRITAIN Adjusted for seasonal variation										
1987 Dec	11,597		9,851		21,448	2,863	317	356	24,985	27,543
1988 Mar	11,672		9,941		21,614	2,895	317	334	25,159	27,608
June	11,705		10,047		21,752	2,926	316	335	25,328	27,636
Sept	11,731		10,190		21,921	2,990	315	359	25,585	27,725
Dec	11,707		10,290		21,997	3,054	313	398	25,761	27,695
1989 Mar	11,726		10,433		22,158	3,118	312	438	26,026	27,839
June	11,710		10,514		22,224	3,182	308	452	26,166	27,873
Sept	11,716		10,641		22,357	3,217	308	456	26,338	27,930
Dec	11,740		10,746		22,485 R	3,252	306	444	26,487	28,023

†† 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.
‡‡ Employees in employment, the self employed, HM Forces and participants in work related government training programmes. See page S6 of the August 1988 issue of *Employment Gazette*.
§ The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under 18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see *tables 2·1* and *2·2* and their footnotes.

1·2 EMPLOYMENT Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services: All employees	All industries and services: Seasonally adjusted	Manufacturing industries: All employees	Manufacturing industries: Seasonally adjusted	Production industries: All employees	Production industries: Seasonally adjusted	Production and construction industries: All employees	Production and construction industries: Seasonally adjusted	Service industries: All employees	Service industries: 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	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848	13,769	13,731	321	273	309	430	339	756	780
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639	13,954	13,918	310	234	302	392	328	741	755
1987 June	21,080	21,070	5,049	5,064	5,548	5,563	6,531	6,547	14,247	14,213	302	203	297	365	320	737	740
1988 Mar	21,509	21,614	5,095	5,122	5,582	5,609	6,597	6,625	14,620	14,685	292	190	297	361	320	751	744
Apr			5,092	5,123	5,571	5,604						183	296	360	319	754	743
May			5,104	5,130	5,583	5,609						183	297	359	319	758	744
June	21,760	21,752	5,116	5,131	5,595	5,610	6,613	6,628	14,853	14,823	294	183	297	358	320	759	742
July			5,152	5,143	5,631	5,622						183	296	363	324	764	748
Aug			5,164	5,147	5,644	5,627						182	297	363	324	770	749
Sept	21,955	21,921	5,181	5,148	5,661	5,628	6,677	6,641	14,959	14,981	319	182	298	361	324	777	748
Oct			5,178	5,148	5,655	5,626						182	296	361	324	776	748
Nov			5,185	5,157	5,663	5,635						181	297	360	325	779	748
Dec	22,073	21,997	5,188	5,163	5,665	5,641	6,682	6,660	15,095	15,041	296	180	297	358	323	782	749
1989 Jan			5,150	5,171	5,627	5,648						180	297	355	322	780	744
Feb			5,142	5,171	5,617	5,646						179	297	353	321	786	743
Mar	22,062	22,158	5,142	5,169	5,612	5,639	6,639	6,665	15,140	15,197	284	176	295	352	321	788	742
Apr			5,123	5,157	5,592	5,625						173	295	349	321	787	736
May			5,120	5,146	5,587	5,613						172	295	348	321	788	734
June	22,231	22,224	5,129	5,143	5,593	5,607	6,629	6,643	15,322	15,294	280	168	295	346	322	790	735
July			5,150	5,141	5,611	5,602						166	294	345	324	796	741
Aug			5,178	5,161	5,638	5,622						164	296	343	326	801	741
Sept	22,390	22,357	5,187	5,154	5,644	5,611	6,675	6,639	15,411	15,435	303	160	297	342	325	807	741
Oct			5,177	5,147	5,634	5,605						161	297	338	324	808	738
Nov			5,175	5,146	5,633	5,605						161	297	337	325	809	736
Dec	22,561	22,485 R	5,167	5,142	5,626	5,601	6,656	6,634	15,626 R	15,573	279	161	298	334	324	813	736
1990 Jan			5,134	5,154	[5,593]	[5,614] R						[161]	298	330	321	809	731
Feb			5,112	5,141	[5,570]	[5,599]						[161]	[297]	324	320	809	730
Mar			5,096	5,122	[5,554]	[5,580]						[159]	[299]	324	318	808	727
[Apr]			5,078	5,112	5,537	5,571						160	299	321	317	810	723

* See footnote to *table 1·1*
† Excludes private domestic service.

EMPLOYMENT Employees in employment: industry* 1·2

THOUSAND

GREAT BRITAIN SIC 1980	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†
Divisions or Classes	35	36	31	41/42	43-45	46 48-49	47	50	61-63 67	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
1984 June	278	290	332	582	547	472	477	1,010	1,155	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	271	276	327	575	550	473	477	994	1,148	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986 June	263	263	318	555	555	485	467	964	1,134	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987 June	257	244	321	551	543	497	474	983	1,138	2,057	1,028	852	413	2,250	1,910	1,641	1,337	1,620
1988 Mar	264	239	332	544	550	515	476	1,015	1,154	2,108	1,002	866	422	2,384	1,955	1,707	[1,379]	1,641
Apr	265	235	330	543	548	520	474											
May	266	234	333	544	548	522	476											
June	266	233	334	551	550	525	478	1,018	1,173	2,116	1,065	878	428	2,444	1,969	1,698	[1,390]	1,693
July	267	231	333	559	553	531	481											
Aug	265	228	334	562	550	535	483											
Sept	268	230	337	565	549	537	485	1,016	1,187	2,150	1,077	887	440	2,519	1,984	1,631	[1,402]	1,682
Oct	268	228	334	571	546	537	487											
Nov	269	227	335	569	547	540	488											
Dec	269	226	337	564	547	543	490	1,017	1,196	2,260	1,045	888	435	2,552	1,942	1,730	[1,413]	1,633
1989 Jan	267	225	334	554	541	541	488											
Feb	268	223	333	549	541	539	486											
Mar	268	222	336	548	536	540	489	1,026	1,201	2,208	1,040	890	437	2,599	1,943	1,755	[1,426]	1,640
Apr	269	221	335	546	532	538	490											
May	268	220	336	549	528	537	491											
June	268	219	336	553	529	540	492	1,036	1,203	2,208	1,105	898	442	2,642	1,961	1,740	[1,437]	1,686
July	268	219	339	555	526	543	495											
Aug	269	220	338	563	531	548	499											
Sept	269	221	337	565	531	550	499	1,032	1,207	2,224	1,116	897	445	2,712	1,985	1,672	[1,448]	1,706
Oct	268	220	337	562	530	550	501											
Nov	266	220	336	566	530	549	501											
Dec	266	220	335	561	528	550	501	[1,030]	1,210	2,308	1,091	895	444	2,739	2,010 R	1,773	[1,460]	1,696
1990 Jan	267	220	334	552	526	546	497											
Feb	267	220	331	550	521	543	496											
Mar	266	221	327	548	520	542	496		1,199	2,240	1,076							1,712
[Apr]	262	221	325	546	519	541	495											

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

1·3 EMPLOYMENT
Employees in employment: industry*: production industries

THOUSAND

GREAT BRITAIN SIC 1980	Division class or group or AH	Apr 1989 R			Feb 1990			Mar 1990			[Apr 1990]		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,948·1	1,643·9	5,592·0	[3,906·4	1,663·6	5,569·9]	[3,895·8	1,657·7	5,553·5]	3,880·0	1,657·3	5,537·2
Manufacturing industries	2-4	3,562·2	1,561·2	5,123·4	3,535·1	1,576·7	5,111·7	3,525·0	1,570·8	5,095·7	3,507·9	1,570·4	5,078·3
Energy and water supply	1	386·0	82·7	468·6	[371·3	86·9	458·2]	[370·9	86·9	457·8]	372·0	86·9	458·9
Coal extraction and solid fuels	111	102·2	4·9	107·1	85·7	4·0	89·7	85·5	3·7	89·2	84·9	3·6	88·5
Electricity	161	113·5	30·2	143·7	[112·1	31·6	143·7]	[112·1	31·6	143·8]	112·1	31·7	143·8
Gas	162	58·4	22·7	81·1	[57·7	23·6	81·3]	[57·9	23·7	81·6]	57·7	23·7	81·5
Other mineral and ore extraction, etc	2	512·1	157·5	669·6	488·4	155·7	644·1	487·0	155·2	642·2	483·7	154·7	638·4
Metal manufacturing and extraction of metal ores and minerals	21-23	140·2	20·5	160·7	128·6	19·9	148·5	126·7	19·7	146·5	124·7	19·6	144·4
Non-metallic mineral products	24	144·0	43·9	187·9	133·1	42·3	175·5	134·6	42·8	177·4	134·1	42·4	176·6
Chemical industry/man made fibres	25/26	228·0	93·0	320·9	226·7	93·5	320·1	225·7	92·7	318·4	224·9	92·6	317·5
Basic industrial chemicals	251	95·6	21·1	116·6	93·4	21·4	114·8	93·4	21·3	114·7	93·2	21·4	114·6
Other chemical products and preparations	255-259/ 260	132·4	71·9	204·3	133·2	72·1	205·3	132·3	71·4	203·7	131·7	71·2	202·8
Metal goods, engineering and vehicles	3	1,834·6	513·6	2,348·3	1,840·0	517·5	2,357·5	1,833·1	515·5	2,348·6	1,824·8	514·1	2,339·0
Metal goods, nes	31	260·3	75·1	335·4	259·7	71·4	331·1	256·1	70·7	326·8	253·8	70·7	324·5
Mechanical engineering	32	655·8	130·8	786·6	671·9	137·4	809·4	669·8	138·0	807·8	670·6	139·0	809·6
Industrial plant and steelwork	320	96·4	12·0	108·4	104·3	14·1	118·5	104·2	14·2	118·4	103·9	14·4	118·2
Mining and construction machinery, etc	325	65·4	9·9	75·4	65·1	10·6	75·7	64·6	10·5	75·2	64·2	10·6	74·7
Other machinery and mechanical equipment	321-324/ 326-329	493·9	108·9	602·8	502·5	112·7	615·2	501·0	113·3	614·3	502·6	114·0	616·6
Office machinery, data processing equipment	33	57·7	27·3	85·0	56·7	28·2	84·9	56·9	28·3	85·2	56·5	28·2	84·6
Electrical and electronic engineering	34	361·4	187·7	549·1	357·2	188·5	545·7	355·3	186·9	542·3	353·6	186·3	539·9
Wires, cables, batteries and other electrical equipment	341/342/ 343	141·7	60·3	202·0	142·0	61·1	203·1	141·6	60·2	201·9	141·5	60·0	201·5
Telecommunication equipment	344	108·9	52·1	161·1	106·3	50·4	156·7	104·8	49·9	154·7	104·3	49·5	153·8
Other electronic and electrical equipment	345-348	110·8	75·2	186·0	108·9	76·9	185·8	108·9	76·8	185·7	107·8	76·8	184·6
Motor vehicles and parts	35	238·5	30·3	268·8	237·0	29·8	266·8	236·9	29·4	266·3	233·5	28·1	261·6
Other transport equipment	36	194·6	26·7	221·4	193·7	26·4	220·1	194·3	26·5	220·8	194·0	26·7	220·7
Shipbuilding and repairing	361	40·3	4·3	44·6	37·3	4·0	41·2	37·8	4·0	41·8	37·2	4·2	41·4
Aerospace and other transport equipment	362-365	154·3	22·4	176·7	156·4	22·5	178·9	156·4	22·5	179·0	156·8	22·5	179·3
Instrument engineering	37	66·3	35·7	102·0	63·8	35·8	99·6	63·8	35·6	99·4	62·9	35·2	98·1
Other manufacturing industries	4	1,215·4	890·1	2,105·5	1,206·7	903·5	2,110·1	1,204·8	900·0	2,104·9	1,199·4	901·6	2,100·9
Food, drink and tobacco	41/42	317·1	228·7	545·8	315·0	234·9	549·9	314·3	233·7	547·9	312·9	233·0	545·9
Meat and meat products, organic oils and fats	411/412	56·8	39·1	95·9	55·3	39·4	94·8	55·2	40·1	95·2	55·1	40·1	95·2
All other food and drink manufacture	413-423	194·6	162·9	357·4	196·4	169·0	365·4	196·1	167·2	363·3	194·6	166·3	360·9
Alcoholic, soft drink and tobacco manufacture	424-429	65·7	26·8	92·5	63·2	26·5	89·7	63·0	26·4	89·4	63·2	26·6	89·8
Textiles	43	116·6	100·8	217·5	113·3	96·6	209·9	113·2	96·1	209·2	113·2	95·3	208·5
Footwear and clothing	45	79·7	214·3	293·9	78·3	211·8	290·1	78·8	211·8	290·6	77·2	213·4	290·7
Timber and wooden furniture	46	190·1	51·1	241·1	190·9	53·1	244·0	190·3	53·7	244·0	188·2	53·7	241·8
Paper, printing and publishing	47	310·6	179·5	490·1	310·4	185·6	496·0	309·9	185·8	495·7	308·6	186·2	494·8
Pulp, paper, board and derived products	471/472	97·7	43·3	140·9	96·6	43·9	140·5	97·3	43·4	140·8	97·2	43·6	140·9
Printing and publishing	475	213·0	136·2	349·2	213·8	141·7	355·5	212·6	142·3	354·9	211·4	142·6	354·0
Rubber and plastics	48	151·2	68·2	219·4	149·8	69·1	218·9	150·2	69·6	219·8	150·7	70·1	220·8
Other manufacturing	49	39·2	38·2	77·3	38·3	42·1	80·4	37·5	40·3	77·8	37·9	40·2	78·1

* See footnotes to *table 1·1*·

EMPLOYMENT 1·4
Employees in employment*: March 1990

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	Mar 1989					Dec 1989			Mar 1990				
		Male		Female		All	Male	Female	All	Male		Female		All
		All	Part-time§	All	Part-time					All	Part-time§	All	Part-time	
All industries and services ‡	0-9	11,684·9	900·6	10,377·4	4,344·6	22,062·3	11,752·6 R	10,808·2 R	22,560·7R					
Agriculture, forestry and fishing	0	212·7	29·5	71·2	26·4	283·9	200·0	78·6	278·5					
Index of production and construction industries	1-5	4,866·3	73·0	1,772·5	378·9	6,638·8	4,842·6	1,813·2	6,655·8					
Index of production industries	1-4	3,965·9	55·9	1,646·5	327·8	5,612·4	3,941·3	1,684·5	5,625·8	[3,895·8	57·2	1,657·7	335·4	5,553·5]
of which, manufacturing industries	2-4	3,577·2	55·1	1,564·7	313·4	5,141·9	3,569·0	1,598·2	5,167·1	3,525·0	56·5	1,570·8	319·6	5,095·7
Service industries ‡	6-9	6,605·9	798·1	8,533·7	3,939·3	15,139·6	6,710·0 R	8,916·4 R	15,626·4R					
Agriculture, forestry and fishing	0	212·7	29·5	71·2	26·4	283·9	200·0	78·6	278·5					
Agriculture and horticulture	01	199·3	28·8	67·3	25·3	266·6	186·9	74·4	261·4					
Energy and water supply	1	388·7	0·8	81·8	14·4	470·5	372·3	86·4	458·7	[370·9	0·8	86·9	15·8	457·8]
Coal extraction and solid fuels	111	105·5	0·1	5·0	1·9	110·5	87·1	4·1	91·2	85·5	0·2	3·7	2·3	89·2
Electricity	161	113·3	0·2	29·8	6·1	143·1	112·2	31·4	143·6	[112·1	0·2	31·6	6·4	143·8]
Gas	162	58·8	0·1	22·8	4·2	81·6	58·0	23·5	81·5	[57·9	0·1	23·7	4·7	81·6]
Other mineral and ore extraction, etc	2	514·0	4·9	159·0	23·7	673·0	499·5	158·9	658·5	487·0	5·0	155·2	23·0	642·2
Metal manufacturing and extraction of metal ores and minerals	21-23	142·4	. .	21·1	3·7	163·5	131·0	20·2	151·3	126·7	. .	19·7	3·2	146·5
Non-metallic mineral products	24	144·3	1·7	44·1	7·1	188·3	138·8	44·1	182·3	134·6	1·9	42·8	7·1	177·4
Chemical industry/man-made fibres	25/26	227·3	1·1	93·9	12·9	321·2	229·7	94·6	324·3	225·7	1·1	92·7	12·7	318·4
Basic industrial chemicals	251	95·1	. .	20·9	3·0	116·0	94·6	21·5	116·1	93·4	. .	21·3	3·2	114·7
Other chemical products and preparations	255-259/60	132·3	1·1	72·9	9·9	205·2	135·1	73·1	208·2	132·3	1·1	71·4	9·5	203·7
Metal goods, engineering and vehicles	3	1,840·5	18·0	516·0	85·4	2,356·6	1,847·0	522·7	2,369·7	1,833·1	17·9	515·5	84·0	2,348·6
Metal goods n.e.s.	31	261·9	3·6	74·4	15·5	336·4	261·4	73·8	335·2	256·1	3·5	70·7	15·3	326·8
Hand tools, finished metal goods including doors and windows	314/316	146·7	. .	47·1	10·3	193·9	147·0	46·3	193·2	143·0	. .	43·7	10·1	186·7
Other metal goods	311-313	115·2	. .	27·3	5·1	142·5	114·4	27·5	142·0	113·1	. .	27·0	5·2	140·1
Mechanical engineering	32	656·2	7·4	132·2	26·7	788·4	675·2	137·7	812·9	669·8	7·3	138·0	27·3	807·8
Industrial plant and steelwork	320	95·6	. .	12·6	2·8	108·2	103·9	13·7	117·5	104·2	. .	14·2	2·4	118·4
Machinery for agriculture, metal working, textile, food and printing, etc. industries	321-324 327	142·0	. .	29·9	7·5	171·9	144·9	30·4	175·3	142·5	. .	30·0	7·7	172·5
Mining and construction machinery, etc	325	65·7	. .	10·0	1·5	75·8	66·4	10·5	77·0	64·6	. .	10·5	2·0	75·2
Other machinery and mechanical equipment including ordnance, small arms and ammunition	328/9	335·8	. .	74·6	14·1	410·4	344·2	77·9	422·0	343·1	. .	78·0	14·2	421·1
Office machinery, data processing equipment	33	58·8	. .	27·6	2·2	86·4	57·1	28·2	85·4	56·9	. .	28·3	2·0	85·2
Electrical and electronic engineering	34	363·7	. .	189·3	27·4	553·0	359·2	190·5	549·6	355·3	. .	186·9	26·7	542·3
Wires, cables, batteries and other electrical equipment	341 342 343	141·6	. .	60·8	10·3	202·4	141·8	61·0	202·8	141·6	. .	60·2	10·9	201·9
Telecommunication equipment	344	109·6	. .	51·8	6·2	161·4	107·2	51·6	158·8	104·8	. .	49·9	5·4	154·7
Other electronic and electrical equipment	345-348	112·6	. .	76·6	10·9	189·2	110·2	77·9	188·1	108·9	. .	76·8	10·4	185·7
Motor vehicles and parts	35	237·4	. .	30·7	4·4	268·1	236·2	29·5	265·7	236·9	. .	29·4	3·3	266·3
Motor vehicles and their engines and bodies, trailers, caravans	351/352	150·7	. .	12·3	1·3	163·1	152·5	12·1	164·6	153·7	. .	12·1	1·4	165·8
Motor vehicle parts	353	86·6	. .	18·4	3·1	105·0	83·8	17·4	101·2	83·2	. .	17·4	1·9	100·6
Other transport equipment	36	195·5	. .	26·7	2·5	222·1	193·8	26·4	220·2	194·3	. .	26·5	2·3	220·8
Shipbuilding and repairing	361	41·5	. .	4·3	1·1	45·8	37·5	3·9	41·4	37·8	. .	4·0	1·0	41·8
Aerospace and other transport equipment	362-365	153·9	. .	22·4	1·4	176·3	156·3	22·5	178·8	156·4	. .	22·5	1·2	179·0
Instrument engineering	37	67·0	1·2	35·1	6·7	102·1	64·1	36·6	100·6	63·8	1·1	35·6	7·0	99·4
Other manufacturing industries	4	1,222·7	32·3	889·7	204·2	2,112·4	1,222·4	916·5	2,139·0	1,204·8	33·6	900·0	212·6	2,104·9
Food, drink and tobacco	41/42	319·1	12·4	228·5	87·5	547·6	320·7	240·3	561·0	314·3	12·8	233·7	93·5	547·9
Meat and meat products, organic oils and fats	411 412	57·7	. .	39·6	12·3	97·3	56·7	39·8	96·4	55·2	. .	40·1	12·6	95·2
Bread, biscuits and flour confectionery	419	69·9	. .	72·2	43·1	142·1	72·1	78·5	150·6	72·4	. .	75·2	47·9	147·6
Alcoholic, soft drink and tobacco manufacture	424-429	65·8	. .	26·6	4·2	92·4	65·0	26·2	91·2	63·0	. .	26·4	3·9	89·4
All other food, and drink manufacture	413-418 420-423	125·7	. .	90·1	27·9	215·8	126·9	95·8	222·7	123·7	. .	92·0	29·1	215·7
Textiles	43	117·4	2·0	101·1	17·6	218·5	115·8	98·7	214·6	113·2	1·7	96·1	17·4	209·2
Footwear and clothing	45	81·9	. .	215·5	26·0	297·4	79·5	213·7	293·2	78·8	. .	211·8	26·0	290·6
Clothing, hats, gloves and fur goods	453 456	41·2	. .	162·1	19·8	203·3	39·7	161·1	200·8	39·2	. .	159·3	19·8	198·4
Timber and wooden furniture	46	192·3	2·7	51·7	12·0	244·0	193·6	53·6	247·2	190·3	2·3	53·7	13·2	244·0
Paper, printing and publishing	47	311·4	7·6	177·6	34·9	489·0	312·3	188·2	500·5	309·9	8·7	185·8	35·7	495·7
Pulp, paper, board and derived products	471 472	97·5	. .	43·0	7·4	140·5	98·2	44·4	142·6	97·3	. .	43·4	7·2	140·8
Printing and publishing	475	213·9	. .	134·6	27·5	348·5	214·1	143·8	357·9	212·6	. .	142·3	28·4	354·9
Rubber and plastics	48	149·6	2·1	68·7	15·5	218·3	150·8	69·8	220·6	150·2	2·4	69·6	15·7	219·8
Other manufacturing	49	39·6	1·7	37·8	9·1	77·4	39·1	42·9	82·0	37·5	1·5	40·3	9·0	77·8
Construction	5	900·4	17·1	126·0	51·1	1,026·4	[901·2	128·7	1,030·0]	. .	. .	. .	. .	. .
Distribution, hotels, catering, repairs	6	2,018·7	333·3	2,431·5	1,369·6	4,450·2	2,051·4	2,557·4	4,608·8	2,012·5	332·1	2,502·0	1,399·9	4,514·5
Wholesale distribution	61	623·0	14·5	309·2	91·4	932·3	625·3	317·6	942·9	615·9	14·8	317·3	94·5	933·1
Agriculture and textile raw materials, fuels, ores, metals, etc	611 612	87·5	. .	36·3	9·2	123·8	86·5	37·3	123·8	86·1	. .	37·2	9·3	123·3
Timber and building materials	613	110·4	. .	32·2	9·1	142·6	111·7	32·9	144·6	110·2	. .	32·9	9·8	143·1
Machinery, industrial equipment, vehicles and parts	614	131·0	. .	52·9	12·4	183·9	129·4	53·0	182·4	127·6	. .	53·2	12·8	180·8
Food, drink and tobacco	617	154·0	7·3	81·7	29·9	235·7	155·8	83·5	239·3	152·4	8·3	83·5	30·6	235·9
Other wholesale distribution	615 616 618 619	140·2	7·1	106·1	30·7	246·2	141·9	110·9	252·8	139·6	6·5	110·5	32·0	250·1

1·4 EMPLOYMENT
Employees in employment*: March 1990

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	Mar 1989 R Male All	Mar 1989 R Male Part-time§	Mar 1989 R Female All	Mar 1989 R Female Part-time	Mar 1989 R All	Dec 1989 Male	Dec 1989 Female	Dec 1989 All	Mar 1990 Male All	Mar 1990 Male Part-time§	Mar 1990 Female All	Mar 1990 Female Part-time	Mar 1990 All
Retail distribution	**64/65**	**823·5**	**147·2**	**1,384·9**	**787·9**	**2,208·4**	**833·4**	**1,474·4**	**2,307·8**	**813·8**	**143·1**	**1,425·9**	**802·5**	**2,239·8**
Food	641	220·4	60·8	406·8	273·1	627·2	221·9	427·7	649·6	216·2	61·0	421·9	281·9	638·1
Confectioners, tobacconists, etc	642	23·9	12·0	85·2	61·8	109·2	19·8	86·7	106·5	18·9	10·5	85·5	62·5	104·4
Dispensing and other chemists	643	20·2	5·6	105·1	58·6	125·3	20·8	108·9	129·8	20·0	5·2	108·4	61·2	128·5
Clothing, footwear and leather goods	645/646	51·3	..	201·0	115·8	252·2	50·9	215·1	266·0	47·4	..	197·7	110·5	245·1
Household goods, hardware, ironmongery	648	126·1	..	118·5	55·4	244·6	125·9	123·1	248·9	121·8	..	121·2	56·7	242·9
Motor vehicles and parts, filling stations	651/652	184·5	..	73·9	25·2	258·4	187·6	78·7	266·3	188·1	..	80·0	26·4	268·1
Other retail distribution	653-656	178·8	..	382·5	193·6	561·3	187·8	421·3	609·2	181·1	..	398·5	198·8	579·6
Hotels and catering	**66**	**367·6**	**150·6**	**672·8**	**465·8**	**1,040·4**	**389·0**	**701·8**	**1,090·9**	**380·0**	**152·2**	**695·7**	**477·9**	**1,075·7**
Restaurants, snack bars, cafes, etc	661	99·0	39·0	156·2	103·7	255·2	104·8	166·4	271·2	104·6	39·0	165·5	108·4	270·1
Public houses and bars	662	86·1	49·1	183·9	155·2	269·9	97·1	189·8	287·0	92·0	50·7	186·1	158·7	278·2
Night clubs and licensed clubs	663	54·8	35·2	86·7	73·7	141·6	56·1	89·7	145·9	53·7	34·4	89·1	75·3	142·8
Canteens and messes	664	34·2	..	92·3	52·8	126·5	34·2	95·4	129·6	34·6	..	95·2	52·8	129·8
Hotel trade	665	86·5	22·6	142·7	75·5	229·2	88·6	149·5	238·1	87·4	22·9	146·2	77·2	233·6
Repair of consumer goods and vehicles	**67**	169·5	8·1	45·1	19·4	214·6	170·2	45·1	215·3	169·0	7·8	44·2	19·9	213·1
Motor vehicles	671	151·7	..	37·6	16·2	189·3	152·8	37·4	190·2	152·1	..	36·8	17·0	189·0
Transport and communication	**7**	**1,013·7**	**28·1**	**313·0**	**70·0**	**1,326·7**	**1,013·6**	**325·5**	**1,339·0**					
Railways	**71**	**122·9**	**0·2**	**8·6**	**0·7**	**131·5**	**127·1**	**8·6**	**135·7**					
Other inland transport	**72**	**330·1**	**14·3**	**54·6**	**18·7**	**384·7**	**319·7**	**55·1**	**374·8**	**312·4**	**15·1**	**54·9**	**20·3**	**367·3**
Scheduled road passenger transport	721	128·4	..	19·7	5·3	148·1	120·1	18·6	138·7	118·9	..	18·6	5·6	137·5
Other, including road haulage	722-726	201·7	..	34·9	13·4	236·7	199·6	36·5	236·1	193·5	..	36·3	14·7	229·8
Sea transport	**74**	**29·1**	**0·2**	**6·2**	**0·4**	**35·3**	**30·1**	**6·6**	**36·7**					
Air transport	**75**	**38·6**	**0·4**	**29·7**	**5·5**	**68·3**	**40·9**	**32·2**	**73·1**					
Supporting services to transport	**76**	**[76·5**	**0·2**	**16·8**	**2·4**	**93·3]**	**[74·9**	**17·7**	**92·6]**					
Miscellaneous transport and storage	**77**	**91·0**	**..**	**85·9**	**18·1**	**176·9**	**93·1**	**89·4**	**182·5**	**92·6**	**..**	**90·2**	**18·9**	**182·8**
Postal services and telecommunications	**79**	**325·4**	**8·3**	**111·4**	**24·1**	**436·8**	**327·8**	**115·9**	**443·7**					
Postal services	7901	158·8	7·7	39·5	15·5	198·2	[160·0	41·2	201·2]					
Telecommunications	7902	166·6	0·6	71·9	8·5	238·5	167·8	74·7	242·5					
Banking, finance, insurance, etc	**8**	**1,249·0**	**50·7**	**1,349·9**	**305·1**	**2,598·9**	**1,310·0 R**	**1,429·2 R**	**2,739·3 R**					
Banking and finance	**81**	**245·2**	**6·9**	**396·5**	**69·7**	**641·7**	**249·8 R**	**421·5 R**	**671·3 R**					
Banking and bill discounting	814	190·2	1·5	288·7	46·0	478·9	192·4 R	307·8 R	500·2 R					
Other financial institutions	815	55·0	..	107·7	23·7	162·8	57·4	113·6	171·0	58·2	..	116·4	26·1	174·6
Insurance, except social security	**82**	**134·8**	**..**	**128·8**	**18·5**	**263·6**	**136·7**	**135·8**	**272·5**	**137·7**	**..**	**138·5**	**20·0**	**276·2**
Business services	**83**	**722·4**	**36·7**	**724·6**	**181·8**	**1,447·0**	**771·3**	**760·8**	**1,532·1**	**784·3**	**42·4**	**769·0**	**187·3**	**1,553·4**
Professional business services	831-837	413·5	5·8	440·3	107·7	853·8	438·1	457·6	895·7	445·7	5·8	464·0	111·4	909·8
Other business services	838/839	308·9	..	284·3	74·1	593·2	333·2	303·2	636·4	338·6	..	305·0	75·8	643·6
Renting of movables	**84**	**82·5**	**0·6**	**36·8**	**9·9**	**119·4**	**83·0**	**37·7**	**120·7**	**84·1**	**0·6**	**39·2**	**10·2**	**123·2**
Owning and dealing in real estate	**85**	**64·1**	**..**	**63·3**	**25·2**	**127·3**	**69·2**	**73·5**	**142·6**	**69·9**	**..**	**75·3**	**34·9**	**145·2**
Other services	**9**	**2,324·6**	**386·0**	**4,439·2**	**2,194·7**	**6,763·8**	**2,335·0**	**4,604·3**	**6,939·3**					
Public administration and defence†	**91**	**782·6**	**90·0**	**799·5**	**255·7**	**1,582·2**	**793·4**	**842·5**	**1,635·9**					
National government n.e.s./ Social security	9111/919	226·1	27·3	338·0	67·5	564·1	224·6	355·9	580·5					
Local government services n.e.s.	9112	229·6	44·5	332·7	162·8	562·4	240·0	354·1	594·1					
Justice, police, fire services	912-914	240·0	17·3	88·3	21·2	328·3	244·1	92·6	336·7					
National defence	915	86·8	0·9	40·5	4·2	127·3	84·7	39·9	124·6					
Sanitary services	**92**	**139·5**	**40·6**	**221·4**	**194·2**	**360·9**	**141·4**	**232·7**	**374·1**					
Education	**93**	**545·8**	**128·5**	**1,208·9**	**698·7**	**1,754·7**	**540·4**	**1,232·6**	**1,773·0**					
Research and development	**94**	**75·6**	**1·2**	**35·6**	**5·4**	**111·2**	**73·5**	**37·3**	**110·8**	**73·6**	**1·5**	**38·1**	**6·0**	**111·7**
Medical and other health services	**95**	**[280·2**	**42·5**	**1,145·8**	**523·7**	**1,425·9]**	**[284·4**	**1,175·6**	**1,460·0]**					
Other services	**96**	**220·5**	**29·2**	**632·3**	**340·7**	**852·8**	**224·0**	**669·5**	**893·5**	**229·6**	**27·9**	**678·1**	**357·3**	**907·7**
Social welfare, etc	9611	114·0	..	535·5	299·8	649·5	113·8	560·0	673·7	116·2	..	567·0	308·5	683·2
Recreational and cultural services	**97**	**236·7**	**47·9**	**240·3**	**122·5**	**476·9**	**234·9**	**253·5**	**488·4**	**232·8**	**48·4**	**257·3**	**131·9**	**490·1**
Personal services ‡	**98**	**43·7**	**6·2**	**155·4**	**53·8**	**199·1**	**42·8**	**160·7**	**203·5**	**40·8**	**5·1**	**162·2**	**49·1**	**203·0**

Note: Figures for certain industries are not shown separately but they are included in class and division totals. In addition, estimation considerations prevent the publication of part-time male figures fo some of the industries shown, but they are included in class and division totals.
* See footnotes to *table 1·1*.
† Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed by type of service, are published in *table 1·7* on a quarterly basis.
‡ Domestic servants are excluded.

EMPLOYMENT 1·7
Manpower in the local authorities

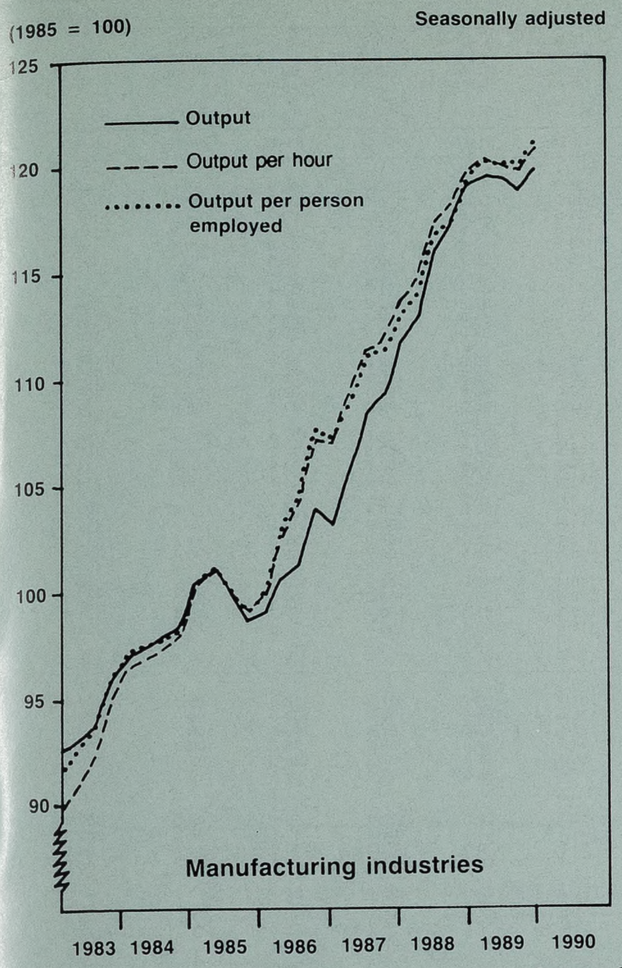
Service	Sept 10, 1988 Full-time	Sept 10, 1988 Part-time	Sept 10, 1988 FT equivalent	Dec 10, 1988 Full-time	Dec 10, 1988 Part-time	Dec 10, 1988 FT equivalent	[Mar 11, 1989] Full-time	[Mar 11, 1989] Part-time	[Mar 11, 1989] FT equivalent
TABLE A England (c)									
Education—Lecturers and teachers*	461,678	121,495	492,644	464,659	187,069	502,838	463,905	188,002	504,134
—Others*	173,777	456,234	372,983	174,982	474,240	382,571	172,001	477,972	381,245
Construction	101,473	770	101,828	100,339	733	100,676	98,419	732	98,758
Transport	2,559	81	2,594	2,558	78	2,592	2,538	74	2,570
Social Services	149,705	185,780	229,119	149,534	187,222	229,675	150,986	186,683	231,024
Public libraries and museums	23,660	19,482	33,358	23,453	19,564	33,220	23,610	19,640	33,435
Recreation, parks and baths	66,930	27,200	78,882	62,786	26,787	74,563	62,147	27.042	74,041
Environmental health	18,818	1,539	19,502	18,463	1,523	19,143	18,270	1,447	18,919
Refuse collection and disposal	34,978	238	35,083	34,278	245	34,386	33,432	288	33,558
Housing	54,328	14,105	60,628	54,480	14,129	60,803	54,848	14,216	61,220
Town and country planning	20,813	1,006	21,339	21,084	1,052	21,633	21,115	1,107	21,695
Fire Service–Regular	34,181	—	34,181	34,209	—	34,209	34,314	1	34,315
–Others (a)	4,704	2,246	5,680	4,702	2,260	5,685	4,726	2,255	5,708
Miscellaneous services	212,942	44,187	232,711	212,180	44,766	232,226	211,927	45,141	232,157
All above	**1,360,546**	**874,363**	**1,720,532**	**1,357,707**	**959,668**	**1,734,220**	**1,352,238**	**964,600**	**1,732,779**
Police service–Police (all ranks)	118,276	—	118,276	118,249	—	118,249	119,139	—	119,139
–Others (b)	42,134	5,929	44,693	42,312	5,937	44,874	42,657	5,911	45,208
Probation, magistrates' courts and agency staff	20,160	6,898	23,553	20,205	6,999	23,644	20,264	7,122	23,761
All (excluding special employment and training measures)	**1,541,116**	**887,190**	**1,907,054**	**1,538,473**	**972,604**	**1,920,987**	**1,534,298**	**977,633**	**1,920,887**
TABLE B Wales (c)									
Education–Lecturers and teachers	30,094	5,442	31,281	30,582	7,672	32,015	30,641	8,052	32,237
–Others	10,356	28,944	22,643	10,292	30,078	23,089	10,582	29,664	23,223
Construction	7,546	21	7,555	7,412	28	7,424	7,374	29	7,386
Transport	29	—	29	39	1	40	42	—	42
Social Services	8,995	12,631	14,308	9,260	12,757	14,623	9,466	12,722	14,810
Public libraries and museums	1,132	835	1,542	1,139	850	1,556	1,145	834	1,557
Recreation, parks and baths	4,737	2,307	5,727	4,283	2,221	5,235	4,228	2,218	5,181
Environmental health	1,280	231	1,376	1,230	231	1,326	1,237	228	1,332
Refuse collection and disposal	1,793	7	1,796	1,745	8	1,748	1,745	9	1,749
Housing	2,423	594	2,693	2,451	576	2,714	2,454	592	2,724
Town and country planning	1,441	47	1,464	1,465	46	1,488	1,460	52	1,486
Fire Service–Regular	1,788	—	1,788	1,790	—	1,790	1,785	—	1,785
–Others (a)	260	155	326	271	155	337	276	151	340
Miscellaneous services	17,065	3,338	18,490	16,685	3,320	18,106	16,769	3,330	18,193
All above	**88,939**	**54,552**	**111,018**	**88,644**	57,943	**111,491**	**89,204**	**57,881**	**112,045**
Police Service–Police (all ranks)	6,450	—	6,450	6,457	—	6,457	6,481	—	6,481
–Others (b)	1,871	361	2,027	1,867	357	2,021	1,927	355	2,080
Probation, magistrates' courts and agency staff	1,107	300	1,250	1,099	291	1,237	1,100	298	1,240
All (excluding special employment and training measures)	**98,367**	**55,213**	**120,745**	**98,067**	**58,591**	**121,206**	**98,712**	**58,534**	**121,846**
TABLE C Scotland (e) (f)									
Education–Lecturers and teachers (d)	56,162	5,331	58,294	56,978	6,679	59,650	56,970	6,885	59,724
–Others	22,470	40,718	41,892	22,421	41,144	42,053	22,404	41,212	42,092
Construction	15,758	55	15,785	15,557	60	15,586	14,361	65	14,393
Transport	596	33	611	590	33	605	652	41	674
Social Services	21,331	27,293	34,220	21,373	27,350	34,301	21,707	27,328	34,636
Public libraries, museums and Art Galleries	3,274	1,725	4,188	3,260	1,761	4,194	3,305	1,735	4,228
Recreation, leisure and tourism	12,189	2,872	13,563	11,190	2,604	12,441	11,049	2,714	12,358
Environmental health	2,262	516	2,502	2,203	446	2,412	2,198	472	2,419
Cleansing	9,087	183	9,173	8,795	186	8,883	8,657	182	8,742
Housing	6,460	495	6,710	6,518	520	6,781	6,639	538	6,913
Physical planning	1,764	53	1,792	1,749	71	1,790	1,820	83	1,867
Fire Service–Regular	4,554	—	4,554	4,599	—	4,599	4,583	—	4,583
–Others (a)	473	186	559	474	188	562	478	188	565
Miscellaneous services	36,978	3,540	38,696	36,785	3,485	38,482	38,180	3,476	39,872
All above	**193,358**	**83,000**	**232,539**	**192,492**	**84,527**	**232,339**	**193,003**	**84,919**	**233,066**
Police Service–Police (all ranks)	13,478	—	13,478	13,542	—	13,542	13,561	—	13,561
–Others (b)	3,450	2,617	4,662	3,441	2,623	4,656	3,485	2,619	4,701
Administration of District Courts	129	12	135	131	13	138	129	15	137
All (excluding special employment and training measures)	**210,415**	**85,629**	**250,814**	**209,606**	**87,163**	**250,675**	**210,178**	**87,553**	**251,465**

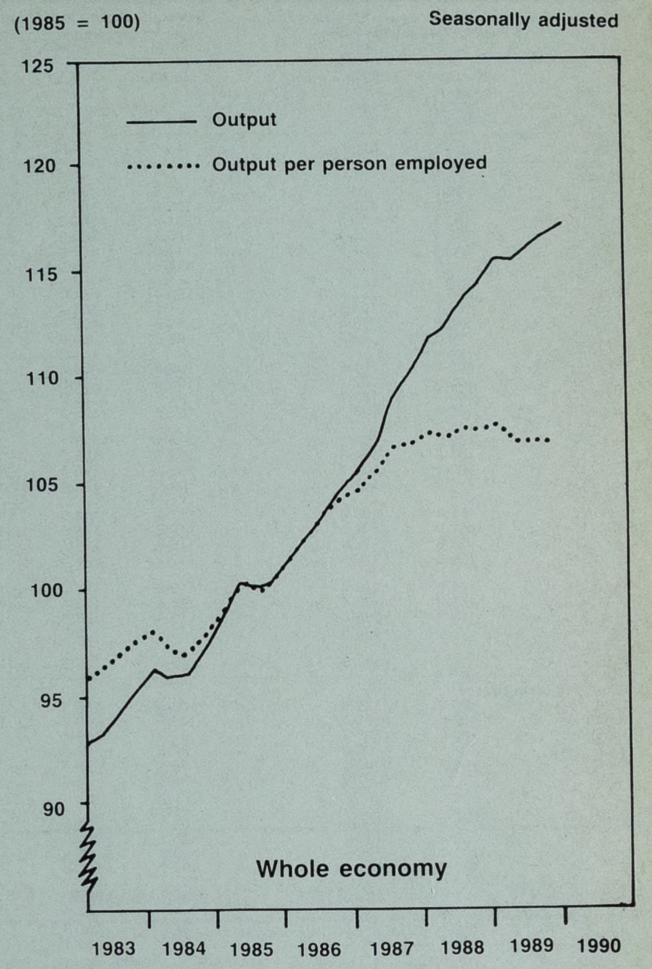
Notes: (a) Includes administrative, clerical and cleaning staff,
(b) Includes civilian employees of police forces, traffic wardens and police cadets.
(c) Based on the following factors to convert part-time employees to approximate full-time equivalent: teachers and lecturers in further education, 0·11; teachers in primary and secondary education and all other non-manual employees, 0·53; manual employees 0·41.
(d) Includes only those part-time staff employed in vocation FE.
(e) Based on the following factors to convert part-time employees to approximate full-time equivalents for lecturers and teachers, 0·40; non-manual staff excluding Police, Teachers and Firemen, 0·59; (0·58) manual employees 0·45.
(f) The responsibilities of local authorities in Scotland differ somewhat from those in England and Wales: for example, they discharge responsibilities for water management which fall to Regional Water Authorities in England and Wales.
* The large reduction in the Education Service in England reflects the transfer of Polytechnic and Higher Education Institutions from the local government sector (estimated at approximately 39,000 full-time equivalents in June 1989).

1·7 EMPLOYMENT
Manpower in the local authorities

Service	[June 10, 1989] Full-time	Part-time	FT (c) equivalent	[Sept 16, 1989] Full-time	Part-time	FT (c) equivalent	[Dec 16, 1989] Full-time	Part-time	FT (c) equivalent
TABLE A England *(continued)* **(c)**									
Education–Lecturers and teachers*	448,023	167,736	486,023	441,219	116,027	473,042	442,399	184,866	481,794
–Others	158,025	464,953	156,814	156,814	449,343	353,657	158,665	469,547	364,714
Construction	96,711	698	97,034	96,200	730	96,541	95,745	754	96,100
Transport	2,534	86	2,571	2,541	82	2,577	2,426	71	2,458
Social Services	151,589	187,248	231,923	152,056	185,890	231,873	152,994	188,392	233,959
Public libraries and museums	23,628	19,788	33,532	23,640	19,638	33,505	23,620	19,577	33,484
Recreation, parks and baths	65,397	28,654	78,022	65,626	28,650	78,262	62,191	27,716	74,438
Environmental health	18,377	1,529	19,062	18,400	1,539	19,095	18,427	1,557	19,135
Refuse collection and disposal	32,855	286	32,982	31,604	298	31,735	30,988	302	31,124
Housing	54,934	14,071	61,258	56,026	14,183	62,421	56,786	14,055	63,146
Town and country planning	21,071	1,207	21,703	21,528	1,284	22,201	21,809	1,350	22,515
Fire Service–Regular	34,330	—	34,330	34,417	1	34,418	34,336	3	34,338
–Others (a)	4,733	2,271	5,725	4,824	2,198	5,789	4,949	2,161	5,904
Miscellaneous services	212,050	45,959	232,734	214,575	45,481	235,123	217,145	46,407	238,102
All above	**1,324,257**	**934,486**	**1,493,713**	**1,319,470**	**865,344**	**1,680,239**	**1,322,480**	**956,758**	**1,701,211**
Police service–Police (all ranks)	118,868	—	118,868	119,598	—	119,598	119,605	—	119,605
–Others (b)	42,870	5,855	45,397	43,179	6,104	45,813	43,984	6,108	46,620
Probation, magistrates' courts and agency staff	20,180	7,130	23,681	20,584	6,965	24,015	20,851	7,219	24,402
All (excluding special employment and training measures)	**1,506,175**	**947,471**	**1,681,659**	**1,502,831**	**878,413**	**1,869,665**	**1,506,920**	**970,085**	**1,891,838**
TABLE B Wales *(continued)* **(c)**									
Education–Lecturers and teachers	30,660	7,648	32,212	30,303	5,680	31,620	30,457	7,780	32,005
–Others	10,519	29,178	22,938	10,529	28,586	22,690	10,645	29,911	23,412
Construction	7,399	26	7,410	7,384	38	7,401	7,416	42	7,435
Transport	54	5	57	40	15	48	38	1	39
Social Services	9,602	12,748	14,954	9,388	13,041	14,875	9,533	13,159	15,068
Public libraries and museums	1,100	823	1,509	1,149	815	1,555	1,131	791	1,526
Recreation, parks and baths	4,712	2,491	5,781	4,700	2,421	5,740	4,304	2,320	5,302
Environmental health	1,245	220	1,337	1,253	209	1,341	1,235	217	1,326
Refuse collection and disposal	1,714	9	1,718	1,693	13	1,699	1,619	14	1,625
Housing	2,515	599	2,788	2,544	606	2,818	2,540	606	2,816
Town and country planning	1,519	53	1,545	1,496	61	1,526	1,465	62	1,496
Fire Service–Regular	1,787	—	1,787	1,796	—	1,796	1,781	—	1,781
–Others (a)	282	157	349	285	155	350	280	144	341
Miscellaneous services	17,035	3,423	18,505	17,074	3,379	18,527	17,005	3,331	18,440
All above	**90,143**	**57,380**	**112,890**	**89,634**	**55,019**	**111,986**	**89,449**	**58,378**	**112,612**
Police service–Police (all ranks)	6,443	—	6,443	6,476	—	6,476	6,514	—	6,514
–Others (b)	1,981	361	2,137	1,963	367	2,121	1,984	370	2,144
Probation, magistrates' courts and agency staff	1,111	289	1,248	1,125	284	1,259	1,143	293	1,281
All (excluding special employment and training measures)	**99,678**	**58,030**	**122,718**	**99,198**	**55,670**	**121,842**	**99,090**	**59,041**	**122,551**
TABLE C Scotland (e) (f) *(continued)*									
Education–Lecturers and teachers (d)	56,917	6,740	59,613	57,091	6,922	59,860	58,014	7,470	61,002
–Others (c)	22,320	41,091	41,967	21,896	28,825	35,912	20,556	22,608	31,747
Construction	15,138	56	15,165	14,903	61	14,933	14,921	44	14,942
Transport	675	46	699	692	43	714	695	41	716
Social Services	21,784	27,704	34,888	22,229	27,883	35,419	22,352	27,479	35,363
Public libraries, museums and Art Galleries	3,329	1,781	4,279	3,422	1,732	4,349	3,367	1,735	4,298
Recreation, leisure and tourism	12,235	3,045	13,693	12,102	3,079	13,581	10,846	2,928	12,257
Environmental health	2,180	529	2,427	2,250	524	2,496	2,165	459	2,381
Cleansing	8,811	236	8,921	8,770	254	8,889	8,447	237	8,558
Housing	6,642	473	6,882	6,698	500	6,956	6,796	522	7,067
Physical planning	1,815	48	1,842	1,844	121	1,912	1,876	57	1,909
Fire Service–Regular	4,605	—	4,605	4,587	—	4,587	4,636	30	4,650
–Others (a)	485	177	568	474	167	552	398	113	452
Miscellaneous services	37,570	4,091	39,557	38,962	13,343	45,213	40,183	21,312	50,118
All above	**194,506**	**86,017**	**235,106**	**195,920**	**83,454**	**235,373**	**195,252**	**85,035**	**235,460**
Police Service–Police (all ranks)	13,561	—	13,561	13,581	—	13,581	13,678	—	13,678
–Others (b)	3,551	2,644	4,779	3,552	2,653	4,781	3,565	2,651	4,796
Administration of District Courts	134	15	142	131	16	139	135	14	143
All (excluding special employment and training measures)	**211,752**	**88,676**	**253,588**	**213,184**	**86,123**	**253,874**	**212,630**	**87,700**	**254,077**

EMPLOYMENT 1·8
Indices of output, employment and productivity





Source: Central Statistical Office

Seasonally adjusted (1985 = 100)

UNITED KINGDOM	Whole economy: Output‡	Whole economy: Employed labour force*	Whole economy: Output per person employed*	Production industries Divisions 1 to 4: Output	Production industries: Employed labour force*	Production industries: Output per person employed*	Manufacturing industries Divisions 2 to 4: Output	Manufacturing industries: Employed labour force*	Manufacturing industries: Output per person employed*
1984	96·5	98·9	97·6	94·9	100·8	94·1	97·6	100·5	97·1
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·2 R	100·1	103·0	102·3	97·3	105·2	101·2	97·9	103·4 R
1987	108·0	101·9	106·0	105·7	96·0	110·1	106·5	97·0	109·8
1988	113·1 R	105·3	107·4	109·7	97·1	112·9	114·3	98·7	115·8
1989	116·0	108·2	107·2	110·2	97·5	113·1	119·3 R	99·3 R	120·1 R
1984 Q1	96·5	98·3	98·2	97·2	101·1	96·1	97·0	100·6	96·4
Q2	96·0	98·7	97·3	94·3	100·9	93·5	97·3	100·5	96·8
Q3	96·2	99·1	97·1	93·2	100·7	92·6	97·9	100·7	97·2
Q4	97·4	99·5	97·9	94·9	100·6	94·4	98·3	100·4	97·9
1985 Q1	98·8	99·8	99·0	97·8	100·4	97·4	100·5	100·3	100·3
Q2	100·4	100·0	100·4	101·7	100·2	101·5	101·1	100·1	100·9
Q3	100·2	100·1	100·1	100·6	99·9	100·7	99·8	99·9	99·9
Q4	100·6	100·1	100·5	99·9	99·4	100·5	98·6	99·7	99·0
1986 Q1	101·5	100·0	101·5	101·2	98·6	102·5	98·9	99·1	99·8
Q2	102·6	100·0	102·6	102·1	97·6	104·6	100·6	98·2	102·5
Q3	103·7	100·1	103·6	102·9	96·8	106·4	101·2	97·3	104·1
Q4	104·8	100·4	104·4	103·1	96·2	107·2	103·8	97·0	107·1
1987 Q1	105·6	100·7	104·8	103·8	95·7	108·5	103·1	96·5	106·8
Q2	107·1	101·4	105·6	104·8	95·8	109·4	105·7	96·8	109·2
Q3	109·1	102·3	106·7	106·7	96·1	111·0	108·2	97·2	111·3
Q4	110·3	103·2	106·9	107·5	96·4	111·4	109·0	97·6	111·7
1988 Q1	111·8	104·1	107·4	108·3	96·8	111·9	111·5	98·2	113·5
Q2	112·4	104·8	107·2	109·6	97·0	113·1	112·7	98·4	114·5
Q3	113·7	105·7	107·6	110·4	97·2	113·6	115·8	98·9	117·1
Q4	114·5	106·4	107·6	110·2	97·6	112·9	117·2	99·2	118·1
1989 Q1	115·6	107·2	107·8	110·0	97·7	112·6	119·2	99·5	119·8
Q2	115·4	107·9	107·0	109·5	97·4	112·4	119·5 R	99·2	120·4 R
Q3	116·1	108·5	107·0	110·6	97·4	113·6	119·4 R	99·3	120·2 R
Q4	116·8	109·2	107·0	110·6	97·3	113·7	118·9 R	99·3	119·8 R
1990 Q1	..	..	..	110·5	97·1	113·8	119·9 R	99·2	120·8 R

* The employed labour force comprises, employees in employment, the self-employed, and HM Forces. This series is used as a denominator for the productivity calculations for the reasons explained on page S6 of the August 1988 issue of *Employment Gazette*.
‡ Gross domestic product for whole economy.

1·8 EMPLOYMENT
Indices of output† employment and output per person employed

1985 = 100

Class	Whole economy	Total production industries	Manufacturing industries: Total manufacturing	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	Construction
	R	R	R	R	R	R	R	R	R	R	R
		Div 1-4	Div 2-4	21-22	23-24	25-26	31-37	41-42	43-45	46-49	Div 5
Output‡											
1984	96·6	94·9	97·6	93·6	100·4	96·8	96·8	100·8	95·9	98·4	98·6
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·1	102·3	101·2	100·3	101·3	101·6	99·9	100·8	100·7	104·5	104·6
1987	108·0	105·7	106·5	108·6	106·6	108·8	103·6	103·2	104·1	114·9	110·6
1988	112·9	109·7	114·3	122·0	117·4	113·6	112·8	105·6	102·3	126·4	118·8
1989		110·2	119·3	125·0	119·8	118·9	128·7	106·0	98·9	132·1	123·7
1985 Q1	98·8	97·8	100·4	94·1	99·0	101·1	101·3	101·5	98·4	99·6	100·6
Q2	100·5	101·7	101·1	103·4	100·1	101·3	102·2	100·2	100·2	99·1	100·0
Q3	100·2	100·6	99·9	102·7	100·2	100·0	99·5	99·3	100·5	100·3	98·7
Q4	100·6	99·9	98·6	99·8	100·8	97·7	97·0	99·1	100·8	101·1	100·7
1986 Q1	101·5	101·2	98·9	96·8	97·5	99·5	98·0	98·9	99·6	101·2	100·0
Q2	102·6	102·1	100·6	99·9	101·1	100·8	99·5	100·1	101·7	103·2	104·6
Q3	103·7	102·9	101·3	99·2	102·4	102·0	99·8	101·1	99·9	105·1	105·8
Q4	104·7	103·1	103·8	105·3	104·2	103·9	102·2	103·0	101·6	108·6	107·9
1987 Q1	105·6	103·8	103·1	103·1	101·0	105·8	100·3	102·2	102·1	109·9	109·3
Q2	107·2	104·8	105·7	108·2	106·0	106·8	102·8	102·8	104·2	114·1	107·5
Q3	109·1	106·7	108·2	110·5	109·5	110·7	105·4	103·6	105·5	116·6	111·0
Q4	110·2	107·5	109·0	112·4	109·9	111·7	105·9	104·2	104·5	119·0	114·7
1988 Q1	111·6	108·3	111·5	118·5	117·4	110·6	109·2	104·4	104·1	122·0	119·8
Q2	112·2	109·6	112·7	121·0	115·0	111·9	111·3	105·2	100·6	123·9	117·9
Q3	113·6	110·4	115·8	124·1	116·4	115·1	114·3	107·0	102·3	129·2	117·4
Q4	114·1	110·2	117·2	124·5	120·6	116·5	116·5	105·7	102·2	130·4	120·3
1989 Q1	115·0	110·0	119·2	131·2	122·0	118·4	119·9	104·9	100·7	132·1	125·2
Q2	115·2	109·5	119·5	123·4	121·6	118·6	120·7	106·2	99·3	132·7	124·3
Q3	115·3	110·6	119·4	123·0	119·0	119·6	121·4	106·4	97·7	131·4	121·9
Q4		110·6	118·9	122·3	115·5	118·9	120·5	106·6	97·9	132·2	123·4
1990 Q1		110·5	119·9	119·9	111·2	120·5	121·9	107·1	99·1	134·2	126·3
Employed labour force*											
1984	98·9	100·8	100·5	105·9	101·7	101·3	100·7	101·2	98·6	98·5	100·6
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	100·1	97·3	97·9	89·1	94·0	97·1	97·5	97·5	100·1	100·7	99·4
1987	101·9	96·0	97·0	82·3	90·2	94·7	96·2	96·6	99·3	103·3	104·2
1988	104·9	97·1	98·7	78·8	90·4	95·1	97·8	97·5	100·5	107·1	110·3
1989		97·5	99·3	74·0	89·0	95·6	98·8	97·9	98·3	110·7	118·4
1985 Q1	99·8	100·4	100·3	103·6	102·3	100·5	100·3	100·6	99·1	99·3	100·8
Q2	100·0	100·2	100·1	101·0	101·0	100·1	100·1	100·4	99·6	99·3	100·3
Q3	100·1	99·9	99·9	98·9	99·1	99·9	100·0	99·7	100·5	100·4	99·6
Q4	100·1	99·4	99·7	96·5	97·5	99·5	99·6	99·3	100·9	101·0	99·3
1986 Q1	100·0	98·6	99·1	92·7	96·7	98·5	98·9	98·5	101·1	100·6	99·0
Q2	100·0	97·6	98·2	89·9	94·7	97·3	97·7	97·5	100·9	99·9	98·9
Q3	100·1	96·8	97·3	87·9	92·6	96·6	96·9	96·9	99·5	100·6	99·4
Q4	100·4	96·2	97·0	86·1	92·0	95·9	96·4	96·9	99·2	101·6	100·4
1987 Q1	100·7	95·7	96·5	83·7	91·1	95·1	95·8	96·2	98·6	101·9	101·8
Q2	101·4	95·8	96·8	82·1	90·0	94·6	95·9	96·5	99·1	102·7	103·3
Q3	102·3	96·1	97·2	81·9	89·6	94·5	96·4	96·6	99·5	103·6	105·0
Q4	103·2	96·4	97·6	81·5	89·9	94·7	96·9	97·2	100·0	104·8	106·5
1988 Q1	104·1	96·8	98·2	80·1	90·1	94·8	97·4	97·2	100·6	105·4	108·0
Q2	104·7	97·0	98·4	78·5	90·5	94·8	97·5	96·9	100·9	106·3	109·2
Q3	105·2	97·2	98·9	78·4	90·4	95·1	98·0	97·5	100·4	107·6	110·7
Q4	105·5	97·6	99·2	78·1	90·8	95·6	98·5	98·4	100·2	109·1	113·1
1989 Q1	105·9	97·7	99·5	76·5	90·5	95·5	98·8	98·2	99·4	109·8	115·6
Q2	106·2	97·4	99·2	74·7	89·7	95·4	98·6	97·6	98·5	110·1	118·4
Q3	106·6	97·4	99·3	73·3	88·2	95·5	98·8	97·7	97·9	111·0	119·4
Q4		97·3	99·3	71·6	87·5	95·9	99·1	98·2	97·5	111·9	120·1
1990 Q1		97·1	99·2	69·1	86·2	95·1	98·8	98·2	96·8	111·7	120·9
Output per person employed**											
1984	97·6	94·1	97·1	88·3	98·7	95·6	96·1	99·7	97·2	99·9	98·0
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·0	105·2	103·4	112·5	107·8	104·7	102·5	103·4	100·6	103·8	105·2
1987	106·0	110·1	109·8	131·8	118·2	114·8	107·6	106·8	104·8	111·3	106·2
1988	107·6	112·9	115·8	154·8	129·7	119·4	115·3	108·3	101·8	118·0	107·8
1989		113·1	120·1	168·6	134·5	124·4	122·1	108·3	100·6	119·3	104·5
1985 Q1	99·0	97·4	100·2	90·8	96·7	100·6	101·1	100·8	99·4	100·3	99·7
Q2	100·5	101·5	101·0	102·3	99·0	101·2	102·1	99·8	100·7	99·8	99·8
Q3	100·1	100·7	99·9	103·7	101·0	100·1	99·5	99·5	100·0	99·9	99·1
Q4	100·5	100·5	99·0	103·3	103·3	98·2	97·4	99·8	99·9	100·0	101·4
1986 Q1	101·5	102·5	99·8	104·3	100·8	101·0	99·1	100·4	98·6	100·7	101·0
Q2	102·6	104·6	102·5	111·0	106·7	103·6	101·9	102·6	100·9	103·3	105·8
Q3	103·6	106·4	104·1	112·7	110·5	105·6	102·9	104·3	100·5	104·5	106·5
Q4	104·3	107·2	107·1	122·1	113·2	108·4	106·1	106·3	102·4	106·9	107·4
1987 Q1	104·8	108·5	106·8	123·1	110·8	111·3	104·7	106·2	103·5	107·8	107·4
Q2	105·8	109·4	109·2	131·6	117·7	112·9	107·2	106·6	105·2	111·1	104·1
Q3	106·6	111·0	111·3	134·8	122·2	117·1	109·4	107·3	106·0	112·5	105·7
Q4	106·8	111·4	111·7	137·7	122·2	117·9	109·2	107·2	104·5	113·6	107·7
1988 Q1	107·2	111·9	113·5	147·8	130·3	116·7	112·1	107·5	103·5	115·8	110·9
Q2	107·2	113·1	114·5	154·0	127·0	118·1	114·1	108·6	99·7	116·6	107·9
Q3	108·0	113·6	117·1	158·1	128·7	121·0	116·7	109·7	101·9	120·0	106·0
Q4	108·1	112·9	118·1	159·2	132·8	121·8	118·3	107·4	102·0	119·5	106·4
1989 Q1	108·6	112·6	119·8	171·4	134·8	124·0	121·4	106·8	101·3	120·3	108·3
Q2	108·5	112·4	120·4	165·0	135·6	124·4	122·4	108·9	100·9	120·6	105·0
Q3	108·6	113·6	120·2	167·5	135·8	125·3	122·9	108·8	99·8	118·4	102·0
Q4		113·7	119·8	170·5	131·9	123·9	121·7	108·5	100·5	118·1	102·7
1990 Q1		113·8	120·8	173·3	129·0	126·7	123·4	109·0	102·3	120·2	104·4

** Based on the output measure of Gross Domestic Product.
† Industries are grouped according to the Standard Industrial Classification 1980.

EMPLOYMENT 1·11
Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME: Operatives (Thou)	Percentage of all operatives	Hours of overtime worked: Average per operative working overtime	Actual (million)	Seasonally adjusted	SHORT-TIME: Stood off for whole week: Operatives (Thou)	Hours lost (Thou)	Working part of week: Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Stood off for whole or part of week: Operatives (Thou)	Percentage of all operatives	Hours lost: Actual (Thou)	Seasonally adjusted	Average per operative on short-time
1985	1,329	34·0	9·0	11·98		4	165	24	241	10·2	28	0·7	416		15·1
1986	1,304	34·2	9·0	11·72		5	192	29	293	10·1	34	0·9	485		14·4
1987	1,350	36·0	9·4	12·63		4	149	20	199	10·0	24	0·6	348		14·6
1988	1,413	37·9	9·5	13·42		3	101	15	143	9·8	17	0·5	244		14·4
1989	1,392	37·6	9·6	13·38		3	119	19	183	9·6	22	0·6	302		13·7
Week ended															
1988 Mar 12	1,398	37·5	9·3	13·02	13·11	2	75	17	179	10·4	19	0·5	254	219	13·3
Apr 16	1,386	37·3	9·1	12·63	12·96	2	80	18	161	9·1	20	0·5	241	214	12·2
May 14	1,443	38·7	9·3	13·39	13·26	2	81	16	159	9·8	18	0·5	240	232	13·2
June 11	1,378	36·9	9·4	12·95	13·04	2	60	16	143	9·2	17	0·5	203	256	11·9
July 16	1,392	37·3	9·7	13·54	13·57	4	148	12	133	11·1	16	0·4	281	284	17·8
Aug 13	1,309	35·0	9·6	12·53	13·46	3	111	12	118	10·1	14	0·4	229	264	15·9
Sept 10	1,385	36·9	9·6	13·28	13·36	2	97	10	86	8·8	12	0·3	183	231	15·1
Oct 15	1,509	40·3	9·7	14·68	13·92	3	138	13	110	8·8	16	0·4	248	259	15·5
Nov 12	1,525	40·7	9·8	14·87	13·87	3	126	13	125	9·8	16	0·4	251	230	15·7
Dec 10	1,515	40·5	9·9	14·98	14·04	2	95	13	119	9·4	15	0·4	214	252	14·2
1989 Jan 14	1,375	37·0	9·4	12·91	13·87	2	88	19	205	10·7	21	0·6	293	234	13·7
Feb 11	1,439	38·9	9·4	13·51	13·75	3	133	23	228	10·0	26	0·7	360	288	13·8
Mar 11	1,391	37·6	9·5	13·26	13·43	3	104	25	258	10·3	28	0·7	362	311	13·1
Apr 15	1,400	38·1	9·5	13·30	13·64	3	135	24	250	10·3	28	0·7	384	335	14·0
May 13	1,405	38·3	9·6	13·47	13·35	3	135	23	230	10·2	26	0·7	365	353	14·1
June 10	1,367	37·1	9·6	13·17	13·31	2	94	15	134	9·2	17	0·5	228	295	13·5
July 15	1,347	36·5	9·8	13·17	13·18	4	145	14	117	8·7	17	0·5	262	269	15·3
Aug 19	1,319	35·6	9·8	12·92	13·85	2	79	12	102	8·7	14	0·4	181	216	13·3
Sept 16	1,395	37·5	9·7	13·54	13·65	3	136	16	158	9·9	19	0·5	294	390	15·2
Oct 14	1,445	38·9	9·7	13·97	13·16	3	100	18	165	9·0	21	0·6	266	287	12·7
Nov 11	1,442	38·9	9·7	13·93	12·91	4	148	18	162	8·9	22	0·6	310	295	14·2
Dec 16	1,375	37·2	9·8	13·43	12·47	3	135	21	187	8·9	24	0·7	321	391	13·2
1990 Jan 12	1,281	34·9	9·1	11·71	12·62	4	158	24	205	8·6	28	0·8	363	288	13·0
Feb 9	1,335	34·6	9·3	12·39	12·64	11	449	32	316	10·0	43	1·2	764	613	7·8
Mar 9	1,321	36·3	9·4	12·40	12·61	6	238	28	255	9·2	34	0·9	493	427	14·7
[Apr 6]	1,326	36·6	9·5	12·56	12·89	4	149	28	287	10·2	32	0·9	436	378	13·6

1·12 EMPLOYMENT
Hours of work—operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*: All manufacturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food drink, tobacco	INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE: All manufacturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49	31-34, 37, Group 361	35, 36 except Group 361	43-45	41, 42	21-49	31-34, 37, Group 361	35, 36 except Group 361	43-45	41, 42
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	96·6	95·4	96·5	99·0	97·6	99·7	99·6	100·0	99·1	99·6
1987	96·1	96·3	96·2	98·7	97·4	100·5	100·4	101·1	100·2	99·6
1988	97·6	101·1	95·6	97·4	97·6	101·0	100·8	101·8	99·2	99·6
1989	96·9	98·1	94·4	93·3	97·1	100·1	100·3	102·4	98·6	98·6
Week ended										
1987 Nov 14	96·9					100·7				
Dec 12	97·0	99·2	96·9	98·9	97·8	100·8	101·4	101·3	100·2	99·7
1988 Jan 16	97·1					101·1				
Feb 13	97·1					100·7				
Mar 12	97·5	99·5	95·9	98·7	97·8	100·9	100·9	101·1	99·5	99·8
Apr 16	97·3					100·8				
May 14	97·5					101·0				
June 11	97·4	100·2	95·2	97·5	97·3	100·8	100·4	101·2	98·9	99·8
July 16	98·1					101·1				
Aug 13	97·7					100·9				
Sept 10	97·5	102·2	94·7	97·1	97·4	100·8	100·1	101·2	99·3	99·5
Oct 15	97·9					101·2				
Nov 12	98·0					101·1				
Dec 10	98·1	102·6	96·6	96·3	97·7	101·2	101·6	103·6	99·0	99·3
1989 Jan 14	97·3					100·6				
Feb 11	97·3					100·4				
Mar 11	97·2	99·8	95·1	94·8	96·9	100·2	100·4	102·7	98·7	98·5
Apr 15	97·1					100·4				
May 13	96·8					100·2				
June 10	96·7	98·0	93·9	93·3	97·0	100·1	100·2	101·9	98·7	98·8
July 15	96·8					100·1				
Aug 19	97·4					100·4				
Sept 16	96·9	97·8	95·8	93·0	97·0	100·1	100·2	103·6	98·6	98·4
Oct 14	96·5					99·9				
Nov 11	96·4					99·7				
Dec 16	96·0	96·6	92·9	91·9	97·4	99·5	100·4	101·3	98·3	98·5
1990 Jan 13	96·0					99·7				
Feb 10	95·6					99·6				
Mar 10	95·5 R	94·1	93·4	91·0	96·6	99·6 R	100·4	102·0	97·9	97·5
Apr 14	95·6					99·9				

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
1986*)	Annual averages	3,289·1	11·8	3,107·3	11·2					
1987)		2,953·4	10·6	2,822·3	10·1					
1988**)		2,370·4	8·4	2,293·9	8·1					
1989)		1,798·7	6·3	1,796·6	6·3					
1988	May 12	2,426·9	8·6	2,366·7	8·4	–39·1	–40·4	207	2,176	44
	June 9	2,340·8	8·3	2,322·0	8·2	–39·7	–43·3	206	2,093	42
	July 14	2,326·7	8·2	2,262·8	8·0	–56·8	–45·2	283	2,003	41
	Aug 11	2,291·2	8·1	2,220·9	7·9	–41·7	–46·1	237	2,013	40
	Sept 8** ‡‡	2,311·0	8·2	2,189·3	7·7	–33·9	–44·1	266	2,005	40
	Oct 13	2,118·9	7·5	2,151·7	7·6	–33·8	–36·5	241	1,839	39
	Nov 10	2,066·9	7·3	2,101·8	7·4	–52·7	–40·1	224	1,805	37
	Dec 8	2,046·5	7·2	2,038·3	7·2	–67·8	–51·4	212	1,797	37
1989	Jan 12	2,074·3	7·3	1,995·0	7·0	–49·6	–56·7	215	1,822	37
	Feb 9	2,018·2	7·1	1,951·9	6·8	–39·1	–52·2	221	1,763	35
	Mar 9	1,960·2	6·9	1,920·5	6·7	–32·1	–40·3	200	1,726	34
	Apr 13	1,883·6	6·6	1,860·1	6·5	–58·6	–43·3	189	1,663	32
	May 11	1,802·5	6·3	1,839·1	6·5	–22·2	–37·6	174	1,598	30
	June 8	1,743·1	6·1	1,811·3	6·4	–25·5	–35·4	170	1,544	29
	July 13	1,771·4	6·2	1,785·1	6·3	–23·1	–23·6	248	1,495	28
	Aug 10	1,741·1	6·1	1,742·7	6·1	–41·9	–30·2	214	1,501	27
	Sept 14 ‡	1,702·9	6·0	1,692·7	5·9	–51·0	–38·7	222	1,455	26
	Oct 12 ‡	1,635·8	5·7	1,674·5	5·9	–19·4	–37·4	214	1,397	25
	Nov 9 ‡	1,612·4	5·7	1,652·0	5·8	–22·9	–31·1	209	1,379	24
	Dec 14 ‡	1,639·0	5·8	1,634·6	5·7	–17·4	–19·9	207	1,407	25
1990	Jan 11 ‡	1,687·0	5·9	1,612·1	5·7	–22·5	–20·8	214	1,448	25
	Feb 8 ‡	1,675·7	5·9	1,610·4	5·6	–1·7	–13·9	227	1,425	24
	Mar 8	1,646·6	5·8	1,604·4	5·6	–6·0	–10·1	206	1,416	24
	Apr 12	1,626·3	5·7	1,606·6	5·6	2·2	–1·8	216	1,387	24
	May 10 P	1,578·5	5·5	1,611·0	5·7	4·4	0·2	182	1,373	24

UNEMPLOYMENT UK Summary 2·1

THOUSAND

MALE				FEMALE						
UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED		
Number	Per cent work-force †	Number	Per cent work-force †	Number	Per cent work-force †	Number	Per cent work-force †	Number		
2,252·5	13·7	2,148·3	13·1	1,036·6	9·1	959·0	8·4		1986*)	Annual averages
2,045·8	12·5	1,971·0	12·1	907·6	7·8	851·3	7·3		1987)	
1,650·5	10·1	1,607·1	9·8	719·9	6·1	686·8	5·8		1988**)	
1,290·8	7·9	1,289·6	7·9	507·9	4·2	507·0	4·2		1989)	
1,692·1	10·3	1,652·9	10·1	734·8	6·2	713·8	6·0	301·6	1988	May 12
1,632·0	10·0	1,624·1	9·9	708·7	6·0	697·9	5·9	291·8		June 9
1,606·3	9·8	1,584·7	9·7	720·4	6·1	678·1	5·7	287·7		July 14
1,576·5	9·6	1,558·5	9·5	714·6	6·0	662·4	5·6	286·9		Aug 11
1,594·4	9·7	1,539·0	9·4	716·6	6·0	650·3	5·5	287·9		Sept 8** ‡‡
1,484·2	9·1	1,516·3	9·3	634·6	5·3	635·4	5·3	265·2		Oct 13
1,454·8	8·9	1,481·3	9·1	612·2	5·1	620·5	5·2	254·9		Nov 10
1,451·5	8·9	1,439·0	8·8	595·1	5·0	599·3	5·0	249·9		Dec 8
1,473·2	9·0	1,410·9	8·7	601·1	4·9	584·1	4·8	248·7	1989	Jan 12
1,434·9	8·8	1,381·2	8·5	583·3	4·8	570·7	4·7	239·5		Feb 9
1,399·4	8·6	1,363·4	8·4	560·9	4·6	557·1	4·6	229·3		Mar 9
1,350·8	8·3	1,323·6	8·1	532·8	4·4	536·5	4·4	216·9		Apr 13
1,297·1	8·0	1,312·8	8·1	505·5	4·1	526·3	4·3	204·7		May 11
1,256·6	7·7	1,297·6	8·0	486·6	4·0	513·7	4·2	195·7		June 8
1,261·6	7·7	1,283·9	7·9	509·8	4·2	501·2	4·1	196·1		July 13
1,238·4	7·6	1,260·7	7·7	502·7	4·1	482·0	3·9	193·3		Aug 10
1,218·8	7·5	1,229·0	7·5	484·1	4·0	463·7	3·8	183·0		Sept 14 ‡
1,181·3	7·2	1,216·4	7·5	454·5	3·7	458·1	3·8	172·9		Oct 12 ‡
1,172·7	7·2	1,201·8	7·4	439·7	3·6	450·2	3·7	165·0		Nov 9 ‡
1,204·8	7·4	1,194·4	7·3	434·2	3·6	440·2	3·6	162·5		Dec 14 ‡
1,239·3	7·6	1,180·3	7·2	447·7	3·7	431·8	3·5	164·2	1990	Jan 11 ‡
1,232·2	7·6	1,180·4	7·2	443·5	3·6	430·0	3·5	160·2		Feb 8 ‡
1,213·5	7·4	1,176·3	7·2	433·1	3·5	428·1	3·5	155·8		Mar 8
1,198·2	7·4	1,176·4	7·2	428·1	3·5	430·2	3·5	154·8		Apr 12
1,170·0	7·2	1,183·1	7·3	408·5	3·3	427·9	3·5	146·1		May 10 P

2·2 UNEMPLOYMENT GB Summary

1986*)	Annual averages	3,161·3	11·7	2,984·6	11·0					
1987)		2,826·9	10·4	2,700·2	9·9					
1988**)		2,254·7	8·2	2,180·7	7·9					
1989)		1,693·0	6·1	1,691·1	6·1					
1988	May 12	2,310·7	8·4	2,252·2	8·2	–39·2	–40·2	200	2,068	42
	June 9	2,225·1	8·1	2,208·0	8·0	–39·1	–43·0	197	1,987	41
	July 14	2,208·5	8·0	2,149·6	7·8	–56·5	–44·9	272	1,896	40
	Aug 11	2,173·7	7·9	2,108·5	7·7	–40·8	–45·5	230	1,905	39
	Sept 8** ‡‡	2,195·2	8·0	2,077·7	7·5	–32·7	–43·3	257	1,899	39
	Oct 13	2,008·4	7·3	2,041·1	7·4	–32·8	–35·4	232	1,738	38
	Nov 10	1,958·0	7·1	1,991·1	7·2	–52·7	–39·4	217	1,705	36
	Dec 8	1,938·5	7·0	1,929·1	7·0	–66·3	–50·6	206	1,697	36
1989	Jan 12	1,963·2	7·1	1,885·1	6·8	–50·2	–56·4	207	1,721	36
	Feb 9	1,908·1	6·9	1,842·3	6·6	–39·0	–51·8	213	1,662	34
	Mar 9	1,851·9	6·7	1,811·5	6·5	–31·7	–40·3	193	1,626	32
	Apr 13	1,776·0	6·4	1,752·1	6·3	–57·4	–42·7	182	1,563	31
	May 11	1,697·1	6·1	1,732·0	6·2	–21·2	–36·8	168	1,501	29
	June 8	1,638·9	5·9	1,705·4	6·1	–24·3	–34·3	163	1,448	27
	July 13	1,663·6	6·0	1,679·3	6·0	–23·1	–22·9	237	1,399	27
	Aug 10	1,634·1	5·9	1,638·1	5·9	–40·8	–29·4	206	1,402	26
	Sept 14 ‡	1,596·8	5·7	1,589·7	5·7	–49·3	–37·7	212	1,360	25
	Oct 12 ‡	1,534·0	5·5	1,572·2	5·7	–18·7	–36·3	206	1,304	24
	Nov 9 ‡	1,513·2	5·4	1,550·8	5·6	–21·8	–29·9	202	1,288	23
	Dec 14 ‡	1,539·9	5·6	1,534·2	5·5	–16·6	–18·5	200	1,316	23
1990	Jan 11 ‡	1,586·6	5·7	1,512·9	5·4	–21·3	–19·8	206	1,357	24
	Feb 8 ‡	1,576·8	5·7	1,511·7	5·4	–1·2	–13·0	219	1,335	23
	Mar 8	1,549·0	5·6	1,505·9	5·4	–5·8	–9·4	199	1,326	23
	Apr 12	1,528·7	5·5	1,508·6	5·4	2·7	–1·4	208	1,298	23
	May 10 P	1,482·5	5·3	1,513·3	5·4	4·7	0·5	176	1,284	23

* 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.
† National and regional unemployment rates are calculated by expressing the number of unemployed as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-1989 for 1989 and 1990 figures and at the corresponding mid-year for earlier years. These national and regional unemployment rates have been up-dated to incorporate revisions to the workforce estimates arising from the results of the 1989 Labour Force Survey.
** Unadjusted figures are affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This 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.
‡‡ 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 GB Summary 2·2

2,159·6	13·5	2,058·7	12·9	1,001·7	9·0	926·0	8·3		1986*)	Annual averages
1,953·8	12·3	1,881·8	11·8	873·1	7·7	818·4	7·2		1987)	
1,566·1	9·8	1,524·4	9·6	688·6	5·9	656·3	5·7		1988**)	
1,213·1	7·6	1,212·0	7·6	479·9	4·0	479·0	4·0		1989)	
1,606·8	10·1	1,569·3	9·8	703·9	6·1	682·9	5·9	288·3		May 12
1,547·7	9·7	1,540·9	9·7	677·5	5·8	667·1	5·7	278·6		June 9
1,521·5	9·5	1,502·1	9·4	687·0	5·9	647·5	5·6	273·7		July 14
1,492·5	9·4	1,476·5	9·3	681·2	5·9	632·0	5·4	272·8		Aug 11
1,511·0	9·5	1,457·5	9·1	684·3	5·9	620·2	5·3	274·4		Sept 8** ‡‡
1,404·1	8·8	1,435·5	9·0	604·3	5·2	605·6	5·2	252·1		Oct 13
1,375·3	8·6	1,400·6	8·8	582·6	5·0	590·5	5·1	242·1		Nov 10
1,371·9	8·6	1,359·1	8·5	566·6	4·9	570·0	4·9	237·7		Dec 8
1,391·4	8·8	1,330·7	8·4	571·8	4·8	554·4	4·7	236·1	1989	Jan 12
1,353·9	8·5	1,301·4	8·2	554·2	4·6	540·9	4·5	226·9		Feb 9
1,319·5	8·3	1,283·9	8·1	532·4	4·5	527·6	4·4	217·0		Mar 9
1,271·4	8·0	1,244·6	7·8	504·5	4·2	507·5	4·3	204·7		Apr 13
1,219·2	7·7	1,234·3	7·8	477·9	4·0	497·7	4·2	192·7		May 11
1,179·7	7·4	1,219·7	7·7	459·2	3·9	485·7	4·1	184·1		June 8
1,183·6	7·5	1,206·1	7·6	480·0	4·0	473·2	4·0	183·5		July 13
1,161·0	7·3	1,183·6	7·5	473·0	4·0	454·5	3·8	180·7		Aug 10
1,141·7	7·2	1,152·8	7·3	455·1	3·8	436·9	3·7	171·3		Sept 14 ‡
1,106·5	7·0	1,140·7	7·2	427·4	3·6	431·5	3·6	161·7		Oct 12 ‡
1,099·0	6·9	1,126·7	7·1	414·2	3·5	424·1	3·6	154·4		Nov 9 ‡
1,130·4	7·1	1,119·7	7·0	409·5	3·4	414·5	3·5	152·3		Dec 14 ‡
1,163·7	7·3	1,106·3	7·0	422·9	3·5	406·6	3·4	154·2	1990	Jan 11 ‡
1,157·5	7·3	1,106·6	7·0	419·3	3·5	405·1	3·4	150·5		Feb 8 ‡
1,139·6	7·2	1,102·6	6·9	409·4	3·4	403·3	3·4	146·4		Mar 8
1,124·5	7·1	1,103·0	6·9	404·2	3·4	405·6	3·4	145·2		Apr 12
1,097·1	6·9	1,109·7	7·0	385·3	3·2	403·6	3·4	136·9		May 10 P

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision, mainly in the following month.
†† The seasonally adjusted series takes account of past discontinuities to be consistent with current coverage (see p 422 of the October 1986 issue of *Employment Gazette* and p 660 of the December 1988 issue for the list of previous discontinuities taken into account). See also note ‡.
‡ The changes in the Redundant Mineworkers Payment Scheme from July 23 mean that these mineworkers have the option to no longer sign on at Unemployment Benefit Offices as unemployed and available for work as a condition of this scheme. It is estimated that there is no further effect as a result of this change, with the total effect of the change now estimated to be about 15,500. Now that the full effect is known the necessary discontinuity adjustments can be made and a revised consistent back series will be produced in due course.

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												
1986*)	784·7	524·7	260·0	8·7	10·0	6·8	750·3	8·3			505·2	245·0
1987) Annual	680·5	460·8	219·7	7·4	8·7	5·7	657·9	7·2			448·3	209·7
1988**) averages	508·6	346·8	161·8	5·5	6·5	4·1	495·9	5·3			339·9	156·1
1989)	367·4	259·6	107·8	3·9	4·8	2·6	367·0	3·9			259·3	107·6
1989 May 11	365·5	258·6	106·9	3·9	4·8	2·6	374·5	4·0	−1·5	−6·9	262·8	111·7
June 8	355·2	251·9	103·3	3·7	4·7	2·5	370·0	3·9	−3·4	−5·8	260·7	109·3
July 13	363·3	255·3	108·0	3·8	4·8	2·6	363·8	3·8	−5·6	−3·5	257·9	105·9
Aug 10	356·8	250·1	106·7	3·8	4·7	2·6	352·3	3·7	−11·8	−6·9	251·7	100·6
Sept 14	349·7	246·9	102·8	3·7	4·6	2·5	345·2	3·6	−7·3	−8·2	247·3	97·9
Oct 12	337·2	240·4	96·9	3·6	4·5	2·3	343·0	3·6	−2·3	−7·1	246·6	96·4
Nov 9	332·7	239·0	93·7	3·5	4·5	2·3	342·7	3·6	−0·4	−3·3	246·8	95·9
Dec 14	342·9	249·3	93·6	3·6	4·7	2·3	342·1	3·6	−0·6	−1·0	247·6	94·5
1990 Jan 11	348·7	254·5	94·2	3·7	4·8	2·3	338·4	3·6	−3·7	−1·5	245·7	92·7
Feb 8	349·9	255·5	94·4	3·7	4·8	2·3	338·0	3·6	−0·4	−1·6	245·7	92·3
Mar 8	346·5	252·9	93·6	3·7	4·7	2·3	338·1	3·6	0·1	−1·3	245·2	92·9
Apr 12	349·1	254·4	94·6	3·7	4·8	2·3	345·5	3·6	7·4	2·4	250·4	95·1
May 10 P	342·4	251·2	91·2	3·6	4·7	2·2	349·4	3·7	3·9	3·8	254·1	95·3
GREATER LONDON (included in South East)												
1986*)	407·1	280·9	126·1	9·5	11·1	7·3	391·3	9·2			272·0	119·4
1987) Annual	363·8	254·4	109·4	8·5	10·1	6·2	353·0	8·2			248·3	104·7
1988**) averages	291·9	205·1	86·7	6·7	8·1	4·8	285·3	6·6			201·5	83·8
1989)	218·2	156·5	61·8	5·0	6·3	3·3	218·0	5·0			156·4	61·7
1989 May 11	218·3	157·1	61·2	5·0	6·3	3·2	221·8	5·1	−2·3	−4·8	158·5	63·3
June 8	214·2	154·5	59·7	4·9	6·2	3·2	218·8	5·0	−2·3	−3·8	156·8	62·0
July 13	219·5	156·7	62·8	5·0	6·3	3·3	216·8	4·9	−1·8	−2·1	155·7	61·1
Aug 10	215·0	152·9	62·1	4·9	6·1	3·3	210·2	4·8	−6·6	−3·6	151·5	58·7
Sept 14	211·2	150·8	60·4	4·8	6·0	3·2	206·1	4·7	−4·2	−4·2	148·9	57·2
Oct 12	202·5	145·7	56·9	4·6	5·8	3·0	204·3	4·7	−1·8	−4·2	147·9	56·4
Nov 9	198·1	143·2	54·9	4·5	5·7	2·9	203·3	4·6	−1·2	−2·4	147·2	56·1
Dec 14	200·8	146·1	54·7	4·6	5·8	2·9	201·3	4·6	−2·0	−1·6	146·1	55·2
1990 Jan 11	199·5	145·8	53·7	4·5	5·8	2·8	198·8	4·5	−2·5	−1·8	144·5	54·3
Feb 8	199·5	145·8	53·7	4·5	5·8	2·8	197·5	4·5	−1·3	−1·9	144·0	53·5
Mar 8	198·2	145·0	53·3	4·5	5·8	2·8	196·5	4·5	−1·0	−1·6	142·9	53·6
Apr 12	201·2	146·7	54·4	4·6	5·9	2·9	200·1	4·6	3·6	0·4	145·3	54·8
May 10 P	198·5	145·6	52·9	4·5	5·8	2·8	201·2	4·6	1·1	1·2	146·5	54·7
EAST ANGLIA												
1986*)	83·4	53·9	29·5	9·0	9·8	8·0	78·8	8·5			51·4	27·4
1987) Annual	72·5	47·4	25·1	7·7	8·6	6·3	69·4	7·3			45·8	23·6
1988**) averages	52·0	33·6	18·5	5·4	6·0	4·6	50·3	5·2			32·6	17·7
1989)	35·2	24·0	11·2	3·6	4·3	2·7	35·1	3·6			24·0	11·2
1989 May 11	35·1	23·7	11·4	3·6	4·2	2·8	35·2	3·6	−0·4	−0·7	23·6	11·6
June 8	32·9	22·4	10·5	3·4	4·0	2·5	35·1	3·6	−0·1	−0·6	23·8	11·3
July 13	33·1	22·4	10·7	3·4	4·0	2·6	34·7	3·6	−0·3	−0·3	23·8	10·9
Aug 10	32·7	22·2	10·4	3·3	3·9	2·5	33·9	3·5	−0·7	−0·4	23·5	10·4
Sept 14	31·8	21·9	9·9	3·3	3·9	2·4	33·2	3·4	−0·8	−0·6	23·3	9·9
Oct 12	31·2	21·7	9·5	3·2	3·8	2·3	33·5	3·4	0·3	−0·4	23·7	9·8
Nov 9	31·7	22·4	9·3	3·2	4·0	2·3	33·4	3·4	−0·1	−0·2	23·7	9·7
Dec 14	33·7	24·4	9·3	3·4	4·3	2·3	33·4	3·4	—	0·1	24·0	9·4
1990 Jan 11	36·0	25·9	10·0	3·7	4·6	2·4	33·0	3·4	−0·4	−0·2	23·8	9·2
Feb 8	36·9	26·7	10·2	3·8	4·7	2·5	33·6	3·4	0·6	0·1	24·1	9·5
Mar 8	37·0	26·8	10·1	3·8	4·7	2·5	34·3	3·5	0·7	0·3	24·7	9·6
Apr 12	36·7	26·5	10·1	3·8	4·7	2·5	35·0	3·6	0·7	0·7	25·2	9·8
May 10 P	35·7	25·8	9·8	3·7	4·6	2·4	35·7	3·7	0·7	0·7	25·7	10·0
SOUTH WEST												
1986*)	205·7	131·6	74·2	9·9	10·8	8·6	195·8	9·5			126·1	69·7
1987) Annual	178·9	115·0	63·9	8·5	9·4	7·2	172·3	8·1			111·4	60·9
1988**) averages	137·6	88·5	49·1	6·4	7·2	5·4	133·7	6·2			86·5	47·3
1989)	98·1	66·1	31·9	4·5	5·4	3·4	98·0	4·5			66·1	31·9
1989 May 11	96·5	65·1	31·4	4·4	5·3	3·3	101·0	4·6	−0·9	−1·8	67·3	33·7
June 8	90·5	61·3	29·2	4·2	5·0	3·1	100·0	4·6	−0·8	−1·5	66·9	33·1
July 13	91·7	61·7	30·0	4·2	5·0	3·2	97·7	4·5	−2·0	−1·2	65·9	31·8
Aug 10	91·1	61·5	29·7	4·2	5·0	3·1	94·8	4·4	−2·8	−1·9	64·8	30·0
Sept 14	89·6	60·8	28·8	4·1	5·0	3·0	91·4	4·2	−3·6	−2·8	62·8	28·6
Oct 12	87·7	60·1	27·6	4·0	4·9	2·9	90·1	4·1	−1·6	−2·7	62·3	27·8
Nov 9	88·8	61·2	27·5	4·1	5·0	2·9	88·4	4·1	−1·7	−2·3	61·6	26·8
Dec 14	92·5	65·1	27·4	4·2	5·3	2·9	88·1	4·0	−0·3	−1·1	62·1	26·0
1990 Jan 11	96·8	68·3	28·5	4·4	5·6	3·0	87·4	4·0	−0·7	−0·9	61·9	25·5
Feb 8	96·7	68·1	28·6	4·4	5·6	3·0	88·5	4·1	1·1	—	62·5	26·0
Mar 8	95·1	67·1	28·1	4·4	5·5	2·9	89·7	4·1	1·2	0·5	63·2	26·5
Apr 12	91·3	64·6	26·7	4·2	5·3	2·8	90·2	4·1	0·5	0·9	63·2	27·0
May 10 P	87·5	62·4	25·2	4·0	5·1	2·6	91·6	4·2	1·4	1·0	64·4	27·2

See footnotes to *tables 2·1* and *2·2*.

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												
1986*)	346·7	236·8	108·0	13·6	15·4	10·6	327·7	12·9			228·1	99·6
1987) Annual	305·9	211·1	94·8	12·0	13·8	9·2	292·1	11·4			203·5	88·6
1988**) averages	238·0	163·0	75·0	9·2	10·7	7·1	230·1	8·9			158·7	71·4
1989)	168·5	118·8	49·7	6·6	8·0	4·6	168·4	6·6			118·7	49·6
1989 May 11	167·9	118·3	49·6	6·6	8·0	4·6	172·4	6·7	−2·6	−5·0	120·8	51·6
June 8	163·4	115·5	47·8	6·4	7·8	4·5	169·2	6·6	−3·0	−4·1	119·0	50·2
July 13	166·0	116·4	49·6	6·5	7·8	4·6	165·7	6·5	−2·9	−2·8	117·2	48·5
Aug 10	162·1	113·6	48·5	6·3	7·6	4·5	159·9	6·3	−5·9	−3·9	113·6	46·3
Sept 14 ‡	159·9	112·5	47·4	6·3	7·6	4·4	154·5	6·0	−5·7	−4·8	110·7	43·8
Oct 12 ‡	152·9	108·5	44·3	6·0	7·3	4·1	155·1	6·1	0·6	−3·7	110·8	44·3
Nov 9 ‡	149·8	107·1	42·7	5·9	7·2	4·0	154·4	6·0	−0·6	−1·9	110·4	44·0
Dec 14 ‡	151·6	109·8	41·8	5·9	7·4	3·9	152·9	6·0	−1·5	−0·5	110·0	42·9
1990 Jan 11 ‡	156·5	113·4	43·1	6·1	7·6	4·0	151·1	5·9	−1·8	−1·3	108·9	42·2
Feb 8 ‡	155·2	112·6	42·6	6·1	7·6	4·0	150·8	5·9	−0·3	−1·2	108·8	42·0
Mar 8	151·0	109·7	41·3	5·9	7·4	3·9	148·7	5·8	−2·1	−1·4	107·5	41·2
Apr 12	148·7	108·2	40·5	5·8	7·3	3·8	148·7	5·8	—	−0·8	107·6	41·1
May 10 P	145·3	106·3	39·0	5·7	7·2	3·6	149·3	5·8	0·6	−0·5	108·4	40·9
EAST MIDLANDS												
1986*)	202·8	136·0	66·8	10·7	12·1	8·6	191·3	10·1			129·4	61·9
1987) Annual	183·9	125·2	54·4	9·6	11·2	6·9	175·8	9·2			120·6	55·2
1988**) averages	147·8	101·9	45·9	7·7	9·1	5·7	143·1	7·4			99·2	43·9
1989)	108·9	77·2	31·7	5·6	6·9	3·8	108·8	5·6			77·2	31·6
1989 May 11	110·1	78·2	31·8	5·7	7·0	3·9	111·7	5·7	−1·6	−2·8	78·8	32·9
June 8	106·3	75·7	30·6	5·5	6·8	3·7	110·3	5·7	−1·2	−2·6	78·3	32·0
July 13	107·9	76·1	31·8	5·5	6·8	3·9	108·3	5·6	−1·7	−1·5	77·3	31·0
Aug 10	105·5	74·3	31·2	5·4	6·6	3·8	105·6	5·4	−2·6	−1·8	75·9	29·7
Sept 14 ‡	101·3	71·4	29·8	5·2	6·4	3·6	101·3	5·2	−4·4	−2·9	72·8	28·5
Oct 12 ‡	95·3	67·5	27·8	4·9	6·0	3·4	99·3	5·1	−2·3	−3·1	71·0	28·3
Nov 9 ‡	93·2	66·7	26·5	4·8	6·0	3·2	97·7	5·0	−1·7	−2·8	69·9	27·8
Dec 14 ‡	95·5	69·2	26·3	4·9	6·2	3·2	96·3	5·0	−1·4	−1·7	69·1	27·2
1990 Jan 11 ‡	99·5	71·9	27·6	5·1	6·4	3·3	94·5	4·9	−1·8	−1·6	67·9	26·6
Feb 8 ‡	100·5	72·6	27·9	5·2	6·5	3·4	95·5	4·9	1·0	−0·7	68·5	27·0
Mar 8	98·8	71·6	27·2	5·1	6·4	3·3	95·1	4·9	−0·4	−0·4	68·4	26·7
Apr 12	97·4	70·2	27·1	5·0	6·3	3·3	94·6	4·9	−0·5	—	67·6	27·0
May 10 P	93·8	67·9	25·9	4·8	6·1	3·1	95·1	4·9	0·5	−0·1	68·3	26·8
YORKSHIRE AND HUMBERSIDE												
1986*)	315·9	220·1	95·8	13·5	15·8	10·1	294·3	12·6			207·8	86·5
1987) Annual	286·0	201·2	84·8	12·2	14·6	8·7	270·5	11·5			192·4	78·1
1988**) averages	234·9	165·8	69·1	10·0	12·2	7·0	225·9	9·6			160·7	65·1
1989)	178·8	129·7	49·1	7·7	9·7	4·9	178·6	7·7			129·6	49·0
1989 May 11	179·0	130·0	49·0	7·7	9·8	4·9	181·8	7·8	−2·8	−4·0	131·1	50·7
June 8	172·9	125·7	47·2	7·4	9·4	4·7	178·9	7·7	−2·7	−3·5	129·6	49·3
July 13	176·2	126·5	49·6	7·6	9·5	5·0	177·6	7·6	−0·8	−2·1	129·0	48·6
Aug 10	173·7	124·7	49·0	7·5	9·4	4·9	174·3	7·5	−3·0	−2·2	127·5	46·8
Sept 14 ‡	171·0	124·0	46·9	7·3	9·3	4·7	169·7	7·3	−4·9	−2·9	124·8	44·9
Oct 12 ‡	162·5	118·9	43·6	7·0	8·9	4·4	167·3	7·2	−2·6	−3·5	123·0	44·3
Nov 9 ‡	159·9	117·7	42·2	6·9	8·8	4·2	164·2	7·1	−3·1	−3·5	120·6	43·6
Dec 14 ‡	162·3	120·6	41·7	7·0	9·0	4·2	162·5	7·0	−1·7	−2·4	119·8	42·7
1990 Jan 11 ‡	167·3	124·1	43·2	7·2	9·3	4·3	159·9	6·9	−2·6	−2·5	118·0	41·9
Feb 8 ‡	165·5	122·9	42·7	7·1	9·2	4·3	159·3	6·8	−0·6	−1·6	117·7	41·6
Mar 8	161·4	120·2	41·3	6·9	9·0	4·1	157·4	6·8	−1·9	−1·7	116·6	40·8
Apr 12	158·7	118·0	40·7	6·8	8·9	4·1	156·6	6·7	−0·8	−1·1	115·7	40·9
May 10 P	153·4	114·5	39·0	6·6	8·6	3·9	156·0	6·7	−0·6	−1·1	115·5	40·5
NORTH WEST												
1986*)	448·3	313·2	135·1	14·6	17·5	10·6	423·1	13·8			298·6	124·6
1987) Annual	403·3	284·3	118·6	13·1	15·9	9·2	385·2	12·5			273·8	111·3
1988**) averages	333·0	235·9	97·1	10·8	13·2	7·4	322·1	10·4			229·6	92·5
1989)	262·6	191·6	71·0	8·4	10·8	5·3	262·3	8·4			191·4	70·9
1989 May 11	265·1	194·3	70·8	8·5	11·0	5·3	269·1	8·6	−3·4	−5·2	195·8	73·3
June 8	256·8	188·4	68·3	8·2	10·6	5·1	264·5	8·5	−4·3	−5·3	193·0	71·5
July 13	261·0	189·2	71·8	8·4	10·7	5·4	261·4	8·4	−2·8	−3·5	190·8	70·6
Aug 10	255·6	184·9	70·6	8·2	10·4	5·3	255·0	8·2	−6·5	−4·5	186·8	68·2
Sept 14 ‡	250·6	182·0	68·6	8·0	10·3	5·1	247·0	7·9	−7·8	−5·7	182·1	64·9
Oct 12 ‡	239·2	175·4	63·9	7·7	9·9	4·8	245·4	7·9	−1·9	−5·4	180·4	65·0
Nov 9 ‡	234·8	173·3	61·4	7·5	9·8	4·6	241·4	7·8	−4·1	−4·6	177·8	63·6
Dec 14 ‡	236·6	176·4	60·2	7·6	10·0	4·5	237·6	7·6	−3·8	−3·1	176·0	61·6
1990 Jan 11 ‡	243·2	180·8	62·4	7·8	10·2	4·7	233·8	7·5	−3·8	−3·9	173·8	60·0
Feb 8 ‡	240·7	179·6	61·0	7·7	10·1	4·6	233·3	7·5	−0·5	−2·7	173·9	59·4
Mar 8	237·5	177·8	59·8	7·6	10·0	4·5	232·6	7·5	−0·7	−1·7	173·3	59·3
Apr 12	234·1	175·1	59·0	7·5	9·9	4·4	231·5	7·4	−1·1	−0·8	172·4	59·1
May 10 P	227·6	171·2	56·4	7·3	9·7	4·2	231·2	7·4	−0·3	−0·7	172·4	58·8

See footnotes to *tables 2·1* and *2·2*.

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													
1986*)		234·9	167·3	67·6	16·4	19·6	11·7	221·5	15·4			159·6	61·9
1987)	Annual	213·1	155·1	58·0	14·9	18·4	9·9	203·9	14·3			149·6	54·2
1988**)	averages	179·4	130·7	48·7	12·5	15·5	8·2	173·9	12·1			127·5	46·4
1989)		141·9	105·7	36·2	10·0	12·9	6·1	141·8	10·0			105·6	36·2
1989	May 11	145·0	108·2	36·8	10·3	13·2	6·2	146·4	10·4	-2·9	-3·3	108·4	38·0
	June 8	140·0	104·6	35·5	9·9	12·7	6·0	143·7	10·2	-2·7	-3·5	106·7	37·0
	July 13	138·9	102·8	36·0	9·8	12·5	6·1	140·8	10·0	-2·6	-2·7	104·9	35·9
	Aug 10	135·5	100·3	35·2	9·6	12·2	6·0	138·0	9·8	-2·9	-2·7	103·5	34·5
	Sept 14 ‡	132·4	97·6	34·8	9·4	11·9	5·9	132·6	9·4	-5·4	-3·6	99·4	33·2
	Oct 12 ‡	127·3	94·9	32·4	9·0	11·5	5·5	130·6	9·2	-2·1	-3·5	98·0	32·6
	Nov 9 ‡	124·9	93·9	31·0	8·8	11·4	5·3	127·3	9·0	-3·3	-3·6	95·6	31·7
	Dec 14 ‡	124·7	94·4	30·3	8·8	11·5	5·1	124·8	8·8	-2·5	-2·6	93·8	31·0
1990	Jan 11 ‡	129·1	97·2	31·9	9·1	11·8	5·4	123·0	8·7	-1·8	-2·5	92·2	30·8
	Feb 8 ‡	126·8	95·4	31·3	9·0	11·6	5·3	121·9	8·6	-1·1	-1·8	91·6	30·3
	Mar 8	124·9	94·3	30·5	8·8	11·5	5·2	121·1	8·6	-0·8	-1·2	91·1	30·0
	Apr 12	122·3	92·6	29·7	8·7	11·3	5·0	119·8	8·5	-1·3	-1·1	90·1	29·7
	May 10 P	119·1	90·7	28·3	8·4	11·0	4·8	120·2	8·5	0·4	-0·6	90·8	29·4
WALES													
1986*)		179·0	126·1	52·9	14·4	16·6	10·9	169·3	13·6			120·5	48·8
1987)	Annual	157·0	111·8	45·2	12·7	15·2	9·0	149·9	12·1			107·6	42·3
1988**)	averages	130·0	92·9	37·1	10·3	12·6	7·1	125·7	10·0			90·3	35·3
1989)		97·0	70·9	26·2	7·4	9·2	4·9	96·9	7·4			70·8	26·1
1989	May 11	97·8	71·5	26·4	7·5	9·3	4·9	100·0	7·6	-1·5	-2·4	72·5	27·5
	June 8	92·8	68·0	24·8	7·1	8·8	4·6	98·5	7·5	-1·4	-2·1	71·5	27·0
	July 13	93·3	67·5	25·7	7·1	8·8	4·8	96·1	7·4	-2·3	-1·7	70·1	26·0
	Aug 10	91·1	65·8	25·3	7·0	8·5	4·7	93·4	7·1	-2·7	-2·1	68·6	24·8
	Sept 14 ‡	90·6	66·0	24·6	6·9	8·6	4·6	90·1	6·9	-3·3	-2·8	66·7	23·4
	Oct 12 ‡	86·5	63·9	22·6	6·6	8·3	4·2	88·7	6·8	-1·5	-2·5	65·9	22·8
	Nov 9 ‡	85·7	63·8	21·9	6·6	8·3	4·1	86·6	6·6	-2·1	-2·3	64·4	22·2
	Dec 14 ‡	87·2	65·6	21·6	6·7	8·5	4·0	85·7	6·6	-0·9	-1·5	64·1	21·6
1990	Jan 11 ‡	90·3	67·7	22·6	6·9	8·8	4·2	84·6	6·5	-1·1	-1·4	63·3	21·3
	Feb 8 ‡	88·9	66·7	22·1	6·8	8·7	4·1	84·2	6·4	-0·4	-0·8	63·2	21·0
	Mar 8	86·6	65·4	21·3	6·6	8·5	4·0	83·8	6·4	-0·4	-0·6	63·0	20·8
	Apr 12	84·6	63·9	20·7	6·5	8·3	3·9	83·0	6·3	-0·8	-0·5	62·3	20·7
	May 10 P	81·2	61·9	19·3	6·2	8·0	3·6	83·3	6·4	0·3	-0·3	62·9	20·4
SCOTLAND													
1986*)		359·8	248·1	111·8	14·5	16·9	11·0	332·7	13·4			232·1	100·6
1987)	Annual	345·8	241·9	103·8	14·0	16·7	10·1	323·4	13·1			228·9	94·5
1988**)	averages	293·6	207·2	86·4	11·8	14·3	8·3	280·1	11·3			199·3	80·8
1989)		234·7	169·5	65·2	9·4	11·8	6·1	234·3	9·3			169·3	65·0
1989	May 11	235·2	171·2	63·9	9·4	11·9	6·0	240·0	9·6	-3·8	-4·6	173·1	66·9
	June 8	228·2	166·1	62·1	9·1	11·6	5·8	235·4	9·4	-4·5	-5·2	170·3	65·1
	July 13	232·4	165·6	66·7	9·3	11·5	6·2	233·0	9·3	-2·2	-3·5	169·0	64·0
	Aug 10	229·9	163·5	66·4	9·2	11·4	6·2	230·8	9·2	-1·8	-2·8	167·6	63·2
	Sept 14 ‡	219·9	158·7	61·3	8·8	11·1	5·7	224·7	9·0	-6·2	-3·4	162·9	61·8
	Oct 12 ‡	214·1	155·3	58·8	8·5	10·8	5·5	219·5	8·7	-5·2	-4·4	159·2	60·3
	Nov 9 ‡	211·7	153·8	57·9	8·4	10·7	5·4	214·8	8·6	-4·8	-5·4	155·8	59·0
	Dec 14 ‡	212·9	155·5	57·3	8·5	10·8	5·3	210·5	8·4	-4·3	-4·7	153·0	57·5
1990	Jan 11 ‡	219·2	159·9	59·3	8·7	11·1	5·5	207·1	8·3	-3·4	-4·1	150·6	56·5
	Feb 8 ‡	215·7	157·3	58·4	8·6	11·0	5·4	206·4	8·2	-0·7	-2·8	150·4	56·0
	Mar 8	210·1	153·8	56·3	8·4	10·7	5·2	204·8	8·2	-1·6	-1·9	149·5	55·3
	Apr 12	205·9	151·0	54·9	8·2	10·5	5·1	203·8	8·1	-1·0	-1·1	148·5	55·3
	May 10 P	196·5	145·2	51·3	7·8	10·1	4·8	201·6	8·0	-2·2	-1·6	147·2	54·4
NORTHERN IRELAND													
1986*)		127·8	92·9	34·9	18·1	21·7	12·5	122·6	17·4			89·6	33·0
1987)	Annual	126·5	92·0	34·5	17·8	21·5	12·3	122·1	17·2			89·2	32·9
1988**)	averages	115·7	84·3	31·3	16·4	20·0	11·0	113·2	16·0			82·7	30·5
1989)		105·7	77·7	28·0	15·1	18·8	9·8	105·6	15·1			77·6	27·9
1989	May 11	105·4	77·9	27·5	15·1	18·8	9·7	107·1	15·3	-1·0	-0·9	78·5	28·6
	June 8	104·2	76·9	27·3	14·9	18·6	9·6	105·9	15·2	-1·2	-1·1	77·9	28·0
	July 13	107·8	78·0	29·7	15·4	18·9	10·5	105·8	15·2	—	-0·7	77·8	28·0
	Aug 10	107·0	77·4	29·7	15·3	18·7	10·4	104·6	15·0	-1·1	-0·8	77·1	27·5
	Sept 14	106·1	77·1	29·0	15·2	18·7	10·2	103·0	14·8	-1·7	-0·9	76·2	26·8
	Oct 12	101·9	74·8	27·1	14·6	18·1	9·5	102·3	14·7	-0·7	-1·2	75·7	26·6
	Nov 9	99·2	73·7	25·5	14·2	17·8	9·0	101·2	14·5	-1·1	-1·2	75·1	26·1
	Dec 14	99·1	74·4	24·7	14·2	18·0	8·7	100·4	14·4	-0·8	-0·9	74·7	25·7
1990	Jan 11	100·4	75·6	24·8	14·4	18·3	8·7	99·2	14·2	-1·2	-1·0	74·0	25·2
	Feb 8	98·9	74·7	24·2	14·2	18·1	8·5	98·7	14·1	-0·5	-0·8	73·8	24·9
	Mar 8	97·6	73·9	23·7	14·0	17·9	8·3	98·5	14·1	-0·2	-0·6	73·7	24·8
	Apr 12	97·7	73·7	23·9	14·0	17·8	8·4	98·0	14·0	-0·5	-0·4	73·4	24·6
	May 10 P	96·1	72·9	23·2	13·8	17·6	8·1	97·7	14·0	-0·3	-0·3	73·4	24·3

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 May 10, 1990

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
ASSISTED REGIONS ‡					
South West					
Development Areas	4,775	1,823	6,598	10·8	. .
Intermediate Areas	9,245	3,845	13,090	7·4	. .
Unassisted	48,331	19,487	67,818	4·3	. .
All	**62,351**	**25,155**	**87,506**	**4·8**	**4·0**
West Midlands					
Intermediate Areas	87,562	31,535	119,097	7·6	. .
Unassisted	18,742	7,491	26,233	4·0	. .
All	**106,304**	**39,026**	**145,330**	**6·6**	**5·7**
East Midlands					
Development Areas	1,064	456	1,520	5·4	. .
Intermediate Areas	1,954	907	2,861	5·5	. .
Unassisted	64,890	24,487	89,377	5·6	. .
All	**67,908**	**25,850**	**93,758**	**5·6**	**4·8**
Yorkshire and Humberside					
Development Areas	12,453	4,093	16,546	10·5	. .
Intermediate Areas	58,908	19,379	78,287	9·1	. .
Unassisted	43,106	15,485	58,591	6·1	. .
All	**114,467**	**38,957**	**153,424**	**7·7**	**6·6**
North West					
Development Areas	77,979	25,216	103,195	11·8	. .
Intermediate Areas	52,450	16,931	69,381	7·4	. .
Unassisted	40,751	14,241	54,992	6·2	. .
All	**171,180**	**56,388**	**227,568**	**8·4**	**7·3**
North					
Development Areas	74,085	22,006	96,091	11·1	. .
Intermediate Areas	9,872	3,225	13,097	8·1	. .
Unassisted	6,769	3,093	9,862	4·6	. .
All	**90,726**	**28,324**	**119,050**	**9·6**	**8·4**
Wales					
Development Areas	24,263	7,346	31,609	8·4	. .
Intermediate Areas	33,074	10,160	43,234	7·5	. .
Unassisted	4,558	1,793	6,351	5·2	. .
All	**61,895**	**19,299**	**81,194**	**7·6**	**6·2**
Scotland					
Development Areas	90,511	29,363	119,874	11·3	. .
Intermediate Areas	22,493	9,207	31,700	10·2	. .
Unassisted	32,230	12,738	44,968	5·5	. .
All	**145,234**	**51,308**	**196,542**	**9·0**	**7·8**
UNASSISTED REGIONS					
South East	**251,238**	**91,182**	**342,420**	**4·2**	**3·6**
East Anglia	**25,844**	**9,827**	**35,671**	**4·4**	**3·7**
GREAT BRITAIN					
Development Areas	285,130	90,303	375,433	11·0	. .
Intermediate Areas	275,558	95,189	370,747	8·0	. .
Unassisted	536,459	199,824	736,283	4·7	. .
All	**1,097,147**	**385,316**	**1,482,463**	**6·2**	**5·3**
Northern Ireland	**72,895**	**23,169**	**96,064**	**15·5**	**13·8**
United Kingdom	**1,170,042**	**408,485**	**1,578,527**	**6·4**	**5·5**
TRAVEL-TO-WORK AREAS *					
England					
Accrington and Rossendale	2,020	742	2,762	5·5	(4·6)
Alfreton and Ashfield	2,738	861	3,599	5·7	(5·0)
Alnwick and Amble	739	279	1,018	9·5	(7·4)
Andover	446	211	657	2·1	(1·8)
Ashford	954	367	1,321	4·1	(3·3)
Aylesbury and Wycombe	2,650	988	3,638	2·1	(1·8)
Banbury	767	323	1,090	4·1	(3·4)
Barnsley (I)	5,798	1,829	7,627	10·5	(8·9)
Barnstaple and Ilfracombe	1,106	470	1,576	6·2	(4·8)
Barrow-in-Furness	1,384	661	2,045	4·7	(4·1)
Basingstoke and Alton	1,121	419	1,540	2·0	(1·7)
Bath	1,778	733	2,511	3·7	(3·2)
Beccles and Halesworth	442	240	682	4·4	(3·3)
Bedford	1,912	693	2,605	3·3	(2·9)
Berwick-on-Tweed	408	149	557	5·7	(4·7)
Bicester	253	165	418	2·3	(1·9)
Bideford	519	223	742	8·0	(6·1)
Birmingham (I)	41,927	14,477	56,404	7·9	(7·0)
Bishop Auckland (D)	3,046	1,028	4,074	10·2	(8·7)
Blackburn	3,868	1,179	5,047	7·6	(6·5)
Blackpool	5,767	1,869	7,636	7·0	(5·5)
Blandford	149	70	219	2·3	(1·8)
Bodmin and Liskeard (I)	986	454	1,440	6·2	(4·6)
Bolton and Bury	10,162	3,532	13,694	7·9	(6·7)
Boston	1,122	408	1,530	6·6	(5·3)
Bournemouth	3,469	1,196	4,665	4·5	(3·7)
Bradford (I)	11,944	3,696	15,640	7·6	(6·6)
Bridgwater	1,355	593	1,948	6·2	(5·1)
Bridlington and Driffield	1,151	393	1,544	7·8	(6·1)
Bridport	257	107	364	4·6	(3·3)
Brighton	6,484	2,135	8,619	5·3	(4·4)
Bristol	11,589	4,491	16,080	4·9	(4·3)
Bude (I)	320	154	474	8·1	(5·5)
Burnley	2,030	710	2,740	6·5	(5·7)
Burton-on-Trent	2,150	852	3,002	4·9	(4·3)

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
Bury St Edmunds	628	301	929	2·7	(2·3)
Buxton	598	245	843	3·9	(3·0)
Calderdale	3,565	1,422	4,987	6·4	(5·5)
Cambridge	2,247	837	3,084	2·2	(1·8)
Canterbury	1,803	551	2,354	4·9	(4·1)
Carlisle	1,817	795	2,612	4·9	(4·2)
Castleford and Pontefract	3,048	1,084	4,132	8·1	(7·1)
Chard	214	116	330	3·2	(2·7)
Chelmsford and Braintree	2,220	977	3,197	2·9	(2·5)
Cheltenham	1,748	651	2,399	3·1	(2·7)
Chesterfield	4,087	1,561	5,648	7·7	(6·7)
Chichester	1,004	307	1,311	2·2	(1·8)
Chippenham	594	348	942	3·2	(2·6)
Cinderford and Ross-on-Wye (I)	971	422	1,393	5·8	(4·7)
Cirencester	182	96	278	2·1	(1·8)
Clacton	1,330	426	1,756	9·8	(7·2)
Clitheroe	139	102	241	2·4	(1·9)
Colchester	2,115	952	3,067	4·0	(3·3)
Corby (D)	1,016	429	1,445	5·3	(4·7)
Coventry and Hinckley (I)	11,338	4,760	16,098	6·9	(6·1)
Crawley	2,090	721	2,811	1·4	(1·2)
Crewe	1,795	784	2,579	5·2	(4·5)
Cromer and North Walsham	714	238	952	5·4	(3·9)
Darlington (I)	2,820	969	3,789	7·8	(6·7)
Dartmouth and Kingsbridge	304	124	428	5·9	(3·8)
Derby	5,987	2,129	8,116	5·3	(4·7)
Devizes	272	119	391	2·9	(2·4)
Diss	329	174	503	3·7	(2·7)
Doncaster (I)	7,427	2,660	10,087	10·4	(8·8)
Dorchester and Weymouth	1,222	508	1,730	4·4	(3·8)
Dover and Deal	1,425	497	1,922	4·5	(3·9)
Dudley and Sandwell (I)	13,838	5,024	18,862	7·4	(6·5)
Durham (I)	3,366	1,149	4,515	7·0	(6·3)
Eastbourne	1,275	522	1,797	3·3	(2·6)
Evesham	399	209	608	2·2	(1·7)
Exeter	2,552	907	3,459	3·8	(3·2)
Fakenham	435	197	632	5·8	(4·2)
Falmouth (D)	706	245	951	8·1	(6·4)
Folkestone	1,604	524	2,128	6·7	(5·5)
Gainsborough (I)	671	277	948	7·5	(6·2)
Gloucester	2,000	705	2,705	3·7	(3·4)
Goole and Selby	1,320	552	1,872	6·7	(5·6)
Gosport and Fareham	1,623	677	2,300	4·5	(3·8)
Grantham	746	348	1,094	4·7	(3·9)
Great Yarmouth	2,451	905	3,356	8·6	(6·9)
Grimsby (I)	5,432	1,520	6,952	9·2	(7·9)
Guildford and Aldershot	2,549	968	3,517	1·9	(1·6)
Harrogate	771	333	1,104	2·8	(2·3)
Hartlepool (D)	3,945	1,169	5,114	15·3	(13·1)
Harwich	382	135	517	6·6	(5·6)
Hastings	2,102	621	2,723	5·5	(4·3)
Haverhill	283	188	471	3·8	(3·1)
Heathrow	14,218	5,569	19,787	2·8	(2·4)
Helston (D)	396	229	625	11·0	(7·4)
Hereford and Leominster	1,399	550	1,949	4·5	(3·5)
Hertford and Harlow	4,659	1,950	6,609	2·9	(2·5)
Hexham	417	245	662	4·6	(3·4)
Hitchin and Letchworth	1,357	574	1,931	3·3	(2·8)
Honiton and Axminster	400	154	554	3·3	(2·4)
Horncastle and Market Rasen	550	252	802	7·5	(5·5)
Huddersfield	4,042	1,530	5,572	6·1	(5·2)
Hull (I)	11,798	4,140	15,938	8·9	(7·8)
Huntingdon and St Neots	999	488	1,487	3·4	(2·8)
Ipswich	2,773	924	3,697	3·6	(3·1)
Isle of Wight	2,323	858	3,181	6·9	(5·5)
Keighley	1,335	547	1,882	6·2	(5·2)
Kendal	263	139	402	1·9	(1·5)
Keswick	70	30	100	3·8	(2·4)
Kettering and Market Harborough	841	347	1,188	3·1	(2·6)
Kidderminster (I)	1,217	467	1,684	4·3	(3·6)
King's Lynn and Hunstanton	1,843	707	2,550	6·5	(5·3)
Lancaster and Morecambe	2,595	937	3,532	7·8	(6·4)
Launceston	244	126	370	5·6	(3·7)
Leeds	15,606	4,976	20,582	6·4	(5·6)
Leek	277	97	374	2·8	(2·3)
Leicester	9,554	3,911	13,465	5·2	(4·5)
Lincoln	3,326	1,313	4,639	7·1	(6·1)
Liverpool (D)	46,542	14,296	60,838	13·6	(12·0)
London	136,408	49,210	185,618	5·3	(4·7)
Loughborough and Coalville	1,508	739	2,247	3·7	(3·2)
Louth and Mablethorpe	864	338	1,202	9·7	(7·2)
Lowestoft	1,459	695	2,154	7·1	(6·0)
Ludlow	303	157	460	3·8	(2·7)
Macclesfield	1,236	504	1,740	3·1	(2·5)
Malton	184	78	262	3·5	(2·8)
Malvern and Ledbury	597	196	793	4·0	(3·0)
Manchester (I)	42,678	13,238	55,916	7·4	(6·5)
Mansfield	3,947	1,324	5,271	8·8	(7·6)
Matlock	428	186	614	3·1	(2·5)
Medway and Maidstone	6,608	2,647	9,255	4·4	(3·7)

2·4 UNEMPLOYMENT
UK Summary

Unemployment in regions by assisted area status* and in travel-to-work areas† at May 10, 1990

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
Melton Mowbray	505	209	714	3·5	(2·8)
Middlesbrough (D)	11,954	3,233	15,187	12·5	(10·9)
Milton Keynes	1,911	738	2,649	3·0	(2·7)
Minehead	312	111	423	4·5	(3·4)
Morpeth and Ashington (I)	3,689	1,113	4,802	9·8	(8·5)
Newark	1,000	356	1,356	6·1	(5·0)
Newbury	574	169	743	1·8	(1·5)
Newcastle upon Tyne (D)	26,234	7,694	33,928	9·3	(8·4)
Newmarket	649	327	976	3·8	(3·1)
Newquay (D)	618	265	883	10·6	(7·9)
Newton Abbot	754	265	1,019	4·5	(3·6)
Northallerton	300	135	435	2·7	(2·2)
Northampton	2,560	1,050	3,610	3·1	(2·7)
Northwich	1,749	710	2,459	5·1	(4·3)
Norwich	4,744	1,619	6,363	4·7	(3·9)
Nottingham	16,743	5,601	22,344	6·9	(6·1)
Okehampton	138	71	209	4·2	(3·0)
Oldham	4,743	1,834	6,577	7·7	(6·6)
Oswestry	452	212	664	5·1	(3·9)
Oxford	3,310	1,099	4,409	2·4	(2·1)
Pendle	1,234	450	1,684	5·4	(4·5)
Penrith	211	105	316	2·3	(1·7)
Penzance and St Ives (D)	1,367	522	1,889	12·1	(8·7)
Peterborough	3,660	1,174	4,834	5·2	(4·5)
Pickering and Helmsley	142	61	203	3·1	(2·2)
Plymouth (I)	7,176	2,901	10,077	7·7	(6·7)
Poole	1,700	586	2,286	3·6	(3·0)
Portsmouth	6,059	1,980	8,039	5·3	(4·6)
Preston	6,319	2,237	8,556	5·6	(4·8)
Reading	2,398	750	3,148	2·0	(1·7)
Redruth and Camborne (D)	1,688	562	2,250	11·3	(9·0)
Retford	895	426	1,321	6·7	(5·5)
Richmondshire	330	240	570	5·0	(3·6)
Ripon	176	110	286	2·9	(2·2)
Rochdale	4,049	1,385	5,434	8·5	(7·3)
Rotherham and Mexborough (D)	8,887	2,910	11,797	12·6	(10·9)
Rugby and Daventry	1,126	627	1,753	3·5	(2·9)
Salisbury	981	426	1,407	3·4	(2·9)
Scarborough and Filey	1,424	532	1,956	6·4	(5·1)
Scunthorpe (D)	2,907	970	3,877	7·4	(6·2)
Settle	74	54	128	2·4	(1·6)
Shaftesbury	282	147	429	3·0	(2·2)
Sheffield (I)	17,304	5,915	23,219	9·3	(8·1)
Shrewsbury	1,153	497	1,650	3·9	(3·1)
Sittingbourne and Sheerness	1,897	722	2,619	6·8	(5·7)
Skegness	976	315	1,291	12·1	(9·2)
Skipton	215	91	306	3·1	(2·3)
Sleaford	328	179	507	4·6	(3·6)
Slough	3,193	1,267	4,460	2·5	(2·2)
South Molton	119	66	185	4·7	(2·9)
South Tyneside (D)	6,421	1,737	8,158	16·1	(14·0)
Southampton	6,557	2,004	8,561	4·6	(4·1)
Southend	9,410	3,576	12,986	5·4	(4·4)
Spalding and Holbeach	593	265	858	3·6	(2·8)
St Austell	1,051	510	1,561	7·3	(5·7)
Stafford	1,560	614	2,174	3·2	(2·7)
Stamford	372	171	543	3·3	(2·7)
Stockton-on-Tees (D)	5,984	1,983	7,967	11·5	(10·2)
Stoke	6,559	2,516	9,075	4·7	(4·1)
Stroud	917	441	1,358	3·4	(2·8)
Sudbury	463	219	682	4·6	(3·4)
Sunderland (D)	15,081	4,452	19,533	12·2	(10·6)
Swindon	2,455	976	3,431	3·3	(2·9)
Taunton	1,245	456	1,701	4·0	(3·3)
Telford and Bridgnorth (I)	2,668	1,043	3,711	5·8	(4·9)
Thanet	2,677	877	3,554	9·8	(7·6)
Thetford	821	352	1,173	5·6	(4·6)
Thirsk	142	87	229	4·7	(3·6)
Tiverton	270	137	407	3·9	(3·0)
Torbay	2,393	900	3,293	7·5	(5·8)
Torrington	142	94	236	4·8	(3·3)
Totnes	277	111	388	5·5	(3·9)
Trowbridge and Frome	1,230	550	1,780	3·8	(3·2)
Truro	847	356	1,203	4·9	(4·0)
Tunbridge Wells	1,191	424	1,615	1·7	(1·4)
Uttoxeter and Ashbourne	226	117	343	3·0	(2·4)
Wakefield and Dewsbury	6,300	2,096	8,396	7·3	(6·4)
Walsall (I)	7,651	2,748	10,399	7·1	(6·2)
Wareham and Swanage	146	67	213	2·2	(1·7)
Warminster	190	105	295	4·5	(3·6)
Warrington	3,108	1,050	4,158	5·3	(4·7)
Warwick	1,723	706	2,429	3·0	(2·5)
Watford and Luton	7,412	2,527	9,939	3·0	(2·6)
Wellingborough and Rushden	1,158	546	1,704	3·5	(3·0)
Wells	579	272	851	3·7	(3·0)
Weston-super-Mare	1,563	649	2,212	5·7	(4·6)
Whitby (D)	532	168	700	9·7	(6·8)
Whitchurch and Market Drayton	416	202	618	4·2	(3·1)
Whitehaven	1,382	656	2,038	5·9	(5·3)
Widnes and Runcorn (D)	3,877	1,292	5,169	9·3	(8·3)
Wigan and St Helens (D)	12,197	4,657	16,854	9·9	(8·5)
Winchester and Eastleigh	951	348	1,299	1·5	(1·4)
Windermere	72	32	104	1·4	(1·0)
Wirral and Chester (D)	15,363	4,971	20,334	9·9	(8·7)
Wisbech	911	306	1,217	8·0	(6·0)
Wolverhampton (I)	9,200	3,173	12,373	9·4	(8·3)
Woodbridge and Leiston	313	123	436	2·3	(1·8)
Worcester	1,902	681	2,583	4·1	(3·5)
Workington (D)	1,595	782	2,377	8·0	(6·7)
Worksop	1,468	492	1,960	7·6	(6·8)
Worthing	1,705	551	2,256	3·0	(2·4)
Yeovil	976	505	1,481	3·5	(2·9)
York	2,993	1,173	4,166	4·7	(4·0)
Wales					
Aberdare (D)	1,739	443	2,182	12·2	(10·0)
Aberystwyth	424	155	579	5·0	(3·8)
Bangor and Caernarfon (I)	2,138	707	2,845	10·9	(8·8)
Blaenau, Gwent and Abergavenny (D)	2,652	724	3,376	10·1	(8·3)
Brecon	174	97	271	3·5	(2·4)
Bridgend (I)	3,141	1,084	4,225	7·8	(6·5)
Cardiff (I)	10,848	3,003	13,851	6·8	(6·0)
Cardigan (D)	408	160	568	9·5	(5·2)
Carmarthen	565	196	761	3·9	(3·0)
Conwy and Colwyn	1,629	583	2,212	6·5	(5·0)
Denbigh	351	155	506	4·9	(3·4)
Dolgellau and Barmouth	235	86	321	7·4	(5·1)
Fishguard (I)	203	67	270	7·6	(4·6)
Haverfordwest (I)	1,221	464	1,685	9·2	(7·0)
Holyhead (D)	1,467	637	2,104	12·2	(9·3)
Lampeter and Aberaeron (D)	276	117	393	7·3	(4·5)
Llandeilo	139	73	212	5·6	(3·3)
Llandrindod Wells	251	133	384	5·1	(3·1)
Llanelli (I)	2,183	716	2,899	9·4	(7·7)
Machynlleth	141	55	196	7·0	(4·0)
Merthyr and Rhymney (D)	4,421	1,160	5,581	10·6	(9·1)
Monmouth	201	74	275	6·9	(4·7)
Neath and Port Talbot (D)	2,130	583	2,713	7·0	(6·1)
Newport (I)	4,244	1,383	5,627	6·9	(6·0)
Newtown	271	102	373	3·8	(2·7)
Pontypool and Cwmbran (I)	2,078	692	2,770	6·6	(5·7)
Pontypridd and Rhondda (D)	4,472	1,142	5,614	8·7	(7·4)
Porthmadoc and Ffestiniog (I)	292	149	441	7·3	(5·3)
Pwllheli (I)	407	123	530	10·4	(6·7)
Shotton, Flint and Rhyl (D)	3,345	1,122	4,467	5·9	(4·8)
South Pembrokeshire (D)	995	344	1,339	10·5	(7·4)
Swansea (I)	6,319	1,772	8,091	8·0	(6·8)
Welshpool	177	84	261	3·5	(2·3)
Wrexham (D)	2,358	914	3,272	6·3	(5·2)
Scotland					
Aberdeen	3,779	1,485	5,264	3·0	(2·7)
Alloa (I)	1,581	579	2,160	13·2	(11·2)
Annan	349	176	525	5·8	(4·7)
Arbroath (D)	687	370	1,057	11·0	(8·9)
Ayr (I)	2,613	956	3,569	8·3	(7·1)
Badenoch (I)	187	93	280	7·5	(5·6)
Banff	308	169	477	4·8	(3·6)
Bathgate (D)	3,427	1,183	4,610	9·7	(8·6)
Berwickshire	262	133	395	7·0	(5·0)
Blairgowrie and Pitlochry	388	186	574	5·3	(4·0)
Brechin and Montrose	672	347	1,019	7·7	(6·0)
Buckie	167	138	305	6·6	(5·4)
Campbeltown (I)	248	115	363	10·5	(7·3)
Crieff	142	72	214	5·8	(4·4)
Cumnock and Sanquhar (D)	1,845	598	2,443	18·5	(15·0)
Dumbarton (D)	2,289	900	3,189	11·8	(10·2)
Dumfries	970	425	1,395	5·7	(5·0)
Dundee (D)	6,383	2,522	8,905	9·3	(8·4)
Dunfermline (I)	3,286	1,212	4,498	9·3	(8·1)
Dunoon and Bute (I)	629	264	893	11·2	(7·9)
Edinburgh	14,344	4,711	19,055	6·3	(5·7)
Elgin	609	386	995	6·2	(5·3)
Falkirk (I)	4,045	1,824	5,869	9·9	(8·7)
Forfar	392	254	646	7·0	(5·7)
Forres (I)	222	165	387	12·7	(9·8)
Fraserburgh	312	142	454	5·8	(4·5)
Galashiels	421	188	609	3·6	(3·1)
Girvan (I)	339	142	481	15·3	(11·4)
Glasgow (D)	51,367	15,899	67,266	11·2	(10·1)
Greenock (D)	4,162	1,198	5,360	14·4	(12·6)
Haddington	485	223	708	5·3	(4·4)
Hawick	330	122	452	5·5	(4·6)
Huntly	121	74	195	5·9	(4·4)
Invergordon and Dingwall (I)	1,018	416	1,434	12·0	(10·1)
Inverness	1,749	695	2,444	6·5	(5·6)

Unemployment in regions by assisted area status* and in travel-to-work areas† at May 10, 1990

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
Irvine (D)	4,466	1,622	6,088	12·2	(10·5)
Islay/Mid Argyll	234	108	342	8·0	(6·3)
Keith	219	113	332	7·0	(5·5)
Kelso and Jedburgh	177	62	239	4·3	(3·5)
Kilmarnock (D)	2,568	912	3,480	11·3	(9·6)
Kirkcaldy (I)	4,648	1,882	6,530	10·8	(9·5)
Lanarkshire (D)	13,317	4,159	17,476	11·8	(10·2)
Lochaber (I)	446	188	634	7·6	(6·2)
Lockerbie	149	93	242	6·0	(4·5)
Newton Stewart (I)	297	178	475	16·6	(10·7)
North East Fife	619	324	943	5·5	(4·5)
Oban	288	114	402	5·4	(4·0)
Orkney Islands	306	137	443	6·4	(4·5)
Peebles	200	116	316	7·0	(5·6)
Perth	1,252	505	1,757	5·9	(5·1)
Peterhead	539	268	807	6·9	(5·4)
Shetland Islands	292	136	428	4·1	(3·4)
Skye and Wester Ross (I)	419	176	595	9·9	(7·4)
Stewartry (I)	329	185	514	7·0	(5·0)
Stirling	1,769	687	2,456	7·4	(6·4)
Stranraer (I)	541	244	785	10·7	(8·3)
Sutherland (I)	317	142	459	11·8	(9·2)
Thurso	386	149	535	7·7	(6·4)
Western Isles (I)	911	316	1,227	11·5	(8·8)
Wick (I)	417	130	547	11·5	(9·1)
Northern Ireland					
Ballymena	1,818	765	2,583	11·1	(9·5)
Belfast	34,881	11,781	46,662	13·4	(12·2)
Coleraine	4,323	1,289	5,612	17·5	(15·0)
Cookstown	1,581	560	2,141	25·0	(20·5)
Craigavon	6,091	2,216	8,307	13·9	(12·1)
Dungannon	2,360	728	3,088	19·5	(16·3)
Enniskillen	2,595	680	3,275	18·5	(14·7)
Londonderry	8,445	1,881	10,326	22·2	(20·0)
Magherafelt	1,606	586	2,192	18·2	(15·1)
Newry	4,596	1,395	5,991	22·3	(18·7)
Omagh	2,086	707	2,793	17·1	(14·1)
Strabane	2,513	581	3,094	27·5	(22·8)

(I) Intermediate Area
(D) Development Area
* Assisted area status as designated on November 29, 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted. See also footnote ‡ to *table 2·1*.
† Travel-to-work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the November 1984 (p 467), March 1985 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.
** Unemployment rates calculated as a percentage of the workforce (the sum of employees in employment, unemployed claimants, self-employed, HM Forces and participants on work-related government training programmes) are available in addition to those calculated as a percentage of estimates of employees in employment and the unemployed only. All unemployment rates have been compiled using revised employees in employment estimates, incorporating the results of the 1989 Labour Force Survey.

UNEMPLOYMENT 2·5
Age and duration

THOUSAND

UNITED KINGDOM	18-24 Up to 26 weeks	18-24 Over 26 and up to 52 weeks	18-24 Over 52 weeks	18-24 All	25-49 Up to 26 weeks	25-49 Over 26 and up to 52 weeks	25-49 Over 52 weeks	25-49 All	50 and over Up to 26 weeks	50 and over Over 26 and up to 52 weeks	50 and over Over 52 weeks	50 and over All	All ages * Up to 26 weeks	All ages * Over 26 and up to 52 weeks	All ages * Over 52 weeks	All ages * All
MALE AND FEMALE																
1988 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	2,536·0
July	359·5	140·6	163·3	663·4	419·5	202·1	483·6	1,105·1	113·9	67·7	295·2	476·8	944·9	433·5	948·2	2,326·7
Oct	346·7	108·6	151·0	606·3	405·0	186·0	446·4	1,037·4	115·3	64·0	287·6	466·9	873·0	360·4	885·5	2,118·9
1989 Jan	352·8	106·3	136·7	595·7	440·7	173·0	416·8	1,030·5	118·0	58·6	267·6	444·2	914·1	338·8	821·4	2,074·3
Apr	294·9	116·3	119·2	530·4	396·4	171·4	378·4	946·2	101·3	57·2	246·4	404·9	794·1	345·4	744·1	1,883·6
July	309·7	103·6	106·7	520·1	374·2	163·9	346·0	884·1	91·6	52·2	221·7	365·5	776·9	319·9	674·6	1,771·4
Oct	288·3	81·8	96·2	466·3	363·7	147·9	318·1	829·7	93·4	45·9	199·1	338·3	746·9	275·7	613·3	1,635·8
1990 Jan	313·2	83·8	91·1	488·1	420·1	144·7	301·7	866·4	103·5	42·6	184·8	330·8	838·3	271·1	577·6	1,687·0
Apr	288·7	92·0	84·5	465·2	413·6	147·9	283·0	844·4	99·3	43·7	172·3	315·3	802·9	283·7	539·7	1,626·3
MALE																
1988 Apr	219·0	102·8	122·2	444·0	306·5	136·0	429·9	872·4	97·9	56·2	235·5	389·5	662·9	310·6	792·2	1,765·7
July	218·3	87·0	110·4	415·7	264·4	126·8	393·9	785·0	86·6	51·4	221·4	359·5	599·0	278·0	729·3	1,606·3
Oct	214·8	67·8	102·8	385·5	262·1	116·0	363·8	741·8	88·2	48·6	215·4	352·3	568·5	233·4	682·3	1,484·2
1989 Jan	226·0	67·9	94·7	388·6	297·5	108·7	339·0	745·2	90·9	44·6	201·7	337·1	615·9	221·7	635·6	1,473·2
Apr	192·7	75·6	83·6	351·8	271·8	111·6	307·3	690·7	77·6	43·4	186·1	307·1	542·9	230·8	577·1	1,350·8
July	194·6	69·0	75·6	339·2	253·7	110·2	281·1	645·1	69·3	39·8	167·4	276·4	518·4	219·1	524·1	1,261·6
Oct	184·5	56·0	69·5	309·9	254·1	102·3	259·6	616·0	71·6	34·9	148·1	254·6	511·0	193·2	477·2	1,181·3
1990 Jan	207·1	57·4	67·3	331·8	304·9	102·9	248·4	656·2	80·2	32·6	137·6	250·4	593·0	192·9	453·3	1,239·3
Apr	192·5	62·7	62·9	318·2	299·6	107·2	234·2	641·0	76·3	33·5	128·4	238·2	569·2	203·5	425·5	1,198·2
FEMALE																
1988 Apr	133·6	62·4	57·8	253·7	167·0	81·2	98·1	346·3	29·4	17·1	77·7	124·1	360·3	173·0	237·0	770·3
July	141·2	53·6	52·9	247·7	155·1	75·3	89·7	320·1	27·2	16·3	73·7	117·2	346·0	155·5	218·9	720·4
Oct	131·9	40·8	48·2	220·8	142·9	70·0	82·7	295·6	27·1	15·4	72·2	114·7	304·5	127·0	203·2	634·6
1989 Jan	126·8	38·3	42·0	207·1	143·2	64·3	77·8	285·3	27·1	14·0	65·9	107·1	298·3	117·0	185·9	601·1
Apr	102·3	40·7	35·6	178·6	124·6	59·9	71·1	255·5	23·6	13·8	60·4	97·8	251·1	114·6	167·1	532·8
July	115·1	34·6	31·2	180·9	120·4	53·7	64·9	239·1	22·3	12·5	54·3	89·1	258·5	100·8	150·4	509·8
Oct	103·8	25·8	26·7	156·4	109·6	45·6	58·5	213·7	21·8	11·0	50·9	83·7	235·9	82·4	136·2	454·5
1990 Jan	106·0	26·3	23·9	156·2	115·2	41·8	53·3	210·2	23·3	10·1	47·1	80·5	245·3	78·2	124·3	447·7
Apr	96·1	29·3	21·6	147·0	114·0	40·6	48·8	203·4	23·0	10·2	43·8	77·1	233·7	80·2	114·2	428·1

See footnotes to *table 2·1* and *2·2*.
* Including some 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*.

2·7 UNEMPLOYMENT
Age

THOUSAND

UNITED KINGDOM	All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
MALE AND FEMALE									
1989 Apr	1,881·5	146·7	383·7	295·5	363·7	287·0	367·6	37·3	1,883·6
July	1,769·7	137·5	382·5	279·4	339·2	265·5	332·6	32·9	1,771·4
Oct	1,634·3	133·0	333·3	260·9	318·0	250·8	308·1	30·2	1,635·8
1990 Jan	1,685·4	138·2	349·9	276·4	332·3	257·7	300·7	30·1	1,687·0
Apr	1,624·8	131·0	334·2	268·4	323·8	252·2	286·7	28·5	1,626·3
MALE									
1989 Apr	1,349·6	90·3	261·5	207·4	276·6	206·7	270·6	36·5	1,350·8
July	1,260·6	84·0	255·2	197·0	257·9	190·2	244·3	32·1	1,261·6
Oct	1,180·5	81·0	229·0	187·2	245·9	182·8	225·0	29·7	1,181·3
1990 Jan	1,238·4	85·8	246·0	203·5	262·1	190·5	220·7	29·6	1,239·3
Apr	1,197·4	81·4	236·8	199·1	255·9	186·0	210·2	28·0	1,198·2
FEMALE									
1989 Apr	531·9	56·4	122·2	88·2	87·1	80·3	97·0	0·8	532·8
July	509·0	53·5	127·4	82·4	81·3	75·4	88·3	0·8	509·8
Oct	453·8	52·1	104·3	73·7	72·1	68·0	83·1	0·5	454·5
1990 Jan	447·0	52·4	103·8	72·9	70·2	67·2	80·0	0·5	447·7
Apr	427·5	49·5	97·5	69·3	67·9	66·2	76·5	0·6	428·1

* Including some aged under 18.

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
MALE AND FEMALE								Thousand
1989 Apr	189·4	604·7	345·4	252·5	121·4	370·3	1,883·6	744·1
July	248·4	528·5	319·9	230·0	109·7	334·8	1,771·4	674·6
Oct	214·2	532·7	275·7	215·4	96·8	301·1	1,635·8	613·3
1990 Jan	213·8	624·5	271·1	210·7	90·9	276·0	1,687·0	577·6
Apr	216·0	586·9	283·7	200·5	86·0	253·2	1,626·3	539·7
Proportion of number unemployed								Per cent
1989 Apr	10·1	32·1	18·3	13·4	6·4	19·7	100·0	39·5
July	14·0	29·8	18·1	13·0	6·2	18·9	100·0	38·1
Oct	13·1	32·6	16·9	13·2	5·9	18·4	100·0	37·5
1990 Jan	12·7	37·0	16·1	12·5	5·4	16·4	100·0	34·2
Apr	13·3	36·1	17·4	12·3	5·3	15·6	100·0	33·2
MALE								Thousand
1989 Apr	127·7	415·3	230·8	184·9	93·5	298·7	1,350·8	577·1
July	156·6	361·8	219·1	168·9	84·7	270·5	1,261·6	524·1
Oct	146·5	364·4	193·2	160·5	74·5	242·2	1,181·3	477·2
1990 Jan	143·9	449·2	192·9	160·4	70·4	222·6	1,239·3	453·3
Apr	148·3	420·9	203·5	154·5	67·1	203·9	1,198·2	425·5
Proportion of number unemployed								Per cent
1989 Apr	9·5	30·7	17·1	13·7	6·9	22·1	100·0	42·7
July	12·4	28·7	17·4	13·4	6·7	21·4	100·0	41·5
Oct	12·4	30·8	16·4	13·6	6·3	20·5	100·0	40·4
1990 Jan	11·6	36·2	15·6	12·9	5·7	18·0	100·0	36·6
Apr	12·4	35·1	17·0	12·9	5·6	17·0	100·0	35·5
FEMALE								Thousand
1989 Apr	61·7	189·4	114·6	67·6	27·9	71·6	532·8	167·1
July	91·8	166·7	100·8	61·1	25·1	64·3	509·8	150·4
Oct	67·7	168·2	82·4	54·9	22·3	58·9	454·5	136·2
1990 Jan	70·0	175·3	78·2	50·3	20·5	53·4	447·7	124·3
Apr	67·7	166·0	80·2	46·0	18·9	49·3	428·1	114·2
Proportion of number unemployed								Per cent
1989 Apr	11·6	35·5	21·5	12·7	5·2	13·4	100·0	31·4
July	18·0	32·7	19·8	12·0	4·9	12·6	100·0	29·5
Oct	14·9	37·0	18·1	12·1	4·9	13·0	100·0	30·0
1990 Jan	15·6	39·2	17·5	11·2	4·6	11·9	100·0	27·8
Apr	15·8	38·8	18·7	10·7	4·4	11·5	100·0	26·7

** See notes to *tables 2·1* and *2·2*.

UNEMPLOYMENT 2·9
Area statistics

Unemployment in counties and local authority districts at May 10, 1990

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Bedfordshire	**6,350**	**2,295**	**8,645**	**3·7**	**(3·3)**
Luton	3,038	1,013	4,051		
Mid Bedfordshire	612	300	912		
North Bedfordshire	1,769	637	2,406		
South Bedfordshire	931	345	1,276		
Berkshire	**5,870**	**2,062**	**7,932**	**2·2**	**(2·0)**
Bracknell	805	328	1,133		
Newbury	734	223	957		
Reading	1,526	391	1,917		
Slough	1,404	539	1,943		
Windsor and Maidenhead	782	322	1,104		
Wokingham	619	259	878		
Buckinghamshire	**4,641**	**1,750**	**6,391**	**2·4**	**(2·1)**
Aylesbury Vale	1,001	382	1,383		
Chiltern	351	164	515		
Milton Keynes	1,722	664	2,386		
South Buckinghamshire	300	121	421		
Wycombe	1,267	419	1,686		
East Sussex	**9,763**	**3,260**	**13,023**	**5·2**	**(4·1)**
Brighton	3,763	1,120	4,883		
Eastbourne	882	318	1,200		
Hastings	1,501	399	1,900		
Hove	1,650	627	2,277		
Lewes	811	309	1,120		
Rother	624	232	856		
Wealden	532	255	787		
Essex	**17,897**	**7,102**	**24,999**	**4·6**	**(3·8)**
Basildon	2,340	954	3,294		
Braintree	1,021	461	1,482		
Brentwood	534	201	735		
Castle Point	915	391	1,306		
Chelmsford	1,237	535	1,772		
Colchester	1,637	731	2,368		
Epping Forest	1,043	422	1,465		
Harlow	1,191	481	1,672		
Maldon	434	231	665		
Rochford	638	257	895		
Southend-on-Sea	2,784	896	3,680		
Tendring	1,945	653	2,598		
Thurrock	1,883	730	2,613		
Uttlesford	295	159	454		
Greater London	**145,578**	**52,918**	**198,496**	**5·1**	**(4·5)**
Barking and Dagenham	2,486	809	3,295		
Barnet	3,444	1,462	4,906		
Bexley	2,600	1,222	3,822		
Brent	5,833	2,250	8,083		
Bromley	3,130	1,277	4,407		
Camden	4,985	1,885	6,870		
City of London	42	13	55		
City of Westminster	3,227	1,281	4,508		
Croydon	4,189	1,711	5,900		
Ealing	4,734	1,879	6,613		
Enfield	4,140	1,585	5,725		
Greenwich	5,925	2,074	7,999		
Hackney	9,257	2,985	12,242		
Hammersmith and Fulham	4,729	1,749	6,478		
Haringey	7,866	2,949	10,815		
Harrow	1,669	688	2,357		
Havering	2,116	764	2,880		
Hillingdon	1,956	688	2,644		
Hounslow	2,757	1,050	3,807		
Islington	6,538	2,583	9,121		
Kensington and Chelsea	2,566	1,106	3,672		
Kingston-upon-Thames	1,057	463	1,520		
Lambeth	9,895	3,506	13,401		
Lewisham	7,481	2,693	10,174		
Merton	2,121	799	2,920		
Newham	7,935	2,449	10,384		
Redbridge	2,828	1,157	3,985		
Richmond-upon-Thames	1,370	676	2,046		
Southwark	8,675	2,771	11,446		
Sutton	1,630	597	2,227		
Tower Hamlets	7,637	1,972	9,609		
Waltham Forest	5,063	1,756	6,819		
Wandsworth	5,697	2,069	7,766		
Hampshire	**18,122**	**6,209**	**24,331**	**3·8**	**(3·2)**
Basingstoke and Deane	1,000	359	1,359		
East Hampshire	582	273	855		
Eastleigh	813	353	1,166		
Fareham	774	305	1,079		
Gosport	937	412	1,349		
Hart	382	141	523		
Havant	1,919	577	2,496		
New Forest	1,559	569	2,128		
Portsmouth	3,713	1,226	4,939		
Rushmoor	588	260	848		
Southampton	4,629	1,325	5,954		
Test Valley	678	244	922		
Winchester	548	165	713		
Hertfordshire	**7,814**	**2,975**	**10,789**	**2·5**	**(2·2)**
Broxbourne	826	413	1,239		
Dacorum	916	298	1,214		
East Hertfordshire	670	276	946		
Hertsmere	777	280	1,057		
North Hertfordshire	1,071	433	1,504		
St Albans	672	228	900		
Stevenage	931	363	1,294		
Three Rivers	450	175	625		
Watford	779	245	1,024		
Welwyn Hatfield	722	264	986		
Isle of Wight	**2,323**	**858**	**3,181**	**6·9**	**(5·5)**
Medina	1,331	477	1,808		
South Wight	992	381	1,373		
Kent	**19,257**	**7,023**	**26,280**	**4·6**	**(3·9)**
Ashford	986	376	1,362		
Canterbury	1,803	551	2,354		
Dartford	960	341	1,301		
Dover	1,425	497	1,922		
Gillingham	1,210	509	1,719		
Gravesham	1,427	560	1,987		
Maidstone	1,035	381	1,416		
Rochester-upon-Medway	2,191	941	3,132		
Sevenoaks	784	326	1,110		
Shepway	1,604	524	2,128		
Swale	1,897	722	2,619		
Thanet	2,677	877	3,554		
Tonbridge and Malling	724	253	977		
Tunbridge Wells	534	165	699		
Oxfordshire	**4,419**	**1,630**	**6,049**	**2·5**	**(2·1)**
Cherwell	968	439	1,407		
Oxford	1,579	452	2,031		
South Oxfordshire	703	286	989		
Vale of White Horse	661	235	896		
West Oxfordshire	508	218	726		
Surrey	**4,972**	**1,743**	**6,715**	*	*
Elmbridge	523	189	712		
Epsom and Ewell	370	118	488		
Guildford	681	189	870		
Mole Valley	309	114	423		
Reigate and Banstead	687	225	912		
Runnymede	333	132	465		
Spelthorne	503	204	707		
Surrey Heath	332	124	456		
Tandridge	343	141	484		
Waverley	418	164	582		
Woking	473	143	616		
West Sussex	**4,232**	**1,357**	**5,589**	**1·9**	**(1·6)**
Adur	299	92	391		
Arun	986	292	1,278		
Chichester	523	188	711		
Crawley	602	196	798		
Horsham	448	168	616		
Mid Sussex	447	143	590		
Worthing	927	278	1,205		
EAST ANGLIA					
Cambridgeshire	**7,369**	**2,604**	**9,973**	**3·7**	**(3·1)**
Cambridge	1,246	392	1,638		
East Cambridgeshire	392	157	549		
Fenland	1,140	445	1,585		
Huntingdon	1,085	518	1,603		
Peterborough	2,978	869	3,847		
South Cambridgeshire	528	223	751		
Norfolk	**11,736**	**4,322**	**16,058**	**5·7**	**(4·6)**
Breckland	1,265	555	1,820		
Broadland	774	347	1,121		
Great Yarmouth	2,323	833	3,156		
North Norfolk	981	357	1,338		
Norwich	3,340	1,036	4,376		
South Norfolk	868	403	1,271		
West Norfolk	2,185	791	2,976		
Suffolk	**6,739**	**2,901**	**9,640**	**3·8**	**(3·2)**
Babergh	633	288	921		
Forest Heath	402	241	643		
Ipswich	1,980	565	2,545		
Mid Suffolk	498	263	761		
St Edmundsbury	818	435	1,253		
Suffolk Coastal	672	266	938		
Waveney	1,736	843	2,579		
SOUTH WEST					
Avon	**14,857**	**5,843**	**20,700**	**4·8**	**(4·2)**
Bath	1,382	501	1,883		
Bristol	9,035	3,248	12,283		
Kingswood	835	375	1,210		
Northavon	1,071	575	1,646		
Wansdyke	564	304	868		
Woodspring	1,970	840	2,810		
Cornwall	**8,649**	**3,613**	**12,262**	**8·3**	**(6·3)**
Caradon	963	467	1,430		
Carrick	1,493	569	2,062		
Isles of Scilly	11	2	13		
Kerrier	1,951	753	2,704		
North Cornwall	1,033	466	1,499		
Penwith	1,597	614	2,211		
Restormel	1,601	742	2,343		
Devon	**15,746**	**6,247**	**21,993**	**5·9**	**(4·8)**
East Devon	913	350	1,263		
Exeter	1,632	530	2,162		
Mid Devon	487	258	745		
North Devon	1,241	536	1,777		
Plymouth	6,140	2,394	8,534		
South Hams	741	327	1,068		
Teignbridge	1,052	374	1,426		
Torbay	2,331	871	3,202		
Torridge	721	351	1,072		
West Devon	488	256	744		

2·9 UNEMPLOYMENT
Area statistics

Unemployment in counties and local authority districts at May 10, 1990

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Dorset	**7,017**	**2,573**	**9,590**	**4·0**	**(3·3)**
Bournemouth	2,637	852	3,489		
Christchurch	340	134	474		
East Dorset	487	207	694		
North Dorset	260	127	387		
Poole	1,491	477	1,968		
Purbeck	208	104	312		
West Dorset	614	283	897		
Weymouth and Portland	980	389	1,369		
Gloucestershire	**5,703**	**2,301**	**8,004**	**3·5**	**(3·0)**
Cheltenham	1,310	436	1,746		
Cotswold	361	202	563		
Forest of Dean	844	384	1,228		
Gloucester	1,621	515	2,136		
Stroud	933	454	1,387		
Tewkesbury	634	310	944		
Somerset	**5,107**	**2,243**	**7,350**	**4·3**	**(3·5)**
Mendip	970	439	1,409		
Sedgemoor	1,419	619	2,038		
Taunton Deane	1,207	429	1,636		
West Somerset	364	144	508		
Yeovil	1,147	612	1,759		
Wiltshire	**5,272**	**2,335**	**7,607**	**3·3**	**(2·9)**
Kennet	464	214	678		
North Wiltshire	753	462	1,215		
Salisbury	959	407	1,366		
Thamesdown	2,094	779	2,873		
West Wiltshire	1,002	473	1,475		
WEST MIDLANDS					
Hereford and Worcester	**7,541**	**2,969**	**10,510**	**4·2**	**(3·5)**
Bromsgrove	985	443	1,428		
Hereford	808	337	1,145		
Leominster	327	133	460		
Malvern Hills	776	272	1,048		
Redditch	935	395	1,330		
South Herefordshire	468	180	648		
Worcester	1,419	484	1,903		
Wychavon	689	295	984		
Wyre Forest	1,134	430	1,564		
Shropshire	**4,956**	**2,056**	**7,012**	**4·9**	**(4·0)**
Bridgnorth	409	195	604		
North Shropshire	480	218	698		
Oswestry	390	186	576		
Shrewsbury and Atcham	1,062	452	1,514		
South Shropshire	309	140	449		
The Wrekin	2,306	865	3,171		
Staffordshire	**14,302**	**5,983**	**20,285**	**5·1**	**(4·3)**
Cannock Chase	1,387	559	1,946		
East Staffordshire	1,449	627	2,076		
Lichfield	950	504	1,454		
Newcastle-under-Lyme	1,532	619	2,151		
South Staffordshire	1,362	672	2,034		
Stafford	1,157	478	1,635		
Staffordshire Moorlands	848	411	1,259		
Stoke-on-Trent	4,263	1,458	5,721		
Tamworth	1,354	655	2,009		
Warwickshire	**5,415**	**2,590**	**8,005**	**4·1**	**(3·5)**
North Warwickshire	719	403	1,122		
Nuneaton and Bedworth	1,843	850	2,693		
Rugby	892	503	1,395		
Stratford-on-Avon	610	314	924		
Warwick	1,351	520	1,871		
West Midlands	**74,090**	**25,428**	**99,518**	**8·1**	**(7·2)**
Birmingham	34,230	10,925	45,155		
Coventry	8,478	3,353	11,831		
Dudley	5,433	2,054	7,487		
Sandwell	8,496	3,000	11,496		
Solihull	3,053	1,336	4,389		
Walsall	6,126	2,005	8,131		
Wolverhampton	8,274	2,755	11,029		
EAST MIDLANDS					
Derbyshire	**16,312**	**6,210**	**22,522**	**5·9**	**(5·1)**
Amber Valley	1,389	613	2,002		
Bolsover	1,639	572	2,211		
Chesterfield	2,394	905	3,299		
Derby	5,128	1,737	6,865		
Erewash	1,616	603	2,219		
High Peak	1,064	477	1,541		
North East Derbyshire	1,782	751	2,533		
South Derbyshire	702	280	982		
West Derbyshire	598	272	870		
Leicestershire	**12,626**	**5,316**	**17,942**	**4·6**	**(4·0)**
Blaby	598	347	945		
Charnwood	1,266	691	1,957		
Harborough	333	160	493		
Hinckley and Bosworth	844	474	1,318		
Leicester	7,655	2,796	10,451		
Melton	392	162	554		
North West Leicestershire	946	381	1,327		
Oadby and Wigston	389	211	600		
Rutland	203	94	297		
Lincolnshire	**9,737**	**3,945**	**13,682**	**6·5**	**(5·3)**
Boston	1,038	380	1,418		
East Lindsey	2,413	914	3,327		
Lincoln	2,550	886	3,436		
North Kesteven	831	460	1,291		
South Holland	620	278	898		
South Kesteven	1,113	494	1,607		
West Lindsey	1,172	533	1,705		
Northamptonshire	**5,921**	**2,620**	**8,541**	**3·5**	**(3·0)**
Corby	970	405	1,375		
Daventry	375	228	603		
East Northamptonshire	421	240	661		
Kettering	748	315	1,063		
Northampton	2,286	922	3,208		
South Northamptonshire	333	163	496		
Wellingborough	788	347	1,135		
Nottinghamshire	**23,312**	**7,759**	**31,071**	**7·0**	**(6·2)**
Ashfield	2,383	731	3,114		
Bassetlaw	2,189	861	3,050		
Broxtowe	1,426	570	1,996		
Gedling	1,545	645	2,190		
Mansfield	2,609	893	3,502		
Newark	1,825	637	2,462		
Nottingham	10,160	2,960	13,120		
Rushcliffe	1,175	462	1,637		
YORKSHIRE AND HUMBERSIDE					
Humberside	**22,003**	**7,263**	**29,266**	**8·6**	**(7·3)**
Beverley	1,168	599	1,767		
Boothferry	1,066	394	1,460		
Cleethorpes	1,720	569	2,289		
East Yorkshire	1,260	453	1,713		
Glanford	1,058	422	1,480		
Great Grimsby	3,455	838	4,293		
Holderness	653	324	977		
Kingston-upon-Hull	9,934	3,192	13,126		
Scunthorpe	1,689	472	2,161		
North Yorkshire	**8,132**	**3,493**	**11,625**	**4·4**	**(3·5)**
Craven	333	173	506		
Hambleton	696	356	1,052		
Harrogate	1,002	464	1,466		
Richmondshire	333	246	579		
Ryedale	691	344	1,035		
Scarborough	1,935	689	2,624		
Selby	931	494	1,425		
York	2,211	727	2,938		
South Yorkshire	**38,752**	**12,995**	**51,747**	**10·4**	**(8·9)**
Barnsley	6,569	1,985	8,554		
Doncaster	8,611	2,985	11,596		
Rotherham	7,322	2,596	9,918		
Sheffield	16,250	5,429	21,679		
West Yorkshire	**45,580**	**15,206**	**60,786**	**6·9**	**(6·0)**
Bradford	11,747	3,641	15,388		
Calderdale	3,565	1,422	4,987		
Kirklees	7,114	2,511	9,625		
Leeds	15,975	5,139	21,114		
Wakefield	7,179	2,493	9,672		
NORTH WEST					
Cheshire	**16,334**	**5,985**	**22,319**	**5·6**	**(4·9)**
Chester	2,190	763	2,953		
Congleton	807	408	1,215		
Crewe and Nantwich	1,615	693	2,308		
Ellesmere Port and Neston	1,930	645	2,575		
Halton	3,715	1,191	4,906		
Macclesfield	1,322	540	1,862		
Vale Royal	1,647	695	2,342		
Warrington	3,108	1,050	4,158		
Greater Manchester	**67,478**	**22,288**	**89,766**	**7·7**	**(6·7)**
Bolton	6,570	2,160	8,730		
Bury	2,650	1,103	3,753		
Manchester	20,367	5,647	26,014		
Oldham	5,183	2,039	7,222		
Rochdale	5,189	1,817	7,006		
Salford	7,647	2,036	9,683		
Stockport	4,189	1,558	5,747		
Tameside	4,432	1,709	6,141		
Trafford	4,221	1,375	5,596		
Wigan	7,030	2,844	9,874		
Lancashire	**26,481**	**9,213**	**35,694**	**6·5**	**(5·5)**
Blackburn	3,737	1,102	4,839		
Blackpool	3,969	1,252	5,221		
Burnley	2,013	698	2,711		
Chorley	1,311	615	1,926		
Fylde	560	185	745		
Hyndburn	1,242	457	1,699		
Lancaster	2,590	942	3,532		
Pendle	1,234	450	1,684		
Preston	3,646	1,026	4,672		
Ribble Valley	275	194	469		
Rossendale	943	352	1,295		
South Ribble	1,253	569	1,822		
West Lancashire	2,363	904	3,267		
Wyre	1,345	467	1,812		
Merseyside	**60,887**	**18,902**	**79,789**	**13·5**	**(11·9)**
Knowsley	8,692	2,511	11,203		
Liverpool	26,781	7,966	34,747		
Sefton	8,724	2,926	11,650		
St Helens	5,418	1,908	7,326		
Wirral	11,272	3,591	14,863		
NORTH					
Cleveland	**21,479**	**6,238**	**27,717**	**12·7**	**(11·2)**
Hartlepool	3,716	1,094	4,810		
Langbaurgh	5,047	1,442	6,489		

Unemployment in counties and local authority districts at May 10, 1990

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Middlesbrough	6,732	1,719	8,451		
Stockton-on-Tees	5,984	1,983	7,967		
Cumbria	**6,837**	**3,238**	**10,075**	**4·9**	**(4·1)**
Allerdale	1,730	863	2,593		
Barrow-In-Furness	1,232	580	1,812		
Carlisle	1,672	710	2,382		
Copeland	1,455	684	2,139		
Eden	257	150	407		
South Lakeland	491	251	742		
Durham	**14,880**	**4,874**	**19,754**	**9·0**	**(7·8)**
Chester-le-Street	1,113	403	1,516		
Darlington	2,613	861	3,474		
Derwentside	2,532	750	3,282		
Durham	1,801	597	2,398		
Easington	2,592	770	3,362		
Sedgefield	1,966	781	2,747		
Teesdale	347	163	510		
Wear Valley	1,916	549	2,465		
Northumberland	**6,259**	**2,208**	**8,467**	**8·3**	**(6·9)**
Alnwick	605	235	840		
Berwick-upon-Tweed	456	159	615		
Blyth Valley	2,013	671	2,684		
Castle Morpeth	745	311	1,056		
Tynedale	570	289	859		
Wansbeck	1,870	543	2,413		
Tyne and Wear	**41,271**	**11,766**	**53,037**	**10·8**	**(9·7)**
Gateshead	6,661	1,817	8,478		
Newcastle upon Tyne	11,134	3,182	14,316		
North Tyneside	5,450	1,700	7,150		
South Tyneside	6,421	1,737	8,158		
Sunderland	11,605	3,330	14,935		
WALES					
Clwyd	**6,773**	**2,458**	**9,231**	**6·1**	**(4·9)**
Alyn and Deeside	1,050	372	1,422		
Colwyn	928	364	1,292		
Delyn	930	307	1,237		
Glyndwr	463	220	683		
Rhuddlan	1,254	391	1,645		
Wrexham Maelor	2,148	804	2,952		
Dyfed	**6,492**	**2,325**	**8,817**	**7·9**	**(5·7)**
Carmarthen	805	286	1,091		
Ceredigion	883	334	1,217		
Dinefwr	656	277	933		
Llanelli	1,644	516	2,160		
Preseli	1,509	568	2,077		
South Pembrokeshire	995	344	1,339		
Gwent	**10,025**	**3,111**	**13,136**	**7·6**	**(6·5)**
Blaenau Gwent	2,288	590	2,878		
Islwyn	1,334	431	1,765		
Monmouth	983	392	1,375		
Newport	3,411	1,035	4,446		
Torfaen	2,009	663	2,672		
Gwynedd	**5,551**	**2,058**	**7,609**	**9·4**	**(7·1)**
Aberconwy	910	316	1,226		
Arfon	1,779	573	2,352		
Dwyfor	548	181	729		
Meirionnydd	518	229	747		
Ynys Mon - Isle of Anglesey	1,796	759	2,555		
Mid Glamorgan	**13,952**	**3,784**	**17,736**	**9·4**	**(8·0)**
Cynon Valley	1,949	490	2,439		
Merthyr Tydfil	1,859	519	2,378		
Ogwr	2,833	926	3,759		
Rhondda	2,307	527	2,834		
Rhymney Valley	2,934	707	3,641		
Taff-Ely	2,070	615	2,685		
Powys	**1,150**	**494**	**1,644**	**4·3**	**(2·9)**
Brecknock	459	180	639		
Montgomery	487	201	688		
Radnor	204	113	317		
South Glamorgan	**9,777**	**2,789**	**12,566**	**6·5**	**(5·7)**
Cardiff	7,578	2,051	9,629		
Vale of Glamorgan	2,199	738	2,937		
West Glamorgan	**8,175**	**2,280**	**10,455**	**7·7**	**(6·6)**
Afan	925	242	1,167		
Lliw Valley	1,195	322	1,517		
Neath	1,205	341	1,546		
Swansea	4,850	1,375	6,225		
SCOTLAND					
Borders Region	**1,390**	**621**	**2,011**	**4·9**	**(4·0)**
Berwick	262	133	395		
Ettrick and Lauderdale	421	188	609		
Roxburgh	507	184	691		
Tweedale	200	116	316		
Central Region	**7,200**	**2,985**	**10,185**	**9·8**	**(8·5)**
Clackmannan	1,485	532	2,017		
Falkirk	3,914	1,741	5,655		
Stirling	1,801	712	2,513		
Dumfries and Galloway Region	**2,810**	**1,383**	**4,193**	**7·4**	**(5·9)**
Annandale and Eskdale	498	269	767		
Nithsdale	1,145	507	1,652		
Stewartry	329	185	514		
Wigtown	838	422	1,260		
Fife Region	**8,656**	**3,497**	**12,153**	**9·6**	**(8·3)**
Dunfermline	3,259	1,197	4,456		
Kirkcaldy	4,594	1,862	6,456		
North East Fife	803	438	1,241		
Grampian Region	**6,383**	**3,008**	**9,391**	**3·9**	**(3·4)**
Banff and Buchan	1,159	579	1,738		
City of Aberdeen	3,272	1,113	4,385		
Gordon	451	311	762		
Kincardine and Deeside	284	203	487		
Moray	1,217	802	2,019		
Highlands Region	**4,939**	**1,989**	**6,928**	**8·4**	**(6·9)**
Badenoch and Strathspey	187	93	280		
Caithness	777	270	1,047		
Inverness	1,417	516	1,933		
Lochaber	446	188	634		
Nairn	178	104	282		
Ross and Cromarty	1,261	545	1,806		
Skye and Lochalsh	330	122	452		
Sutherland	343	151	494		
Lothian Region	**18,387**	**6,200**	**24,587**	**6·7**	**(6·0)**
City of Edinburgh	11,313	3,665	14,978		
East Lothian	1,645	608	2,253		
Midlothian	1,871	661	2,532		
West Lothian	3,558	1,266	4,824		
Strathclyde Region	**84,158**	**26,880**	**111,038**	**11·4**	**(10·0)**
Argyll and Bute	1,313	567	1,880		
Bearsden and Milngavie	403	186	589		
City of Glasgow	37,515	10,710	48,225		
Clydebank	1,910	567	2,477		
Clydesdale	1,306	520	1,826		
Cumbernauld and Kilsyth	1,595	697	2,292		
Cumnock and Doon Valley	1,869	569	2,438		
Cunninghame	4,482	1,632	6,114		
Dumbarton	2,289	900	3,189		
East Kilbride	1,670	786	2,456		
Eastwood	657	328	985		
Hamilton	3,339	1,036	4,375		
Inverclyde	4,070	1,124	5,194		
Kilmarnock and Loudoun	2,568	912	3,480		
Kyle and Carrick	2,753	1,045	3,798		
Monklands	3,702	1,117	4,819		
Motherwell	4,970	1,486	6,456		
Renfrew	6,068	2,079	8,147		
Strathkelvin	1,679	619	2,298		
Tayside Region	**9,802**	**4,156**	**13,958**	**8·2**	**(7·1)**
Angus	1,793	1,000	2,793		
City of Dundee	6,143	2,356	8,499		
Perth and Kinross	1,866	800	2,666		
Orkney Islands	**306**	**137**	**443**	**6·4**	**(4·5)**
Shetland Islands	**292**	**136**	**428**	**4·1**	**(3·4)**
Western Isles	**911**	**316**	**1,227**	**11·5**	**(8·8)**
NORTHERN IRELAND					
Antrim	1,485	574	2,059		
Ards	1,787	704	2,491		
Armagh	2,121	737	2,858		
Ballymena	1,818	765	2,583		
Ballymoney	1,074	296	1,370		
Banbridge	923	408	1,331		
Belfast	18,762	5,134	23,896		
Carrickfergus	1,055	442	1,497		
Castlereagh	1,594	710	2,304		
Coleraine	2,381	787	3,168		
Cookstown	1,581	560	2,141		
Craigavon	3,047	1,071	4,118		
Derry	6,835	1,414	8,249		
Down	1,850	778	2,628		
Dungannon	2,360	728	3,088		
Fermanagh	2,595	680	3,275		
Larne	1,147	369	1,516		
Limavady	1,610	467	2,077		
Lisburn	3,236	1,253	4,489		
Magherafelt	1,606	586	2,192		
Moyle	868	206	1,074		
Newry and Mourne	4,596	1,395	5,991		
Newtownabbey	2,451	980	3,431		
North Down	1,514	837	2,351		
Omagh	2,086	707	2,793		
Strabane	2,513	581	3,094		

* Unemployment percentage rates are calculated for areas which form broadly self-contained labour markets. An unemployment rate is not given for Surrey or local authority districts since these do not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work areas.
† Unemployment rates calculated as a percentage of the workforce (the sum of employees in employment, unemployed claimants, self-employed, HM Forces and participants on work-related government training programmes) are available in addition to those calculated as a percentage of estimates of employees in employment and the unemployed only. All unemployment rates have been compiled using revised employees in employment estimates, incorporating the results of the 1989 Labour Force Survey.
See also footnote ‡ to *table 2·1*.

Unemployment in Parliamentary constituencies at May 10, 1990

	Male	Female	All
SOUTH EAST			
Bedfordshire			
Luton South	2,066	664	2,730
Mid Bedfordshire	736	357	1,093
North Bedfordshire	1,510	511	2,021
North Luton	1,153	437	1,590
South West Bedfordshire	885	326	1,211
Berkshire			
East Berkshire	943	386	1,329
Newbury	630	189	819
Reading East	1,023	280	1,303
Reading West	712	193	905
Slough	1,404	539	1,943
Windsor and Maidenhead	644	264	908
Wokingham	514	211	725
Buckinghamshire			
Aylesbury	760	293	1,053
Beaconsfield	422	173	595
Buckingham	609	230	839
Chesham and Amersham	362	168	530
Milton Keynes	1,479	588	2,067
Wycombe	1,009	298	1,307
East Sussex			
Bexhill and Battle	548	206	754
Brighton Kemptown	1,985	538	2,523
Brighton Pavilion	1,778	582	2,360
Eastbourne	936	339	1,275
Hastings and Rye	1,638	454	2,092
Hove	1,650	627	2,277
Lewes	833	325	1,158
Wealden	395	189	584
Essex			
Basildon	1,779	707	2,486
Billericay	952	398	1,350
Braintree	913	409	1,322
Brentwood and Ongar	649	234	883
Castle Point	915	391	1,306
Chelmsford	975	406	1,381
Epping Forest	841	341	1,182
Harlow	1,278	529	1,807
Harwich	1,712	561	2,273
North Colchester	1,141	486	1,627
Rochford	792	317	1,109
Saffron Walden	511	280	791
South Colchester and Maldon	1,163	568	1,731
Southend East	1,663	532	2,195
Southend West	1,121	364	1,485
Thurrock	1,492	579	2,071
Greater London			
Barking	1,333	398	1,731
Battersea	2,380	804	3,184
Beckenham	1,149	449	1,598
Bethnal Green and Stepney	3,940	903	4,843
Bexleyheath	796	373	1,169
Bow and Poplar	3,697	1,069	4,766
Brent East	2,306	855	3,161
Brent North	1,078	475	1,553
Brent South	2,449	920	3,369
Brentford and Isleworth	1,331	525	1,856
Carshalton and Wallington	957	313	1,270
Chelsea	922	418	1,340
Chingford	947	358	1,305
Chipping Barnet	631	267	898
Chislehurst	708	295	1,003
City of London and Westminster South	1,150	457	1,607
Croydon Central	1,169	369	1,538
Croydon North East	1,250	598	1,848
Croydon North West	1,298	531	1,829
Croydon South	472	213	685
Dagenham	1,153	411	1,564
Dulwich	1,852	708	2,560
Ealing North	1,307	510	1,817
Ealing Acton	1,677	684	2,361
Ealing Southall	1,750	685	2,435
Edmonton	1,814	651	2,465
Eltham	1,399	474	1,873
Enfield North	1,269	564	1,833
Enfield Southgate	1,057	370	1,427
Erith and Crayford	1,363	635	1,998
Feltham and Heston	1,426	525	1,951
Finchley	874	452	1,326
Fulham	1,903	816	2,719
Greenwich	1,915	650	2,565
Hackney North and Stoke Newington	4,289	1,469	5,758
Hackney South and Shoreditch	4,968	1,516	6,484
Hammersmith	2,826	933	3,759
Hampstead and Highgate	1,926	799	2,725
Harrow East	1,037	439	1,476
Harrow West	632	249	881
Hayes and Harlington	720	275	995
Hendon North	1,007	410	1,417
Hendon South	932	333	1,265
Holborn and St Pancras	3,059	1,086	4,145
Hornchurch	658	256	914
Hornsey and Wood Green	3,056	1,336	4,392
Ilford North	785	361	1,146
Ilford South	1,335	486	1,821
Islington North	3,474	1,328	4,802
Islington South and Finsbury	3,064	1,255	4,319
Kensington	1,644	688	2,332
Kingston-upon-Thames	680	270	950
Lewisham East	1,832	679	2,511
Lewisham West	2,183	801	2,984
Lewisham Deptford	3,466	1,213	4,679
Leyton	2,403	793	3,196
Mitcham and Morden	1,392	455	1,847
Newham North East	2,805	880	3,685
Newham North West	2,588	787	3,375
Newham South	2,542	782	3,324
Norwood	3,191	1,144	4,335
Old Bexley and Sidcup	441	214	655
Orpington	701	270	971
Peckham	3,529	1,152	4,681
Putney	1,253	475	1,728
Ravensbourne	572	263	835
Richmond-upon-Thames and Barnes	737	382	1,119
Romford	733	264	997
Ruislip-Northwood	401	160	561
Southwark and Bermondsey	3,294	911	4,205
Streatham	2,561	994	3,555
Surbiton	377	193	570
Sutton and Cheam	673	284	957
Tooting	2,064	790	2,854
Tottenham	4,810	1,613	6,423
Twickenham	633	294	927
Upminster	725	244	969
Uxbridge	835	253	1,088
Vauxhall	4,143	1,368	5,511
Walthamstow	1,713	605	2,318
Wanstead and Woodford	708	310	1,018
Westminster North	2,119	837	2,956
Wimbledon	729	344	1,073
Woolwich	2,611	950	3,561
Hampshire			
Aldershot	791	319	1,110
Basingstoke	882	300	1,182
East Hampshire	638	292	930
Eastleigh	1,201	458	1,659
Fareham	842	330	1,172
Gosport	1,011	441	1,452
Havant	1,670	499	2,169
New Forest	769	270	1,039
North West Hampshire	508	216	724
Portsmouth North	1,451	473	1,924
Portsmouth South	2,511	831	3,342
Romsey and Waterside	1,078	386	1,464
Southampton Itchen	2,259	679	2,938
Southampton Test	1,982	541	2,523
Winchester	529	174	703
Hertfordshire			
Broxbourne	890	439	1,329
Hertford and Stortford	579	222	801
Hertsmere	806	293	1,099
North Hertfordshire	1,037	417	1,454
South West Hertfordshire	550	208	758
St Albans	553	195	748
Stevenage	1,019	410	1,429
Watford	893	282	1,175
Welwyn Hatfield	724	266	990
West Hertfordshire	763	243	1,006
Isle of Wight			
Isle of Wight	2,323	858	3,181
Kent			
Ashford	986	376	1,362
Canterbury	1,369	432	1,801
Dartford	1,108	410	1,518
Dover	1,342	470	1,812
Faversham	1,842	700	2,542
Folkestone and Hythe	1,604	524	2,128
Gillingham	1,222	516	1,738
Gravesham	1,427	560	1,987
Maidstone	824	293	1,117
Medway	1,249	540	1,789
Mid Kent	1,153	489	1,642
North Thanet	1,855	609	2,464
Sevenoaks	636	257	893
South Thanet	1,382	429	1,811
Tonbridge and Malling	724	253	977
Tunbridge Wells	534	165	699
Oxfordshire			
Banbury	901	420	1,321
Henley	354	159	513
Oxford East	1,288	372	1,660
Oxford West and Abingdon	811	258	1,069
Wantage	490	184	674
Witney	575	237	812
Surrey			
Chertsey and Walton	420	152	572
East Surrey	343	141	484
Epsom and Ewell	495	161	656
Esher	365	130	495
Guildford	509	135	644
Mole Valley	334	120	454
North West Surrey	473	183	656
Reigate	562	182	744
South West Surrey	354	149	503
Spelthorne	503	204	707
Woking	614	186	800
West Sussex			
Arundel	847	241	1,088
Chichester	523	188	711
Crawley	678	218	896
Horsham	448	168	616
Mid Sussex	371	121	492
Shoreham	438	143	581
Worthing	927	278	1,205
EAST ANGLIA			
Cambridgeshire			
Cambridge	1,166	352	1,518
Huntingdon	906	429	1,335
North East Cambridgeshire	1,354	526	1,880
Peterborough	2,761	754	3,515

Unemployment in Parliamentary constituencies at May 10, 1990

	Male	Female	All
South East Cambridgeshire	474	222	696
South West Cambridgeshire	708	321	1,029
Norfolk			
Great Yarmouth	2,323	833	3,156
Mid Norfolk	827	354	1,181
North Norfolk	981	357	1,338
North West Norfolk	1,753	629	2,382
Norwich North	1,333	444	1,777
Norwich South	2,302	721	3,023
South Norfolk	868	403	1,271
South West Norfolk	1,349	581	1,930
Suffolk			
Bury St Edmunds	946	490	1,436
Central Suffolk	899	367	1,266
Ipswich	1,579	461	2,040
South Suffolk	907	474	1,381
Suffolk Coastal	672	266	938
Waveney	1,736	843	2,579
SOUTH WEST			
Avon			
Bath	1,382	501	1,883
Bristol East	1,744	691	2,435
Bristol North West	1,700	525	2,225
Bristol South	2,678	929	3,607
Bristol West	2,502	908	3,410
Kingswood	1,102	474	1,576
Northavon	910	508	1,418
Wansdyke	750	397	1,147
Weston-super-Mare	1,332	523	1,855
Woodspring	757	387	1,144
Cornwall			
Falmouth and Camborne	2,189	735	2,924
North Cornwall	1,593	692	2,285
South East Cornwall	1,196	607	1,803
St Ives	2,045	861	2,906
Truro	1,626	718	2,344
Devon			
Exeter	1,632	530	2,162
Honiton	775	293	1,068
North Devon	1,267	552	1,819
Plymouth Devonport	2,302	839	3,141
Plymouth Drake	2,503	911	3,414
Plymouth Sutton	1,335	644	1,979
South Hams	1,208	495	1,703
Teignbridge	955	336	1,291
Tiverton	701	346	1,047
Torbay	1,859	694	2,553
Torridge and West Devon	1,209	607	1,816
Dorset			
Bournemouth East	1,650	551	2,201
Bournemouth West	1,305	400	1,705
Christchurch	607	250	857
North Dorset	535	253	788
Poole	1,173	378	1,551
South Dorset	1,139	472	1,611
West Dorset	608	269	877
Gloucestershire			
Cheltenham	1,403	480	1,883
Cirencester and Tewkesbury	630	328	958
Gloucester	1,645	530	2,175
Stroud	951	464	1,415
West Gloucestershire	1,074	499	1,573
Somerset			
Bridgwater	1,366	592	1,958
Somerton and Frome	758	396	1,154
Taunton	1,232	442	1,674
Wells	889	391	1,280
Yeovil	862	422	1,284
Wiltshire			
Devizes	802	351	1,153
North Wiltshire	753	462	1,215
Salisbury	926	393	1,319
Swindon	1,756	642	2,398
Westbury	1,035	487	1,522
WEST MIDLANDS			
Hereford and Worcester			
Bromsgrove	985	443	1,428
Hereford	1,164	483	1,647
Leominster	737	291	1,028
Mid Worcestershire	1,316	543	1,859
South Worcestershire	723	267	990
Worcester	1,482	512	1,994
Wyre Forest	1,134	430	1,564
Shropshire			
Ludlow	718	335	1,053
North Shropshire	1,009	480	1,489
Shrewsbury and Atcham	1,062	452	1,514
The Wrekin	2,167	789	2,956
Staffordshire			
Burton	1,449	627	2,076
Cannock and Burntwood	1,310	613	1,923
Mid Staffordshire	1,050	431	1,481
Newcastle-under-Lyme	1,178	427	1,605
South East Staffordshire	1,570	786	2,356
South Staffordshire	1,362	672	2,034
Stafford	1,010	406	1,416
Staffordshire Moorlands	848	411	1,259
Stoke-on-Trent Central	1,765	607	2,372
Stoke-on-Trent North	1,475	492	1,967
Stoke-on-Trent South	1,285	511	1,796
Warwickshire			
North Warwickshire	1,315	709	2,024
Nuneaton	1,319	601	1,920
Rugby and Kenilworth	959	519	1,478
Stratford-on-Avon	610	314	924
Warwick and Leamington	1,212	447	1,659
West Midlands			
Aldridge-Brownhills	1,165	533	1,698
Birmingham Edgbaston	2,098	743	2,841
Birmingham Erdington	3,054	982	4,036
Birmingham Hall Green	2,100	722	2,822
Birmingham Hodge Hill	2,872	921	3,793
Birmingham Ladywood	4,228	1,253	5,481
Birmingham Northfield	3,123	1,076	4,199
Birmingham Perry Barr	3,118	1,014	4,132
Birmingham Small Heath	4,702	1,240	5,942
Birmingham Sparkbrook	4,014	1,046	5,060
Birmingham Yardley	1,609	621	2,230
Birmingham Selly Oak	2,448	870	3,318
Coventry North East	3,085	1,138	4,223
Coventry North West	1,615	776	2,391
Coventry South East	2,381	815	3,196
Coventry South West	1,397	624	2,021
Dudley East	2,507	879	3,386
Dudley West	1,664	678	2,342
Halesowen and Stourbridge	1,262	497	1,759
Meriden	2,280	867	3,147
Solihull	773	469	1,242
Sutton Coldfield	864	437	1,301
Walsall North	2,551	716	3,267
Walsall South	2,410	756	3,166
Warley East	2,144	772	2,916
Warley West	1,732	606	2,338
West Bromwich East	2,083	812	2,895
West Bromwich West	2,537	810	3,347
Wolverhampton North East	3,413	992	4,405
Wolverhampton South East	2,605	797	3,402
Wolverhampton South West	2,256	966	3,222
EAST MIDLANDS			
Derbyshire			
Amber Valley	1,189	521	1,710
Bolsover	1,922	676	2,598
Chesterfield	2,126	772	2,898
Derby North	1,803	611	2,414
Derby South	2,918	942	3,860
Erewash	1,558	585	2,143
High Peak	1,126	498	1,624
North East Derbyshire	1,767	780	2,547
South Derbyshire	1,109	464	1,573
West Derbyshire	794	361	1,155
Leicestershire			
Blaby	712	415	1,127
Bosworth	923	504	1,427
Harborough	608	303	911
Leicester East	1,959	883	2,842
Leicester South	2,676	920	3,596
Leicester West	3,020	993	4,013
Loughborough	904	487	1,391
North West Leicestershire	1,033	426	1,459
Rutland and Melton	791	385	1,176
Lincolnshire			
East Lindsey	2,205	810	3,015
Gainsborough and Horncastle	1,380	637	2,017
Grantham	1,255	639	1,894
Holland with Boston	1,339	504	1,843
Lincoln	2,795	1,012	3,807
Stamford and Spalding	763	343	1,106
Northamptonshire			
Corby	1,186	531	1,717
Daventry	529	319	848
Kettering	799	339	1,138
Northampton North	1,244	520	1,764
Northampton South	1,170	450	1,620
Wellingborough	993	461	1,454
Nottinghamshire			
Ashfield	2,061	613	2,674
Bassetlaw	2,051	754	2,805
Broxtowe	1,160	480	1,640
Gedling	1,288	562	1,850
Mansfield	2,242	768	3,010
Newark	1,471	569	2,040
Nottingham East	4,201	1,264	5,465
Nottingham North	3,173	874	4,047
Nottingham South	2,786	822	3,608
Rushcliffe	1,175	462	1,637
Sherwood	1,704	591	2,295
YORKSHIRE AND HUMBERSIDE			
Humberside			
Beverley	1,101	560	1,661
Booth Ferry	1,312	515	1,827
Bridlington	1,734	695	2,429
Brigg and Cleethorpes	2,371	827	3,198
Glanford and Scunthorpe	2,096	636	2,732
Great Grimsby	3,455	838	4,293
Kingston-upon-Hull East	3,068	998	4,066
Kingston-upon-Hull North	3,512	1,098	4,610
Kingston-upon-Hull West	3,354	1,096	4,450
North Yorkshire			
Harrogate	764	317	1,081
Richmond	954	545	1,499
Ryedale	862	438	1,300
Scarborough	1,786	629	2,415
Selby	984	517	1,501
Skipton and Ripon	571	320	891
York	2,211	727	2,938

Unemployment in Parliamentary constituencies at May 10, 1990

	Male	Female	All
South Yorkshire			
Barnsley Central	2,410	658	3,068
Barnsley East	2,228	603	2,831
Barnsley West and Penistone	1,931	724	2,655
Don Valley	2,539	907	3,446
Doncaster Central	2,986	1,078	4,064
Doncaster North	3,086	1,000	4,086
Rother Valley	2,036	835	2,871
Rotherham	2,791	915	3,706
Sheffield Central	4,506	1,287	5,793
Sheffield Attercliffe	2,175	786	2,961
Sheffield Brightside	3,315	976	4,291
Sheffield Hallam	1,495	663	2,158
Sheffield Heeley	2,864	909	3,773
Sheffield Hillsborough	1,895	808	2,703
Wentworth	2,495	846	3,341
West Yorkshire			
Batley and Spen	1,793	605	2,398
Bradford North	3,304	940	4,244
Bradford South	2,319	726	3,045
Bradford West	3,708	1,031	4,739
Calder Valley	1,260	596	1,856
Colne Valley	1,295	524	1,819
Dewsbury	1,720	604	2,324
Elmet	1,114	449	1,563
Halifax	2,305	826	3,131
Hemsworth	2,042	642	2,684
Huddersfield	2,306	778	3,084
Keighley	1,378	561	1,939
Leeds Central	3,502	932	4,434
Leeds East	3,119	804	3,923
Leeds North East	1,795	618	2,413
Leeds North West	1,360	481	1,841
Leeds West	2,215	750	2,965
Morley and Leeds South	1,681	569	2,250
Normanton	1,268	540	1,808
Pontefract and Castleford	2,138	758	2,896
Pudsey	891	415	1,306
Shipley	1,038	383	1,421
Wakefield	2,029	674	2,703
NORTH WEST			
Cheshire			
City of Chester	1,876	594	2,470
Congleton	850	438	1,288
Crewe and Nantwich	1,572	663	2,235
Eddisbury	1,344	599	1,943
Ellesmere Port and Neston	2,078	727	2,805
Halton	2,801	966	3,767
Macclesfield	836	376	1,212
Tatton	955	347	1,302
Warrington North	2,193	684	2,877
Warrington South	1,829	591	2,420
Greater Manchester			
Altrincham and Sale	976	428	1,404
Ashton-under-Lyne	1,698	597	2,295
Bolton North East	2,226	653	2,879
Bolton South East	2,650	831	3,481
Bolton West	1,694	676	2,370
Bury North	1,260	472	1,732
Bury South	1,390	631	2,021
Cheadle	669	308	977
Davyhulme	1,596	503	2,099
Denton and Reddish	2,025	736	2,761
Eccles	2,255	641	2,896
Hazel Grove	877	387	1,264
Heywood and Middleton	2,200	847	3,047
Leigh	2,043	761	2,804
Littleborough and Saddleworth	1,162	564	1,726
Makerfield	1,736	876	2,612
Manchester Central	5,842	1,388	7,230
Manchester Blackley	3,174	943	4,117
Manchester Gorton	3,271	937	4,208
Manchester Withington	2,823	977	3,800
Manchester Wythenshawe	3,061	683	3,744
Oldham Central and Royton	2,565	911	3,476
Oldham West	1,808	721	2,529
Rochdale	2,637	813	3,450
Salford East	3,717	866	4,583
Stalybridge and Hyde	1,932	728	2,660
Stockport	1,420	511	1,931
Stretford	3,845	1,163	5,008
Wigan	2,717	987	3,704
Worsley	2,209	749	2,958
Lancashire			
Blackburn	3,236	874	4,110
Blackpool North	2,010	623	2,633
Blackpool South	1,959	629	2,588
Burnley	2,013	698	2,711
Chorley	1,387	662	2,049
Fylde	687	241	928
Hyndburn	1,242	457	1,699
Lancaster	1,110	405	1,515
Morecambe and Lunesdale	1,562	567	2,129
Pendle	1,234	450	1,684
Preston	3,251	856	4,107
Ribble Valley	543	308	851
Rossendale and Darwen	1,444	580	2,024
South Ribble	1,253	569	1,822
West Lancashire	2,287	857	3,144
Wyre	1,263	437	1,700
Merseyside			
Birkenhead	4,837	1,321	6,158
Bootle	5,184	1,368	6,552
Crosby	1,986	904	2,890
Knowsley North	4,441	1,234	5,675
Knowsley South	4,251	1,277	5,528
Liverpool Broadgreen	4,185	1,350	5,535
Liverpool Garston	3,645	1,025	4,670
Liverpool Mossley Hill	3,617	1,217	4,834
Liverpool Riverside	5,566	1,495	7,061
Liverpool Walton	5,313	1,617	6,930
Liverpool West Derby	4,455	1,262	5,717
Southport	1,554	654	2,208
St Helens North	2,415	839	3,254
St Helens South	3,003	1,069	4,072
Wallasey	3,316	1,103	4,419
Wirral South	1,456	554	2,010
Wirral West	1,663	613	2,276
NORTH			
Cleveland			
Hartlepool	3,716	1,094	4,810
Langbaurgh	2,973	924	3,897
Middlesbrough	4,623	1,133	5,756
Redcar	3,609	937	4,546
Stockton North	3,625	1,120	4,745
Stockton South	2,933	1,030	3,963
Cumbria			
Barrow and Furness	1,372	646	2,018
Carlisle	1,400	569	1,969
Copeland	1,455	684	2,139
Penrith and the Border	750	441	1,191
Westmorland	369	194	563
Workington	1,491	704	2,195
Durham			
Bishop Auckland	2,269	789	3,058
City of Durham	1,801	597	2,398
Darlington	2,466	803	3,269
Easington	2,290	679	2,969
North Durham	2,363	772	3,135
North West Durham	2,124	647	2,771
Sedgefield	1,567	587	2,154
Northumberland			
Berwick-upon-Tweed	1,363	499	1,862
Blyth Valley	2,013	671	2,684
Hexham	677	369	1,046
Wansbeck	2,206	669	2,875
Tyne and Wear			
Blaydon	2,014	610	2,624
Gateshead East	2,742	762	3,504
Houghton and Washington	3,044	995	4,039
Jarrow	3,109	806	3,915
Newcastle upon Tyne Central	2,602	864	3,466
Newcastle upon Tyne East	3,236	920	4,156
Newcastle upon Tyne North	2,586	779	3,365
South Shields	3,312	931	4,243
Sunderland North	4,849	1,232	6,081
Sunderland South	3,712	1,103	4,815
Tyne Bridge	4,615	1,064	5,679
Tynemouth	2,383	772	3,155
Wallsend	3,067	928	3,995
WALES			
Clwyd			
Alyn and Deeside	1,153	406	1,559
Clwyd North West	1,862	630	2,492
Clwyd South West	1,033	431	1,464
Delyn	1,176	386	1,562
Wrexham	1,549	605	2,154
Dyfed			
Carmarthen	1,325	505	1,830
Ceredigion and Pembroke North	1,148	428	1,576
Llanelli	1,780	574	2,354
Pembroke	2,239	818	3,057
Gwent			
Blaenau Gwent	2,225	562	2,787
Islwyn	1,334	431	1,765
Monmouth	966	393	1,359
Newport East	1,707	541	2,248
Newport West	1,895	571	2,466
Torfaen	1,898	613	2,511
Gwynedd			
Caernarfon	1,596	491	2,087
Conwy	1,537	532	2,069
Meirionnydd Nant Conwy	622	276	898
Ynys Mon	1,796	759	2,555
Mid Glamorgan			
Bridgend	1,341	507	1,848
Caerphilly	2,273	563	2,836
Cynon Valley	1,949	490	2,439
Merthyr Tydfil and Rhymney	2,520	663	3,183
Ogmore	1,801	497	2,298
Pontypridd	1,761	537	2,298
Rhondda	2,307	527	2,834
Powys			
Brecon and Radnor	663	293	956
Montgomery	487	201	688
South Glamorgan			
Cardiff Central	2,382	730	3,112
Cardiff North	897	286	1,183
Cardiff South and Penarth	2,249	530	2,779
Cardiff West	2,450	641	3,091
Vale of Glamorgan	1,799	602	2,401
West Glamorgan			
Aberavon	1,222	315	1,537
Gower	1,139	409	1,548
Neath	1,395	361	1,756
Swansea East	2,164	552	2,716
Swansea West	2,255	643	2,898

Unemployment in Parliamentary constituencies at May 10, 1990

	Male	Female	All
SCOTLAND			
Borders Region			
Roxburgh and Berwickshire	769	317	1,086
Tweeddale, Ettrick and Lauderdale	621	304	925
Central Region			
Clackmannan	2,003	745	2,748
Falkirk East	2,032	843	2,875
Falkirk West	1,700	801	2,501
Stirling	1,465	596	2,061
Dumfries and Galloway Region			
Dumfries	1,371	620	1,991
Galloway and Upper Nithsdale	1,439	763	2,202
Fife Region			
Central Fife	2,289	1,004	3,293
Dunfermline East	1,960	705	2,665
Dunfermline West	1,542	566	2,108
Kirkcaldy	2,062	784	2,846
North East Fife	803	438	1,241
Grampian Region			
Aberdeen North	1,701	502	2,203
Aberdeen South	1,082	415	1,497
Banff and Buchan	1,159	579	1,738
Gordon	616	397	1,013
Kincardine and Deeside	608	313	921
Moray	1,217	802	2,019
Highlands Region			
Caithness and Sutherland	1,120	421	1,541
Inverness, Nairn and Lochaber	2,113	835	2,948
Ross, Cromarty and Skye	1,706	733	2,439
Lothian Region			
East Lothian	1,645	608	2,253
Edinburgh Central	2,204	725	2,929
Edinburgh East	1,961	593	2,554
Edinburgh Leith	2,910	851	3,761
Edinburgh Pentlands	1,447	514	1,961
Edinburgh South	1,644	534	2,178
Edinburgh West	921	330	1,251
Linlithgow	2,054	658	2,712
Livingston	1,730	726	2,456
Mid Lothian	1,871	661	2,532
Strathclyde Region			
Argyll and Bute	1,313	567	1,880
Ayr	1,920	712	2,632
Carrick Cumnock and Doon Valley	2,702	902	3,604
Clydebank and Milngavie	2,121	645	2,766
Clydesdale	1,997	731	2,728
Cumbernauld and Kilsyth	1,595	697	2,292
Cunninghame North	2,046	830	2,876
Cunninghame South	2,436	802	3,238
Dumbarton	2,289	900	3,189
East Kilbride	1,670	786	2,456
Eastwood	1,440	566	2,006
Glasgow Cathcart	1,919	611	2,530
Glasgow Central	3,822	1,094	4,916
Glasgow Garscadden	2,953	783	3,736
Glasgow Govan	3,190	939	4,129
Glasgow Hillhead	2,453	981	3,434
Glasgow Maryhill	3,922	1,165	5,087
Glasgow Pollock	3,775	934	4,709
Glasgow Provan	4,251	1,099	5,350
Glasgow Rutherglen	3,256	892	4,148
Glasgow Shettleston	3,562	942	4,504
Glasgow Springburn	4,412	1,270	5,682
Greenock and Port Glasgow	3,745	957	4,702
Hamilton	2,648	825	3,473
Kilmarnock and Loudoun	2,568	912	3,480
Monklands East	2,458	737	3,195
Monklands West	1,831	598	2,429
Motherwell North	2,652	805	3,457
Motherwell South	2,318	681	2,999
Paisley North	2,331	809	3,140
Paisley South	2,129	684	2,813
Renfrew West and Inverclyde	1,150	515	1,665
Strathkelvin and Bearsden	1,284	509	1,793
Tayside Region			
Angus East	1,542	839	2,381
Dundee East	3,244	1,148	4,392
Dundee West	2,729	1,093	3,822
North Tayside	873	492	1,365
Perth and Kinross	1,414	584	1,998
Orkney and Shetland Islands	598	273	871
Western Isles	911	316	1,227
NORTHERN IRELAND			
Belfast East	2,906	1,088	3,994
Belfast North	5,169	1,419	6,588
Belfast South	3,281	1,184	4,465
Belfast West	7,678	1,544	9,222
East Antrim	3,366	1,210	4,576
East Londonderry	5,277	1,709	6,986
Fermanagh and South Tyrone	4,955	1,408	6,363
Foyle	8,133	1,702	9,835
Lagan Valley	3,313	1,291	4,604
Mid-Ulster	5,202	1,691	6,893
Newry and Armagh	5,322	1,567	6,889
North Antrim	3,760	1,267	5,027
North Down	2,265	1,135	3,400
South Antrim	2,772	1,155	3,927
South Down	3,628	1,489	5,117
Strangford	2,281	977	3,258
Upper Bann	3,587	1,333	4,920

2·13 UNEMPLOYMENT
Students: regions

		South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE															
1989	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
	July 13	11,488	6,040	1,310	3,944	8,081	5,115	9,006	12,962	5,840	6,624	13,853	78,223	6,550	84,773
	Aug 10	12,618	6,993	1,230	3,904	7,677	4,936	8,579	13,037	5,338	6,094	13,949	77,362	6,961	84,323
	Sept 14	13,115	6,856	1,414	4,121	8,392	5,715	9,635	14,362	6,645	7,079	13,204	83,682	7,665	91,347
	Oct 12	1,814	1,230	108	315	850	469	970	1,163	402	501	1,248	7,840	—	7,840
	Nov 9	604	472	24	70	189	111	117	280	68	72	226	1,761	—	1,761
	Dec 14	499	407	23	47	138	80	88	188	62	46	163	1,334	—	1,334
1990	Jan 11	366	300	16	30	96	54	85	139	37	47	119	989	—	989
	Feb 8	319	250	22	26	74	37	68	126	34	38	88	832	—	832
	Mar 8	327	252	28	26	70	40	71	118	35	37	80	832	—	832
	Apr 12	338	248	24	38	77	68	89	146	64	62	160	1,066	—	1,066
	May 10	363	283	17	32	73	59	70	141	55	65	147	1,022	—	1,022

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.

2·14 UNEMPLOYMENT
Temporarily stopped: regions

		South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE															
1989	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
	July 13	214	139	10	22	112	301	279	281	59	127	1,142	2,547	1,053	3,600
	Aug 10	124	56	6	11	98	257	342	176	87	117	842	2,060	916	2,976
	Sept 14	80	49	20	33	164	360	369	350	85	198	1,155	2,814	736	3,550
	Oct 12	87	55	11	17	283	588	438	417	76	139	1,011	3,067	963	4,030
	Nov 9	79	46	11	12	195	453	303	282	196	159	956	2,646	724	3,370
	Dec 14	110	44	36	22	417	1,540	516	352	106	117	1,235	4,451	694	5,145
1990	Jan 11	80	61	69	27	484	1,672	523	232	139	126	2,088	5,440	847	6,287
	Feb 8	173	90	58	20	524	167	860	265	173	154	2,066	4,460	1,408	5,868
	Mar 8	148	81	52	32	391	487	439	297	163	192	1,979	4,180	1,287	5,467
	Apr 12	107	71	43	50	551	508	566	176	128	186	1,287	3,602	944	4,546
	May 10	79	47	36	34	540	252	217	135	91	159	930	2,473	710	3,183

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

UNEMPLOYMENT 2·15
Rates by age

PER CENT

UNITED KINGDOM		18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
MALE AND FEMALE									
1987	Apr	18·5	15·8	13·1	9·2	7·5	12·1	5·3	11·1
	July	17·0	15·4	12·0	8·4	7·0	11·4	4·8	10·4
	Oct	16·4	13·7	11·3	7·9	6·6	11·1	4·4	9·8
1988	Jan	16·2	14·0	11·0	7·9	6·4	11·0	4·1	9·6
	Apr	14·3	12·7	10·3	7·4	6·1	10·6	3·8	9·0
	July	13·0	12·3	9·4	6·7	5·5	9·8	3·4	8·2
	Oct	12·6	11·0	8·9	6·3	5·2	9·6	3·3	7·5
1989	Jan	12·0	11·0	8·5	6·2	5·0	9·2	2·9	7·3
	Apr	10·5	9·9	7·8	5·7	4·6	8·4	2·5	6·6
	July	9·8	9·9	7·4	5·3	4·3	7·6	2·2	6·2
	Oct	9·5	8·6	6·9	5·0	4·0	7·1	2·1	5·7
1990	Jan	9·8	9·0	7·3	5·2	4·1	6·9	2·1	5·9
	Apr	9·3	8·6	7·1	5·0	4·1	6·6	1·9	5·7
MALE									
1987	Apr	20·8	17·9	14·2	11·3	9·8	15·3	7·5	13·2
	July	19·0	17·2	13·1	10·4	9·0	14·3	6·7	12·3
	Oct	18·2	15·5	12·4	9·8	8·6	14·0	6·2	11·6
1988	Jan	17·8	16·1	12·3	10·0	8·3	13·9	5·9	11·6
	Apr	15·7	14·7	11·5	9·4	7·9	13·2	5·3	10·8
	July	14·2	14·0	10·4	8·5	7·1	12·3	4·8	9·8
	Oct	13·8	12·7	9·9	8·0	6·7	12·0	4·7	9·1
1989	Jan	13·8	13·2	9·9	8·0	6·5	11·8	4·3	9·0
	Apr	12·2	12·1	9·3	7·4	6·0	10·8	3·7	8·3
	July	11·3	11·8	8·8	6·9	5·6	9·7	3·3	7·7
	Oct	10·9	10·6	8·4	6·6	5·3	9·0	3·0	7·2
1990	Jan	11·6	11·3	9·1	7·0	5·6	8·8	3·0	7·6
	Apr	11·0	10·9	8·9	6·9	5·4	8·4	2·9	7·4
FEMALE									
1987	Apr	16·0	13·0	11·3	5·9	4·6	7·6	0·3	8·2
	July	14·7	13·0	10·3	5·4	4·4	7·2	0·3	7·7
	Oct	14·5	11·4	9·6	5·0	4·2	7·1	0·3	7·3
1988	Jan	14·4	11·3	9·1	4·8	4·0	7·0	0·2	7·0
	Apr	12·6	10·2	8·5	4·6	3·8	6·8	0·3	6·5
	July	11·5	10·2	7·8	4·2	3·6	6·4	0·2	6·1
	Oct	11·2	8·8	7·3	3·9	3·3	6·3	0·2	5·3
1989	Jan	10·0	8·2	6·5	3·6	3·1	5·8	0·2	4·9
	Apr	8·5	7·1	5·7	3·2	2·9	5·3	0·2	4·4
	July	8·1	7·5	5·3	3·0	2·7	4·8	0·2	4·2
	Oct	7·9	6·1	4·8	2·7	2·4	4·5	0·1	3·7
1990	Jan	7·9	6·1	4·7	2·6	2·4	4·3	0·1	3·7
	Apr	7·5	5·7	4·5	2·5	2·4	4·1	0·1	3·5

* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note ** to *tables 2·1* and *2·2*.

Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid-1989 for 1989 and 1990 figures and at the corresponding mid-year for earlier years. These rates are consistent with the rates (not seasonally adjusted) shown in *tables 2·1*, *2·2* and *2·3* as they have been updated to June 1989 following the publication of the 1989 Labour Force Survey results.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2·18 UNEMPLOYMENT
Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark †	Finland ††	France †	Germany † (FR)	Greece**
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1989 May	1,803	519	129	358	1,027	257	86	2,413	1,948	106
June	1,743	477	112	349	944	247	83	2,375	1,915	97
July	1,771	483	113	368	1,008	238	88	2,438	1,973	103
Aug	1,741	469	115	370	971	257	82	2,517	1,940	92
Sept	1,703	501	119	353	901	254	80	2,588	1,881	89
Oct	1,636	457	138	350	906	259	68	2,599	1,874	103
Nov	1,612	447	161	347	985	260	84	2,578	1,950	124
Dec	1,639	502	189	353	1,005	259	83	2,586	2,052	147
1990 Jan	1,687	550	212	362	1,164	293	90	2,601	2,191	164
Feb	1,675	594	200	357	1,131	289	..	2,552	2,153	163
Mar	1,647	549	164	352	1,104	..	..	2,519	2,013	..
Apr	1,626	..	..	..	1,043	..	..	..	1,915	..
May	1,578	..	..	..	..	..	..	..	1,823	..
Percentage rate: latest month	5·5	6·5	5·4	12·4	7·7	10·3	3·6	9·5	7·0	4·2
latest month: change on a year ago	–0·8	–0·2	0·1	–1·4	–0·6	–0·1	–1·2	–0·1	–0·6	+0·3
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										
1989 May	1,836	516	152	362	1,037	266	92	2,517	2,052	..
June	1,810	489	152	362	987	268	82	2,526	2,035	..
July	1,787	507	157	365	1,007	264	89	2,547	2,023	..
Aug	1,745	492	156	372	1,001	270	92	2,533	2,011	..
Sept	1,694	505	156	361	987	270	86	2,532	2,004	118
Oct	1,675	491	155	355	1,002	269	67	2,525	2,002	124
Nov	1,652	496	155	354	1,041	262	88	2,522	2,019	123
Dec	1,635	495	152	351	1,047	259	83	2,504	1,987	122
1990 Jan	1,611	514	148	348	1,065	256	77	2,492	1,958	125
Feb	1,610	542	146	345	1,049	256	..	2,494	1,930	128
Mar	1,604	510	136	343	975	..	..	2,504	1,898	..
Apr	1,604	..	..	..	987	..	..	..	1,917	..
May	1,611	..	..	..	..	..	..	..	1,910	..
Percentage rate: latest month	5·7	6·1	4·4	12·2	7·2	9·1	3·0	9·4	7·4	3·3
latest three months: change on previous three months	–0·1	+0·3	–0·4	–0·3	–0·4	–0·4	–0·1	–0·1	–0·2	+0·1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Mar	Mar	..	Mar	Mar	..	Feb	Feb	Feb	..
Per cent	6·2	6·1	..	7·8	7·1	..	2·8	9·4	5·2	..

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.

THOUSAND

	Irish Republic **	Italy ‡‡	Japan§	Luxembourg †	Netherlands †	Norway †	Portugal †	Spain**	Sweden §§	Switzerland †	United States §§
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
Monthly											
1989 May	229	3,935	1,500	2·0	376	76	309	2,580	50	14·8	6,156
June	230	3,884	1,340	2·1	388	85	302	2,533	44	13·9	6,850
July	230	3,945	1,320	2·2	392	86	298	2,475	57	13·8	6,736
Aug	232	3,953	1,400	2·2	394	90	297	2,455	67	13·5	6,352
Sept	224	3,993	1,380	2·3	381	80	298	2,418	66	13·2	6,330
Oct	220	3,898	1,370	2·3	378	79	302	2,431	67	13·4	6,222
Nov	222	3,911	1,330	2·3	365	80	309	2,423	59	14·4	6,495
Dec	231	3,905	1,220	2·4	373	88	309	2,427	58	15·4	6,300
1990 Jan	235	3,925	1,410	2·5	368	102	318	2,444	73	16·5	7,256
Feb	232	3,950	1,420	2·2	370	99	323	2,442	63	16·1	7,134
Mar	223	3,960	..	..	..	94	322	2,412	60	15·2	6,697
Apr	..	..	..	..	..	..	..	..	..	..	6,457
May	..	..	..	..	..	..	..	..	..	..	6,363
Percentage rate: latest month	17·3	16·9	2·3	1·4	5·4	4·4	7·1	16·8	1·3	0·6	5·0
latest month: change on a year ago	–1·1	+0·1	–0·2	–0·1	–0·8	+0·7	–0·2	–2·0	N/C	N/C	N/C
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											
1989 May	233	3,908	1,470	2·2	..	90	316	2,604	..	15·3	6,395
June	233	3,930	1,380	2·3	..	97	317	2,598	..	15·3	6,561
July	231	3,960	1,390	2·3	..	92	317	2,562	62	15·1	6,497
Aug	231	3,972	1,400	2·4	..	88	318	2,548	50	15·2	6,421
Sept	230	3,950	1,400	2·3	..	85	317	2,476	51	14·9	6,584
Oct	228	3,923	1,420	2·3	..	85	314	2,440	70	14·5	6,561
Nov	227	3,936	1,410	2·3	..	84	312	2,392	59	14·5	6,590
Dec	226	3,941	1,350	2·2	..	86	308	2,373	61	14·3	6,658
1990 Jan	226	3,867	1,380	2·2	..	85	305	2,348	..	13·9	6,535
Feb	226	3,830	1,360	2·0	..	85	308	2,344	..	14·3	6,594
Mar	219	3,839	..	..	..	86	311	2,331	..	14·4	6,495
Apr	..	..	..	..	..	..	..	..	..	..	6,770
May	..	..	..	..	..	..	..	..	..	..	6,653
Percentage rate: latest month	17·0	16·4	2·1	1·3	..	4·0	6·8	16·3	1·4	0·5	5·3
latest three months: change on previous three months	–0·2	–0·4	–0·1	–0·1	..	N/C	–0·1	–0·4	+0·2	N/C	N/C
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	..	..	Mar	..	Feb	Nov	Nov	Nov	Mar	..	Mar
Per cent	..	..	2·0	..	7·9	5·2	4·7	16·6	1·3	..	5·1

† 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.

2·19 UNEMPLOYMENT
Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM Month ending		INFLOW † Male and Female All	Male and Female Change since previous year	Male All	Male Change since previous year	Female All	Female Change since previous year	Female Married
1989	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
	July 13	293·8	–53·7	187·6	–27·3	106·2	–26·4	33·9
	Aug 10	276·8	–34·7	180·3	–14·1	96·6	–20·6	35·0
	Sept 14	281·2	–46·2	184·6	–25·2	96·6	–21·0	33·3
	Oct 12	281·1	–38·5	190·5	–15·9	90·6	–22·6	31·6
	Nov 9	273·8	–24·0	188·8	–7·3	84·9	–16·7	30·6
	Dec 14	255·3	–14·6	182·1	–3·0	73·2	–11·6	26·6
1990	Jan 11	270·0	+0·5	180·3	+4·8	89·7	–4·3	33·1
	Feb 8	294·0	+4·0	201·7	+9·4	92·3	–5·4	33·8
	Mar 8	271·4	+7·4	187·4	+8·6	84·0	–1·2	31·5
	Apr 12	269·8	+22·4	184·8	+19·2	85·0	+3·2	32·9
	May 10	236·1	+5·3	165·2	+7·9	70·9	–2·6	26·8

UNITED KINGDOM Month ending		OUTFLOW † Male and Female All	Male and Female Change since previous year	Male All	Male Change since previous year	Female All	Female Change since previous year	Female Married
1989	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
	July 13	269·3	–90·4	183·2	–53·9	86·1	–36·4	33·6
	Aug 10	309·6	–40·4	205·4	–21·2	104·2	–19·2	38·0
	Sept 14	314·3	+8·4	201·6	+11·2	112·7	–2·8	42·3
	Oct 12	353·8	–132·3	231·1	–70·8	122·7	–61·6	42·5
	Nov 9	299·2	–54·9	198·2	–29·8	100·9	–25·0	39·2
	Dec 14	232·3	–59·7	154·3	–34·3	78·0	–25·4	28·7
1990	Jan 11	217·9	–27·5	142·8	–13·8	75·1	–13·7	31·3
	Feb 8	306·3	–44·5	209·4	–24·4	96·9	–20·1	38·1
	Mar 8	302·9	–23·8	207·6	–9·7	95·3	–14·2	36·3
	Apr 12	287·4	–26·5	198·1	–9·7	89·3	–16·8	33·8
	May 10	287·9	–30·7	195·7	–19·8	92·2	–11·0	36·3

* 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 4⅓ 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.
See also footnote ‡ to *table 2·1*.

UNEMPLOYMENT 2·20
Flows by age (GB); standardised*; not seasonally adjusted computerised records only

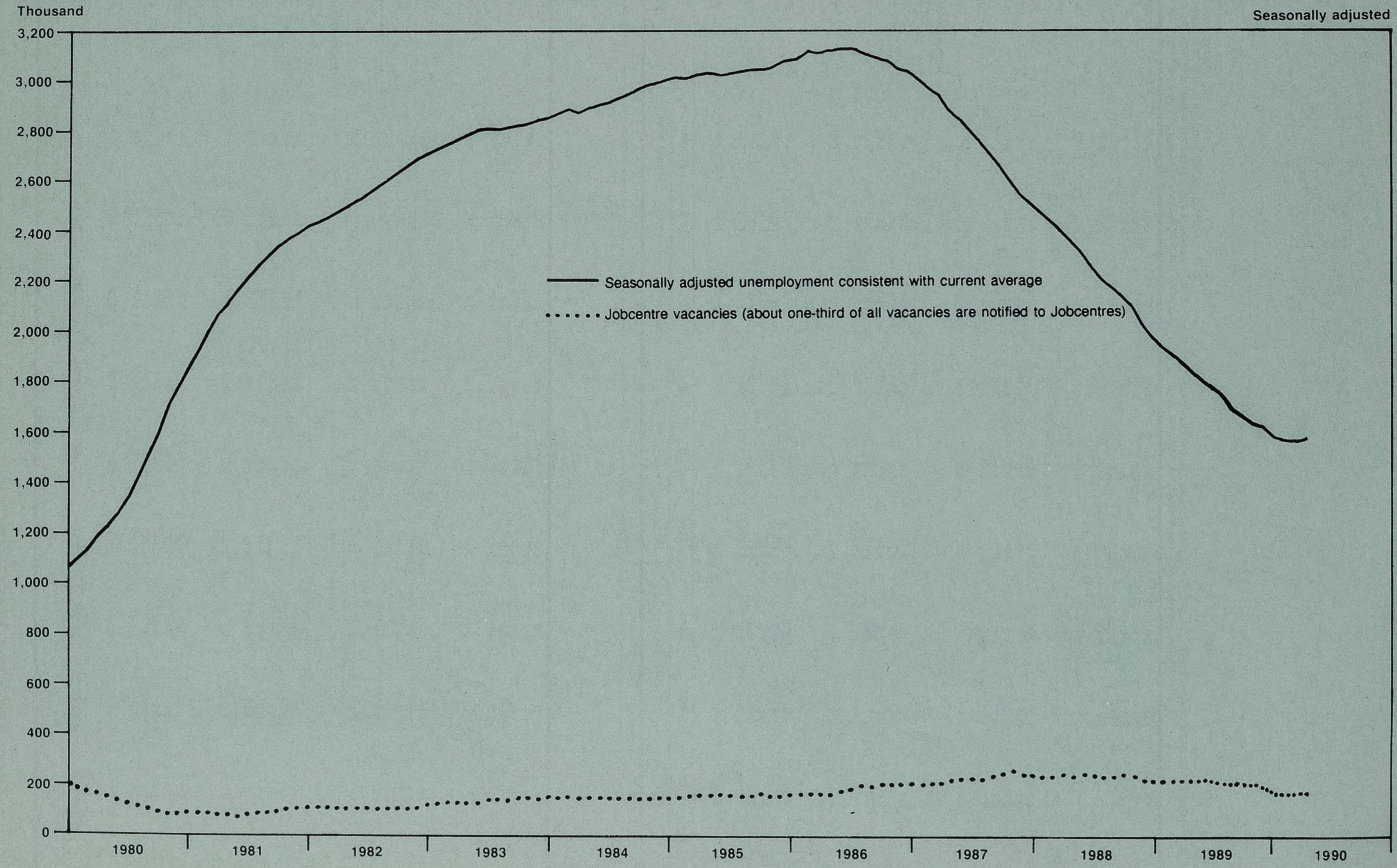
THOUSAND

INFLOW Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE											
1989	Dec 14	0·6	20·1	43·5	30·8	20·3	29·8	20·0	7·7	3·8	176·7
1990	Jan 11	0·5	19·5	43·0	30·8	20·3	29·8	20·0	8·5	5·0	174·3
	Feb 8	0·6	23·3	48·8	34·0	22·3	32·2	21·6	8·3	4·3	195·5
	Mar 8	0·8	20·8	43·7	31·7	21·1	30·3	20·7	7·9	4·1	181·3
	Apr 12	1·1	19·7	42·7	30·6	20·4	29·8	21·2	8·7	4·7	178·9
	May 10	1·0	17·6	38·4	27·8	18·5	26·9	18·5	7·5	3·8	160·0
FEMALE											
1989	Dec 14	0·5	11·9	19·6	11·9	6·3	10·2	7·8	2·2	—	70·5
1990	Jan 11	0·4	14·2	24·3	14·1	7·7	12·6	9·7	2·9	—	85·9
	Feb 8	0·6	15·6	24·6	15·0	8·1	12·9	9·4	2·6	—	88·8
	Mar 8	0·6	13·4	21·7	13·3	7·5	12·2	9·4	2·6	—	80·7
	Apr 12	0·8	12·7	21·3	13·4	7·6	12·8	10·0	3·0	—	81·6
	May 10	0·8	10·7	18·1	11·5	6·5	10·3	7·9	2·3	—	68·2
Changes on a year earlier											
MALE											
1989	Dec 14	–0·5	–1·1	–2·5	1·0	0·9	0·7	0·6	–1·0	–1·1	–3·1
1990	Jan 11	–0·4	–0·3	–0·8	1·6	1·3	2·0	1·4	–1·0	–1·1	5·0
	Feb 8	–0·2	—	0·2	2·8	1·9	3·4	1·9	–0·2	–0·5	9·2
	Mar 8	—	0·2	–0·3	2·5	2·0	2·4	1·8	–0·4	–0·5	7·8
	Apr 12	0·4	1·3	3·3	4·1	2·6	3·9	2·6	0·4	0·1	18·6
	May 10	0·3	–0·2	1·1	1·9	1·7	1·9	1·1	0·2	–0·2	7·8
FEMALE											
1989	Dec 14	–0·4	–1·0	–3·5	–2·3	–1·6	–1·6	–0·5	–0·5	—	–11·4
1990	Jan 11	–0·4	–1·0	–3·5	–2·3	–1·6	–1·6	–0·5	–0·5	—	–11·4
	Feb 8	–0·2	–0·3	–2·0	–1·2	–1·0	–0·3	0·2	–0·2	—	–5·0
	Mar 8	—	0·3	–0·8	–0·4	–0·4	–0·2	0·5	–0·1	—	–1·2
	Apr 12	0·2	1·1	0·5	—	–0·2	0·4	1·1	0·3	—	3·4
	May 10	0·2	–0·3	–0·8	–0·7	–0·3	–0·3	0·2	–0·1	—	–2·2

OUTFLOW Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
MALE											
1989	Dec 14	0·3	14·4	34·9	23·4	15·9	24·2	16·9	6·5	4·2	140·6
1990	Jan 11	0·5	12·2	31·0	21·5	14·4	21·5	14·8	5·9	4·1	126·3
	Feb 8	0·5	18·4	46·2	33·4	22·5	32·9	21·4	8·0	5·4	188·5
	Mar 8	0·5	19·2	47·1	33·7	22·6	32·5	21·4	7·8	5·0	189·7
	Apr 12	0·4	17·7	44·0	31·4	21·0	30·5	20·8	8·1	5·0	178·9
	May 10	0·4	17·3	42·8	30·0	20·1	29·7	20·7	8·4	4·9	174·3
FEMALE											
1989	Dec 14	0·3	10·6	20·9	12·4	6·6	9·9	7·6	2·3	—	70·7
1990	Jan 11	0·4	8·8	18·2	12·1	6·8	10·3	7·7	2·3	—	66·7
	Feb 8	0·5	12·7	24·9	15·7	8·7	12·9	9·5	2·7	0·1	87·6
	Mar 8	0·4	12·9	24·5	15·4	8·5	12·9	9·8	2·8	0·1	87·3
	Apr 12	0·4	12·2	22·8	14·0	7·6	11·8	9·1	2·7	0·1	80·7
	May 10	0·4	12·1	22·3	14·2	8·1	12·8	9·7	3·1	0·1	82·8
Changes on a year earlier											
MALE											
1989	Dec 14	–0·8	–3·3	–7·9	–3·7	–2·5	–4·4	–2·1	–1·1	–1·8	–27·6
1990	Jan 11	–0·4	–0·8	–2·6	–3·7	–2·5	–4·4	–2·1	–1·1	–1·8	–27·6
	Feb 8	–0·4	–1·8	–5·1	–1·2	–1·1	–2·7	–1·2	–1·5	–1·5	–16·4
	Mar 8	–0·2	–0·3	–2·1	0·7	0·4	–0·9	–0·4	–0·9	–1·2	–4·9
	Apr 12	–0·2	–0·5	–2·5	0·5	0·3	–0·7	0·4	–0·9	–1·0	–4·7
	May 10	–0·1	–0·8	–4·1	–1·5	–0·9	–1·8	–0·2	–0·7	–1·1	–11·2
FEMALE											
1989	Dec 14	–0·6	–3·7	–7·0	–3·5	–2·3	–3·1	–1·4	–0·5	—	–22·1
1990	Jan 11	–0·6	–3·7	–7·0	–3·5	–2·3	–3·1	–1·4	–0·5	—	–22·1
	Feb 8	–0·3	–1·7	–5·0	–4·0	–2·4	–2·3	–0·9	–0·4	—	–17·0
	Mar 8	–0·1	–0·9	–3·9	–2·3	–1·8	–1·7	–0·4	–0·3	—	–11·4
	Apr 12	–0·1	–0·6	–4·0	–3·2	–2·2	–2·5	–1·0	–0·5	—	–14·1
	May 10	–0·1	–0·3	–3·2	–2·4	–1·2	–0·6	0·3	0·1	—	–7·5

* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4⅓ 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.
See also footnote ‡ to *table 2·1*.

C1 UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1980–90



CONFIRMED REDUNDANCIES † Regions 2·30

		South East	*Greater London***	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Great Britain
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
1989		12,569	3,712	3,767	3,644	7,787	10,081	12,824	19,140	9,850	79,662	8,786	15,350	103,798
1989	Q1	2,537	1,247	157	1,410	1,478	3,325	975	5,312	3,725	18,919	2,765	5,578	27,262
	Q2	2,955	608	621	1,634	1,817	2,624	2,552	6,167	2,627	20,997	2,359	3,615	26,971
	Q3	3,721	1,193	2,216	445	1,977	2,460	4,781	3,784	1,617	21,001	2,623	3,651	27,275
	Q4	3,356	664	773	155	2,515	1,672	4,516	3,877	1,881	18,745	1,039	2,506	22,290
1990	Q1	2,861	462	916	2,101	3,149	1,627	3,533	4,839	2,480	21,506	1,846	3,243	26,595
1989	May	872	232	217	147	372	515	915	1,698	790	5,526	668	1,302	7,496
	June	1,321	310	199	587	593	1,260	1,159	2,827	985	8,931	760	1,088	10,779
	July	1,235	330	1,449	188	584	469	1,005	1,217	744	6,891	453	1,693	9,037
	Aug	1,251	398	62	231	778	1,496	2,565	1,149	478	8,010	1,647	1,046	10,703
	Sept	1,235	465	705	26	615	495	1,211	1,418	395	6,100	523	912	7,535
	Oct	745	223	328	37	352	271	626	1,161	491	4,011	152	674	4,837
	Nov	591	90	79	23	561	563	1,888	909	526	5,140	184	723	6,047
	Dec	2,020	351	366	95	1,602	838	2,002	1,807	864	9,594	703	1,109	11,406
1990	Jan	988	130	309	626	827	231	1,230	1,457	686	6,354	262	336	6,952
	Feb	602	158	241	876	861	560	1,179	1,820	796	6,935	655	1,428	9,018
	Mar*	1,271	174	366	599	1,461	836	1,124	1,562	998	8,217	929	1,479	10,625
	Apr*	731	35	312	394	522	277	369	1,453	761	4,819	746	1,035	6,600
	May*	1,229	92	332	1,094	311	798	238	1,378	363	5,743	146	131	6,020

** Included in South East.
Other notes: see table 2·31.

CONFIRMED REDUNDANCIES † Industry 2·31

GREAT BRITAIN SIC 1980	Division	Class	1988	1989	1989 Q1	Q2	Q3	Q4	1990 Q1	1990 Mar	Apr *	May *
Agriculture, forestry and fishing	**0**		**169**	**127**	**76**	**0**	**0**	**51**	**51**	**17**	**0**	**0**
Coal extraction and coke		11–12	10,933	13,869	4,940	3,395	4,866	668	75	57	45	9
Mineral oil and natural gas		13–14	203	178	55	114	1	8	40	0	0	0
Electricity, gas, other energy and water		15–17	527	495	199	74	193	29	140	92	16	9
Energy and water supply industries	**1**		**11,663**	**14,542**	**5,194**	**3,583**	**5,060**	**705**	**255**	**149**	**61**	**18**
Extraction of other minerals and ores		21,23	314	169	9	27	52	81	19	0	0	0
Metal manufacture		22	1,649	1,712	415	270	286	741	942	624	244	47
Manufacture of non-metallic products		24	1,501	1,559	330	242	354	633	732	319	389	167
Chemicals and man-made fibres		25–26	1,941	1,516	561	396	287	272	366	26	58	67
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	**2**		**5,405**	**4,956**	**1,315**	**935**	**979**	**1,727**	**2,059**	**969**	**691**	**281**
Manufacture of metal goods		31	2,043	2,338	520	476	631	711	628	178	42	292
Mechanical engineering		32	16,127	8,163	1,966	2,068	1,652	2,477	2,652	1,313	738	177
Manufacture of office machinery and data processing equipment		33	410	1,574	598	669	295	12	3	3	0	0
Electrical and electronic engineering		34	6,800	7,563	1,550	2,284	1,895	1,834	2,263	1,124	379	401
Manufacture of motor vehicles		35	1,517	2,190	492	512	380	806	649	194	333	251
Manufacture of other transport equipment		36	5,200	3,737	2,508	682	429	118	606	95	12	302
Instrument engineering		37	505	1,014	235	323	259	197	281	167	133	11
Metal goods, engineering and vehicles industries	**3**		**32,602**	**26,579**	**7,869**	**7,014**	**5,541**	**6,155**	**7,082**	**3,074**	**1,637**	**1,434**
Food, drink and tobacco		41–42	10,639	6,782	1,204	2,296	2,207	1,075	2,200	1,162	604	862
Textiles		43	4,859	6,896	1,483	1,690	1,067	2,656	2,089	512	323	560
Leather, footwear and clothing		44–45	3,969	4,822	1,178	1,662	968	1,014	1,588	513	376	330
Timber and furniture		46	1,610	1,954	286	440	735	493	1,353	223	317	38
Paper, printing and publishing		47	3,983	3,353	634	1,440	628	651	949	343	313	146
Other manufacturing		48–49	2,533	2,729	552	622	485	1,070	970	291	287	197
Other manufacturing industries	**4**		**27,593**	**26,536**	**5,337**	**8,150**	**6,090**	**6,959**	**9,149**	**3,044**	**2,220**	**2,133**
Construction	**5**		**7,784**	**6,426**	**2,140**	**1,197**	**888**	**2,201**	**1,090**	**470**	**251**	**983**
Wholesale distribution		61–63	3,378	2,902	559	1,053	809	481	818	433	238	62
Retail distribution		64–65	6,324	3,953	599	1,389	915	1,050	1,452	518	265	195
Hotel and catering		66	1,234	797	215	186	145	251	95	7	63	189
Repair of consumer goods and vehicles		67	84	454	240	21	137	56	0	0	0	0
Distribution, hotels and catering, repairs	**6**		**11,020**	**8,106**	**1,613**	**2,649**	**2,006**	**1,838**	**2,365**	**958**	**566**	**446**
Transport		71–77	4,841	4,068	1,707	867	835	659	1,255	349	214	196
Telecommunications		79	197	69	28	20	21	0	20	20	0	0
Transport and communication	**7**		**5,038**	**4,137**	**1,735**	**887**	**856**	**659**	**1,275**	**369**	**214**	**196**
Insurance, banking, finance and business services	**8**		**1,151**	**1,802**	**207**	**642**	**477**	**476**	**783**	**465**	**93**	**122**
Public administration and defence		91–94	3,782	7,293	1,086	1,121	4,441	645	1,802	711	852	392
Medical and other health services		95	773	1,701	476	189	509	527	533	287	5	15
Other services nes		96–99,00	950	1,593	214	604	428	347	151	112	10	0
Other services	**9**		**5,505**	**10,587**	**1,776**	**1,914**	**5,378**	**1,519**	**2,486**	**1,110**	**867**	**407**
All production industries	**1–4**		**77,263**	**72,613**	**19,715**	**19,682**	**17,670**	**15,546**	**18,545**	**7,236**	**4,609**	**3,866**
All manufacturing industries	**2–4**		**65,600**	**58,071**	**14,521**	**16,099**	**12,610**	**14,841**	**18,290**	**7,087**	**4,548**	**3,848**
All service industries	**6–9**		**22,714**	**24,632**	**5,331**	**6,092**	**8,717**	**4,492**	**6,909**	**2,902**	**1,740**	**1,171**
ALL INDUSTRIES AND SERVICES	**0–9**		**107,930**	**103,798**	**27,262**	**26,971**	**27,275**	**22,290**	**26,595**	**10,625**	**6,600**	**6,020**

* Provisional figures as at May 1, 1990; final figures are expected to be higher than this. The total for Great Britain is projected to be about 8,000 in April.
† 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*.

3·1 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
1985)		162·1			201·6		200·5		154·6	
1986)	Annual	188·8			212·2		208·3		157·4	
1987)	averages	235·4			226·4		222·3		159·5	
1988)		248·6			231·2		232·7		159·0	
1989)		219·4			226·0		229·1		158·4	
1988	May	256·3	–0·5	1·7	232·8	0·2	229·7	–2·3	158·6	–1·4
	June	253·6	–2·7	0·8	229·9	–1·3	231·2	–0·8	157·1	–1·1
	July	250·3	–3·3	–2·2	231·7	–0·1	232·8	1·2	157·7	–0·3
	Aug	245·2	–5·1	–3·7	229·4	–1·1	234·3	1·5	158·3	–0·1
	Sept	242·4	–2·8	–3·7	228·7	–0·4	230·4	–0·3	157·0	—
	Oct	244·8	2·4	–1·8	231·4	–0·1	230·9	–0·6	155·4	–0·8
	Nov	241·5	–3·3	–1·2	232·1	0·9	239·4	1·7	161·4	1·0
	Dec	237·8	–3·7	–1·5	230·2	0·5	231·5	0·4	157·2	0·1
1989	Jan	230·9	–6·9	–4·6	223·1	–2·8	230·4	–0·2	158·3	1·0
	Feb	229·9	–1·0	–3·9	231·7	–0·1	236·5	–1·0	164·4	1·0
	Mar	224·9	–5·0	–4·3	226·5	–1·2	231·7	0·1	161·1	1·3
	Apr	223·2	–1·7	–2·6	222·5	–0·2	224·3	–2·0	155·6	–0·9
	May	219·5	–3·7	–3·5	223·0	–2·9	224·6	–4·0	155·3	–3·0
	June	224·4	4·9	–0·2	230·4	1·3	223·8	–2·6	156·0	–1·7
	July	220·6	–3·8	–0·9	228·0	1·8	229·4	1·7	158·6	1·0
	Aug	219·5	–1·1	—	228·7	1·9	229·3	1·6	159·0	1·2
	Sept	220·7	1·2	–1·2	232·3	0·6	234·1	3·4	161·0	1·7
	Oct	214·6	–6·0	–2·0	230·2	0·7	236·6	2·4	160·9	0·8
	Nov	209·5	–5·2	–3·3	222·2	–2·2	231·7	0·8	159·5	0·2
	Dec	195·4	–14·0	–8·4	213·4	–6·3	217·1	–5·7	151·5	–3·2
1990	Jan	199·3	3·9	–5·1	205·4	–8·3	205·3	–10·5	143·5	–5·8
	Feb	198·7	–0·7	–3·6	221·1	–0·4	225·9	–2·0	158·6	–0·3
	Mar	195·6	–3·1	0·1	214·6	0·4	217·5	0·1	153·4	0·6
	Apr R	200·2	4·6	0·3	224·8	6·4	220·6	5·1	154·0	3·5
	May	195·9	–4·3	–0·9	217·8	–1·1	217·0	–3·0	150·5	–2·7

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five-week periods between count dates; the figures in this table are converted to a standard 4⅓ week month.

* Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Note that Community Programme vacancies handled by jobcentres were excluded from the seasonally adjusted series when the coverage was revised in September 1985. The coverage of the seasonally adjusted series is therefore not affected by the cessation of C.P. vacancies with the introduction of Employment Training in September 1988. Figures on the current basis are available back to 1980. For further details, see the October 1985 *Employment Gazette*, p 143.

R Revised (inflow, outflow and placings figures only).

3·2 VACANCIES
Regions: vacancies remaining unfilled at jobcentres*: seasonally adjusted

THOUSAND

		South East	*Greater London* †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1988	May	101·0	34·5	10·0	20·7	23·8	13·8	15·4	24·2	11·8	12·6	20·3	253·6	2·7	256·3
	June	100·1	33·8	9·9	20·6	24·0	14·0	15·2	23·8	11·7	12·2	19·6	250·9	2·7	253·6
	July	95·9	30·8	10·4	21·1	24·0	13·8	15·5	23·6	11·2	12·3	19·9	247·6	2·7	250·3
	Aug	93·2	29·9	10·2	20·3	23·5	13·7	15·1	23·3	11·0	12·1	20·1	242·5	2·7	245·2
	Sept	90·2	28·8	10·1	20·4	23·3	14·0	15·3	23·5	10·9	12·2	20·0	239·8	2·7	242·4
	Oct	88·9	28·4	10·0	20·3	24·6	14·3	16·0	24·6	11·2	12·0	20·2	242·1	2·7	244·8
	Nov	86·4	27·9	10·0	20·0	24·7	14·2	15·2	24·8	11·0	12·6	19·9	238·6	2·9	241·5
	Dec	82·7	27·8	9·5	20·2	24·3	14·2	14·9	24·6	11·5	12·5	20·3	234·8	3·0	237·8
1989	Jan	79·9	26·5	9·4	20·0	23·0	14·0	14·5	23·6	11·2	12·4	20·0	227·9	3·0	230·9
	Feb	79·3	26·8	9·2	19·8	22·4	13·5	14·4	24·0	11·0	12·8	19·9	226·3	3·6	229·9
	Mar	76·8	26·1	8·8	19·4	22·2	13·1	13·8	23·6	10·8	13·1	19·8	221·5	3·4	224·9
	Apr	75·5	25·3	8·7	18·7	22·2	12·8	13·6	23·6	10·8	13·5	20·3	219·6	3·5	223·2
	May	72·5	24·2	8·3	19·1	21·2	12·9	13·1	23·5	11·1	13·9	20·5	216·0	3·5	219·5
	June	73·5	24·0	8·6	19·5	20·6	12·8	13·7	24·5	11·5	14·4	21·8	220·8	3·6	224·4
	July	72·5	24·4	8·1	18·6	19·9	12·8	13·2	24·3	11·1	14·6	21·8	216·8	3·7	220·6
	Aug	70·9	24·0	8·0	18·4	19·9	12·8	13·4	24·8	10·6	14·6	22·1	215·7	3·8	219·5
	Sept	69·9	22·7	8·2	18·0	20·4	12·8	13·2	26·1	10·5	14·7	22·6	216·3	4·4	220·7
	Oct	65·7	20·2	8·0	17·3	19·0	12·7	13·0	26·3	10·1	14·7	23·4	210·2	4·4	214·6
	Nov	64·1	20·0	7·6	17·1	18·5	12·4	12·3	25·0	9·6	14·1	24·7	205·3	4·1	209·5
	Dec	60·1	19·3	7·1	16·2	16·4	12·0	11·5	23·1	9·6	12·4	23·4	191·6	3·8	195·4
1990	Jan	61·2	19·3	7·1	16·5	17·5	12·1	12·0	23·6	10·3	12·5	22·8	195·4	3·9	199·3
	Feb	61·6	20·3	7·1	15·6	16·8	12·0	12·1	23·5	11·9	12·2	21·9	194·6	4·1	198·7
	Mar	60·9	20·3	6·5	14·8	16·5	11·6	12·5	22·7	12·1	12·3	21·8	191·6	4·0	195·6
	Apr	58·9	18·9	6·6	16·5	17·2	11·0	13·1	23·2	12·7	13·6	23·0	195·7	4·5	200·2
	May	56·2	17·9	6·6	15·6	16·9	10·8	12·8	22·4	13·2	13·9	22·5	190·8	5·1	195·9

* See footnote to *table 3·1*.
† Included in South East.

VACANCIES 3·3
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 †															
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)	Annual	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)	averages	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
1989)		71·7	23·6	8·3	18·5	20·5	12·9	13·3	24·4	10·7	13·8	21·7	215·8	2·6	218·4
1989	May	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	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
	July	75·0	23·5	8·9	20·5	20·1	13·0	13·2	24·9	11·4	15·5	23·1	225·6	2·7	228·2
	Aug	69·6	21·9	8·3	18·4	18·9	12·7	13·4	24·7	10·8	15·1	22·7	214·6	2·6	217·2
	Sept	75·8	24·2	9·1	19·4	21·9	14·0	14·5	28·6	11·7	15·6	24·5	235·1	3·1	238·2
	Oct	77·6	26·1	9·1	18·8	22·2	14·4	14·9	29·2	11·6	15·6	25·2	238·6	3·5	242·2
	Nov	69·5	23·5	7·8	16·9	20·6	13·1	13·4	26·4	10·4	13·9	25·3	217·5	3·1	220·6
	Dec	56·9	19·2	6·4	13·4	16·2	11·0	10·8	21·5	9·1	11·3	21·9	178·3	2·7	181·1
1990	Jan	52·8	17·4	6·0	12·5	16·0	10·5	10·6	20·5	9·0	11·1	19·8	168·8	2·6	171·4
	Feb	52·2	17·7	5·8	12·3	15·4	10·5	10·6	20·5	10·5	10·9	19·2	167·9	2·8	170·7
	Mar	52·9	17·5	5·8	13·4	14·7	10·6	11·4	20·7	11·1	11·3	20·5	172·4	2·9	175·2
	Apr	55·8	17·6	6·4	17·3	16·1	11·0	12·5	22·6	12·5	13·1	22·9	190·1	3·5	193·6
	May	57·7	17·7	6·7	18·2	16·6	11·3	13·0	23·5	13·1	14·5	23·6	198·1	3·8	201·8
Vacancies at careers offices															
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)	Annual	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)	averages	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
1989)		14·4	7·5	1·0	1·6	2·7	1·5	1·2	1·4	0·5	0·4	0·8	25·5	1·3	26·8
1989	May	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	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
	July	19·3	10·3	1·4	1·9	3·4	2·0	1·3	1·7	0·6	0·5	0·9	33·1	1·2	34·3
	Aug	17·2	9·0	1·3	1·9	3·3	1·7	1·4	1·7	0·5	0·5	0·9	30·4	1·3	31·6
	Sept	14·9	7·4	1·2	1·7	3·7	1·5	1·5	2·1	0·6	0·5	1·0	28·6	1·5	30·1
	Oct	13·2	6·6	0·9	1·6	3·5	1·5	1·3	1·7	0·5	0·4	0·8	25·4	1·5	26·9
	Nov	11·5	5·8	0·9	1·3	3·2	1·3	1·1	1·4	0·5	0·3	0·9	22·3	1·5	23·8
	Dec	10·4	5·7	0·5	1·1	2·2	1·1	0·9	1·2	0·4	0·2	1·1	19·1	1·3	20·4
1990	Jan	9·9	5·6	0·5	0·9	2·0	1·0	0·9	1·3	0·4	0·2	1·1	18·2	1·2	19·4
	Feb	9·6	5·4	0·5	1·0	2·0	1·1	0·9	1·4	0·3	0·2	1·0	18·0	1·1	19·1
	Mar	9·5	5·0	0·5	1·1	2·1	1·0	1·2	1·3	0·4	0·2	1·2	18·5	1·1	19·6
	Apr	9·7	4·9	0·8	1·3	2·7	1·2	1·3	1·7	0·5	0·3	1·5	20·9	0·6	21·4
	May	11·2	5·0	0·9	1·3	2·9	1·2	1·7	1·9	0·5	0·3	1·3	23·2	0·5	23·7

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. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count. Because of possible duplication and also due to a difference between the timing of the two counts, the two series should not be added together.

* Included in South East.

† Excluding vacancies on government programmes. See note to *table 3·1*. 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.

4·1 INDUSTRIAL DISPUTES
Stoppages of work

Stoppages: April 1990

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	56	29,500	82,000
of which, stoppages:			
Beginning in month	42	26,000	* 42,000
Continuing from earlier months	14	3,500 **	40,000

* Includes 332,400 directly involved.
** Includes 8,300 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 from 1989 are provisional.

Stoppages in progress: cause

United Kingdom	12 months to April 1990		
	Stoppages	Workers involved	Working days lost
Pay–wage-rates and earnings levels	219	536,300	3,894,000
–extra-wage and fringe benefits	19	5,000	28,000
Duration and pattern of hours worked	22	12,600	630,000
Redundancy questions	23	16,900	154,000
Trade union matters	27	8,900	108,000
Working conditions and supervision	79	17,600	56,000
Manning and work allocation	200	46,300	177,000
Dismissal and other disciplinary measures	56	10,600	28,000
All causes	**645**	**654,200**	**5,076,000**

Stoppages in progress: industry

United Kingdom	12 months to April 1989			12 months to April 1990		
SIC 1980	Stoppages	Workers involved	Working days lost	Stoppages	Workers involved	Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	157	25,400	43,000	133	24,900	57,000
Coke, mineral oil and natural gas	1	100	1,000	1	200	1,000
Electricity, gas, other energy and water	5	1,700	9,000	4	4,600	10,000
Metal processing and manufacture	11	2,400	13,000	11	1,900	22,000
Mineral processing and manufacture	9	1,300	7,000	7	800	4,000
Chemicals and man-made fibres	6	1,900	20,000	1	†	*
Metal goods nes	19	2,700	18,000	15	2,400	22,000
Engineering	68	31,400	99,000	54	18,300	206,000
Motor vehicles	52	42,500	50,000	51	37,400	516,000
Other transport equipment	32	46,900	811,000	14	14,200	567,000
Food, drink and tobacco	20	7,500	44,000	11	3,300	28,000
Textiles	15	13,400	69,000	4	900	6,000
Footwear and clothing	12	2,800	14,000	8	1,800	23,000
Timber and wooden furniture	6	800	4,000	4	600	2,000
Paper, printing and publishing	7	500	4,000	13	1,600	34,000
Other manufacturing industries	16	3,500	9,000	9	1,700	9,000
Construction	23	6,000	43,000	33	17,200	96,000
Distribution, hotels and catering, repairs	14	1,000	5,000	12	3,500	8,000
Transport services and communication	84	291,100	1,362,000	86	106,300	468,000
Supporting and misc. transport services	22	12,400	13,000	9	12,900	139,000
Banking, finance, insurance, business services and leasing	3	600	1,000	4	1,700	2,000
Public administration, education and health services	134	153,400	241,000	160	396,100	2,714,000
Other services	17	13,500	26,000	7	1,900	143,000
All industries and services	**729 ****	**662,700**	**2,909,000**	**645 ****	**654,200**	**5,076,000**

* Less than 500 working days lost.
† Less than 50 workers involved.
** 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.

4·2 Stoppages of work**: summary

United Kingdom	Number of stoppages: Beginning in period	Number of stoppages: In progress in period	Number of workers (Thou): Beginning involvement in period in any dispute	Number of workers (Thou): All involved in period	Working days lost in all stoppages in progress in period (Thou): 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					All industries and services (All classes)	Coal, coke, mineral oil and natural gas (11-14)	Metals, engineering and vehicles (21-22, 31-37)	Textiles, footwear and clothing (43-45)	Construction (50)	Transport and communication (71-79)	All other industries and services
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	666	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
1989	693	701	727	727	4,128	52	655	16	128	625	2,652
1988 Apr	45	55	15	18	66	1	10	—	4	42	9
May	65	78	36	41	140	1	19	29	3	65	23
June	73	89	34	43	306	3	230	34	2	20	17
July	51	71	18	37	349	2	283	4	1	24	35
Aug	51	62	135	151	431	2	280	1	1	134	14
Sept	53	63	161	163	1,115	6	30	5	1	1,036	37
Oct	73	83	26	33	53	1	26	—	1	6	19
Nov	70	85	134	152	183	5	27	4	—	21	126
Dec	33	49	12	18	38	9	6	1	—	15	6
1989 Jan	53	61	13	13	42	4	9	1	1	17	11
Feb	75	92	26	29	64	2	16	5	6	16	19
Mar	63	75	26	27	80	4	36	—	6	—	34
Apr	56	74	37	46	106	6	29	—	22	20	29
May	83	100	32	55	184	2	76	5	15	38	48
Jun	65	93	76	105	259	6	21	2	20	154	57
Jul	58	89	389	479	2,424	10	22	2	29	339	2,022
Aug	58	67	6	23	99	4	22	1	—	15	58
Sep	69	78	26	26	71	4	16	—	14	5	32
Oct	49	61	61	68	162	3	38	—	9	2	110
Nov	43	55	26	45	341	8	228	—	5	8	92
Dec	21	36	8	51	297	1	143	—	—	12	141
1990 Jan	38	48	28	41	438	1	272	1	—	1	163
Feb	47	58	21	42	502	5	343	1	—	7	145
Mar	55	76	15	45	219	12	104	16	1	24	62
Apr	42	56	26	29	82	3	50	1	1	2	25

* Figures exclude workers becoming involved after the end of the year in which the stoppages began.
** See 'Definitions and Conventions' page at the end of the Labour Market Data section for notes on coverage. Figures for 1989 are provisional.

EARNINGS 5·1
Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC 1980 1988=100	Whole economy (Divisions 0–9): Actual	Seasonally adjusted	Per cent change over previous 12 months	Underlying*	Manufacturing industries (Divisions 2–4): Actual	Seasonally adjusted	Per cent change over previous 12 months	Underlying*	Production industries (Divisions 1–4): Actual	Seasonally adjusted	Per cent change over previous 12 months	Underlying*	Service industries (Divisions 6–9): Actual	Seasonally adjusted	Per cent change over previous 12 months	Underlying*
1988 Annual averages	100·0				100·0				100·0				100·0			
1989 Annual averages	109·1				108·7				109·1				108·9			
1988 Jan	95·4	96·5			95·8	96·2			95·8	96·1			95·4	96·6		
Feb	95·5	96·9			95·6	96·3			95·3	95·9			96·0	97·1		
Mar	98·3	98·2			98·0	97·9			97·8	97·6			98·6	98·6		
Apr	97·8	97·9			98·8	99·1			98·9	99·0			97·3	97·6		
May	98·4	98·5			99·3	99·2			99·5	99·9			98·0	98·3		
June	99·8	99·2			100·6	99·3			100·4	99·2			99·6	99·8		
July	101·3	100·2			101·1	100·0			101·3	100·2			101·3	100·0		
Aug	100·3	100·1			99·5	100·4			99·9	100·6			100·5	99·7		
Sept	100·9	101·1			100·2	101·2			100·5	101·4			100·6	100·5		
Oct	101·7	102·2			101·8	102·2			101·9	102·6			101·2	101·7		
Nov	103·7	103·3			103·6	103·1			103·7	103·1			103·6	103·7		
Dec	106·9	105·8			105·5	104·6			105·3	104·6			107·9	106·3		
1989 Jan	104·2	105·4	9·2	9	104·2	104·7	8·8	8¾	104·2	104·6	8·8	8¾	104·2	105·5	9·2	9
Feb	104·6	106·1	9·5	9¼	105·0	105·8	9·9	8½	104·9	105·6	10·1	8¾	104·4	105·6	8·8	9¼
Mar	107·3	107·3	9·3	9½	105·7	105·6	7·9	8¾	106·0	105·8	8·4	8¾	107·8	107·8	9·3	9½
Apr	107·3	107·4	9·7	9¼	107·8	108·2	9·2	8½	107·9	108·0	9·1	8¾	107·1	107·3	9·9	9¼
May	107·5	107·6	9·2	9	108·0	107·9	8·8	8¾	108·1	108·5	8·6	8¾	107·2	107·5	9·4	9
June	109·1	108·4	9·3	8¾	109·4	108·0	8·8	8½	109·6	108·2	9·1	8¾	108·5	108·7	8·9	8½
July	110·3	109·1	8·9	8¾	110·3	109·2	9·2	8½	110·8	109·5	9·3	9	109·7	108·4	8·4	8¼
Aug	109·1	108·9	8·8	8¾	108·3	109·3	8·9	8¾	109·2	110·0	9·3	9¼	108·7	107·8	8·1	8½
Sept	110·7	110·9	9·7	9	109·5	110·5	9·2	8¾	109·8	110·8	9·3	9	110·4	110·3	9·8	8¾
Oct	111·7	112·2	9·8	9¼	110·6	111·0	8·6	9	111·0	111·8	9·0	9¼	111·6	112·2	10·3	9
Nov	113·2	112·8	9·2	9¼	112·2	111·6	8·2	8¾	112·9	112·2	8·8	9	112·7	112·7	8·7	9¼
Dec	114·7	113·5	7·3	9¼	113·8	112·9	7·9	8½	114·3	113·5	8·5	9	114·3	112·7	6·0	9
1990 Jan	113·8	115·1	9·2	9½	112·7	113·2	8.1	8¾	113·2	113·6	8·6	9¼	113·9	115·2	9·2	9¼
Feb	114·0	115·6	9·0	9½	113·9	114·7	8·4	9¼	114·3	115·0	8·9	9½	113·7	115·0	8·9	9¼
Apr	117·4	117·3	9·3	9½	116·8	116.8	10.6	9½	117·0	116·8	10·4	9¾	117·2	117·2	8·7	9
[Apr]	117·1	117·2	9·1	9½	117·3	117·7	8·8	9½	117·5	117·7	9·0	9¾	116·5	116·8	8·9	9

Average earnings index (previous series 1985=100): all employees: main industrial sectors

GREAT BRITAIN SIC 1980 1985=100	Whole economy (Divisions 0–9): Actual	Seasonally adjusted	Per cent change over previous 12 months	Underlying*	Manufacturing industries (Divisions 2–4): Actual	Seasonally adjusted	Per cent change over previous 12 months	Underlying*	Production industries (Divisions 1–4): Actual	Seasonally adjusted	Per cent change over previous 12 months	Underlying*	Service industries (Divisions 6–9): Actual	Seasonally adjusted	Per cent change over previous 12 months	Underlying*
1985 Annual averages	100·0				100·0				100·0				100·0			
1986 Annual averages	107·9				107·7				108·0				107·7			
1987 Annual averages	116·3				116·3				116·7				116·0			
1988 Annual averages	126·4				126·2				126·5				126·2			
1988 Jan	120·4	121·8	8·7	8½	121·1	121·7	8·5	8½	121·3	121·7	8·0	8½	120·0	121·4	9·2	8½
Feb	120·3	122·0	8·2	8½	120·3	121·1	7·1	8½	119·9	120·7	6·3	8½	120·7	122·1	9·4	8½
Mar	124·0	124·0	9·5	8½	123·3	123·2	8·8	8½	123·4	123·1	8·6	8¼	124·4	124·4	10·2	8½
Apr	124·3	124·4	8·9	8½	124·7	125·2	9·4	8¾	125·4	125·6	9·6	8½	123·5	123·8	8·6	8½
May	124·1	124·2	7·6	8½	124·9	124·9	8·9	8¾	125·5	126·0	9·4	8½	123·2	123·5	6·2	8½
June	125·9	125·1	8·1	8¾	126·6	125·0	8·0	9	126·8	125·3	8·3	9	125·2	125·5	8·2	8¾
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	9¼	125·6	126·7	8·3	8¾	126·4	127·2	8·1	9	126·9	126·0	7·9	9¼
Sept	127·3	127·6	8·7	9¼	126·4	127·6	8·0	8¾	127·1	128·3	8·2	8¾	126·7	126·6	8·7	9¼
Oct	128·9	129·5	9·0	9	128·7	129·2	8·2	8½	129·2	130·1	8·5	8¾	127·8	128·4	8·6	9
Nov	131·2	130·7	8·7	8¾	130·8	130·2	8·7	8¾	131·2	130·4	8·6	8¾	130·9	131·0	8·8	8¾
Dec	135·7	134·3	11·0	8¾	133·5	132·4	9·1	8¾	133·4	132·5	9·1	9	137·5	135·6	12·4	8¾
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	9¼	132·2	133·2	10·0	9	132·5	133·4	10·5	9¼	131·5	133·0	8·9	9
Mar	134·9	134·9	8·8	9¼	133·4	133·4	8·3	9	134·2	133·9	8·8	9¼	135·1	135·1	8·6	9
Apr	135·6	135·7	9·1	9¼	136·0	136·5	9·0	9	136·5	136·7	8·8	9¼	134·8	135·2	9·2	9
May	135·9	136·1	9·6	9¼	136·1	136·1	9·0	9	136·7	137·2	8·9	9¼	135·2	135·6	9·8	8¾
June	137·6	136·8	9·4	9	137·5	135·7	8·6	9	138·0	136·4	8·9	9	136·8	137·1	9·2	8¾
July	139·5	138·1	8·8	9	139·6	138·1	9·1	9	140·4	138·9	9·4	9¼	138·5	136·9	8·1	8¾

Note: (1) The seasonal adjustment factors currently used are based on data up to January 1988.
(2) Figures for years 1980–87, inclusive were published in *Employment Gazette*, January 1989.
* For the derivation of the underlying change, see Topics, *Employment Gazette*, June 1990.
The 1985=100 series was discontinued after July 1989 and is printed here for reference purposes. It has been superceded by the 1988=100 series which begins in January 1988 and is given in full above.

5·3 EARNINGS
Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agriculture and forestry *	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01, 02)	(11)	(13, 14)	(15–17)	(21, 22)	(23, 24)	(25, 26)	(32)	(33, 34, 37)	(35)	(36)	(31)	(41, 42)
1988 Annual averages	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1989 Annual averages	108·0	113·3	110·3	109·8	107·2	109·4	109·0	109·8	109·5	109·9	112·7	107·9	109·3
1988 Jan	90·1	94·3	97·3	95·3	97·3	95·6	94·5	95·8	96·5	93·6	98·6	96·2	96·4
Feb	89·2	86·0	95·2	94·7	91·1	96·8	95·7	97·3	97·1	83·7	98·9	96·8	95·0
Mar	91·8	97·1	96·0	94·9	91·6	97·9	95·3	98·3	99·5	101·7	100·3	96·9	95·6
Apr	95·5	104·4	97·0	98·4	107·1	98·2	98·2	98·7	98·3	98·6	98·9	98·6	99·3
May	95·2	98·5	100·5	101·2	93·8	99·8	98·7	99·3	99·0	100·4	99·0	99·8	100·5
June	97·9	97·8	96·2	100·3	97·7	100·6	100·9	99·3	100·2	105·2	94·9	100·2	101·3
July	100·8	103·4	101·1	102·8	111·2	100·5	98·4	100·9	100·2	104·0	97·0	101·7	100·1
Aug	109·4	101·8	100·0	103·7	101·3	99·0	99·2	99·3	99·5	100·7	95·4	99·3	98·8
Sept	114·2	103·7	99·0	101·6	96·4	101·0	99·0	99·9	100·4	100·2	100·6	100·8	100·2
Oct	116·3	104·8	101·4	102·4	111·5	101·4	99·8	101·8	101·6	100·5	102·0	101·4	101·6
Nov	98·6	104·5	109·1	102·7	97·0	102·6	108·2	104·0	102·6	105·5	103·9	105·6	104·6
Dec	101·3	103·8	107·6	101·6	104·5	106·6	111·9	105·6	105·1	106·2	110·8	102·6	106·8
1989 Jan	96·4	106·7	106·6	100·7	107·9	104·8	102·5	104·9	105·0	105·2	108·1	104·6	104·2
Feb	95·2	107·2	104·0	101·8	99·8	106·6	104·8	106·8	105·5	107·1	108·2	105·9	102·7
Mar	98·5	111·0	104·0	106·6	99·6	105·5	103·7	107·1	107·2	109·3	112·2	103·9	104·9
Apr	102·1	112·3	105·9	105·4	116·3	107·3	107·0	108·4	108·3	106·8	111·7	106·5	111·6
May	103·6	109·5	110·4	107·3	102·6	110·6	108·1	108·9	107·8	109·4	111·5	107·4	109·6
June	103·2	110·6	107·3	109·8	102·2	111·2	108·8	110·6	109·7	110·8	116·1	107·7	108·7
July	110·5	112·5	114·7	114·7	121·7	109·9	107·3	110·6	110·5	111·8	114·4	110·1	110·6
Aug	119·5	115·6	111·0	118·3	101·2	108·7	109·6	109·1	109·6	107·8	111·3	107·5	108·9
Sept	126·3	115·1	110·0	110·9	103·0	111·1	108·5	110·2	110·7	108·7	112·9	109·2	110·2
Oct	120·4	117·2	110·1	113·0	118·6	110·8	109·6	111·6	112·0	110·1	114·3	109·5	110·9
Nov	111·6	122·2	120·5	114·9	104·2	112·6	117·5	113·2	113·5	112·2	115·5	111·3	113·4
Dec	108·3	119·6	118·9	114·4	109·6	114·2	120·8	115·6	113·6	119·4	115·7	110·8	115·9
1990 Jan	104·3	124·7	123·1	112·6	111·5	112·6	115·7	114·4	113·5	109·3	115·3	112·7	112·7
Feb	103·8	124·5	118·2	113·3	104·9	114·4	117·2	116·2	115·4	109·4	118·1	113·3	114·1
Mar	108·1	124·5	120·4	114·8	107·9	115·7	117·7	118·9	118·4	122·8	123·8	115·5	115·4
[Apr]	. .	124·2	121·9	116·2	120·9	116·9	119·6	117·5	116·5	123·1	122·1	115·3	120·4

EARNINGS 5·3
Average earnings index: all employees: by industry (not seasonally adjusted)

	Textiles	Leather, footwear and clothing	Paper products, printing and publishing	Rubber, plastics timber and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication‡	Banking, finance, insurance and business services	Public administration	Education and health services	Other services††	Whole economy
SIC 1980 CLASS	(43)	(44, 45)	(47)	(46, 48, 49)	(50)	(61, 62, 64, 65 67)	(66)	(71, 72, 75–77,79)	(81, 82, 83pt.-84pt.)	(91–92pt.)	(93,95)	(92pt. 94, 96pt 97, 98pt.)	
1988 Annual averages	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1989 Annual averages	107·4	107·1	106·1	107·7	111·8	108·6	107·6	107·6	109·9	108·8	108·6	111·3	109·1
1988 Jan	96·2	97·0	94·9	95·0	93·4	95·6	96·0	97·3	95·7	95·2	93·0	97·8	95·4
Feb	96·3	97·5	95·5	96·5	93·9	96·1	95·1	96·6	96·8	97·2	93·5	95·9	95·5
Mar	98·7	100·0	98·0	98·5	98·7	100·1	97·0	97·8	100·0	98·3	97·1	96·3	98·3
Apr	98·6	100·6	97·7	96·7	96·7	98·2	97·6	99·3	98·7	96·6	94·1	96·8	97·8
May	98·9	100·1	99·7	99·7	96·9	99·2	99·1	98·9	98·8	97·9	94·5	99·0	98·4
June	101·7	101·6	102·2	101·5	100·4	100·5	99·8	98·7	100·3	98·6	99·0	100·6	99·8
July	102·6	101·0	101·3	102·5	101·7	99·7	100·2	100·4	100·9	101·6	103·6	102·2	101·3
Aug	99·8	100·6	101·3	100·2	99·0	99·9	99·7	100·2	99·6	100·2	102·8	100·2	100·3
Sept	100·6	99·3	102·1	101·1	102·1	101·0	100·5	102·2	98·6	100·5	101·1	101·4	100·9
Oct	101·3	100·2	102·4	101·9	103·4	101·2	102·4	102·3	98·6	103·4	100·8	100·9	101·7
Nov	103·5	101·0	102·6	102·5	106·1	102·1	103·1	103·2	106·1	105·9	101·8	101·9	103·7
Dec	101·6	101·5	102·4	104·1	107·8	106·3	109·9	102·8	106·0	104·3	118·7	106·6	106·9
1989 Jan	102·4	104·0	101·6	102·9	104·7	104·7	103·7	102·7	105·0	104·7	102·8	107·8	104·2
Feb	103·1	104·7	101·6	107·2	106·0	105·0	103·6	103·0	105·1	105·9	102·7	104·7	104·6
Mar	102·0	106·6	103·5	105·0	111·2	109·5	106·5	103·8	114·7	106·2	103·2	106·8	107·3
Apr	104·7	105·3	104·9	104·9	108·3	109·4	104·6	106·7	108·3	106·0	104·4	107·7	107·3
May	107·2	107·1	105·8	106·7	108·6	107·6	106·2	106·0	107·3	106·6	107·8	107·6	107·5
June	110·6	108·4	107·7	109·5	112·8	109·2	106·8	105·8	108·5	106·9	110·3	112·2	109·1
July	109·6	108·8	107·2	109·1	112·3	108·1	106·6	109·1	111·5	106·8	111·7	114·2	110·3
Aug	107·8	106·2	106·8	107·6	109·3	107·5	107·5	107·2	108·0	106·3	113·8	110·5	109·1
Sept	108·7	107·8	108·8	109·4	114·0	110·1	108·0	107·6	107·5	110·7	114·6	114·1	110·7
Oct	109·3	108·5	107·7	108·2	113·9	108·4	108·9	117·1	109·5	114·6	110·8	114·4	111·7
Nov	112·7	109·0	108·3	110·4	119·0	109·1	111·1	111·9	115·6	115·9	110·6	116·7	113·2
Dec	110·6	109·2	109·3	111·2	121·5	114·3	117·6	110·6	118·1	115·1	110·2	118·6	114·7
1990 Jan	111·7	112·3	108·6	111·9	118·0	111·7	112·2	114·7	116·2	114·7	111·7	117·7	113·8
Feb	112·1	112·5	108·7	115·7	117·7	112·8	111·6	112·1	115·4	116·5	110·3	118·6	114·0
Mar	115·0	113·8	111·4	116·3	123·2	117·6	114·1	114·2	124·3	116·6	111·7	118·5	117·4
[Apr]	114·2	113·2	111·6	115·5	122·1	116·8	114·9	115·5	117·9	115·8	113·8	123·9	117·1

Previous series (1985=100)

GREAT BRITAIN 1985=100	Agriculture and forestry *	Coal and coke	Mineral oil and natural gas	Electricity gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engiering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco
SIC 1980 CLASS	(01–02)	(11–12)	(14)	(15–17)	(21–22)	(23–24)	(25–26)	(32)	(33–34)	(35)	(36)	(31, 37)	(41–42)
1985 Annual averages	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 Annual averages	105·5	113·3	109·5	106·9	106·5	107·8	107·9	106·9	108·0	108·7	107·9	107·4	108·7
1987 Annual averages	112·2	121·6	120·0	115·0	116·5	116·9	116·9	114·7	117·6	118·0	115·7	116·0	116·9
1988 Annual averages	117·7	135·8	133·0	122·0	128·0	126·2	126·9	125·3	128·5	129·0	120·0	126·3	126·3
1988 Jan	106·1	128·1	127·0	116·0	126·2	120·6	121·3	120·2	124·6	120·0	118·8	120·7	121·2
Feb	105·0	116·8	125·8	115·6	115·7	121·3	120·3	121·4	125·7	102·5	119·0	123·2	121·2
Mar	108·0	131·9	126·9	116·0	117·6	123·5	120·5	124·6	126·1	132·9	119·9	122·7	121·2
Apr	112·4	141·9	129·6	120·2	136·5	123·9	125·1	122·9	128·5	127·1	118·9	124·3	124·8
May	112·1	134·2	138·8	123·5	120·1	126·3	125·1	124·3	126·5	129·9	119·0	125·7	126·6
June	115·2	133·1	128·2	122·5	124·0	127·9	126·8	123·9	129·1	137·0	112·5	126·3	128·6
July	118·7	139·7	134·2	125·5	141·7	127·9	126·0	126·7	128·7	135·8	114·3	128·0	125·7
Aug	128·8	138·5	131·2	125·8	129·8	124·8	125·9	124·9	127·1	129·5	111·6	127·1	125·0
Sept	134·4	140·9	131·4	124·0	123·4	127·4	126·1	125·4	128·0	128·5	121·8	127·3	126·0
Oct	136·9	141·8	134·6	124·9	142·9	126·1	128·4	127·4	130·7	129·0	124·5	128·2	127·0
Nov	116·1	142·1	147·2	125·3	124·2	127·9	139·2	129·5	131·7	136·3	126·1	131·3	133·2
Dec	119·2	140·7	141·0	124·2	134·1	136·3	138·5	132·6	135·1	139·4	134·0	130·5	135·2
1989 Jan	113·5	144·8	143·7	123·0	138·4	129·6	131·3	132·7	135·3	137·0	131·8	132·8	130·6
Feb	112·1	145·7	141·3	124·2	126·3	131·6	130·6	133·0	134·8	139·8	132·1	133·2	130·4
Mar	115·9	151·1	137·9	129·6	127·8	130·4	130·5	134·8	138·2	141·4	136·7	132·9	134·2
Apr	120·2	152·6	142·5	128·9	150·0	133·3	135·9	136·3	138·1	137·6	135·0	134·3	138·3
May	121·9	149·6	152·1	131·3	132·1	135·1	136·7	135·1	139·6	141·4	135·6	136·5	138·5
June	121·5	150·6	145·4	134·2	129·8	140·3	136·0	136·9	141·6	143·4	142·1	138·0	137·8
July	130·1	152·6	156·8	139·6	156·5	137·9	137·0	139·2	141·9	145·1	138·1	140·0	139·7

* England and Wales only.
Note: Figures for years 1980-87, inclusive, were published in *Employment Gazette*, February 1989.
The 1985=100 series was discontinued after July 1989 and is printed here for reference purposes. It has been superceded by the 1988=100 series which begins in January 1988 and is given in full above.

Previous series (1985=100)

	Textiles	Leather, footwear and clothing	Timber and wooden furniture	Paper products, printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication‡	Banking, finance and insurance	Public administration	Education and health services	Other services††	Whole economy
SIC 1980 CLASS	(43)	(44–45)	(46)	(47)	(48–49)	(50)	(61–65, 67)	(66)	(71–72, 75–77,79)	(81–82 83pt.–84pt.)	(91–92pt.)	(93,95)	(97pt.–98pt.)	
1985 Annual averages	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 Annual averages	107·2	107·4	107·1	107·5	107·9	107·9	107·0	107·3	106·5	110·1	105·6	110·1	107·9	107·9
1987 Annual averages	116·1	114·5	116·5	116·2	116·9	116·5	114·9	115·7	114·9	121·8	112·8	117·9	115·3	116·3
1988 Annual averages	123·7	123·9	131·9	124·0	126·5	129·1	125·1	126·0	122·0	131·8	124·2	130·2	123·1	126·4
1988 Jan	119·6	120·4	123·3	117·8	121·7	121·2	118·9	121·1	117·7	127·4	118·1	120·4	121·2	120·4
Feb	120·0	121·4	126·0	119·0	122·4	121·9	120·4	119·5	117·4	126·7	120·7	121·2	119·8	120·3
Mar	122.6	124·8	123·5	120·7	123·7	128·1	124·9	121·1	118·7	135·4	122·2	126·5	117·1	124·0
Apr	122·6	123·3	123·2	121·0	123·5	126·3	126·5	122·1	121·5	132·7	120·0	121·5	118·1	124·3
May	123·7	124·0	127·5	122·6	127·5	125·4	123·2	123·7	122·0	129·7	121·7	122·4	121·7	124·1
June	125·8	123·2	137·2	126·0	127·6	129·6	125·1	125·7	120·5	131·4	122·6	128·1	123·3	125·9
July	124·8	126·7	135·5	125·1	130·4	130·2	125·2	125·0	122·5	132·9	126·2	135·3	126·8	128·3
Aug	123·6	122·0	140·0	125·2	124·7	127·9	123·9	126·6	122·5	129·6	124·6	134·3	124·0	126·8
Sep	123·9	124·5	135·2	127·1	126·4	130·3	126·6	124·9	122·1	128·6	124·7	131·5	125·1	127·3
Oct	124·5	123·9	134·2	127·7	127·4	133·5	126·0	129·4	124·4	128·7	128·3	131·6	123·8	128·9
Nov	128·0	124·9	138·3	127·3	131·2	136·4	127·1	132·5	127·0	142·1	131·8	132·8	124·8	131·2
Dec	125·4	127·4	138·3	128·3	131·2	138·8	132·8	139·9	127·5	136·7	129·5	156·6	131·8	135·7
1989 Jan	127·2	128·9	146·4	126·8	131·5	135·2	130·5	133·3	125·2	136·6	130·0	134·1	132·0	131·8
Feb	128·6	129·3	142·9	127·4	132·2	136·8	131·8	133·7	125·1	135·8	131·6	134·2	126·5	132·0
Mar	127·1	130·4	130·1	128·7	133·3	142·7	136·0	137·8	126·2	154·6	131·9	134·9	127·8	134·9
Apr	131·4	130·1	133·0	130·6	133·2	139·9	136·9	135·2	129·9	142·3	131·7	136·3	128·5	135·6
May	134·1	132·3	134·8	131·8	136·6	140·3	134·2	136·2	129·3	140·4	132·3	141·2	128·2	135·9
June	135·6	133·0	132·7	133·3	137·5	145·7	137·6	136·0	129·8	141·7	132·7	142·8	131·7	137·6
July	134·6	135·9	129·6	134·0	137·8	143·9	138·0	135·0	133·8	145·5	132·6	144·5	139·4	139·5

‡ Excluding sea transport.
†† Excluding private domestic and personal services.

5·4 EARNINGS AND HOURS
Average earnings and hours: manual employees: by industry†

UNITED KINGDOM October SIC 1980 CLASS	Metal processing and manufacturing (21–22)	Mineral extraction and manufacturing (23–24)	Chemicals and man-made fibres (25–26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33–34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41–42)	Textiles (43)
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
1989	253·44	229·61	255·71	229·02	217·18	247·11	231·45	212·40	229·59	181·36
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	43·7
1987	42·8	45·3	43·3	43·6	42·6	41·8	42·3	43·6	45·0	44·5
1988	42·8	45·4	43·4	44·2	42·7	42·3	43·3	43·6	45·1	43·4
1989	42·7	45·0	43·6	43·8	43·3	42·3	42·8	43·3	45·0	42·8
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	359·3	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
1989	594·0	509·8	586·1	523·4	501·3	584·0	541·3	490·5	509·9	424·1
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
1989	144·26	139·90	164·11	159·79	148·50	197·97	166·95	145·28	156·58	117·87
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
1989	39·6	38·8	40·0	39·7	39·5	40·5	39·0	39·0	40·1	37·4
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
1989	364·2	360·6	410·6	402·6	375·6	489·0	427·7	372·5	390·0	315·3
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	167·87	172·71	145·58	156·17	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
1989	250·12	218·09	237·12	224·52	190·97	243·88	228·53	197·81	209·25	153·67
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
1989	42·6	44·2	42·9	43·5	41·9	42·2	42·6	42·4	43·7	40·4
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
1989	587·5	493·0	552·9	516·2	456·0	578·0	536·6	466·9	479·2	380·2

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

5·5 EARNINGS
Index of average earnings: non-manual workers

GREAT BRITAIN April of each year April 1970=100	Manufacturing industries Weights	1982	1983†	1984†	1985†	1986†	1987†	1988†	1989†
FULL-TIME ADULTS*									
Men	689	506·2	547·3	604·5	657·5	724·7	776·8	853·3	939·4
Women	311	625·3	681·4	743·9	807·2	869·4	947·0	1,039·4	1,162·5
Men and women	1,000	525·6	569·3	627·3	682·0	748·4	804·6	883·7	975·9

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

UNITED KINGDOM October SIC 1980 CLASS	Leather, footwear and clothing (44–45)	Timber and wooden furniture (46)	Paper products printing and publishing (47)	Rubber, plastics and other manufacturing (48–49)	All manufacturing industries (21–49)	Electricity, gas, other energy and water supply (15–17)	Construction (50)	Transport and communication* (71–72, 75–77,79)	All industries covered SIC 1980
MALE (full-time on adult rates)									
Weekly earnings									£
1983	113·94	133·35	184·22	140·51	146·19	169·13	139·99	162·43	148·63
1984	119·69	139·92	198·43	151·41	157·50	179·77	147·80	173·32	159·30
1985	129·72	154·00	214·42	162·57	170·58	193·34	160·37	..	..
1986	134·81	163·40	235·17	177·70	182·25	208·70	171·25	..	..
1987	142·55	174·76	253·77	190·88	197·92	222·22	180·62	..	..
1988	153·01	186·54	269·67	207·04	213·59	237·16	200·01	..	..
1989	166·76	193·08	284·81	219·21	229·87	262·63	220·12	..	..
Hours worked									
1983	42·0	43·0	42·1	43·1	42·5	40·8	43·6	46·5	43·3
1984	41·8	42·9	42·5	43·3	42·8	40·7	43·3	46·7	43·4
1985	42·0	44·1	42·4	43·4	43·0	41·1	44·0	..	..
1986	41·7	43·6	42·1	43·4	42·7	41·3	44·0	..	..
1987	42·0	44·4	43·0	43·7	43·5	41·4	44·1	..	..
1988	41·5	43·8	42·9	43·7	43·6	41·7	44·6	..	..
1989	41·4	42·4	42·9	43·3	43·4	41·9	45·2	..	..
Hourly earnings									pence
1983	271·6	309·8	437·7	325·9	343·6	415·0	321·2	349·5	343·5
1984	286·5	326·3	467·1	349·7	367·7	441·5	341·4	371·2	366·7
1985	309·0	348·9	506·1	374·5	397·1	470·0	364·8	..	..
1986	323·6	374·7	558·6	409·6	426·8	504·9	389·3	..	..
1987	339·7	393·9	590·7	436·3	455·1	536·3	409·4	..	..
1988	368·4	425·4	628·1	473·6	489·6	568·1	448·3	..	..
1989	403·1	455·7	663·6	506·8	529·6	627·1	487·4	..	..
FEMALE (full-time on adult rates)									
Weekly earnings									£
1983	73·60	97·36	112·07	87·52	90·32	112·46	77·98	118·08	91·26
1984	78·58	102·63	119·71	92·48	96·30	126·00	87·81	126·69	97·34
1985	85·22	113·18	129·16	98·23	103·21	124·17	95·86	..	..
1986	89·55	121·09	139·81	107·39	110·48	157·49	98·55	..	..
1987	96·51	128·43	152·00	113·63	118·79	163·79	104·68	..	..
1988	102·63	137·79	163·55	123·37	128·82	183·91	107·21	..	..
1989	112·31	145·85	179·34	129·52	139·93	188·28	123·40	..	..
Hours worked									
1983	37·1	38·4	38·6	38·6	38·1	36·1	39·2	40·8	38·2
1984	37·0	38·4	38·8	38·6	38·1	37·5	38·8	41·5	38·2
1985	37·1	38·7	38·5	38·6	38·1	36·9	38·3	..	..
1986	36·8	38·4	38·7	38·5	38·1	39·4	37·8	..	..
1987	37·2	39·1	39·2	38·7	38·4	38·6	38·0	..	..
1988	37·0	39·2	39·5	39·3	38·7	39·4	38·4	..	..
1989	36·9	38·1	39·8	38·4	38·6	38·8	39·7	..	..
Hourly earnings									pence
1983	198·6	253·7	290·6	226·6	237·2	311·4	199·0	289·4	239·1
1984	212·6	267·2	308·3	239·8	252·9	336·1	226·6	305·4	254·9
1985	229·9	292·4	335·9	254·5	271·0	336·4	250·4	..	..
1986	243·3	315·5	361·3	278·8	289·7	399·4	260·8	..	..
1987	259·8	328·3	387·7	293·7	309·5	424·7	275·8	..	..
1988	277·7	351·9	414·3	313·7	332·8	466·8	279·5	..	..
1989	304·3	383·1	451·0	337·1	362·1	484·8	310·7	..	..
ALL (full-time on adult rates)									
Weekly earnings									£
1983	82·96	129·37	170·39	127·29	132·98	168·43	139·80	160·58	138·74
1984	88·13	136·00	182·49	136·87	143·09	179·22	147·59	171·39	148·69
1985	95·10	149·83	198·21	145·72	155·04	192·65	160·11	181·06	160·39
1986	99·31	159·09	215·74	161·91	164·74	208·03	170·99	193·47	171·02
1987	106·78	170·20	233·61	171·85	178·54	221·48	180·30	206·73	184·10
1988	113·66	181·70	247·94	187·21	192·55	236·44	199·61	218·52	198·57
1989	124·62	188·29	262·12	196·60	207·53	261·48	219·74	233·30	214·47
Hours worked									
1983	38·2	42·5	41·4	42·0	41·5	40·7	43·6	46·2	42·4
1984	38·1	42·4	41·7	42·1	41·7	40·7	43·3	46·5	42·5
1985	38·2	43·6	41·6	42·2	41·8	41·1	43·9	46·4	42·8
1986	37·9	43·1	41·4	42·3	41·6	41·3	44·0	47·0	42·7
1987	38·2	43·8	42·2	42·5	42·2	41·4	44·1	47·0	43·1
1988	38·0	43·4	42·2	42·7	42·4	41·7	44·6	48·3	43·5
1989	37·9	41·9	42·2	42·0	42·2	41·8	45·1	48·0	43·4
Hourly earnings									pence
1983	217·2	304·2	411·4	303·1	320·5	413·9	320·9	347·3	327·3
1984	231·4	320·7	437·2	324·9	343·0	440·5	341·0	368·7	349·5
1985	249·2	343·8	476·2	345·7	370·6	468·9	364·4	390·0	374·7
1986	262·4	369·4	521·0	382·9	396·1	503·6	388·8	411·3	400·6
1987	279·3	388·2	553·3	404·4	422·7	535·0	409·0	439·5	426·7
1988	299·4	418·8	587·2	438·7	454·1	566·8	447·7	452·5	456·3
1989	328·7	449·0	620·6	467·7	491·6	625·0	486·7	485·9	493·9

* Except sea transport.

	All industries and services Weights	1982	1983	1984	1985	1986	1987	1988	1989
FULL-TIME ADULTS*									
Men	575	510·4	556·0	604·4	650·1	708·2	770·7	853·4	937·8
Women	425	594·1	651·6	697·5	750·9	818·8	883·9	988·1	1,097·4
Men and women	1,000	533·0	581·9	629·6	677·4	738·1	801·3	889·8	981·0

Note: These series were published in *Employment Gazette* as Table 124 until September 1980, and are described in detail in articles in the editions of May 1972 (pp 431-434) and January 1976 (p 19).
Source: New Earnings Survey.

5·6 EARNINGS AND HOURS
Average weekly and hourly earnings and hours: full-time manual and non-manual employees on adult rates

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (£)		Weekly earnings (£)		Hours	Hourly earnings (£)	
			Excluding those whose pay was affected by absence					Excluding those whose pay was affected by absence		
April of each year	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence		Including overtime pay and overtime hours	Excluding overtime pay and overtime hours	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence		Including overtime pay and overtime hours	Excluding overtime pay and overtime hours
ADULTS										
Manual occupations										
1983	130·0	135·0	42·9	3·14	3·07	129·5	132·7	43·1	3·08	3·00
1984	141·0	146·8	43·5	3·37	3·28	139·0	143·0	43·5	3·29	3·20
1985	153·5	159·2	43·7	3·64	3·51	149·1	153·0	43·7	3·51	3·40
1986	163·9	168·6	43·7	3·88	3·75	159·5	163·2	43·6	3·75	3·63
1987	175·2	181·1	43·8	4·13	3·99	169·4	173·5	43·8	3·98	3·85
1988	188·7	195·5	44·3	4·41	4·24	182·2	187·2	44·2	4·25	4·11
1989	204·1	212·1	44·5	4·76	4·58	197·6	203·2	44·4	4·59	4·44
Non-manual occupations										
1983	167·1	168·5	38·5	4·30	4·28	157·7	159·1	37·5	4·16	4·14
1984	184·1	186·1	38·7	4·73	4·71	170·5	172·2	37·6	4·49	4·47
1985	200·0	201·5	38·8	5·11	5·08	182·9	184·6	37·7	4·79	4·76
1986	220·3	221·6	38·7	5·61	5·58	199·1	200·9	37·7	5·22	5·19
1987	235·7	237·6	38·8	5·99	5·97	215·0	217·4	37·8	5·63	5·60
1988	258·4	260·3	38·9	6·52	6·49	237·9	240·7	37·9	6·22	6·19
1989	284·3	286·5	39·0	7·19	7·17	261·9	264·9	37·9	6·89	6·83
All occupations										
1983	142·2	147·0	41·4	3·52	3·47	144·5	147·4	40·1	3·63	3·60
1984	155·2	160·8	41·9	3·81	3·75	155·8	159·3	40·3	3·90	3·87
1985	169·2	174·7	41·9	4·12	4·05	167·4	171·0	40·4	4·17	4·13
1986	183·1	188·6	41·9	4·44	4·38	181·2	184·7	40·4	4·51	4·47
1987	196·0	202·0	42·0	4·74	4·68	194·9	198·9	40·4	4·85	4·81
1988	212·7	219·4	42·3	5·09	5·02	213·6	218·4	40·6	5·29	5·26
1989	231·7	239·5	42·5	5·55	5·48	234·3	239·7	40·7	5·81	5·79
MEN										
Manual occupations										
1983	141·0	145·5	43·6	3·33	3·26	138·4	141·6	43·8	3·23	3·15
1984	153·6	158·9	44·4	3·58	3·49	148·8	152·7	44·3	3·45	3·36
1985	167·5	172·6	44·6	3·87	3·74	159·8	163·6	44·5	3·68	3·57
1986	178·4	183·4	44·5	4·12	3·99	170·9	174·4	44·5	3·93	3·81
1987	191·2	195·9	44·7	4·38	4·24	182·0	185·5	44·6	4·17	4·04
1988	206·8	212·3	45·2	4·69	4·52	196·3	200·6	45·0	4·46	4·32
1989	223·8	230·6	45·5	5·06	4·89	212·9	217·8	45·3	4·81	4·66
Non-manual occupations										
1983	191·4	192·9	39·1	4·87	4·87	190·6	191·8	38·4	4·95	4·94
1984	211·7	213·5	39·3	5·38	5·37	207·3	209·0	38·5	5·37	5·36
1985	230·7	232·0	39·3	5·82	5·81	223·5	225·0	38·6	5·75	5·73
1986	254·4	255·7	39·3	6·41	6·40	243·4	244·9	38·6	6·27	6·26
1987	271·9	273·7	39·4	6·84	6·84	263·9	265·9	38·7	6·80	6·79
1988	299·1	300·5	39·4	7·45	7·44	292·1	294·1	38·7	7·49	7·48
1989	329·6	331·5	39·6	8·22	8·23	321·3	323·6	38·8	8·23	8·24
All occupations										
1983	156·4	161·2	42·2	3·78	3·75	161·1	164·7	41·4	3·93	3·91
1984	171·2	176·8	42·8	4·10	4·06	174·3	178·8	41·7	4·23	4·21
1985	187·2	192·6	42·9	4·44	4·39	187·9	192·4	41·9	4·53	4·50
1986	202·3	207·8	42·9	4·79	4·74	203·4	207·5	41·8	4·89	4·87
1987	217·0	222·3	43·0	5·11	5·07	219·4	224·0	41·9	5·27	5·26
1988	236·3	242·3	43·3	5·50	5·44	240·6	245·8	42·1	5·74	5·73
1989	257·3	264·6	43·6	5·98	5·94	263·5	269·5	42·3	6·28	6·29
WOMEN										
Manual occupations										
1983	86·7	90·4	39·7	2·28	2·25	85·8	88·1	39·3	2·25	2·23
1984	91·9	96·0	39·9	2·41	2·38	90·8	93·5	39·4	2·38	2·35
1985	100·1	104·5	40·0	2·62	2·57	98·2	101·3	39·5	2.57	2.53
1986	107·0	111·6	40·0	2·79	2·75	104·5	107·5	39·5	2·73	2·69
1987	113·8	119·6	40·3	2·97	2·92	111·4	115·3	39·7	2·92	2·87
1988	121·2	127·9	40·5	3·16	3·10	118·8	123·6	39·8	3·11	3·06
1989	131·2	138·2	40·4	3·42	3·35	129·7	134·9	39·9	3·39	3·33
Non-manual occupations										
1983	106·2	107·0	37·2	2·85	2·84	115·1	116·1	36·5	3·13	3·12
1984	115·8	117·2	37·4	3·11	3·09	123·0	124·3	36·5	3·34	3·33
1985	125·5	126·8	37·4	3·37	3·35	132·4	133·8	36·6	3·59	3·58
1986	135·8	136·7	37·4	3·63	3·61	144·3	145·7	36·7	3·91	3·89
1987	147·7	149·1	37·5	3·92	3·89	155·4	157·2	36·8	4·18	4·16
1988	161·6	163·3	37·6	4·30	4·28	172·9	175·5	36·9	4·68	4·65
1989	181·3	182·8	37·6	4·82	4·80	192·5	195·0	36·9	5·22	5·20
All occupations										
1983	94·7	97·9	38·6	2·53	2·51	107·6	109·5	37·2	2·91	2·90
1984	101·7	105·5	38·8	2·71	2·69	114·9	117·2	37·2	3·10	3·09
1985	110·6	114·7	38·8	2·94	2·92	123·9	126·4	37·3	3·34	3·32
1986	119·2	123·2	38·8	3·16	3·13	134·7	137·2	37·3	3·63	3·61
1987	128·2	133·4	39·0	3·39	3·36	144·9	148·1	37·5	3·88	3·86
1988	138·4	144·3	39·2	3·66	3·62	160·1	164·2	37·6	4·31	4·29
1989	152·7	159·1	39·1	4·04	4·00	178·1	182·3	37·6	4·80	4·78

Note: New Earnings Survey estimates.
* Results for manufacturing industries relate to divisions 2, 3 and 4 of the 1980 Standard Industrial Classifications.

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	3·9	0·9
	1978	244·54	84·3	9·2	8·5	0·5	4·8	1·8
	1981	394·34	82·1	10·0	9·0	2·1	5·2	1·6
	1984	509·80	84·0	10·5	7·4	1·3	5·3	2·0
	1985	554·20	84·7	10·6	6·7	1·3	5·3	2·0
	1986	597·60	84·2	10·5	6·7	1·3	5·8	2·0
	1987	643·90	84·5	10·6	6·7	0·9	5·8	2·1
	1988	696·80	84·7	10·7	6·7	0·7	5·8	2·1
Energy (excl. coal) and water supply**	1975	217·22	82·9	11·1	6·0	0·6	8·5	2·1
	1978	324·00	78·2	11·2	6·9	0·4	12·2	2·2
	1981	595·10	75·8	11·5	7·0	1·9	13·1	2·2
	1984	811·41	77·7	11·5	5·5	1·9	12·1	2·8
	1985	860·60	78·6	11·5	5·1	1·3	12·2	2·8
	1986	964·60	75·4	11·4	4·9	5·3	11·7	2·7
	1987	1,009·50	77·6	11·7	5·0	2·5	12·2	2·8
	1988	1,062·00	79·0	12·3	5·1	0·9	12·2	2·8
Construction	1975	156·95	90·2	7·2	6·3	0·2	1·7	1·6
	1978	222·46	86·8	6·8	9·1	0·2	2·3	1·7
	1981	357·43	85·0	7·8	9·9	0·6	2·8	1·7
	1984	475·64	86·0	8·0	7·7	0·6	4·1	1·6
	1985	511·20	86·6	8·0	7·2	0·5	4·1	1·6
	1986	552·00	86·5	8·0	7·2	0·6	4·1	1·6
	1987	594·50	86·7	8·1	7·2	0·3	4·1	1·7
	1988	657·60	86·8	8·1	7·2	0·2	4·1	1·7

SIC 1980		Manufacturing		Energy and water supply	Production industries	Construction	Production and construction industries††	Whole economy	
Labour costs per unit of output § 1985 = 100			Per cent change over a year earlier						Per cent change over a year earlier
	1980	83·9	22·2	106·3	89·0	83·5	87·6	78·0	22·9
	1981	91·8	9·3	112·6	95·5	96·4	95·2	86·6	11·0
	1982	95·0	3·5	111·6	97·3	93·8	96·4	90·2	4·2
	1983	93·8	−1·2	104·8	95·1	94·8	94·7	92·6	2·7
	1984	95·7	2·0	89·5	97·0	98·4	97·1	95·6	3·2
	1985	100·0	4·5	100·0	100·0	100·0	100·0	100·0	4·6
	1986	104·6	4·6	96·6	102·3	106·1	102·9	104·9	4·9
	1987	105·2	0·6	94·8	104·0	110·3	105·3	108·8	3·7
	1988	106·3	1·0					116·0	6·6
	1989	110·5	4·0						
	Q4	..	..	..	..	..	..	105·9	3·6
	1987 Q1	..	..	..	..	..	..	106·8	3·0
	Q2	..	..	..	..	..	..	108·1	3·3
	Q3	..	..	..	..	..	..	109·0	3·6
	Q4	..	..	..	..	..	..	111·3	5·1
	1988 Q1	..	..	..	..	..	..	113·1	5·9
	Q2	..	..	..	..	..	..	115·0	6·4
	Q3	..	..	..	..	..	..	116·3	6·7
	Q4	..	..	..	..	..	..	119·4	7·3
Wages and salaries per unit of output §	1980	80·1‖	22·3	103·6	86·7	82·1	85·5	76·1	22·7
	1981	87·5‖	9·3	108·5	92·6	94·2	92·4	83·4	9·6
	1982	91·2‖	4·2	108·3	94·7	92·2	93·9	87·4	4·8
	1983	91·7‖ R	0·5	102·2	93·2	93·4	92·9	90·4	3·4
	1984	94·4‖	2·9	88·0	96·1	97·4	96·2	94·8	4·9
	1985	100·0‖	5·9	100·0	100·0	100·0	100·0	100·0	5·5
	1986	104·2‖	4·2	98·1	103·1	106·6	103·7	105·4 R	5·4 R
	1987	106·0‖	1·7	97·7	105·7	111·4	106·9	109·8	4·2 R
	1988	108·9‖	2·7	..	..	..	..	117·2 R	6·7 R
	1989	114·3‖ R	5·0 R	..	..	..	..	127·9 R	9·1
	1988 Q1	107·6‖	1·8	..	..	..	..	114·2 R	6·1
	Q2	109·3‖ R	3·9	..	..	..	..	116·0 R	6·3 R
	Q3	108·3‖	2·8	..	..	..	..	117·9 R	7·0 R
	Q4	110·3‖	2·5	..	..	..	..	120·6 R	7·5 R
	1989 Q1	111·0‖	3·2	..	..	..	..	123·3 R	8·0
	Q2	113·2‖ R	3·6 R	..	..	..	..	126·4 R	9·0
	Q3	113·1‖ R	6·3 R	..	..	..	..	129·8	10·1 R
	Q4	117·8‖ R	6·8 R	..	..	..	..	132·1 R	9·3 R
	1990 Q1	120·0‖ R	8·1 R	..	..	..	..	..	..
	1989 Nov	118·3‖ R	7·2 R	..	..	..	..	..	..
	Dec	118·0‖ R	5·9 R	..	..	..	..	..	..
	1990 Jan	118·7‖ R	7·8 R	..	..	..	..	..	..
	Feb	120·8‖ R	8·5 R	..	..	..	..	..	..
	Mar	120·4‖ R	7·9 R	..	..	..	..	..	..
	Apr	121·3‖	7·6	..	..	..	..	..	..
Three months ending:	1989 Nov	117·2‖ R	7·2 R	..	..	..	..	..	..
	Dec	117·8‖	6·8 R	..	..	..	..	..	..
	1990 Jan	118·3‖ R	7·0 R	..	..	..	..	..	..
	Feb	119·2‖ R	7·4	..	..	..	..	..	..
	Mar	120·0‖ R	8·1 R	..	..	..	..	..	..
	Apr	120·8‖	8·1						

Note: All the estimates in the two lower sections of the table are subject to revision.
* *Source:* Department of Employment. See reports on labour cost surveys in *Employment Gazette* and note in Topics section, August 1989 issue, p .
‡ Employers' liability insurance, benefits in kind, subsidised services, training (excluding wages and salaries element) *less* government contributions.
§ *Source:* Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted.
†† Broadly similar to Index of Production Industries for SIC (1968).
‖ *Source:* Based on seasonally adjusted monthly statistics of average earnings, employees in employment and output.
** Figures for 1981 and earlier dates relate to gas, electricity and water supply only.

EARNINGS 5·9

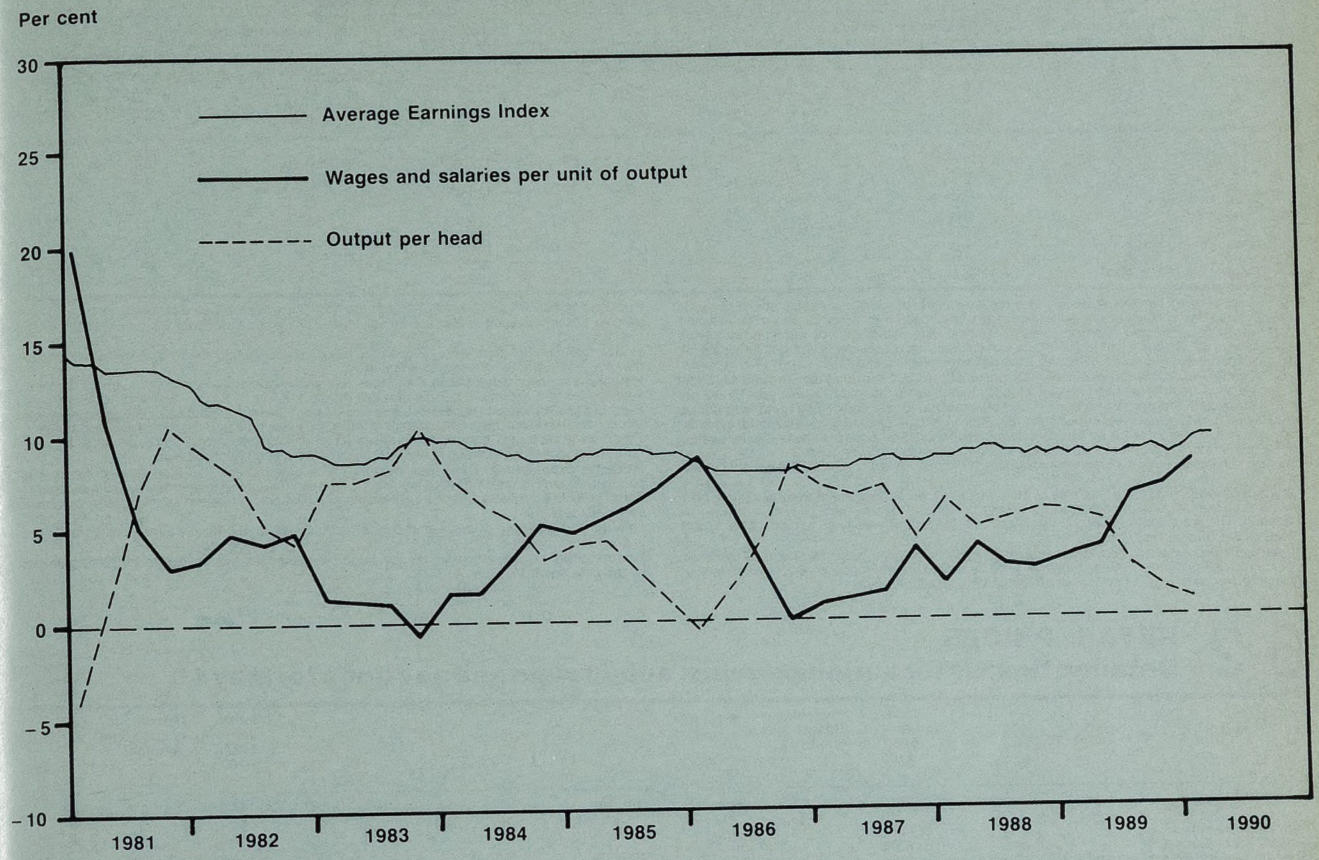
Selected countries: wages per head: manufacturing (manual workers)

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	United States
	(1) (2)	(2) (5) (6)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(8) (10)
																Indices 1985 = 100
Annual averages																
1980	61·5	76·2	75	70	70·9	59·8	82	33	56	47·0	..	83	65	..	66·0	76
1981	69·6	80·9	83	79	77·7	67·2	86	41	65	57·8	..	86	72	..	72·9	84
1982	77·4	85·9	88	88	85·4	78·9	90	55	74	67·7	..	92	79	..	78·7	89
1983	84·4	89·8	92	92	91·0	87·8	93	66	83	80·9	..	94	86	..	84·9	92
1984	91·7	94·3	96	96	95·3	94·6	96	83	92	90·2	97·0	95	93	90·9	93·0	96
1985	100·0	100·0	100	100	100·0	100·0	100	100	100	100·0	100·0	100	100	100·0	100·0	100
1986	107·7	104·5	102	103	104·8	104·3	104	113	107	104·8	101·6	102	110	110·9	107·4	102
1987	116·3	107·7	104	106	114·5	107·6	108	124	113	111·5	103·2	103	128	119·3	114·3	104
1988	126·2	111·8	105	111	122·0	111·0	113	146	118	118·3	107·7	104	135	129·2	123·4	107
1989	137·2	..	111	117	128·2	115·3	117	..	..	125·6	113·5	106	142	138·1	135·7	110
Quarterly averages																
1989 Q1	132·8	114·4	109	115	125·2	112·8	114	167	120	122·4	111·5	105	137	135·1	131·6	109
Q2	136·1	116·0	109	116	128·5	114·3	117	..	121	124·7	113·1	106	145	135·6	135·5	109
Q3	138·5	115·9	110	117	128·6	115·2	118	..	123	126·5	114·1	106	143	138·5	136·5	110
Q4	141·4	..	115	120	130·3	116·4	119	..	..	128·5	115·4	106	143	142·4	139·2	111
1990 Q1	114·8	..	..	..	..	117·7	..	..	..	..	106·0					112
1989 Apr	136·6	110·4	..	116	128·1	114·3	117	..	..	123·0	112·0	105	..	..	134·7	109
May	135·8	116·3	..	116	129·1	..	..	..	..	125·5	112·6	106	..	..	136·7	109
June	136·0	121·2	109	116	128·3	..	..	..	..	125·8	114·6	106	..	..	135·1	109
July	138·2	114·3	..	116	130·6	115·2	118	..	..	126·3	113·1	106	..	..	137·3	110
Aug	137·9	115·8	..	117	126·6	..	..	..	..	126·5	115·6	106	..	..	135·1	109
Sept	139·4	117·4	110	118	128·7	..	..	..	..	126·8	113·5	106	..	..	137·3	111
Oct	140·4	116·9	..	119	129·5	116·4	119	..	..	126·8	113·4	106	..	..	138·3	110
Nov	141·0	122·8	..	120	129·7	..	..	..	..	129·1	115·3	106	..	..	138·5	111
Dec	142·9	..	115	120	131·8	..	..	..	..	129·7	117·5	106	..	..	140·9	112
1990 Jan	143·2	..	..	121	131·3	117·7 ..	..	..		..	119·4	106	..	..	140·1	111
Feb	144·3	..	..	121	..	..	..	..	..	..	114·6	106	..	..	141·5	112
Mar	147·0											106				112
Increases on a year earlier																Per cent
Annual averages																
1980	18	9	9	9	11	15	6	27	22	22	..	4	10	..	9	9
1981	13	6	11	13	10	12	5	24	16	23	..	4	11	..	10	4
1982	11	6	6	11	10	17	5	34	14	17	..	7	10	..	8	6
1983	9	4	5	4	7	11	3	20	12	19	..	2	9	..	8	3
1984	9	5	4	4	5	8	3	26	11	11	..	1	8	..	10	4
1985	9	6	4	4	5	6	4	20	9	11	3	5	8	10	8	4
1986	8	4	2	3	5	4	4	13	7	5	2	2	10	11	7	2
1987	8	3	2	3	9	3	4	10	6	6	2	1	16	8	6	2
1988	9	4	1	5	7	3	5	18	4	6	4	1	5	8	8	3
1989	9		6	5	5	4	4	..	..	6	5	2	5	7	10	3
Quarterly averages																
1989 Q1	**9**	**4**	**6**	**6**	**6**	**3**	**4**	**20**	**4**	6	5	1	3	9	10	3
Q2	**9**	**4**	**5**	**5**	**5**	**4**	**4**	..	**5**	6	6	2	7	7	9	3
Q3	**9**	**4**	**5**	**5**	**4**	**4**	**4**	..	**5**	6	6	1	6	6	10	3
Q4	**8**	..	**6**	**6**	**4**	**4**	**.4**	..	..	7	5	1	5	7	10	3
1990 Q1	**9**	..	..	..	..	**4**	..	..	..	..	..	1	..	..	..	3
Monthly																
1989 Apr	9	2	..	5	5	4	4	..	..	6	5	1	..	..	9	3
May	9	6	..	5	5	..	..	..	..	6	5	2	..	..	9	3
June	9	5	4	5	5	..	..	..	..	6	6	2	..	..	10	3
July	9	5	..	5	4	4	4	..	..	6	7	1	..	..	10	3
Aug	9	4	..	6	4	..	..	..	..	6	5	1	..	..	11	3
Sept	9	2	5	5	4	..	..	..	..	6	5	1	..	..	11	4
Oct	9	6	..	5	4	4	4	..	..	6	4	1	..	..	10	3
Nov	8	6	..	6	4	..	..	..	..	7	5	1	..	..	10	3
Dec	8	..	6	7	4	..	..	..	..	7	7	1	..	..	10	3
1990 Jan	8	..	..	5	5	4	..	..	..	..	6	1	..	..	10	2
Feb	8	..	..	5	..	..	..	..	..	..	4	1	..	..	6	3
Mar	11									..	..	1				3

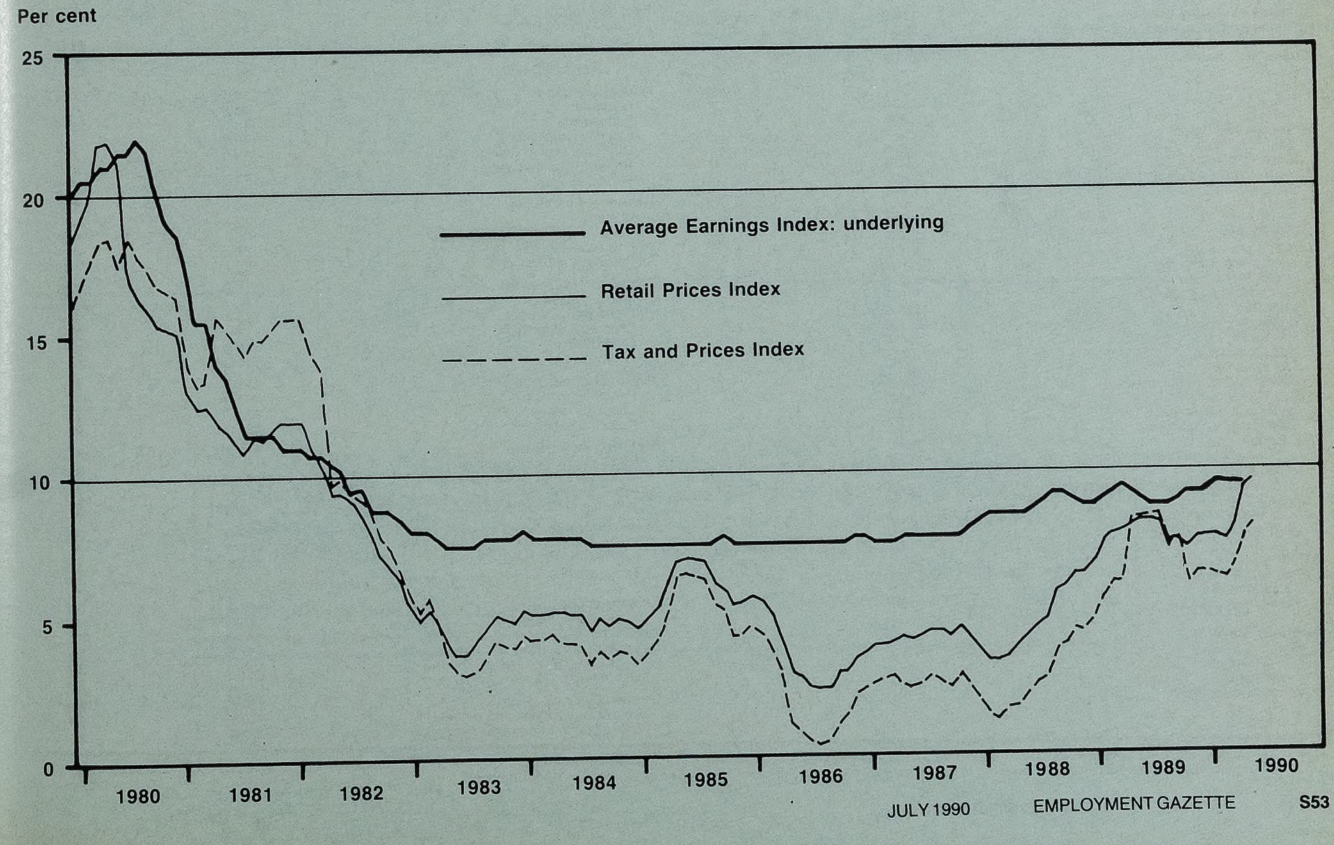
Source: OECD—Main Economic Indicators.

Notes: 1 Wages and salaries [illegible]
2 Seasonally adjusted.
3 Males only.
4 Hourly wage rates.
5 Monthly earnings.
6 [illegible]
7 [illegible]
8 [illegible] earnings.
9 All industries.
10 Production workers.

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



Earnings and prices: whole economy—increases over previous year



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
1989	May	115·0	0·6	4·5	8·3	115·1	0·6	4·4
	Jun	115·4	0·3	4·6	8·3	115·6	0·4	4·6
	July	115·5	0·1	4·1	8·2	115·9	0·3	4·2
	Aug	115·8	0·3	3·6	7·3	116·2	0·3	3·8
	Sept	116·6	0·7	3·8	7·6	117·0	0·7	4·1
	Oct	117·5	0·8	2·8	7·3	117·9	0·8	3·1
	Nov	118·5	0·9	3·0	7·7	118·9	0·8	3·3
	Dec	118·8	0·3	2·9	7·7	119·0	0·1	2·9
1990	Jan	119·5	0·6	3·5	7·7	119·6	0·5	3·2
	Feb	120·2	0·6	3·8	7·5	120·3	0·6	3·5
	Mar	121·4	1·0	4·1	8·1	121·4	0·9	3·8
	Apr	125·1	3·0	6·5	9·4	125·1	3·0	6·1
	May	126·2	0·9	6·5	9·7	126·3	1·0	6·2

The rise in the index between April and May reflected increases in the cost of a variety of goods and services. The most noticeable price increases were those for food, owner-occupiers' housing costs, alcoholic drink and tobacco—partly reflecting residual effects of the duty increases announced in the Budget—and further phases of the latest increases in the charges for electricity and gas. There were also some increases in the cost of purchasing and maintaining motor vehicles.

Food: Among seasonal foods, increases in the prices of fresh fruit and potatoes were partially offset by decreases in fresh vegetable prices. The index for seasonal foods as a whole rose by 0·2 per cent. Increases in the prices of a number of non-seasonal foods, particularly meat, soft drinks, biscuits and cakes, sweets and chocolates, tea, cheese and processed fish, caused the index for non-seasonal foods to rise by 1·2 per cent during the period. For food as a whole, the index rose by 1·1 per cent in the month, to stand 8·9 per cent higher than in May 1989.

Catering: There were price increases throughout this group. Its index rose by 0·9 per cent in the month.

Alcoholic drinks: The residual effects of the duty increases announced in the Budget were the main reason that the group index rose by 1·9 per cent in the month

Tobacco: The group index rose by 2·1 per cent over the month, mainly as a result of the further effects of the Budget increases.

Housing: An increase in owner-occupiers' housing costs including residual effects of the latest rise in mortgage interest rates, together with increases in the price of DIY materials and maintenance costs, meant that the group index rose by 0·8 per cent.

Fuel and light: Further phased effects of this year's increase in gas and electricity prices were partially offset by summer discounts for solid fuels. The group index was 2·3 per cent higher than last month.

Household goods: There were rises across this group, leading to an increase of 0·5 per cent for the group as a whole between April and May.

Housing services: Increases in some fees and subscriptions and the cost of certain domestic services led to a rise of 0·7 per cent for this group.

Clothing and footwear: There were some sales in May, mainly for women's clothing, but increases throughout the rest of the group meant that the group index rose by 0·5 per cent over the month.

Personal goods and services: Increases for chemists' goods and some personal services caused the index for this group to rise by 0·5 per cent between April and May.

Motoring expenditure: There was a slight fall in petrol prices, but increases in the cost of purchasing and maintaining motor vehicles meant that the group index rose by 0·5 per cent.

Fares and other travel costs: Increases in bus and coach fares helped to push up the group index by 0·5 per cent.

Leisure goods: There was a rise of 0·6 per cent for this group, mainly as a result of increases in some book prices.

Leisure services: A rise in entertainment and recreation charges pushed this group's index up by 0·5 per cent in May.

6·2 RETAIL PRICES
Detailed figures for various groups, sub-groups and sections for May 15

	Index Jan 1987 =100	Percentage change over (months)	
		1	12
ALL ITEMS	**126·2**	**0·9**	**9·7**
Food and catering	**121·2**	**1·1**	**8·7**
Alcohol and tobacco	**120·9**	**1·9**	**10·0**
Housing and household expenditure	**139·8**	**0·9**	**15·2**
Personal expenditure	**117·6**	**0·5**	**5·4**
Travel and leisure	**118·6**	**0·5**	**4·7**
All items excluding seasonal food	**126·3**	**1·0**	**9·7**
All items excluding food	**127·4**	**0·9**	**9·9**
Seasonal food	**123·6**	**0·2**	**12·5**
Food excluding seasonal	**119·4**	**1·2**	**8·2**
All items excluding housing	**118·8**	**1·0**	**6·7**
All items excluding mortgage interest	**122·1**	**0·8**	**8·1**
Consumer durables	**111·6**	**0·5**	**3·8**
Food	**120·1**	**1·1**	**8·9**
Bread	119·8		6
Cereals	123·6		7
Biscuits and cakes	119·9		8
Beef	125·6		4
Lamb	119·4		3
of which, home-killed lamb	122·7		2
Pork	125·4		14
Bacon	127·0		19
Poultry	114·8		13
Other meat	116·4		12
Fish	116·3		10
of which, fresh fish	126·1		18
Butter	119·4		3
Oil and fats	116·0		9
Cheese	120·0		8
Eggs	117·7		12
Milk fresh	121·4		8
Milk products	124·3		7
Tea	130·1		19
Coffee and other hot drinks	90·7		–6
Soft drinks	136·6		11
Sugar and preserves	123·6		6
Sweets and chocolates	108·3		4
Potatoes	126·5		15
of which, unprocessed potatoes	135·9		19
Vegetables	122·3		11
of which, other fresh vegetables	121·5		13
Fruit	121·6		11
of which, fresh fruit	124·2		11
Other foods	119·0		8
Catering	**125·0**	**0·9**	**8·1**
Restaurant meals	125·9		8
Canteen meals	124·7		9
Take-aways and snacks	123·7		8
Alcoholic drink	**123·8**	**1·9**	**10·6**
Beer	125·9		11
on sales	126·7		11
off sales	120·0		8
Wines and spirits	120·8		10
on sales	124·5		11
off sales	118·2		9

	Index Jan 1987 =100	Percentage change over (months)	
		1	12
Tobacco	**114·8**	**2·1**	**8·5**
Cigarettes	115·1		8
Tobacco	112·9		9
Housing	**166·7**	**0·8**	**23·8**
Rent	136·9		12
Mortgage interest payments	211·5		33
Rates and community charges	171·7		34
Water and other payments	148·4		13
Repairs and maintenance charges	122·7		8
Do-it yourself materials	120·9		8
Dwelling insurance and ground rent	173·5		6
Fuel and Light	**114·3**	**2·3**	**7·4**
Coal and solid fuels	100·2		2
Electricity	121·1		8
Gas	111·5		8
Oil and other fuels	104·3		11
Household goods	**115·1**	**0·5**	**4·7**
Furniture	116·3		5
Furnishings	116·6		4
Electrical appliances	106·2		1
Other household equipment	119·0		7
Household consumables	123·3		6
Pet care	108·8		5
Household services	**117·9**	**0·7**	**5·5**
Postage	112·6		6
Telephones, telemessages, etc	106·1		5
Domestic services	127·0		9
Fees and subcriptions	125·7		4
Clothing and footwear	**115·6**	**0·5**	**4·6**
Men's outerwear	116·7		6
Women's outerwear	111·4		3
Children's outerwear	117·6		2
Other clothing	118·8		6
Footwear	116·5		6
Personal goods and services	**121·7**	**0·5**	**7·0**
Personal articles	107·2		3
Chemists goods	124·7		9
Personal services	132·8		9
Motoring expenditure	**119·4**	**0·5**	**3·6**
Purchase of motor vehicles	116·8		1
Maintenance of motor vehicles	126·8		10
Petrol and oil	116·3		5
Vehicles tax and insurance	126·3		3
Fares and other travel costs	**122·4**	**0·5**	**6·8**
Rail fares	128·2		9
Bus and coach fares	125·8		5
Other travel costs	115·3		6
Leisure goods	**112·2**	**0·6**	**4·7**
Audio-visual equipment	89·9		–1
Records and tapes	100·0		2
Toys, photographic and sport goods	113·8		5
Books and newspapers	130·3		8
Gardening products	123·2		7
Leisure services	**123·4**	**0·5**	**8·0**
Television licences and rentals	110·1		6
Entertainment and other recreation	132·5		9

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 May 15 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 May 15, 1990

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
Beef: home-killed			
Best beef mince	321	159	128–199
Topside	304	274	249–308
Brisket (without bone)	248	192	166–219
Rump steak *	310	376	299–400
Stewing steak	271	181	158–228
Lamb: home-killed			
Loin (with bone)	293	274	205–349
Shoulder (with bone)	283	132	100–169
Leg (with bone)	278	222	179–259
Lamb: imported (frozen)			
Loin (with bone)	165	192	158–244
Shoulder (with bone)	164	92	69–140
Leg (with bone)	166	177	149–199
Pork: home-killed			
Leg (foot off)	260	142	108–190
Belly *	283	108	88–123
Loin (with bone)	305	176	157–199
Shoulder (with bone)	222	152	120–176
Bacon			
Streaky *	268	134	110–160
Gammon *	258	211	165–260
Back, vacuum packed	201	216	168–259
Back, not vacuum packed	240	205	170–258
Ham (not shoulder), per 4oz	282	74	55– 93
Sausages			
Pork	308	101	85–124
Beef	238	97	76–116
Pork luncheon meat, 12oz can	177	53	48– 61
Corned beef, 12oz can	194	91	78– 99
Chicken: roasting, oven ready			
Frozen, oven ready	222	78	65– 99
Fresh or chilled 3lb,	248	98	80–149
Fresh and smoked fish			
Cod fillets	233	249	200–280
Haddock fillets	224	277	220–319
Mackerel, whole	168	96	68–135
Kippers, with bone	245	103	89–135
Canned (red) salmon, half size can	187	177	159–199
Bread			
White loaf, sliced, 800g	322	50	44– 64
White loaf, unwrapped, 800g	262	64	59– 70
White loaf, unsliced, 400g	286	42	38– 46
Brown loaf, sliced, small	290	43	41– 46
Brown loaf, unsliced, 800g	247	66	59– 72
Flour			
Self raising, per 1·5kg	206	53	44– 59

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
Butter			
Home produced, per 250g	297	61	55– 69
New Zealand, per 250g	264	58	55– 65
Danish, per 250g	275	71	68– 75
Margarine			
Soft 500g tub	274	38	27– 74
Low fat spread	503	49	39– 59
Lard, per 250g	259	17	16– 25
Cheese			
Cheddar type	305	150	126–198
Eggs			
Size 2 (65–70g), per dozen	260	124	102–140
Size 4 (55–60g), per dozen	220	106	88–130
Milk			
Pasteurised, per pint	327	30	26– 30
Skimmed, per pint	295	29	25– 30
Tea			
loose, per 125g	292	52	39– 64
Tea bags, per 250g	299	123	86–140
Coffee			
Pure, instant, per 100g	614	131	90–169
Ground (filter fine), per 8oz	270	142	109–209
Sugar			
Granulated, per kg	306	59	59– 62
Fresh vegetables			
Potatoes, old loose			
White	225	19	12– 25
Red	94	19	12– 28
Potatoes, new loose	233	30	25– 37
Tomatoes	318	69	59– 85
Cabbage, greens	292	35	20– 49
Cabbage, hearted	234	26	16– 36
Cauliflower, each	334	60	39– 79
Brussels sprouts	0	0	0
Carrots	331	40	23– 52
Onions	325	34	20– 49
Mushrooms, per 4oz	336	32	25– 36
Cucumber, each	330	60	49– 78
Lettuce - iceberg	305	85	62– 99
Fresh fruit			
Apples, cooking	312	44	34– 52
Apples, dessert	320	46	39– 53
Pears, dessert	305	58	45– 69
Oranges, each	301	20	12– 25
Bananas	324	53	44– 58
Grapes	306	115	84–129
Items other than food			
Draught bitter, per pint	609	108	94–120
Draught lager, per pint	631	121	106–132
Whisky per nip	637	84	75– 95
Gin, per nip	637	84	75– 95
Cigarettes 20 king size filter	3,771	165	134–175
Coal, per 50kg	357	547	440–672
Smokeless fuel per 50kg	423	733	600–860
4–star petrol, per litre	612	44	43– 45
Unleaded petrol ord. per litre	571	41	40– 42

† 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

RETAIL PRICES
General index of retail prices 6·4

UNITED KINGDOM January 15, 1974 = 100	ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food: All	Food: Seasonal † food	Food: Non-seasonal 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
Weights 1974	1,000	747	951·2–925·5	80	253	47·5–48·8	204·2–205·5	51	70	43	124	52	64	91	63	135	54
1975	1,000	768	961·9–966·3	77	232	33·7–38·1	193·9–198·3	48	82	46	108	53	70	89	71	149	52
1976	1,000	772	958·0–960·8	90	228	39·2–42·0	186·0–188·8	47	81	46	112	56	75	84	74	140	57
1977	1,000	753	953·3–955·8	91	247	44·2–46·7	200·3–202·8	45	83	46	112	58	63	82	71	139	54
1978	1,000	767	966·5–969·6	96	233	30·4–33·5	199·5–202·6	51	85	48	113	60	64	80	70	140	56
1979	1,000	768	964·0–966·6	93	232	33·4–36·0	196·0–198·6	51	77	44	120	59	64	82	69	143	59
1980	1,000	786	966·8–969·6	93	214	30·4–33·2	180·9–183·6	41	82	40	124	59	69	84	74	151	62
1981	1,000	793	969·2–971·9	104	207	28·1–30·8	176·2–178·9	42	79	36	135	62	65	81	75	152	66
1982	1,000	794	965·7–967·6	99	206	32·4–34·3	171·7–173·6	38	77	41	144	62	64	77	72	154	65
1983	1,000	797	971·5–974·1	109	203	25·9–28·5	174·5–177·1	39	78	39	137	69	64	74	75	159	63
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	36	149	65	69	70	76	158	65
1985	1,000	810	970·3–973·2	86	190	26·8–29·7	160·3–163·2	45	75	37	153	65	65	75	77	156	62
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	40	153	62	63	75	81	157	58
1974 Annual averages	108·5	109·3	108·4	108·4	106·1	103·0	106·9	108·2	109·7	115·9	105·8	110·7	107·9	109·4	111·2	111·0	106·8
1975	134·8	135·3	135·1	147·5	133·3	129·8	134·3	132·4	135·2	147·7	125·5	147·4	131·2	125·7	138·6	143·9	135·5
1976	157·1	156·4	156·5	185·4	159·9	177·7	156·8	157·3	159·3	171·3	143·2	182·4	144·2	139·4	161·3	166·0	159·5
1977	182·0	179·7	181·5	208·1	190·3	197·0	189·1	185·7	183·4	209·7	161·8	211·3	166·8	157·4	188·3	190·3	173·3
1978	197·1	195·2	197·8	227·3	203·8	180·1	208·4	207·8	196·0	226·2	173·4	227·5	182·1	171·0	206·7	207·2	192·0
1979	223·5	222·2	224·1	246·7	228·3	211·1	231·7	239·9	217·1	247·6	208·9	250·5	201·9	187·2	236·4	243·1	213·9
1980	263·7	265·9	265·3	307·9	255·9	224·5	262·0	290·0	261·8	290·1	269·5	313·2	226·3	205·4	276·9	288·7	262·7
1981	295·0	299·8	296·9	368·0	277·5	244·7	283·9	318·0	306·1	358·2	318·2	380·0	237·2	208·3	300·7	322·6	300·8
1982	320·4	326·2	322·0	417·6	299·3	276·9	303·5	341·7	341·4	413·3	358·3	433·3	243·8	210·5	325·8	343·5	331·6
1983	335·1	342·4	337·1	440·9	308·8	282·8	313·8	364·0	366·5	440·9	367·1	465·4	250·4	214·8	345·6	366·3	342·9
1984	351·8	358·9	353·1	454·9	326·1	319·0	327·8	390·8	387·7	489·0	400·7	478·8	256·7	214·6	364·7	374·7	357·3
1985	373·2	383·2	375·4	478·9	336·3	314·1	340·9	413·3	412·1	532·5	452·3	499·3	263·9	222·9	392·2	392·5	381·3
1986	385·9	396·4	387·9	496·6	347·3	336·0	350·0	439·5	430·6	584·9	478·1	506·0	266·7	229·2	409·2	390·1	400·5
1975 Jan 14	119·9	120·4	120·5	119·9	118·3	106·6	121·1	118·7	118·2	124·0	110·3	124·9	118·3	118·6	125·2	130·3	115·8
1976 Jan 13	147·9	147·9	147·6	172·8	148·3	158·6	146·6	146·2	149·0	162·6	134·8	168·7	140·8	131·5	152·3	157·0	154·0
1977 Jan 18	172·4	169·3	170·9	198·7	183·1	214·8	177·1	172·3	173·7	193·2	154·1	198·8	157·0	148·5	176·2	178·9	166·8
1978 Jan 17	189·5	187·6	190·2	220·1	196·1	173·9	200·4	199·5	188·9	222·8	164·3	219·9	175·2	163·6	198·6	198·7	186·6
1979 Jan 16	207·2	204·3	207·3	234·5	217·5	207·6	219·5	218·7	198·9	231·5	190·3	233·1	187·3	176·1	216·4	218·5	202·0
1980 Jan 15	245·3	245·5	246·2	274·7	244·8	223·6	248·9	267·8	241·4	269·7	237·4	277·1	216·1	197·1	258·8	268·4	246·9
1981 Jan 13	277·3	280·3	279·3	348·9	266·7	225·8	274·7	307·5	277·7	296·6	285·0	355·7	231·0	207·5	293·4	299·5	289·2
1982 Jan 12	310·6	314·6	311·5	387·0	296·1	287·6	297·5	329·7	321·8	392·1	350·0	401·9	239·5	207·1	312·5	330·5	325·6
1983 Jan 11	325·9	332·6	328·5	441·4	301·8	256·8	310·3	353·7	353·7	426·2	348·1	467·0	245·8	210·9	337·4	353·9	337·6
1984 Jan 10	342·6	348·9	343·5	445·8	319·8	321·3	319·8	378·5	376·1	450·8	382·6	469·3	252·3	210·4	353·3	370·8	350·6
1985 Jan 15	359·8	367·8	361·8	465·9	330·6	306·9	335·6	401·8	397·9	508·1	416·4	487·5	257·7	217·4	378·4	379·6	369·7
1986 Jan 14	379·7	390·2	381·9	489·7	341·1	322·8	344·9	426·7	423·8	545·7	463·7	507·0	265·2	225·2	402·9	393·1	393·1
1987 Jan 13	394·5	405·6	396·4	502·1	354·0	347·3	355·9	454·8	440·7	602·9	502·4	506·1	265·6	230·8	413·0	399·7	408·8

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food †	All items except housing	All items except mortgage interest	Nationalised industries **	Consumer durables	Food: All	Food: Seasonal †	Food: Non-seasonal 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 *	Leisure goods *	Leisure services *
Weights 1987	1,000	833	974	843	956	57	139	167	26	141	46	76	38	157	61	73	44	74	38	127	22	47	30
1988	1,000	837	975	840	958	54	141	163	25	138	50	78	36	160	55	74	41	72	37	132	23	50	29
1989	1,000	846	977	825	940	46	135	154	23	131	49	83	36	175	54	71	41	73	37	128	23	47	29
1990	1,000	842	976	815	925	—	132	158	24	134	47	77	34	185	50	71	40	69	39	131	21	48	30
1987 Annual averages	101·9	102·0	101·9	101·6	101·9	100·9	101·2	101·1	101·6	101·0	102·8	101·7	100·1	103·3	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6
1988	106·9	107·3	107·0	105·8	106·6	106·7	103·7	104·6	102·4	105·0	109·6	106·9	103·4	112·5	101·6	105·9	106·8	104·4	106·8	108·1	107·5	104·2	108·1
1989	115·2	116·1	115·5	111·5	112·9	—	107·2	110·5	105·0	111·6	116·5	112·9	106·4	135·3	107·3	110·1	112·5	109·9	114·1	114·0	115·2	107·4	115·1
1987 Jan 13	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1988 Jan 12	103·3	103·4	103·3	103·2	103·7	102·8	101·2	102·9	103·7	102·7	106·4	103·7	101·4	103·9	98·3	103·3	105·0	101·1	104·3	105·1	105·1	102·8	103·6
1988 May 17	106·2	106·4	106·1	105·5	106·5	106·0	104·1	104·7	106·9	104·3	108·9	106·6	103·7	109·4	100·7	105·5	106·0	104·8	106·3	107·3	106·7	104·3	108·4
June 14	106·6	106·9	106·6	105·9	106·9	107·3	104·2	104·8	105·3	104·7	109·5	106·8	103·6	109·8	102·4	105·6	106·2	105·3	106·6	108·2	106·9	104·2	108·4
July 19	106·7	107·2	106·9	106·0	107·0	108·2	103·1	104·0	97·9	105·0	109·7	107·1	103·4	110·2	103·6	105·9	107·1	103·3	107·1	109·2	107·9	104·4	108·3
Aug 16	107·9	108·5	108·1	106·4	107·3	108·3	103·4	104·4	97·5	105·7	110·4	107·7	103·6	115·8	103·4	106·5	107·4	103·3	107·5	109·5	108·6	104·7	108·5
Sept 13	108·4	109·1	108·7	106·9	107·8	109·0	104·3	104·8	97·2	106·1	111·1	108·4	103·7	116·5	103·6	107·2	107·8	104·8	107·8	109·7	108·8	104·5	110·6
Oct 18	109·5	110·4	109·8	107·4	108·3	109·2	105·3	104·9	97·1	106·4	111·7	109·1	104·2	120·7	103·7	107·6	108·2	106·9	108·1	110·2	109·2	105·0	110·5
Nov 15	110·0	110·9	110·3	107·8	108·7	109·3	105·7	105·7	98·8	107·0	112·1	109·1	105·1	122·1	103·9	107·9	108·7	107·6	108·8	110·1	109·5	104·9	111·6
Dec 13	110·3	111·0	110·5	108·0	108·9	109·3	105·9	106·5	101·5	107·4	112·4	108·9	105·2	122·5	104·1	107·9	108·8	107·9	109·1	109·8	109·6	105·0	111·7
1989 Jan 17	111·0	111·7	111·2	108·5	109·4	110·9	104·5	107·4	103·2	108·2	113·1	109·9	105·6	124·6	104·2	107·5	110·3	105·9	110·4	110·6	112·9	105·1	112·1
Feb 14	111·8	112·5	111·9	109·0	109·9	110·9	105·3	107·7	103·4	108·5	113·5	110·5	105·7	127·0	104·2	108·3	110·8	107·2	110·9	111·0	113·2	105·5	122·2
Mar 14	112·3	113·0	112·4	109·4	110·4	110·9	105·8	108·3	104·8	108·9	114·1	110·9	105·8	127·7	104·3	108·9	110·9	107·7	111·1	111·8	113·3	105·7	112·3
Apr 18	114·3	115·2	114·4	110·6	112·2	114·2	107·0	109·6	108·0	109·9	115·0	111·5	105·8	134·0	105·4	109·5	111·7	109·8	113·1	114·2	113·4	106·0	113·5
May 16	115·0	115·9	115·1	111·3	112·9	114·7	107·5	110·3	109·9	110·4	115·6	111·9	105·8	134·7	106·4	109·9	111·8	110·5	113·7	115·2	114·6	107·2	114·3
June 13	115·4	116·3	115·6	111·6	113·2	115·9	107·6	110·7	109·3	111·0	116·2	112·2	105·9	135·5	107·6	110·1	111·8	110·6	114·0	115·5	115·6	107·4	114·5
July 18	115·5	116·6	115·9	111·6	113·2	116·5	106·5	110·1	100·6	111·9	116·8	112·9	105·8	136·6	108·4	110·0	112·2	108·6	114·9	115·4	115·9	107·6	115·2
Aug 15	115·8	116·9	116·2	111·8	113·4	116·8	106·7	110·6	100·8	112·3	117·4	114·0	105·8	137·4	108·7	110·5	112·2	108·7	115·3	114·6	116·1	107·6	115·6
Sept 12	116·6	117·6	117·0	112·5	114·1	116·9	107·9	111·3	100·7	113·2	118·0	114·7	106·4	138·2	109·0	110·9	113·2	111·0	115·6	115·1	116·3	107·8	117·2
Oct 17	117·5	118·5	117·9	113·3	114·9	117·2	108·8	112·4	101·5	114·4	118·9	115·5	107·7	139·6	109·4	115·5	114·2	112·3	116·3	115·4	116·6	108·7	117·4
Nov 14	118·5	119·5	118·9	113·8	115·3	117·4	109·3	113·5	106·2	114·8	119·5	115·4	108·1	143·9	109·7	111·8	115·1	113·0	116·7	115·0	117·0	109·9	118·4
Dec 12	118·8	119·7	119·0	114·0	115·5	—	109·5	114·5	111·1	115·1	120·1	115·5	108·2	144·8	110·0	112·2	115·2	113·2	117·3	114·0	117·1	110·0	118·4
1990 Jan 16	119·5	120·2	119·6	114·6	116·1	—	108·0	116·0	116·3	116·0	121·2	116·3	108·3	145·8	110·6	112·0	116·3	110·8	118·6	115·0	117·5	110·1	119·6
Feb 13	120·2	120·9	120·3	115·3	116·7	—	109·1	117·0	118·7	116·7	121·8	117·1	108·4	146·7	109·9	112·8	116·7	112·4	119·4	115·4	121·4	110·5	119·9
Mar 13	121·4	122·1	121·4	115·9	117·3	—	109·9	117·7	119·6	117·3	122·4	117·8	108·4	151·0	110·1	113·9	116·8	113·3	120·2	116·0	121·5	111·0	120·0
Apr 10	125·1	126·3	125·1	117·6	121·1	—	111·0	118·8	123·4	118·0	123·9	121·5	112·4	165·4	111·7	114·5	117·1	115·0	121·1	118·8	121·8	111·5	122·8
May 15	126·2	127·4	126·3	118·8	122·1	—	111·6	120·1	123·6	119·4	125·0	123·8	114·8	166·7	114·3	115·1	117·9	115·6	121·7	119·4	122·4	112·2	123·4

† For the February, March and April 1988 indices the weights for seasonal and non–seasonal food were 24 and 139 respectively. Thereafter the weight for home–killed lamb (a seasonal item) was increased by 1 and that for imported lamb (a non–seasonal item) correspondingly reduced by 1, in the light of new information about their relative shares of household expenditure.

** The Nationalised Industry index is no longer published from December 1989, see also General Notes under *table 6·7*.

* These sub-groups have no direct counterparts in the index series produced for the period up to the end of 1986 but indices for categories which are approximately equivalent were published in the July 1987 issue of *Employment Gazette* (pp 332-3) for the period 1974-86 (using the January 1987 reference date). These historical indices may be helpjul 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	All items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscel-laneous goods	Transport and vehicles	Services
1974 Jan 15	12·0	20·1	20·7	1·7	0·4	10·5	5·8	9·8	13·5	7·3	9·8	12·2
1975 Jan 14	19·9	18·3	18·7	18·2	24·0	10·3	24·9	18·3	18·6	25·2	30·3	15·8
1976 Jan 13	23·4	25·4	23·2	26·1	31·1	22·2	35·1	19·0	10·9	21·6	20·5	33·0
1977 Jan 18	16·6	23·5	17·9	16·6	18·8	14·3	17·8	11·5	12·9	15·7	13·9	8·3
1978 Jan 17	9·9	7·1	15·8	8·8	15·3	6·6	10·6	11·6	10·2	12·7	11·1	11·8
1979 Jan 16	9·3	10·9	9·6	5·3	3·9	15·8	6·0	6·9	7·6	9·0	10·0	8·3
1980 Jan 15	18·4	12·6	22·5	21·4	16·5	24·8	18·9	15·4	11·9	19·6	22·8	22·2
1981 Jan 13	13·0	8·9	14·8	15·0	10·0	20·1	28·4	6·9	5·3	13·4	11·6	17·1
1982 Jan 12	12·0	11·0	7·2	15·9	32·2	22·8	13·0	3·7	–0·2	6·5	10·4	12·6
1983 Jan 11	4·9	1·9	7·3	9·9	8·7	–0·5	16·2	2·6	1·8	8·0	7·1	3·7
1984 Jan 10	5·1	6·0	7·0	6·3	5·8	9·9	0·5	2·6	–0·3	4·7	4·8	3·9
1985 Jan 15	5·0	3·4	6·2	5·8	12·7	8·8	3·9	2·1	3·3	7·1	2·4	5·4
1986 Jan 14	5·5	3·2	6·2	6·5	7·4	11·4	4·0	2·9	3·6	6·5	3·6	6·3
1987 Jan 13	3·9	3·8	6·6	4·0	10·5	8·3	–0·2	0·2	2·5	2·5	1·7	4·0

		All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi-ture	Fares and other travel costs	Leisure goods	Leisure services
1988	Jan 12	3·3	2·9	6·4	3·7	1·4	3·9	–1·7	3·3	5·0	1·1	4·3	5·1	5·1	2·8	3·6
1988	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
	July 18	8·2	5·9	6·5	5·4	2·3	24·0	4·6	3·9	4·8	5·1	7·3	5·7	7·4	3·1	6·4
	Aug 15	7·3	5·9	6·3	5·8	2·1	18·7	5·1	3·8	4·5	5·2	7·3	4·7	6·9	2·8	6·5
	Sept 12	7·6	6·2	6·2	5·8	2·6	18·6	5·2	3·5	5·0	5·9	7·2	4·9	6·9	3·2	6·0
	Oct 17	7·3	7·1	6·4	5·9	3·4	15·7	5·5	3·6	5·5	5·1	7·6	4·7	6·8	3·5	6·2
	Nov 14	7·7	7·4	6·6	5·8	2·9	17·9	5·6	3·6	5·9	5·0	7·3	4·5	6·8	4·8	6·1
	Dec 12	7·7	7·5	6·9	6·1	2·9	18·2	5·7	4·0	5·9	4·9	7·5	3·8	6·8	4·8	6·0
1990	Jan 16	7·7	8·0	7·2	5·8	2·6	17·0	6·1	4·2	5·4	4·6	7·4	4·0	4·1	4·8	6·7
	Feb 13	7·5	8·6	7·3	6·0	2·6	15·5	5·5	4·2	5·3	4·9	7·7	4·0	7·2	4·7	6·9
	Mar 13	8·1	8·7	7·3	6·2	2·5	18·2	5·6	4·6	5·3	5·2	8·2	3·8	7·2	5·0	6·9
	Apr 10	9·4	8·4	7·7	9·0	6·2	23·4	6·0	4·6	4·8	4·7	7·1	4·0	7·4	5·2	8·2
	May 15	9·7	8·9	8·1	10·6	8·5	23·8	7·4	4·7	5·5	4·6	7·0	3·6	6·8	4·7	8·0

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	110·0	111·0	113·2	108·2	110·4	111·3	113·4	109·0	111·2	112·0	113·7
1990	115·2				115·3				115·4			

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	Miscel-laneous goods	Transport and vehicles	Services
											JAN 15, 1974 = 100
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	311·5
1984	352·9	320·2	384·3	386·6	489·8	479·2	263·0	215·5	417·3	438·3	321·3
1985	370·1	330·7	406·8	410·2	533·3	502·4	274·3	223·4	451·6	458·6	343·1
1986	382·0	340·1	432·7	428·4	587·2	510·4	281·3	231·0	468·4	472·1	357·0
1987 January	386·5	344·6	448·5	438·4	605·5	510·5	..	231·7	..	..	..
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1983	333·3	296·7	358·2	377·3	440·6	461·2	257·4	223·8	383·9	393·1	320·6
1984	350·4	315·6	384·3	399·9	488·5	479·2	264·3	223·9	405·8	407·0	331·1
1985	367·6	325·1	406·7	425·5	531·6	503·1	275·8	232·4	438·1	429·9	353·8
1986	379·2	334·6	432·9	445·3	584·4	511·3	281·2	239·5	456·0	428·5	368·4
1987 January	384·2	338·8	448·8	456·0	602·3	512·2	..	240·5	..	..	..
GENERAL INDEX OF RETAIL PRICES											
1983	329·8	308·8	364·0	366·5	440·9	465·4	250·4	214·8	345·6	366·3	342·9
1984	343·9	326·1	390·8	387·7	489·0	478·8	256·7	214·6	364·7	374·7	357·3
1985	360·7	336·3	413·3	412·1	532·5	499·3	263·9	222·9	392·2	392·5	381·3
1986	371·5	347·3	439·5	430·6	584·9	506·0	266·7	229·2	409·2	390·1	400·5
1987 January	377·8	354·0	454·8	440·7	602·9	506·1	..	230·8	..	..	..

UNITED KINGDOM	All items (excluding housing)	Food	Catering	Alcoholic drink	Tobacco	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi-ture	Fares and other travel costs	Leisure goods	Leisure services
													JAN 13, 1987 = 100	
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
1987	101·1	101·1	102·8	101·8	100·2	99·1	102·1	101·1	101·1	102·3	102·9	102·8	103·5	100·4
1988	104·8	104·6	109·7	106·4	103·5	101·3	106·2	104·5	104·5	109·1	107·9	108·7	109·3	103·3
1989	110·6	110·8	116·7	111·9	106·5	106·8	110·9	109·1	109·3	119·3	115·1	114·9	116·2	106·1
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101·2	101·1	102·8	101·8	100·1	99·1	102·2	100·9	101·2	102·3	103·0	102·8	103·4	100·5
1988	105·0	104·7	109·6	106·7	103·4	101·4	106·1	103·8	104·5	108·8	107·4	108·7	109·4	103·7
1989	110·9	111·0	116·5	112·4	106·4	106·8	110·5	107·9	109·4	118·3	114·2	115·2	116·3	106·7
GENERAL INDEX OF RETAIL PRICES														
1987	101·6	101·1	102·8	101·7	100·1	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6
1988	105·8	104·6	109·6	106·9	103·4	101·6	105·9	106·8	104·4	106·8	108·1	107·5	104·2	108·1
1989	111·5	110·5	116·5	112·9	106·4	107·3	110·1	112·5	109·9	114·1	114·0	115·2	107·4	115·1

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

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 issue 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 January1987 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 issue 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 the new index structure is shown in the September 1986 issue 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. From December 1989 the Nationalised Industries index is no longer published. Industries remaining nationalised in December 1989 were coal, electricity, postage and rail.

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

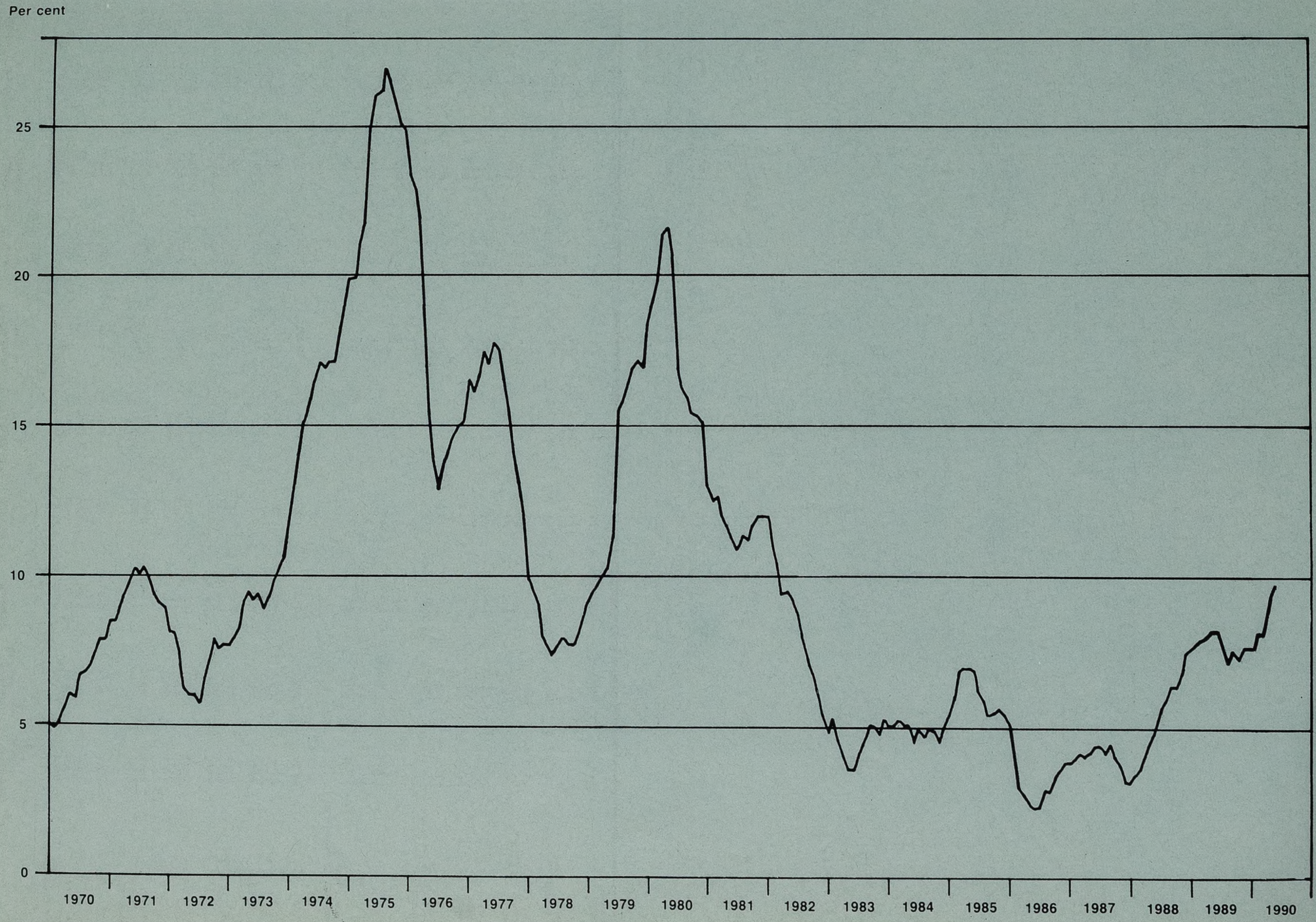
6·8 RETAIL PRICES
Selected countries

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (FR)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
Annual averages											
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·4	103·5	101·3	103·6	99·9	123·0	108·8	102·7	103·8	105·8	100·3
1987	107·7	106·9	102·9	107·8	100·1	143·2	114·5	105·9	107·1	110·9	100·2
1988	113·0	110·7	104·1	112·7	101·4	162·5	120·0	108·7	109·4	116·5	101·7
1989	121·8	116·4	107·3	118·1	104·2	184·9	128·2	112·5	113·9	123·8	105·1
Monthly											
1989 May	121·6	116·0	106·9	118·2	104·3	181·0	126·3	112·3	113·1	123·2	104·7
June	122·0	116·3	107·1	117·9	104·4	183·9	127·0	112·5	..	123·7	105·0
July	122·1	116·6	107·5	117·9	104·3	183·6	129·0	112·8	..	123·9	105·3
Aug	122·4	116·8	107·8	118·6	104·2	184·1	129·3	113·0	114·8	124·2	105·5
Sept	123·3	117·4	108·4	119·0	104·3	190·7	130·7	113·2	..	124·8	105·8
Oct	124·2	118·1	108·5	119·7	104·7	194·6	131·2	113·7	..	125·8	106·4
Nov	125·3	118·5	108·4	120·2	104·9	196·3	131·5	114·0	115·6	126·5	106·6
Dec	125·6	118·9	108·8	120·2	105·2	199·9	132·0	114·1	..	127·0	106·7
1990 Jan	126·3	119·6	109·2	119·5	105·8	201·3	133·2	114·4	..	128·2	107·5
Feb	127·1	120·2	109·4	119·7	106·2	201·4	134·0	114·6	116·7	129·2R	107·6
Mar	128·3	120·8P	109·7	120·2	106·3	209·0	134·5	115·0	..	129·7P	107·6
Apr	132·3	121·9P	110·2	121·2P	106·5	212·6	134·9	115·5P	..	130·2P	108·1R
May	133·4	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											Per cent
Annual averages											
1985	6·1	6·1	4·9	4·7	2·2	19·3	7·8	5·9	5·4	9·2	4·1
1986	3·4	3·6	1·3	3·6	–0·3	23·0	8·8	2·7	3·8	5·8	0·3
1987	4·2	3·3	1·6	4·1	0·3	16·4	5·2	3·1	3·2	4·8	–0·1
1988	4·9	3·6	1·2	4·5	1·2	13·5	4·8	2·6	2·1	5·0	1·5
1989	7·8	5·1	3·1	4·8	2·8	13·8	6·8	3·5	4·1	6·3	3·3
Monthly											
1989 May	8·3	5·4	3·0	4·8	3·0	13·1	7·0	3·7	3·8	6·5	3·5
June	8·3	5·3	3·0	4·5	2·9	13·4	7·1	3·6	..	6·5	3·6
July	8·2	5·3	3·0	5·0	2·8	13·5	7·5	3·5	..	6·5	3·4
Aug	7·3	5·1	3·2	4·9	2·8	13·6	6·7	3·4	4·5	6·3	3·4
Sept	7·6	5·1	3·5	4·7	2·8	14·3	6·8	3·4	..	6·3	3·6
Oct	7·3	5·2	3·6	5·1	3·2	13·8	7·1	3·6	..	6·3	3·9
Nov	7·7	5·3	3·6	4·8	3·0	14·0	7·4	3·7	4·6	6·1	3·8
Dec	7·7	5·3	3·6	4·8	3·0	14·8	6·9	3·6	..	6·3	3·9
1990 Jan	7·7	5·3	3·6	3·7	2·7	15·9	6·8	3·4	..	6·6	4·0
Feb	7·5	5·2	3·4	3·2	2·7	16·5	7·3	3·4	4·2	6·5R	3·8
Mar	8·1	5·3P	3·4	3·0	2·7	17·8	7·0	3·4	..	6·3P	3·5
Apr	9·4	5·4P	3·2	2·4P	2·3	17·9	7·0	3·2P	..	6·2P	3·6R
May	9·7	..	..	..	..	..	..	..	..	..	..

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

Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada	
										Annual averages
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	1985
100·2	111·7	101·9	100·6	100·8	101·7	107·2	104·2	103·6	104·1	1986
99·8	122·2	105·7	100·7	102·2	103·1	116·5	108·6	107·1	108·7	1987
100·6	133·9	110·0	101·4	104·2	105·1	124·3	114·9	112·6	113·1	1988
101·7	150·8	115·3	103·7	107·4	107·8	130·0	122·3	120·0	118·7	1989
										Monthly
101·6	148·5	115·1	104·3	106·9	107·3	129·8	121·8	119·5	118·3	1989 May
101·5	149·5	115·4	104·2	107·1	107·6	130·6	122·2	120·6	118·9	June
101·7	151·0	115·7	104·0	106·9	108·9	130·7	122·2	120·5	119·7	July
102·0	153·6	115·9	103·9	107·3	109·3	130·3	122·7	120·6	119·8	Aug
102·5	153·9	116·2	104·8	107·8	108·5	131·4	123·7	121·9	120·0	Sep
102·6	154·7	116·8	105·6	108·1	108·5	131·6	124·7	122·4	120·4	Oct
102·6	156·3	117·1	104·5	109·4	108·1	131·6	125·0	122·3	120·8	Nov
102·6	158·0	117·3	104·6	110·2	108·5	131·5	125·4	123·0	120·7	Dec
102·4	160·7	118·5	104·8	110·8	109·2	132·5	129·4	124·8	121·8	1990 Jan
102·8	164·4	119·0	105·1	111·2	110·0	133·0	130·0	125·3	122·5	Feb
103·2	165·5R	119·7R	105·5R	111·6	110·1	134·5	133·6	125·7	122·9	Mar
103·7	167·4	119·9	106·2P	111·8	110·4	134·1	133·5	126·4	123·0	Apr
..	..	..	..	..	..	..	..	..	..	May
										Increases on a year earlier
Per cent										**Annual averages**
2·3	19·6	3·5	2·0	3·4	3·3	5·5	7·4	6·3	4·2	1985
0·2	11·8	1·9	0·6	0·8	1·7	7·2	4·2	3·6	4·2	1986
–0·4	9·3	3·7	0·1	1·4	1·4	8·7	4·2	3·7	4·4	1987
0·8	9·6	4·1	0·7	2·0	1·9	6·7	5·8	4·9	4·0	1988
1·1	12·6	4·8	2·3	3·1	2·6	4·6	6·4	6·6	5·0	1989
										Monthly
1·0	13·0	5·4	2·9	3·0	2·8	4·7	6·5	6·4	5·0	1989 May
1·0	13·2	5·2	3·0	3·0	2·5	4·7	6·6	6·8	5·4	June
1·1	13·3	5·0	3·0	3·0	2·6	4·8	6·1	6·7	5·4	July
1·1	13·7	4·7	2·6	3·0	2·7	4·6	6·3	6·6	5·2	Aug
1·3	12·7	4·3	2·6	3·4	2·5	4·2	6·4	6·7	5·2	Sept
1·3	12·3	4·5	2·9	3·7	2·8	4·2	6·4	7·1	5·1	Oct
1·2	11·7	4·7	2·3	4·5	2·5	4·3	6·5	6·8	5·2	Nov
1·3	11·6	4·6	2·6	5·0	2·9	4·2	6·6	6·6	5·1	Dec
2·0	12·1	5·2	3·0	5·0	2·9	4·2	8·7	7·6	5·5	1990 Jan
2·1	13·1	5·3	3·6	4·9	3·1	4·3	8·6	7·5	5·4	Feb
2·1	12·8	5·2	3·5R	5·0	3·1	4·5	11·2	6·6	5·3	Mar
2·1	12·9	5·7	2·4P	4·7	3·1	3·6	10·0	6·1	5·0	Apr
..	..	..	..	..	..	..	..	..	..	May

C3 RETAIL PRICES INDEX
Increases over previous year



TOURISM 8·1
Employment in tourism-related industries in Great Britain

THOUSAND

		Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services	All tourism -related industries
SIC group		661	662	663	665, 667	977, 979	
Self-employed *	1981	48·0	51·7	1·6	36·4	18·4	156·1
Employees in employment							
1985	Mar	207·5	254·8	136·2	221·6	316·6	1,136·7
	June	222·8	266·4	139·7	268·5	373·0	1,270·4
	Sept	226·1	259·3	139·3	270·1	364·3	1,259·2
	Dec	220·8	258·5	141·2	231·4	325·8	1,177·8
1986	Mar	215·3	249·9	137·1	226·5	322·0	1,150·8
	June	229·2	259·8	138·2	270·5	370·9	1,268·6
	Sept	227·7	264·3	138·5	268·4	362·0	1,260·9
	Dec	225·2	263·4	139·2	232·3	331·2	1,191·2
1987	Mar	223·8	257·0	138·4	220·9	328·5	1,168·6
	June	240·4	263·1	136·9	265·4	375·1	1,280·9
	Sept	242·2	264·1	139·9	270·1	367·0	1,283·3
	Dec	243·7	266·7	143·6	243·5	350·9	1,248·4
1988	Mar	240·9	258·8	139·9	236·9	357·8	1,234·3
	June	258·6	266·1	141·4	275·2	381·3	1,322·6
	Sept	257·2	273·6	140·6	279·3	384·7	1,335·4
	Dec	258·9	274·4	146·3	241·7	359·2	1,280·5
1989	Mar	255·2	269·9	141·6	247·1	358·7	1,272·6
	June	272·4	279·8	141·8	283·9	393·6	1,371·5
	Sept	273·1	282·9	144·3	288·3	401·2	1,389·8
	Dec	271·2	287·0	145·9	257·3	369·0	1,330·2
Change Dec 1989 on Dec 1988							
Absolute (thousands)		+12·3	+12·6	–0·4	+15·6	+9·8	+49·7
Percentage		+4·8	+4·6	–0·3	+6·5	+2·7	+3·9

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

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

† These are comparable with the estimates for all industries and services shown in *table 1·4*.

TOURISM 8·2
Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)	UK residents abroad (b)	Balance (a) less (b)
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	6,193	8,228	–2,035
1989 PR	6,871	9,310	–2,439
Percentage change 1989/1988	+11	+13	

		Overseas visitors to the UK		UK residents abroad		Balance	
		Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1989 P	Q1	1,190	1,723R	1,591	2,382R	–401	–659
	Q2	1,499	1,610R	2,124	2,167R	–625	–557
	Q3	2,517	1,682R	3,717	2,270R	–1,200	–588
	Q4 R	1,666	1,856	1,877	2,491	–211	–635
1990 P	Q1 (e)	1,305	1,967	1,725	2,584	–420	–617
1989 P	Jan	412	526R	486	759R	–74	–233
	Feb	305	555	527	877R	–222	–322
	Mar	473	642R	579	746R	–106	–104
	Apr	436	531R	598	727R	–162	–196
	May	484	537	638	696R	–154	–159
	June	579	542	888	744R	–309	–202
	July	866	574	1,035	724R	–169	–150
	Aug	901	554	1,369	775R	–468	–221
	Sept	750	554R	1,313	771R	–563	–217
	Oct R	638	574	941	797	–303	–223
	Nov R	471	595	507	808	–36	–213
	Dec R	557	687	429	886	+128	–199
1990 P	Jan (e)	465	611R	595	927R	–130	–316
	Feb (e)	380	687R	495	827R	–115	–140
	Mar (e)	460	669	635	830	–175	–161

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.

8·3 TOURISM
Overseas travel and tourism: visits to the UK by overseas residents

THOUSAND

		All areas		North America	Western Europe	Other areas
		Actual	Seasonally adjusted			
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
1989 PR		17,292		3,448	10,715	3,130
1989 P	Q1	3,363	4,510R	550	2,220	593
	Q2	4,144	4,110R	941	2,540	664
	Q3	5,972	4,148R	1,229	3,546	1,197
	Q4 R	3,813	4,524	728	2,409	676
1990 P	Q1 (e)	3,510	5,001	690	2,170	650
1989 P	Jan	1,140	1,462R	190	717	233
	Feb	877	1,446R	140	567	169
	Mar	1,346	1,610R	220	936	191
	Apr	1,270	1,371R	200	902	168
	May	1,348	1,409R	314	791	243
	June	1,527	1,338R	428	847	253
	July	2,075	1,397R	461	1,245	369
	Aug	2,261	1,357R	420	1,403	439
	Sept	1,636	1,391R	348	899	389
	Oct R	1,461	1,448	313	860	288
	Nov R	1,195	1,538	222	753	219
	Dec R	1,157	1,538	192	796	169
1990 P	Jan (e)	1,270	1,635R	260	750	260
	Feb (e)	1,040	1,688R	180	680	180
	Mar (e)	1,200	1,678	250	740	210

Notes: See table 8·2.

8·4 TOURISM
Visits abroad by UK residents

THOUSAND

		All areas		North America	Western Europe	Other areas
		Actual	Seasonally adjusted			
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
1989 PR		30,834		2,195	25,994	2,645
1989 P	Q1	5,420	8,274R	330	4,327	763
	Q2	7,701	7,428R	531	6,571	599
	Q3	11,637	7,470R	819	10,107	710
	Q4 R	6,077	7,662	515	4,989	572
1990 P	Q1 (e)	5,270	8,364	330	4,170	770
1989 P	Jan	1,728	2,858R	128	1,324	276
	Feb	1,631	2,790R	85	1,314	232
	Mar	2,060	2,626R	117	1,689	254
	Apr	2,138	2,469R	146	1,739	253
	May	2,401	2,473R	167	2,075	159
	June	3,163	2,480R	219	2,757	187
	July	3,358	2,414R	207	2,970	180
	Aug	4,397	2,570	284	3,857	256
	Sept	3,882	2,486R	328	3,280	275
	Oct R	3,020	2,561	263	2,537	219
	Nov R	1,653	2,457	137	1,335	181
	Dec R	1,403	2,644	116	1,116	172
1990 P	Jan (e)	1,810	2,998R	110	1,400	300
	Feb (e)	1,540	2,686R	90	1,260	190
	Mar (e)	1,920	2,680	130	1,510	280

Notes: See table 8·2.

TOURISM 8·5
Overseas travel and tourism: visits to the UK by country of residence

THOUSAND

	1986	1987	1988 R	1988 R				1989			
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total all countries	**15,566**	**15,798**	**17,292**	**2,777**	**4,013**	**5,548**	**3,461**	**3,364**	**4,144**	**5,972**	**3,813**
North America											
USA	2,800	2,620	2,814	420	679	933	589	448	767	983	616
Canada	594	651	633	99	167	269	117	101	174	246	112
Total	**3,394**	**3,272**	**3,448**	**519**	**846**	**1,201**	**706**	**550**	**941**	**1,229**	**728**
European Community											
Belgium/Luxembourg	491	587	616	124	131	170	161	133	141	192	149
France	2,008	1,969	2,254	345	628	589	407	540	607	678	430
Federal Republic of Germany	1,644	1,830	2,012	294	547	635	354	408	519	654	430
Italy	683	661	700	109	108	318	127	122	97	332	149
Netherlands	855	881	945	155	201	316	209	191	221	307	226
Denmark	242	248	256	45	67	74	62	57	62	70	67
Greece	130	122	126	30	23	37	32	30	24	40	33
Spain	456	509	613	93	96	194	127	106	104	221	181
Portugal	67	88	93	21	19	29	19	25	19	25	24
Irish Republic	1,154	1,251	1,390	229	296	446	280	276	328	476	311
	7,731	**8,148**	**9,006**	**1,446**	**2,116**	**2,808**	**1,778**	**1,887**	**2,121**	**2,996**	**2,002**
Other Western Europe											
Austria	127	117	146	14	24	53	26	26	26	70	25
Switzerland	403	420	418	73	127	130	90	89	115	119	95
Norway	296	281	283	63	69	82	68	46	59	98	81
Sweden	417	382	476	72	93	114	102	96	113	141	126
Finland	116	114	164	18	19	44	32	26	52	56	30
Others	227	207	221	48	37	72	50	50	54	66	50
Total	**1,586**	**1,521**	**1,708**	**288**	**369**	**495**	**368**	**333**	**419**	**550**	**407**
Other countries											
Middle East	526	475	450	87	98	201	89	79	83	199	89
North Africa	100	78	92	17	15	28	18	19	16	41	16
South Africa	157	153	145	20	42	58	33	28	29	54	35
Eastern Europe	101	123	163	22	24	49	29	20	37	70	36
Japan	297	388	499	109	75	112	93	138	86	162	113
Australia	508	482	529	80	129	168	105	98	123	207	102
New Zealand	122	129	122	19	33	55	22	20	21	54	27
Latin America	160	154	178	22	39	65	28	34	31	67	47
Rest of World	884	877	952	148	228	307	192	157	238	343	211
Total	**2,855**	**2,859**	**3,130**	**524**	**683**	**1,043**	**609**	**593**	**664**	**1,197**	**676**

Notes: See table 8·2.

TOURISM 8·6
Overseas travel and tourism: visits abroad by country visited

THOUSAND

	1986	1987	1988 R	1988 R				1989			
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total all countries	**27,447**	**28,828**	**30,834**	**4,470**	**7,343**	**11,020**	**5,996**	**5,420**	**7,701**	**11,637**	**6,077**
North America											
USA	1,245	1,486	1,860	214	345	504	423	300	453	643	463
Canada	314	337	336	36	95	161	44	30	78	176	52
Total	**1,559**	**1,823**	**2,195**	**250**	**440**	**665**	**467**	**330**	**531**	**819**	**515**
European Community											
Belgium/Luxembourg	642	757	824	167	158	202	230	180	197	230	217
France	5,321	5,032	6,468	839	1,074	2,019	1,100	1,238	1,602	2,388	1,241
Federal Republic of Germany	1,397	1,329	1,652	238	357	422	312	322	365	544	421
Italy	1,188	1,036	1,288	165	242	457	172	217	288	561	221
Netherlands	940	1,060	1,123	223	335	275	227	221	351	313	238
Denmark	152	131	160	22	39	39	30	21	52	61	26
Greece	1,843	1,715	1,625	15	494	912	293	24	449	883	269
Spain	6,559	6,828	6,171	777	2,034	2,657	1,360	779	1,689	2,496	1,208
Portugal	903	1,108	998	133	292	471	212	127	278	387	205
Irish Republic	1,545	1,823	2,013	300	426	670	428	362	466	716	469
Total	**20,489**	**20,820**	**22,322**	**2,878**	**5,453**	**8,124**	**4,365**	**3,490**	**5,738**	**8,580**	**4,514**
Other Western Europe											
Yugoslavia	644	652	551	15	159	409	69	27	112	367	46
Austria	624	762	694	335	134	219	74	331	109	188	65
Switzerland	540	564	601	161	139	190	75	204	126	188	83
Norway/Sweden/Finland	307	363	332	63	95	136	69	47	88	127	70
Gibraltar/Malta/Cyprus	863	859	1,091	91	222	312	233	211	290	416	174
Others	211	499	403	14	133	278	74	16	108	241	37
Total	**3,189**	**3,699**	**3,672**	**679**	**882**	**1,544**	**594**	**836**	**833**	**1,527**	**475**
Other countries											
Middle East	201	203	220	53	45	59	46	58	53	58	51
North Africa	380	375	385	91	83	100	101	102	99	102	82
Eastern Europe	225	300	319	43	72	123	62	76	56	118	69
Australia/New Zealand	203	236	245	91	60	47	39	95	67	42	42
Commonwealth Caribbean	188	209	274	60	37	54	58	54	50	111	59
Rest of World including Cruise	1,013	1,163	1,202	324	271	304	263	378	274	279	269
Total	**2,210**	**2,486**	**2,645**	**662**	**568**	**687**	**569**	**763**	**599**	**710**	**572**

Notes: See table 8·2.

8·7 TOURISM
Overseas travel and tourism: visits to the UK by mode of travel and purpose of visit

THOUSAND

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	12,646	7,580	5,067	5,876	2,295	2,193	2,283
1979	12,486	7,614	4,872	5,529	2,395	2,254	2,308
1980	12,421	7,323	5,098	5,478	2,565	2,319	2,058
1981	11,452	6,889	4,563	5,037	2,453	2,287	1,675
1982	11,636	6,911	4,724	5,265	2,393	2,410	1,568
1983	12,464	7,661	4,803	5,818	2,566	2,560	1,530
1984	13,644	8,515	5,129	6,385	2,863	2,626	1,770
1985	14,449	9,413	5,036	6,666	3,014	2,880	1,890
1986	13,897	8,851	5,046	5,919	3,286	2,946	1,746
1987	15,566	10,335	5,231	6,828	3,564	3,179	1,996
1988	15,798	10,967	4,832	6,680	4,102	3,163	1,854
1989 P	17,292	11,716	5,576	7,266	4,341	3,500	2,185
Percentage change 1989/1988	+9	+7	+15	+9	+6	+11	+18
1989 P Q1	3,363	2,305	1,059	1,280	966	742	375
Q2	4,144	2,651	1,493	1,778	1,119	768	479
Q3	5,972	3,872	2,099	2,839	1,070	1,176	886
Q4	3,813	2,888	925	1,368	1,185	814	445

Notes: See *table 8·2*.

8·8 TOURISM
Overseas travel and tourism: visits abroad by mode of travel and purpose of visit

THOUSAND

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	13,443	8,416	5,028	8,439	2,261	1,970	774
1979	15,466	9,760	5,706	9,827	2,542	2,166	931
1980	17,507	10,748	6,759	11,666	2,690	2,317	834
1981	19,046	11,374	7,672	13,131	2,740	2,378	797
1982	20,611	12,031	8,580	14,224	2,768	2,529	1,090
1983	20,994	12,361	8,634	14,568	2,886	2,559	982
1984	22,072	13,934	8,137	15,246	3,155	2,689	982
1985	21,610	13,732	7,878	14,898	3,188	2,628	896
1986	24,949	16,380	8,569	17,896	3,249	2,774	1,029
1987	27,447	19,369	8,077	19,703	3,639	3,051	1,054
1988	28,828	21,026	7,802	20,700	3,957	3,182	990
1989 P	30,834	21,666	9,168	21,744	4,435	3,468	1,186
Percentage change 1989/1988	+7	+3	+18	+5	+12	+9	+20
1989 P Q1	5,420	4,012	1,408	3,455	991	770	203
Q2	7,701	5,434	2,267	5,447	1,181	804	269
Q3	11,637	7,833	3,804	9,154	1,008	1,156	319
Q4	6,077	4,388	1,689	3,688	1,255	738	395

Notes: See *table 8·2*.

8·9 TOURISM
Visitor nights

THOUSAND

	Overseas visitors to the UK	UK residents going abroad		Overseas visitors to the UK	UK residents going abroad
1978	149·1	176·4	1987 Q1	29·0	50·4
1979	154·6	205·0	Q2	38·4	86·1
1980	146·0	227·7	Q3	76·5	152·1
1981	135·4	251·1	Q4	34·3	58·7
1982	136·3	261·7			
1983	145·0	264·4	1988 Q1	28·6	54·2
1984	154·5	277·5	Q2	39·7	90·1
1985	167·0	270·0	Q3	70·3	156·6
1986	158·2	310·2	Q4	34·2	66·0
1987	178·2	347·3			
1988	172·8	366·9	1989 Q1 P	31·7	64·7
1989 P	185·8	386·8	Q2 P	37·3	91·6
Percentage change 1989/1988	+7·5	+5·4	Q3 P	79·1	163·5
			Q4 P	37·7	66·9

Notes: See *table 8·2*.

OTHER FACTS AND FIGURES 9·1
YTS entrants: regions

THOUSAND

Provisional figures	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
ntrants to training April 1989 - March 1990	29·7	17·9	20·3	31·9	32·6	31·5	42·8	20·4	17·8	35·5	280·4
otal in training March 31 1990	38·6	20·7	28·0	39·4	42·6	41·2	53·4	27·8	22·7	45·1	359·5

ote: All figures include YTS and Initial Training.

OTHER FACTS AND FIGURES 9·2
Numbers of people benefiting from Government employment measures

easure	Great Britain		Scotland		Wales	
	May	April	May	April	May	April
nterprise Allowance Scheme	67,687	69,491	6,159	6,253	4,732	4,812
b Release Scheme	3,100	3,299	165	174	136	141
bshare		194		18		12
bstart Allowance	2,641 *	2,893 †	411 *	411 †	302 *	338 †
estart interviews **						

ote: Community industry figures which were formerly provided in *table 9.2* are no longer being published as they now form part of Youth Training.
Live cases as at May 29, 1990.
Live cases as at April 29, 1990.
Restart interview figures are now collected on a quarterly basis. The first set of figures will be available for the quarter to the end of the June.

OTHER FACTS AND FIGURES 9·3
Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, April 9, 1990 to May 4, 1990 †	2,922
Registered as disabled on April 17, 1990 ‡	355,591

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

OTHER FACTS AND FIGURES 9·5
Regional Selective Assistance: Jan-Mar 1990 *

	North East	North West	Yorkshire and Humberside	West Midlands	East Midlands	South West	England	Scotland	Wales	Great Britain
umber of offers	56	83	33	85	5	21	283	57	53	393
alue of offers ()	4,719,000	20,121,000	3,015,000	3,213,000	243,000	2,429,000	33,740,000	13,204,000	32,992,000	79,936,000

ote: Inquiries should be directed to the Department of Trade and Industry, tel 01-215-2601.
Date of first payment.

OTHER FACTS AND FIGURES 9·6
Regional Selective Assistance: Offers of £75,000 or more: Jan-Mar 1990*

egion and company	Travel-to-work area	Assistance offered (£)	Project category †	SIC 1980 description
COTLAND				
nderson Group PLC	Glasgow	1,200,000	B	Mining machinery
PV Chemical Machinery Ltd	Glasgow	300,000	A	Chemicals industry machinery, kilns, gas, water and waste treatment
airdwear Ltd	Glasgow	80,000	A	Mens' and boys' tailored outerwear
ritish Telecommunications PLC	Glasgow	484,000	A	Electrical instruments and control systems
ryant of Scotland Ltd	Alloa	250,000	A	Hosiery and other weft knitted goods
albourne Clothing Ltd	Glasgow	80,000	A	Women's and girls' tailored outerwear
ameron Linn Ltd	Glasgow	90,000	A	Stationery
lyde Electronics Ltd	Glasgow	125,000	A	Electronic equipment nes
o-op Wholesale Society	Glasgow	180,000	B	Other wholesale distribution
olourbond Coatings Ltd	Glasgow	90,000	A	Textile machinery
ommercial Accoustics (Scotland) Ltd	Ayr	250,000	A	Metal doors, windows, etc
D and H Cohen Ltd	Glasgow	1,000,000	B	Mens' and boys' tailored outerwear
David Tweedale Ltd	Greenock	80,000	A	General construction and demolition work
Devol Engineering Ltd	Greenock	95,000	A	Plastics products nes
Forbo-Nairn Ltd	Kirkcaldy	1,700,000	B	Plastics floorcoverings
Gilmour and Dean Ltd	Lanarkshire	95,000	A	Stationery
Independent Glass Co Ltd	Glasgow	650,000	A	Other glass products
James P Sim and Co	Glasgow	80,000	A	Packaging products of paper and pulp
Levy Bros (Glasgow) Ltd	Glasgow	135,000	A	Other wholesale distribution
McKechnie (Wholesale and Manufacturing) Ltd	Greenock	110,000	A	Bacon curing and meat processing
Morton Machine Co Ltd	Lanarkshire	145,000	B	Chemicals industry machinery, kilns, gas, water and waste treatment
NEC Semiconductors (UK) Ltd	Bathgate	500,000	A	Active components and sub-assemblies
News Internaitonal PLC	Bathgate	1,000,000	A	Radio and TV services, theatres, etc
Northern Tool and Gear Co Ltd	Arbroath	180,000	B	Precision chains, etc
Polbeth Packaging Ltd	Bathgate	500,000	A	Retail distribution of household goods, etc
Polysystems Healthcare Ltd	Glasgow	200,000	A	Plastic coated textile fabric
Power Plant Hire (Glasgow) Ltd	Glasgow	75,000	A	Hiring out other movables
Sanderson Structures Ltd	Lanarkshire	180,000	A	Steel tubes
Style Line Printers Ltd	Falkirk	170,000	A	Pulp, paper and board
Subsea Well Services Ltd	Dundee	84,000	A	Drawing and manufacturing of steel wire and products
Terex Equipment Ltd	Lanarkshire	1,500,000	A	Construction and earth-moving equipment
Thomas Houston and Son (Johnstone) Ltd	Glasgow	95,000	A	Road haulage
Tom Spencer Ltd	Glasgow	450,000	A	Other printing and publishing
Tryrare Ltd	Greenock	95,000	A	Work clothing, and mens' and boys' jeans
W Dobbie T A Concept Telemarketing	Glasgow	75,000	A	Telecommunications
WM Clark Stephen Ltd	Glasgow	150,000	A	Pulp, paper and board
Total		**12,473,000**		

9·6 OTHER FACTS AND FIGURES
Regional Selective Assistance: Offers of £75,000 or more: Jan-Mar 1990 *

Region and company	Travel-to-work area	Assistance offered (£)	Project category †	SIC 1980 description
WALES				
AB Controls and Connectors Ltd	Pontypridd and Rhondda	395,000	A	Non-active components for electrical equipment
Aeron Valley Farms Ltd	Llanelli	250,000	A	Preparation of milk and milk products
Barcud Cyf	Bangor and Caernarfon	300,000	A	Film production, distribribution and exhibition
BCB International Ltd	Cardiff	90,000	A	Other manufactures nes
Biotrace Ltd	Bridgend	90,000	A	Measuring and checking instruments
BNP Mortgages Ltd	Cardiff	500,000	A	Activities auxiliary to banking and finance
Breger Gibson Ltd	Shotton, Flint and Rhyl	279,000	A	Household and personal hygiene prods
Cima Foods Ltd	Cardiff	75,000	A	Soft drinks
Cornelius Electronics Ltd	Neath and Port Talbot	316,000	A	Insulated wires and cables
Crown Corrugated (Wales) Ltd	Methyr and Rhymney	500,000	A	Pulp, paper and board
Dependable Packs Ltd	Methyr and Rhymney	90,000	A	Pulp, paper and board
Dragon plastics Ltd	Pontypridd and Rhondda	400,000	A	Plastic products nes
Euro-clad (South Wales) Ltd	Cardiff	75,000	A	Fabricated constructional steelwork
Frank Theak and Roskilly Ltd	Pontypool and Cwmbran	80,000	A	Weaving cotton, silk, man-made fibres
Glass (Cardiff) Ltd	Cardiff	200,000	A	Metal doors, windows, etc
Mato Industries Ltd	Shotton, Flint and Rhyl	174,700	A	Finished metal products nes
Merton Wire Ltd	Merthyr and Rhymney	120,000	A	Aluminium and aluminium alloys
Minton Treharne and Davies Ltd	Cardiff	100,000	B	Research and development
Neath Precision Eng Ltd	Neath and Port Talbot	80,000	A	Engineers small tools
NFC PLC	Newport	600,000	A	Miscellaneous transport services and storage
Ninkaplast UK Ltd	Newport	850,000	A	Plastic products nes
O P Chocolate Ltd	Methyr and Rhymney	500,000	A	Biscuits and crispbread
R F Brookes Ltd	Newport	400,000	A	Miscellaneous foods
Rexel Eng Ltd	Bridgend	375,000	A	Miscellaneous stationers' goods
Rubery Owen-Rockwell Ltd	Wrexham	1,000,000	B	Motor vehicles parts
Runwave Ltd	Newport	100,000	A	Miscellaneous transport services and storage
Societe Generale Security Settlement	Cardiff	400,000	A	Activities auxiliary to banking and finance
Valewood Furniture Frames Ltd	Bridgend	100,000	A	Wooden and upholstered furniture
Western Mail and Echo Ltd	Cardiff	900,000	B	Printing and publishing of newspapers
Total		**9,339,700**		
NORTH EAST				
Aycliffe Eng Ltd	Bishop Auckland	80,000	A	Rubber tyres and inner tubes
Clayton Glass Co Ltd	Newcastle upon Tyne	85,000	A	UPVC windows
Crompton Parkinson Ltd	South Tyneside	250,000	A	Batteries and accumulators
Food For Thought (UK) Ltd	Sunderland	280,000	A	Poultry processing
Interconnection Systems Ltd	South Tyneside	800,000	A	Non-active components for electrical equipment
James Cook Industries Ltd	Newcastle upon Tyne	1,520,000	A	Metal-working machine tools
Marbourn Ltd	Hartlepool	196,000	A	Basic electrical equipment
Print Design and Graphics Ltd	Newcastle upon Tyne	250,000	A	Other printing and publishing
Robinson Bros Ltd	Morpeth and Ashington	80,000	A	Basic organic chemicals excluding pharmacy chemicals
Sisterson Foods Ltd	Newcastle upon Tyne	150,000	A	Bread and flour confectionery
Unigate Ltd	Newcastle upon Tyne	75,000	A	Plastics products nes
Total		**3,766,000**		
NORTH WEST				
BICC Cables Ltd	Wigan and St Helens	3,000,000	B	Insulated wires and cables
Cerestar UK Ltd	Manchester	2,322,000	B	Starch
Classic Couverture Ltd	Liverpool	150,000	A	Cocoa, chocolate and sugar confectionery
De Roma Ice Cream Ltd	Wigan and St Helens	300,000	A	Ice cream
Hamilton McBride and Co Ltd	Accrington and Rossendale	95,000	A	Household textiles
Lancashire Dairies Ltd	Manchester	80,000	B	Preparation of milk and milk products
Ledatec Ltd	Blackburn	260,000	B	Rope, twine and net
Lever Bros Ltd	Wirral and Chester	280,000	A	Soap and synthetic detergents
Lucas Aerospace Ltd	Liverpool	300,000	B	Aerospace equipment manufacturing and repair
M L Laboratories PLC	Liverpool	250,000	A	Professional and technical services nes
McConnell Smith and Co (Engineering) Ltd	Manchester	113,000	B	Wholesale distribution of fuels, ores, etc
Old Time Reproductions Ltd	Liverpool	80,000	A	Wooden and upholstered furniture
Philips and Du Pont Optical UK Ltd	Blackburn	3,100,000	A	Records and pre-recorded tapes
PPG Glass Fibres Ltd	Wigan and St Helens	7,780,000	B	Other glass products
Richard Schultz Ltd	Widnes and Runcorn	150,000	A	Mens' and boys' tailored outerwear
Solo Products (Manufacturing) Ltd	Wigan and St Helens	80,000	A	Leather goods
Tip Top Soft Drinks Ltd	Workington	75,000	B	Soft drinks
Unilab Ltd	Blackburn	98,000	A	Measuring and checking instruments
Unitherm Stainless Steel Ltd	Accrington and Rossendale	85,000	B	Finished metal products nes
Total		**18,598,000**		
YORKSHIRE AND HUMBERSIDE				
IMI Radiators Ltd	Bradford	90,000	A	Motor vehicles parts
Kautex-Birkbys Ltd	Bradford	1,000,000	A	Plastics products nes
Total		**1,090,000**		
WEST MIDLANDS				
ABT Products Ltd	Birmingham	250,000	A	Mechanical and marine engineering nes
Grainger and Worral Ltd	Wolverhampton	80,000	A	Other wooden articles (excluding furniture)
JRI Technologies Ltd	Telford and Bridgnorth	250,000	A	Motor vehicles parts
Lander Holdings Ltd	Birmingham	90,000	A	Plastics products nes
Lignotock UK Ltd	Telford and Bridgnorth	230,000	A	Motor vehicles bodies
Nightfreight (Holdings) Ltd	Walsall	400,000	A	Road haulage
Scot Young Research Ltd	Dudley and Sandwell	215,000	A	Wholesale distribution of machinery, etc
Victoria Carpets Ltd	Kidderminster	95,000	A	Pile carpets, carpeting and rugs
Wallwork Heat Treatment (Birmingham) Ltd	Birmingham	75,000	A	Chemicals industry machinery, kilns, gas, water and waste treatment
Total		**1,685,000**		
EAST MIDLANDS				
Wedco Technology UK Ltd	Gainsborough	140,000	A	Synthetic resins and plastics materials
Total		**140,000**		
SOUTH WEST				
GSC Engineering	Plymouth	80,000	A	Engineers' small tools
Silent Channel Products Ltd	Plymouth	1,600,000	A	Other rubber products
W J Ladd (Concrete Products) Ltd	Redruth and Camborne	120,000	B	Other building products
Total		**1,800,000**		

Note: Inquitires regarding the published information should be addressed to:
English cases–Department of Trade and Industry, Room 324, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 01-215 2601);
Scottish cases–Industry Department for Scotland, 1E/1A Branch 2, Room 110, Magnet House, Glasgow G2 7BT (tel 041-242 5624);
Welsh cases–Welsh Office Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).
* Date of first payment. See footnote to *table 9·5*.
† A = Employment created, B = Employment safeguarded.

DEFINITIONS

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

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

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

FULL-TIME WORKERS
People normally working for more than 30 hours a week except where otherwise stated.

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

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

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

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

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

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

MANUAL WORKERS (OPERATIVES)
Employees other than those in administrative, professional, technical and clerical occupations.

MANUFACTURING INDUSTRIES
SIC 1980 Divisions 2 to 4.

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

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

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

PRODUCTION INDUSTRIES
SIC 1980, Divisions 1 to 4 inclusive.

SEASONALLY ADJUSTED
Adjusted for regular seasonal variations.

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

SERVICE INDUSTRIES
SIC 1980 Divisions 6 to 9.

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)
The classification system used to provide a consistent industrial breakdown for UK official statistics. It was revised in 1968 and 1980.

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

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

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

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

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

WORKFORCE
Workforce in employment plus the unemployed as defined above.

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

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

Conventions
The following standard symbols are used:

. .	not available
—	nil or negligible (less than half the final digit shown)
[]	provisional
——	break in series
R	revised
e	estimated
nes	not elsewhere specified
SIC	UK Standard Industrial Classification, 1980 edition
EC	European Community

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

Regularly published statistics

Employment and workforce

	Frequency *	Latest issue	Table number or page
Workforce: UK and GB			
Quarterly series	M (Q)	July 90:	1·1
Labour force estimates, projections		Apr 90:	186
Employees in employment			
Industry: GB			
All industries: by division, class or group	Q	July 90:	1·4
: time series, by order group	M	July 90:	1·2
Manufacturing: by division, class or group	M	July 90:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Dec 89:	1·10
Local authorities manpower	Q	July 90:	1·7
Region: GB			
Sector: numbers and indices,	Q	May 90:	1·5
Self-employed: by region		Apr 90:	224
: by industry		Apr 90:	222
Census of Employment			
UK and regions by industry (Sept 1987)		Oct 89:	540
GB and regions by industry (Sept 1987)		Nov 89:	624
International comparisons	M	June 90:	1·9
Apprentices and trainees			
Manufacturing industries: by industry	A	Aug 89:	1·14
: by region	A	Aug 89:	1·15
Employment measures	M	July 90:	9·2
Registered disabled in the public sector	A	Feb 90:	79
Labour turnover in manufacturing	D	Apr 90:	1·6
Trade union membership	A	May 90:	259

Unemployment and vacancies

	Frequency *	Latest issue	Table number or page
Unemployment			
Summary: UK	M	July 90:	2·1
: GB	M	July 90:	2·2
Age and duration: UK	M (Q)	July 90:	2·5
Broad category: UK	M	July 90:	2·1
Broad category: GB	M	July 90:	2·2
Detailed category: UK and GB	Q	June 90:	2·6
Region: summary	Q	June 90:	2·6
Age: time series UK	M (Q)	July 90:	2·7
: estimated rates	M	July 90:	2·15
Duration: time series UK	M (Q)	July 90:	2·8
Region and area			
Time series summary: by region	M	July 90:	2·3
: assisted areas, travel-to-work areas	M	July 90:	2·4
: counties, local areas	M	July 90:	2·9
: parliamentary constituencies	M	July 90:	2·10
Age and duration: summary	Q	June 90:	2·6
Flows			
UK, time series	M	July 90:	2·19
GB, time series	D	May 84:	2·19
Age time series	M	July 90:	2·20
Regions and duration	D	Oct 88:	2·23/24/26
Age and duration	D	Oct 88:	2·21/22/25
Students: by region	M	July 90:	2·13
Disabled jobseekers: GB	M	July 90:	9·3
International comparisons	M	July 90:	2·18
Ethnic origin		Mar 90:	125
Temporarily stopped			
Latest figures: by UK region	M	July 90:	2·14
Vacancies			
Unfilled, inflow, outflow and placings seasonally adjusted	M	July 90:	3·1
Unfilled seasonally adjusted by region	M	July 90:	3·2
Unfilled unadjusted by region	M	July 90:	3·3

Redundancies

	Frequency *	Latest issue	Table number or page
Confirmed: GB time series	M	July 90:	2·30
Regions	M	July 90:	2·30
Industries	M	July 90:	2·31
Advance notifications	S (M)	May 90:	287
Payments: GB latest quarter	D	July 86:	284

Earnings and hours

	Frequency *	Latest issue	Table number or page
Average earnings			
Whole economy (new series) index			
Main industrial sectors	M	July 90:	5·1
Industries	M	July 90:	5·3
Underlying trend	Q (M)	June 90:	326
New Earnings Survey (April estimates)			
Latest key results	A	Nov 89:	600
Time series	M (A)	July 90:	5·6
Basic wage rates: manual workers			
Normal weekly hours	A	May 90:	245
Holiday entitlements	A	Apr 90:	228
Average weekly and hourly earnings and hours worked (manual workers)			
Manufacturing and certain other industries			
Summary (Oct)	B (A)	July 90:	5·4
Detailed results	A	May 90:	244

Earnings and hours *(cont.)*

	Frequency *	Latest issue	Table number or page
Manufacturing			
International comparisons	M	July 90:	5·9
Agriculture	A	May 90:	253
Coal-mining	A	May 90:	253
Average earnings: non-manual employees	M (A)	July 90:	5·5
Overtime and short-time: manufacturing			
Latest figures: industry	M	July 90:	1·11
Regions: summary	Q	June 90:	1·13
Hours of work: manufacturing	M	July 90:	1·12

Output per head

	Frequency *	Latest issue	Table number or page
Output per head: quarterly and annual indices	M (Q)	July 90:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	July 90:	5·7
Quarterly and annual indices	M	July 90:	5·7

Labour costs

	Frequency *	Latest issue	Table number or page
Survey results 1984	Quadrennial	July 86:	212
Per unit of output	M	July 90:	5·7

Retail prices

	Frequency *	Latest issue	Table number or page
General index (RPI)			
Latest figures: detailed indices	M	July 90:	6·2
: percentage changes	M	July 90:	6·2
Recent movements and the index excluding seasonal foods	M	July 90:	6·1
Main components: time series and weights	M	July 90:	6·4
Changes on a year earlier: time series	M	July 90:	6·5
Annual summary	A	May 89:	242
Revision of weights	A	Apr 89:	197
Pensioner household indices			
All items excluding housing	M (Q)	July 90:	6·6
Group indices: annual averages	M (A)	July 90:	6·7
Revision of weights	A	July 89:	387
Food prices	M	July 90:	6·3
London weighting: cost indices	D	May 82:	267
International comparisons	M	July 90:	6·8

Household spending

	Frequency *	Latest issue	Table number or page
All expenditure: per household	Q	June 90:	7·1
: per person	Q	June 90:	7·1
Composition of expenditure			
Quarterly summary	Q	June 90:	7·2
In detail	Q (A)	Feb 90:	7·3
Household characteristics	Q (A)	Feb 90:	7·3

Industrial disputes: stoppages of work

	Frequency *	Latest issue	Table number or page
Summary: latest figures	M	July 90:	4·1
: time series	M	July 90:	4·2
Latest year and annual series	A	July 89:	349
Industry			
Monthly: Broad sector: time series	M	July 90:	4·1
Annual: Detailed	A	July 90:	337
: Prominent stoppages	A	July 90:	344
Main causes of stoppage			
Cumulative	M	July 90:	4·1
Latest year for main industries	A	July 90:	341
Size of stoppages	A	July 90:	342
Days lost per 1,000 employees in recent years by industry	A	July 90:	339
International comparisons	A	June 89:	309

Tourism

	Frequency *	Latest issue	Table number or page
Employment in tourism: by industry			
Time series GB	M	July 90:	8·1
Overseas travel: earnings and expenditure	M	July 90:	8·2
Overseas travel: visits to the UK by overseas residents	M	July 90:	8·3
Visits abroad by UK residents	M	July 90:	8·4
Overseas travel and tourism			
Visits to the UK by country of residence	Q	July 90:	8·5
Visits abroad by country visited	Q	July 90:	8·6
Visits to the UK by mode of travel and purpose of visit	Q	July 90:	8·7
Visits abroad by mode of travel and purpose of visit	Q	July 90:	8·8
Visitor nights	Q	July 90:	8·9

YTS

	Frequency *	Latest issue	Table number or page
Entrants: regions	M	July 90:	9·1

Regional aid

	Frequency *	Latest issue	Table number or page
Selective Assistance by region	Q	July 90	9·5
Selective Assistance by region and company	Q	July 90	9·6
Development Grants by region	Q	May 90	9·7
Development Grants by region and company	Q	May 90	9·8

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

Special Feature

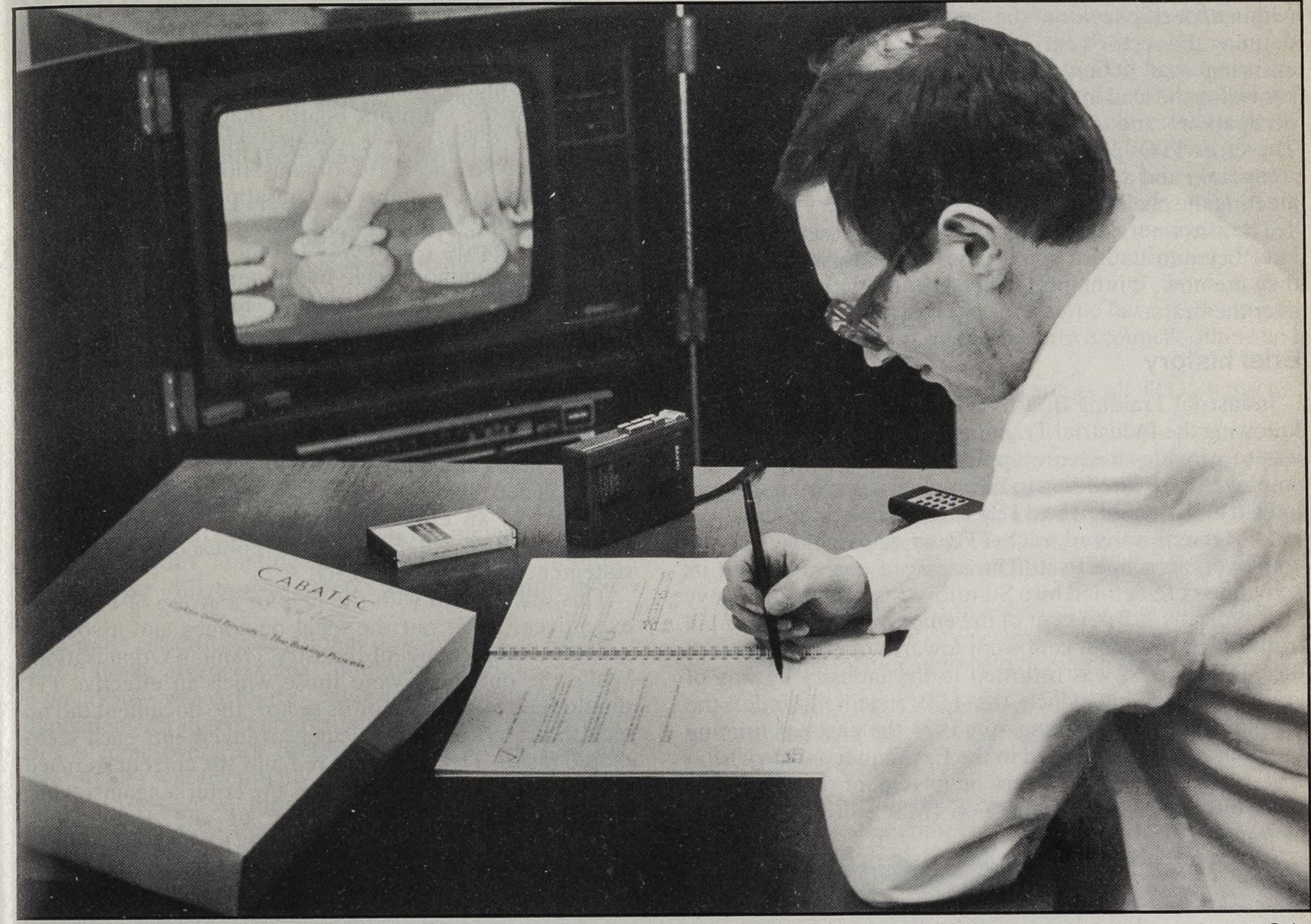


Photo: BCCCA

A departmental manager from CWS Biscuits, Harlow, studying the CABATEC modular distance learning programme produced by the Biscuit, Cake, Chocolate and Confectionery Alliance.

Training infrastructure—the industry level

Bill O'Connell
Industry Bodies Branch, Training Agency

Britain's new framework for training has been designed to produce a more flexible and adaptable workforce and to recognise the major role that employers need to play. This article describes the sector-based level of this framework: Industry Training Organisations.

The White Paper *Employment for the 1990s* announced major changes at national, industry and local level to provide a framework for training for the 1990s.

At national and local level the innovations are respectively the creation of the National Training Task Force (NTTF) and Training and Enterprise Councils (TECs). The NTTF assists the Secretary of State for Employment and the Training Agency in developing TECs and promoting greater investment by employers in the skills of the workforce; TECs plan and deliver training and promote the development of enterprise at local level. In each case two-thirds of the members are employers.

At industry or sector level, the White Paper stressed the importance of the continuing development of independent employer-led organisations and announced the intention to consider replacing the remaining statutory Industrial Training Boards by such bodies. Activity at sectoral level is an essential complement to that at local and national levels. Without effective sector level training arrangements, local effort will be poorly focused.

Industry Training Organisations (ITOs)

An ITO provides a focal point for all training matters within a specific sector of the economy. It is responsible for defining the sector's current and future training needs and ensuring that action is taken to meet them; also for providing the lead in the establishment of standards for key occupations and acting to ensure that these are met. Therefore ITOs play a vital part in ensuring there will be a competent and adaptable workforce in Britain, capable of meeting the challenges of the 1990s.

These are not new bodies: most of the present 117 ITOs have been around for some time. To understand ITOs as they are now, it is helpful to see how they have developed over the years.

Brief history

Industrial Training Boards (ITBs) were first established following the Industrial Training Act 1964. Their main role was to provide or secure appropriate training for people employed in or intending to be employed in their particular industry. To enable the ITBs to undertake the role, the 1964 Act empowered each ITB to raise a levy on the employers in scope to it. The scope of each ITB and its activities were defined by a Statutory Instrument. The levy was, typically 1–2 per cent of the employer's total wage bill from which 20–25 per cent went towards operating costs of the ITB; the rest was returned to the industry by way of grants for training which the ITB specified.Under the Employment and Training Act 1973 the costs of running the Boards was transferred to the Exchequer and provision was made for more direct involvement by the then Manpower Services Commission (MSC) in its long-term planning.

In 1981 the MSC reviewed the industrial training arrangements. Of the 42 sectors where there were training arrangements, 24 were covered by 23 statutory ITBs which had been set up under the 1964 Act. The rest had training organisations of various sorts, mainly voluntary bodies. As a result of the review, the Government decided that in many sectors satisfactory training arrangement could be better developed without the compulsion and bureaucracy that characterised the statutory system. Seven ITBs were retained, and the Employment and Training Act 1981 transferred the running costs of ITBs back to industry. Sixteen ITBs were wound up and major adjustments of scope were made to a further three.

Some 90 independent bodies were accepted by the MSC in place of the statutory boards that were disbanded; a further 12 sectors were covered already by voluntary arrangements. These 102 organisations were designated 'Non-Statutory Training Organisations' (NSTOs). With the impending demise of the majority of the remaining statutory boards (see below), that term is now being replaced in common usage by the term Industry Training Organisation (ITO)—a term which embraces both statutory and independent bodies.

The majority of the voluntary bodies, that replaced the 16 ITBs in 1982, were effective in looking after the training needs of their respective sectors. Others were less so and indeed some had shown little evidence of delivering the arrangements and activities that they had promised at the outset. There had been no clear guidelines on what was expected of an effective sectoral training organisation, until July 1986 when the MSC published the position statement *The effective NSTO*.

This was drafted with the help of a group of ITO chief executives. It set out the ideal outcomes and associated activities of independent Industry Training Organisations. While the outcomes were those which an effective ITO should seek to achieve for its sector, the document did not seek to prescribe the particular arrangements each sector should make. The document remains the current source of guidance for ITOs and provides the criteria against which the Training Agency, as part of the Employment Department, recognises particular bodies as Industry Training Organisations (but see below about new guidance being developed).

In July 1987, the MSC asked the Institute of Manpower Studies (IMS) to undertake a full fact-finding study of the NSTO system to answer the questions:

- How effective was each organisation in meeting its sector's needs?
- How well did the NSTO system as a whole work?

On the first question, the study concluded that 62 per cent were effective, 12 per cent were ineffective and the balance fell in between. One of the benefits of the study was to set out clearly the diversity between ITOs, not only in their structure and size but also the roles undertaken. It was no surprise therefore when IMS, in answer to the second question, found there was no identifiable 'system' as such.

A main recommendation of the study was for government to set up a Central Support Unit for ITOs to help with their activities. This was felt by many of the organisations to run contrary to the voluntary or independent approach. Instead, a voluntary National Council of ITOs (NCITO) was established by ITOs themselves in December 1988. The creation of the NCITO was warmly welcomed in the White Paper *Employment for the 1990s*. Its aim is to represent all ITOs (membership currently stands at 81) and its purpose is to maintain and develop effectiveness of sectoral training arrangements. Initially the work of the Council has been carried forward by the honorary officers elected from the membership; in March 1990, with Training Agency support, a full-time administrative officer was appointed to augment their efforts.

The most recent organisational development in sector-based training arrangements, announced in *Employment for the 1990s*, was a logical extension of the belief that independent arrangements responding to the wishes and needs of employers are preferable. The aim is that all existing ITBs will eventually be replaced by independent non-statutory bodies, though it has been accepted that special factors make this very difficult for two particular sectors.

Consultation with the seven ITBs and employers in the sectors involved has resulted in agreement by Ministers that the remaining ITBs (see *table 1*), except for those covering Construction and Engineering Construction (the latter being a small part of the Engineering ITB), will be progressively wound up over the next three years and their key functions taken over by new independent organisations.

While the Government has accepted that, for the moment at least, some statutory arrangements must continue, various sub sectors within the scope of the statutory Construction ITB are being encouraged to develop their own independent training arrangements outside the scope of the ITB. Also, the balance of interest represented on all existing ITBs is being changed to provide for a clear employer majority.

ITO Code of Practice

Sector-based training organisations have a unique role in helping to raise the skills of the workforce to equal those of the best of competitors; hence it is essential that they all perform as effectively as possible.

To provide the means by which the performance may be assessed, the NCITO has adopted as an early priority the development of a Code of Practice for all ITOs. This is intended to replace the MSC's Position Statement on *The Effective NSTO* and be a means by which the performance of all will be raised to that of the best. This new Code of Practice has been drawn up by ITOs *for* ITOs and should be published during summer 1990.

Overview of ITO network

The ITO network at present covers just over 80 per cent of the nation's workforce—*table 2* lists independent ITOs as at March 31, 1990 and their coverage of their sectors. *Table 1* lists the statutory and other bodies that perform similar functions in sectors subject to direct governmental control.

There is no single model of an 'ideal' ITO because each sector is different and requires its sectoral training organisation to undertake a balance of activities that reflect its particular needs. Hence there are some ITOs with few, if any, full-time staff, others with many. Many provide direct training services, but others do not. Some are part of a sector's trade association, others have trade associations as members. Some are funded by subscription from employers, others are funded by grants from trade associations. All are employer-led; some have trade union and education members on the executive council, others do not.

Despite their diversity in operations all ITOs have in common the roles of:

- defining, monitoring and reviewing future skill requirements and training needs for their sector, including spotting the skill and training implications of changing technologies, international trends and the new ways in which skills are applied;
- providing the lead in establishing the standards of competence for key occupations and arranging for learning achievements to be accredited; and
- advising the Government and education system about sectoral developments and their effects on training.

In others words, ITOs have a vital role in ensuring that Britain will have the competent workforce necessary for a high technology, high value-added and high wage economy.

To fulfil their role, "we need now to move to bring all sector training organisations up to the standards set and achieved by the best," as the White Paper *Employment for the 1990s* said. To achieve this, it is the Government's intention, as stated in the same paragraph (4.23), "to publish an up-dated set of guidelines by which sector training organisations may judge their progress and from which they can identify the objectives which they should be striving to achieve." The NCITO Code of Practice, referred to above, will provide these guidelines.

Photo: Aviation Training Association

A scene from an Aviation Training Association training video on aircraft accident contingency planning, depicting the inside of a mortuary tent where autopsies and identification take place.

Table 1 Statutory and other non-independent bodies

Industry Training Organisation	Number of firms covered	Number of employees covered
Agricultural Training Board	*250,000	*600,000
Cabinet Office	1	560,000
Clothing and Allied Products ITB	*3,076	*165,204
Construction ITB	*56,787	*684,300
Engineering ITB	*22,370	*1,890,482
National **Health Service** Training Authority	n/a	n/a
Scottish **Health Service**	n/a	n/a
Hotel and Catering ITB	*2,813	*614,731
Offshore **Petroleum** ITB	*116	*9,060
Plastics Processing ITB	*1,745	*120,440
Road Transport ITB	*15,574	*467,039

* *Source:* 1988 Annual Reports

Table 2 Independent Industry Training Organisations

Industry Training Organisation	Employees in sector	Per cent of sector covered: Firms	Per cent of sector covered: Employees
British **Agriculture** and Garden Machinery Association	20,000	77	90
Agricultural Co-operatives Training Council	*	*	*
UK **Agricultural Supply Trade** Association	60,000	65	83
Foreign **Airlines** Training Council	9,000	78	78
AEA Technology (**Atomic Energy**)	*	*	*
Aviation Training Association	150,000	16	48
Federation of **Bakers**	50,000	100	100
National Association of **Master Bakers, Confectioners and Caterers**	*	83	*
Scottish Association of **Master Bakers**	*	80	*
Biscuit, Cake, Chocolate and Confectionery Alliance	100,000	89	90
Book House Training Centre	20,000	100	100
British **Brush** Manufacturers	*	*	*
Builders' Merchant Federation	62,000	79	97
Bus and Coach Training Ltd	74,300	45	99
Caravan, Camping and Related **Self Catering** ITO (formerly National Caravan Council Ltd)	*	*	*
Carpet Industry Training Council	18,000	60	78
British **Cement** Association	9,000	100	100
Ceramics ITO	35,000	14	93
Chemical Industries Association	200,000	*	90
China and Ball Clay Industries Training Board	7,015	100	100
British **Coal**	40,000	100	100
Computing Services Industry Training Council	44,000	11	75
Precast **Concrete** Industry Training Association	16,000	21	75
Autoclaved Aerated **Concrete** Products Association	2,044	100	100
Cosmetics, Toiletry and Perfumery Association	30,000	*	95
Cotton and Allied Textile ITO	*	*	*
Dairy Trade Federation	93,500	59	97
Scottish **Distributive** Industries Training Council	*	*	*
National Association of Industrial **Distributors**	20,000	53	60
Drinks Industries Training Association	90,000	100	100
Electricity Training Association	147,795	100	100
Envelope Makers and Manufacturing Stationers Association	5,000	100	100
British **Fibreboard** Packaging Employers Association (formerly BFPA)	*	*	*
Fibre Cement Manufacturers Association	2,098	100	100
Food Manufacturers Council for Industrial Training	*	*	*
British **Footwear** Manufacturers Federation	48,000	36	83
Forestry Training Council	*	*	*
National Institute of **Fresh Produce**	65,000	*	*
UK Association of **Frozen Food** Producers	*	*	*
British **Furniture** Manufacturers Federation	78,000	*	71
British **Gas** plc	*	*	*
Glass Training Limited	39,000	100	100
Hairdressing Training Board	*	*	*
Joint National **Horse** Education and Training Council			
Insurance Industry Training Council	243,000	100	91
National Supervisory Council for **Intruder Alarms**	*	*	*
Knitting and Lace Industries Training Resources Agency	90,000	22	80
British **Leather** Confederation	8,000	88	91
Leather Goods (Walsall CCI)	*	*	*
Convention of Scottish **Local Authorities**	*	*	*
Local Government Training Board	*	*	*
Man-made Fibres Industry Training Advisory Board	15,000	82	97
Marine Training Association	*	*	*
British **Marine** Industries Federation	14,500	*	86
Meat Industry Training Organisation	150,000	*	80
Scottish Federation of **Meat Traders** Association	1,500	*	60
Merchant Navy Training Board	30,000	100	100
Incorporated National Association of British and Irish **Millers**	6,000	106	100
British **Narrow Fabrics** Association	5,500	80	86
Newspaper Publishers Association	20,000	100	100
Newspaper Society	*	*	*
British **Nuclear Fuels** plc	16,900	*	*
Flexible **Packaging** Association	7,500	90	87
National **Packaging** Confederation	25,000	25	30
Paintmakers Association of Great Britain	20,000	33	85
British **Paper and Board** Industry Education and Training Council	34,000	91	94
National Association of **Paper Merchants**	20,000	*	75
Periodicals Training Council	20,000	49	80
Petroleum Training Federation	60,000	82	92
Association of the British **Pharmaceutical** Industry	84,000	*	71
British **Ports** Federation	41,208	100	100
Post Office	191,434	100	100
Society of Master **Printers** of Scotland	*	71	*
British **Printing** Industries	140,000	51	70
Quarry Products Training Council	32,500	56	97
British **Railways** Board	139,000	100	100
London Regional Transport (**Rail Operations**)	21,000	100	100
Refractories, Clay Pipes and Allied Industries Training Council	11,000	82	86
National **Retail** Training Council	2·4m	86	83
British **Rubber** ITO	*	*	*
Seafish Industry Authority	*	*	*
British **Security** Industry Association	*	*	*
National Association of Multiple **Shoe Repairers**	*	*	*
Society Master **Shoe Repairers**	*	*	*
Silica and Moulding Sands Association	1,820	78	99
Small Ships Training Group Association	*	*	*
Soap and Detergent Industry Association	13,500	*	96
British **Soft Drinks** Association	*	*	*
British **Sports and Allied** Industries Federation	*	*	*
British **Steel** Corporation	51,000	100	100
Midland Independent **Steel** Training Association†	72,000	*	11
Northern Independent **Steel** Training Association†	6,500	82	93
UK **Sugar** Industry Association	10,500	100	100
British **Telecom**	223,084	100	100
British **Timber** Merchants Association (England and Wales)	12,300	21	28
Timber Trade Training Association	38,000	*	71
Tobacco ITO	19,268	100	100
Association of British **Travel** Agents	100,000	*	90
United Kingdom **Softwood** Sawmillers Association (formerly Home Timber Merchants Association of Scotland)	2,000	82	90
Wallcovering Manufacturers Association of GB	4,101	90	*
National Association of **Warehouse** Keepers	*	*	*
Water Services Association	50,000	100	100
British **Waterways** Board	3,000	100	100
Wire and Wire Rope Employers Association	6,750	68	89
Scottish **Woollen** Industries	5,000	96	80
Confederation of British **Wool** Textiles	40,000	83	86

* Where no information is given the ITO was not included in the study or information was not available.
† Recently merged to form British Independent Steel Training Association.

Source: *IMS Study of the NSTO System* (December 1987)

The sector-by-sector review to measure the ITO progress announced in the White Paper is to be conducted towards the end of 1990. It will take as its base the new NCITO Code of Practice and will be in two stages. In the first, ITOs will be encouraged to produce development plans to move them towards the standards of best practice suggested in the Code; the second stage will be an independently conducted review of each ITO's performance against the Code. The report of the review is due to be published by mid-1991.

ITOs in perspective

The sector level of the training framework—that is, the Industry Training Organisations—has a central part to play in making an effective training system. Because of their industry focus and consequent specialist sectoral knowledge of issues and developments, ITOs are uniquely placed to contribute to the activities of their other partners in the framework—the Training Agency and National Training Task Force at national level and particularly to TECs/LECs at local level.

In addition to the essential work associated with setting occupational standards, described in detail below, ITOs can provide important services to those concerned with the organisation and delivery of training, which can save both time and money, for example avoiding duplication by sharing knowledge and expertise; by jointly researching skill needs and developing relevant training materials; by getting the 'training message' across to member employers in their sectors; by publicising TECs/LECs and their roles and establishing effective links with them; by relevant ITO experts' participating in specialist committees; and by providing the all-important sector-specific labour market information. These roles make the sector level a most important pivot which is vital to the success of the framework as a whole.

As key players in both the sectoral and local training arrangements, the White Paper rightly placed employers in the centre of the training stage. At the level of the individual firm, the ITOs are not necessarily perceived as so distinct from TECs and LECs. Employer members of ITOs will also be constituents, or more closely involved, in the local TEC/LEC. Individual ITO council members may also be members of the executive boards of TECs or LECs.

Employers will have the major role in the relationship between ITOs and TECs and have a vested interest in both local and industry matters. Thus good training employers will be exchanging information with both types of organisations.

In a number of cases a major local employer is likely to act as a sectoral voice within the TEC, particularly where a sector has a strong geographic concentration. In such circumstances a direct linkage between the TEC and the ITO may be unnecessary. However, a linkage will be important in most cases because the number of industries directly represented on each TEC board is limited and because TEC board members' may not have sufficiently detailed knowledge of ITO activities and policies; also, many smaller sectors have few large firms to act as their 'champion', and some sectors which are large nationally have few, if any, concentrations in particular localities.

Sectors represented by ITOs vary considerably in size and significance, as *table 2* shows. The larger and more nationally significant ITOs have already developed, and will maintain, active links with most TECs; that is to be encouraged, particularly in view of their crucial role in monitoring skill requirements and standard setting.

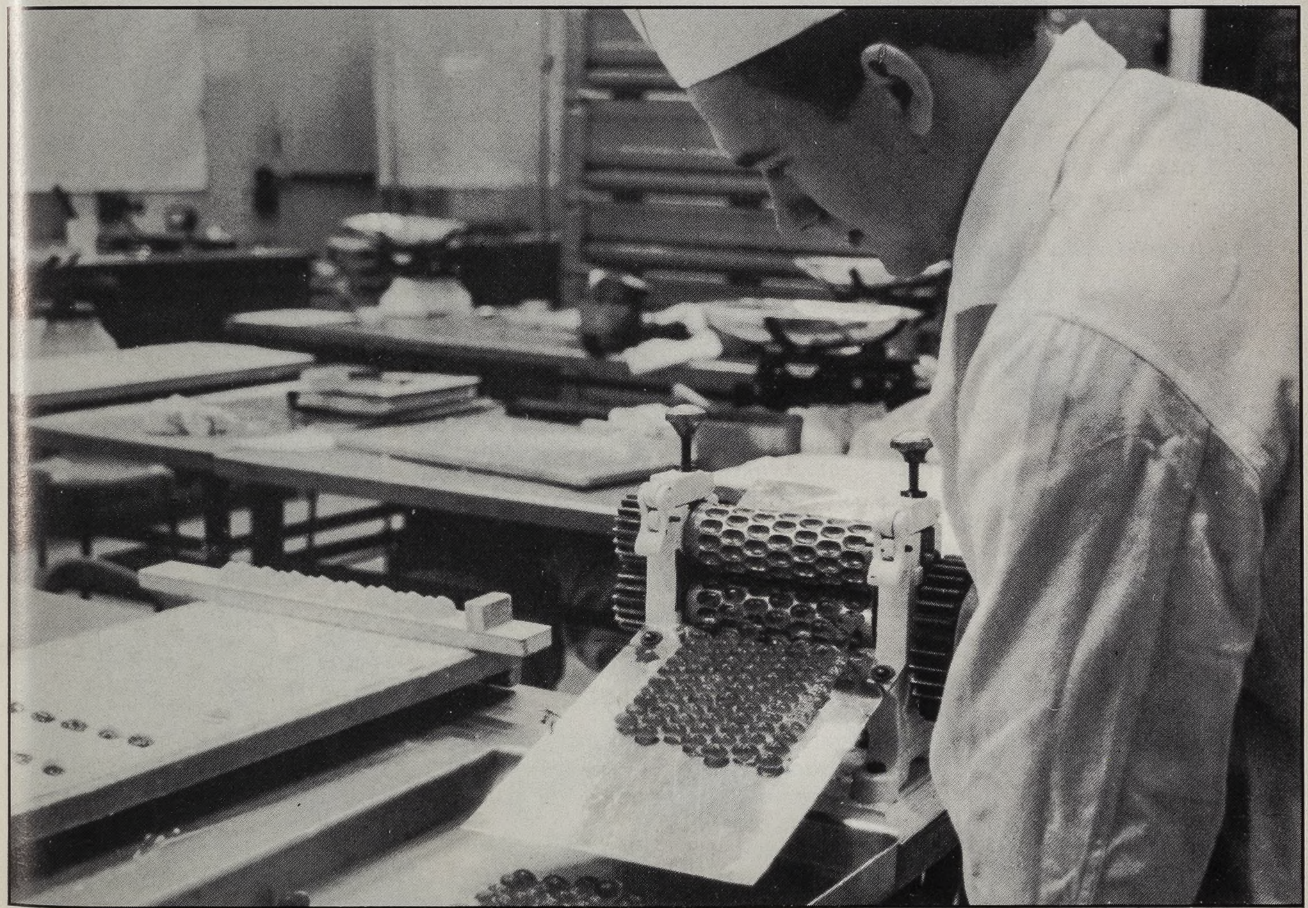


Photo: BCCCA

Boiled sweets being moulded by Robert Crowe, APV Baker plc, using a drop roller at the Polytechnic of the South Bank.

Setting of standards

What is this 'crucial' role of the ITOs—the setting of occupational standards and from them developing qualifications? To quote from the 1986 White Paper entitled *Working Together—Education and Training:*

> "Qualifications and standards are not luxuries—they are necessities, central to securing a competent and adaptable workforce. Economic performance and individual job satisfaction both depend on maintaining and improving standards of competence."

This was not a new message. It was a major plank of the New Training Initiative in 1981, and has featured in reports and white papers throughout the 1980s. However, now, entering the 1990s, the message is increasingly being translated into action.

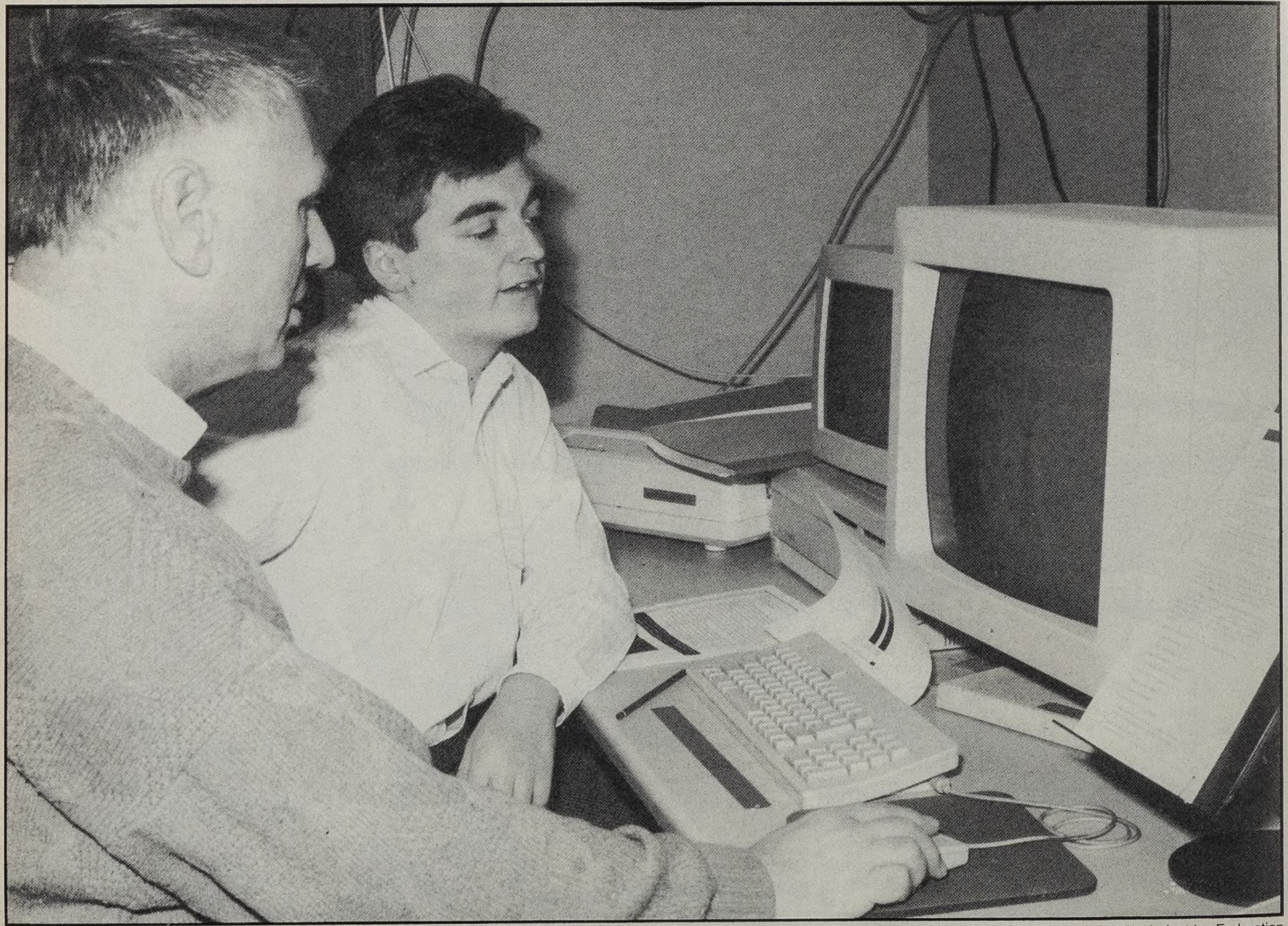
The White Paper *Employment for the 1990s* set out an agenda for the decade. Three of the major themes of its vocational education and training chapters have particular relevance to standards and qualifications; and to the key role that ITOs are playing in securing the development and implementation:

- the nation should continue to build a training structure based on standards of competence, relevant and recognised, testable and accredited, formulated at national level and delivered locally where it all happens, where people live and work;
- a system is needed of nationally recognised qualifications, based on the standards of competence, to encourage mobility and motivate individuals to seek and build on qualifications so as to maximise their potential and effectiveness;
- without employer commitment all this will fail: employers are the prime customers for vocational education and training, and it is they who must own the developments taking place, not simply acquiesce in them.

What does this mean for ITOs and what is happening with the standards and qualifications? There is now a massive initiative extending across the range of employment at all occupational levels to develop standards and the qualifications based on them. ITOs are in the vanguard of the action in acting as Lead Bodies (LBs) bringing together employers and other interests, in particular from the world of education and trade unions.

What is essential is that the employers can speak with authority for their particular sector and its occupations and are committed to enhancing their sector's 'bottom line' prospects—increasing profitability—through getting into place the standards and qualifications directly relevant to effective performance at work. Employers can have confidence in the competence of a workforce and its ability to compete successfully as people achieve these standards and qualifications.

A key point is that these new standards and qualifications will enable employers to develop relevant and effective training because they encapsulate employers' own views of what is required for effective workplace performance, based on workplace assessment of competences. This represents an exciting and radical shift away from training of a more traditional and theoretical nature to training which is geared to objectives and outputs of clear relevance to both the employer and the individual. In short, there is a ground swell of support for standards and qualifications which can motivate achievement in



Trainee (left) learning how to make up pages on a VDU.

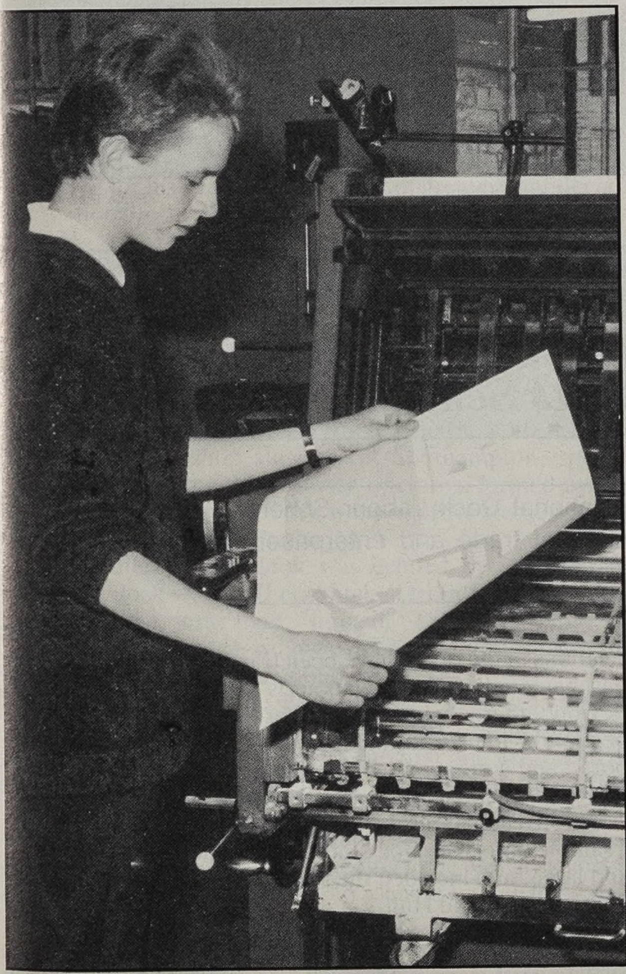
Photo: British Printing Industries Federation

training and work; improve the quality and quantity of training and in doing so raise skill levels; and generally promote participation in—and commitment to—training and development.

The fact that LBs, extending right across industry and commerce, are engaged in this work testifies to the scale of commitment. Over 150 lead bodies—the majority of which are ITOs—are developing and getting into place standards and, together with examining and validating bodies, qualifications. All major sectors and occupations are involved, the aim being to achieve a comprehensive system of standards of competence and qualifications applicable to the whole workforce.

LBs analyse the job to be done and how the standards should reflect them. They develop, field-test and pilot the standards and the associated qualifications. They disseminate and implement the standards and qualifications. In short, they are involved in real jobs in the real workplace. The Training Agency through its Standards Programme is providing advice and pump priming financial help. The National Council for Vocational Qualifications (NCVQ) is 'hallmarking' or accrediting qualifications as National Vocational Qualifications (NVQs) and in Scotland, the Scottish Vocational Education Council (SCOTVEC) is accrediting qualifications as Scottish Vocational Qualifications (SVQs). These qualifications are 'kite marks' of quality and relevance.

When sectors' standards of competence are established and qualifications accredited, employers will be encouraged to take up and use them, both to support cost effective and relevant training and for recruitment and



Trainee checks printed sheets for quality at Williams Lea and Co.

Photo: British Printing Industries Federation

organisational planning purposes generally. Trainees on programmes funded through the Training Agency will be working towards the acquisition of these.

For those activities for which TECs will be responsible, this will be reinforced by linking funding to trainees' success in achieving qualifications. TECs or LECs will not be required to establish their own local occupational standards or their own qualifications; the whole essence of national qualifications is that they are based on agreed Great Britain-wide standards of competence established collectively by the employers, thereby ensuring the standards of competence to which training is aimed are the same in all parts of the country—and indeed, through mutual recognition arrangements—across the European Community.

What of the future?

Because of its pivotal role in the training framework—the framework that is the nation's key to having a competent workforce necessary for the challenges ahead—the ITO system must expand and develop to become fully comprehensive and more effective.

Comprehensive and effective in this context means that all employers in all sectors of the economy must know and have access to their own sectoral organisation; and become involved with its activities because of the benefits they see in supporting it.

Although some 80 per cent of the nation's workforce is covered by an ITO at the moment, and upwards of 60 per cent of those ITOs are effective, there is still a significant way to go before the network can be said to be truly 'comprehensive and effective'.

As a voluntary system, the responsibility for its well-being rests with the ITOs themselves and in particular with the employers in each sector.

As more employers see ITOs in other sectors establishing occupational standards, developing vocational qualifications, providing well valued labour market information, co-operating with TECs/LECs to provide the training the sector needs, providing advisory/consultancy services for the sector and they will take a more active interest in their own ITO's affairs and help it to make progress in these areas.

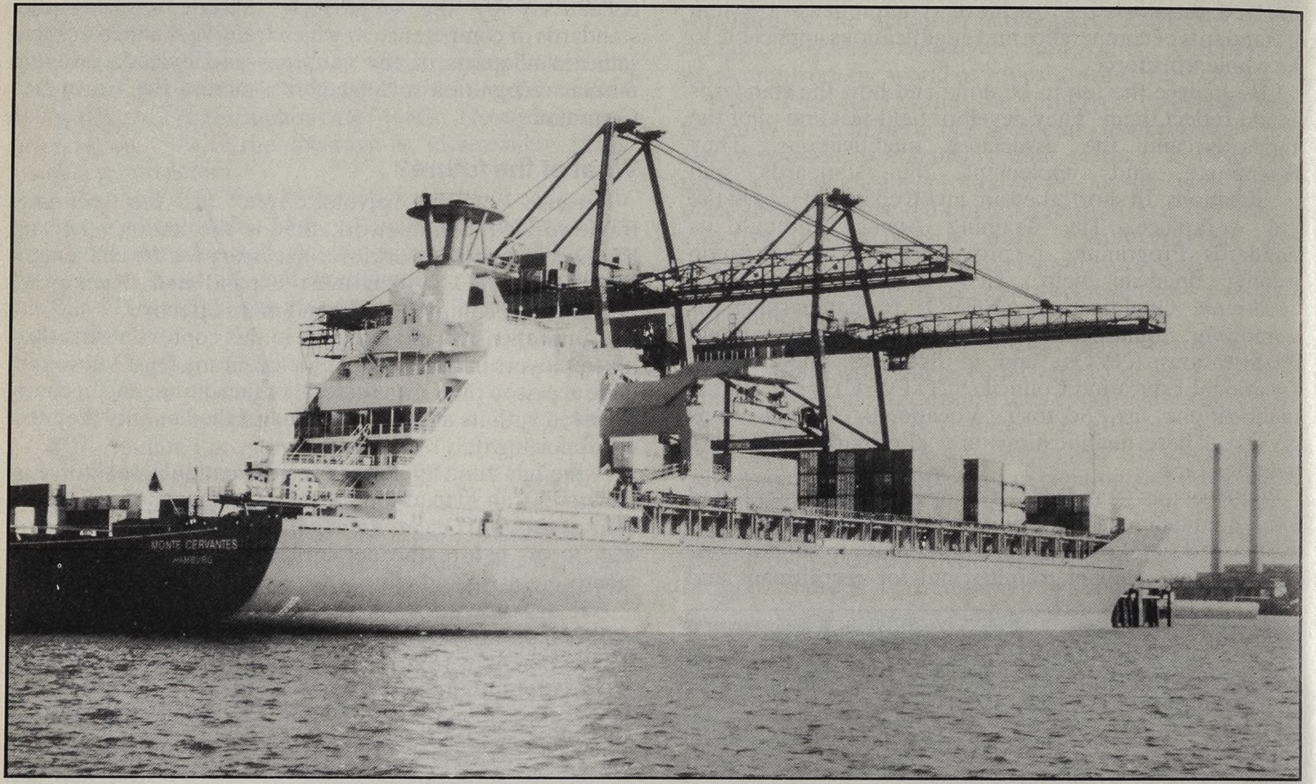
It is clear, therefore, that ITOs have an important role to play in improving the training framework, and that such roles can only be fulfilled by a sector-based organisation. In particular, without employer-led, up-to-date standards, there will be less incentives for industry and commerce to tackle the changing and developing skill needs of the employed workforce and for the individual to accept such opportunities.

Many sector-based bodies can improve the effectiveness of the services they provide and attract more of their potential membership into active involvement. And there is a significant proportion of employers who do not yet have access to a sector-based body. Action to address both of these areas will need to be taken by collaboration between the Training Agency and the NCITO. In some cases new bodies are required.

There are good grounds for optimism for the future of the ITO network: there is now a clear role and there will soon be self-generated performance standards and action leading towards comprehensive coverage.

If you wish to know more about ITOs, information and advice may be obtained from: W D O'Connell, Industry Bodies Branch, Training Agency, Sheffield, S1 4QQ (tel 0742 594032) or Ms D Wilson, Administrator, National Council of Industrial Training Organisations (tel 0763 263060). ■

Special Feature



Unloading at Tilbury Docks. Photo: Port of London

The peaceful revolution

A progress report on changes since the repeal of the National Dock Labour Scheme

A year ago Parliament abolished the National Dock Labour Scheme. Today Britain's ports are thriving centres of trade and enterprise. Is there a connection?

July 3 is the first anniversary of the abolition of the National Dock Labour Scheme, which was established in 1947. Its repeal was surrounded by considerable controversy: many commentators forecast at the time that it would usher in a period of industrial unrest in Britain's ports.

This article, which is based on assessments carried out in 15 former scheme ports, reviews developments after the first 12 months. It finds that there have been substantial changes in the composition of the labour force; industrial relations in the docks have been transformed; productivity has increased markedly; labour is now utilised much more flexibly; there has been increased investment and the beginnings of new business opportunities in and around the ports; and a more systematic approach to training, health and safety standards have been maintained.

The investigations on which this article is based covered a sample of former Dock Labour Scheme ports, both small and large, and included the giants like Tilbury, Liverpool, Southampton and Hull.[1]

This survey of dock working practices looked at all the key areas—productivity, rationalisation, new investment, and the important areas of training and health and safety.

[1] While every attempt was made to be as thorough and representative as possible, no claim is made as to the statistical validity of any of the findings.

What was uncovered was in some respects truly remarkable—a transformation of the industrial relations landscape of the industry.

Changes in the composition of the labour force

One of the most significant effects of abolishing the scheme has been the changes which have occurred in the composition of the labour force in the former scheme ports.

There has been a substantial reduction in the number of ex registered dock workers remaining in the industry.

At the end of May 1990, 4,838 ex registered dock workers had left with severance pay and 4,383 remained. So well over 50 per cent of the former Dock Labour Scheme workers had left the industry.

The reductions in some ports were more dramatic than others.

For example:

Port	Number of registered dock workers taking severance terms
Cardiff	161 out of 163
King's Lynn	41 out of 48
Seaham	16 out of 21
Tilbury	754 out of 1,150

Changes in dock worker attitudes

With this degree of change in the closely knit community of registered dock workers, a major change in attitudes would be expected and this has proved to be the case.

This is illuminated by some comments of those working in the industry.

John Holloway, manager of the re-opened Hull container terminal, is certain that his company would not have considered it feasible to operate its business under the Dock Labour Scheme. And Ray McIvor of Escombe Lambert in Liverpool forecasts increased business into Liverpool for his company as a result of greater confidence internationally in the service which Liverpool can now provide.

Tom Skinner, port manager of Leith in Scotland, declared: "12 months ago, I would not have believed that it was possible for such dramatic improvements in efficiency to have occurred, and all against a much more stable industrial relations background."

Former registered dockers were also very positive about the new arrangements. For example, Charlie Gatt, who is the chairman of shop stewards at Southampton, spoke enthusiastically about the new co-operative formed by ex registered dock workers: "We want to prove to the rest of the country that we can do the job."

This enthusiastic outlook was echoed by another ex registered dock worker, Len Mitchell from Southampton: "All right, we lost the fight," he said. "There is a change in the economic climate—we have got to live in this modern world and that is what we intend to do."

Phil Sanders from the Port of Barry in South Wales, compared the emergence of the new Barry Co-operative to a second industrial revolution: "The first one was created by new inventions, this one's been created by the workforce and not just in Barry; this sort of thing is going to happen right throughout the country. In some ways it gives you a thrill knowing that you're going to be part and parcel of how the operation is run. Your ideas are going to be the ones that create the company and make it more efficient."

Although managers and customers report improvements in morale and attitudes and the changes have been widely welcomed by the former non-registered workers, there are reports that the 'two nation' situation has not altogether disappeared. Some minor trials of strength occurred in Forth and other ports, but these were swiftly resolved under new disciplinary codes and have not persisted.

The essence of the National Dock Labour Scheme

The National Dock Labour Scheme had the following features:

- it was a statutory monopoly, under which only registered employers and workers could undertake dock work;
- it defined the types of work which were reserved by law for registered dock workers;
- it determined who could be a docker, by its control over the number and composition of the labour force;
- it controlled discipline in the docks, ultimately controlling dismissals and suspensions;
- it provided registered dock workers with a 'job for life'.

The scheme provided a legal demarcation line between one group of workers and their employers and the rest of the port transport industry. It preserved the rights to that class of work for registered employers and workers and made it a criminal offence to employ any other worker on work which was primarily cargo handling.

Why the scheme was abolished

Introducing the second reading of the Dock Work Bill on April 17, 1989, the then Secretary of State for Employment, Norman Fowler, said that abolition of the scheme would ensure a better future for the ports industry, for those working in the industry and for the areas around the ports themselves. He also said that if the restrictions on scheme ports were to go, then they should be able to compete better with ports outside the scheme and with continental ports.

To quote from the White Paper published on April 6, 1989:

"The scheme is flawed fundamentally—both in concept and in the way it operates. Joint management and union control of employment and discipline, and the attitudes which that has encouraged, delay or prevent decisions being taken whenever interests appear to diverge, as they inevitably sometimes do. That has crucially impeded scheme ports' ability to adapt and develop their services to customers, added enormously to costs, held back modernisation and reduced the productivity of new investment. The scheme has led to a loss of business and of jobs."

Productivity improvements

One of the most dramatic manifestations of the change which has occurred in former scheme ports as a direct result of the ending of the scheme has been increased productivity.

The picture is well illustrated by this case from Liverpool, perhaps the most traditional of the major old scheme ports: The 'Pomerac' with forest products from the west coast of Canada was scheduled to take at least 1¾ days to discharge on May 12, 1990. The actual discharge took only one day, almost 43 per cent up on previous performance.

Again, in Hull the 'Ice Crystal' (Ahlmark Line) berthed on the morning of May 9, 1990 to discharge 4,975 cubic metres of timber, 222 tonnes of steel tubes in bundles and 20 tons of chipboard. Before the repeal of the scheme this would have taken two days. At 9.45am it started discharging and at 9.00pm that same day it left—a productivity improvement of 100 per cent.

In Tilbury, where dramatic changes were introduced in the form of new agreements after the repeal of the scheme, the following figures were reported.

	Pre-repeal	Post-repeal
Conventional cargo	3,137 tonnes per man per annum	4,029 tonnes per man per annum
	An increase of 28·4 per cent	
Container traffic	1,782 TEUs per man per annum	3,333 TEUs per man per annum
	An increase of 87·0 per cent	

Similar stories were repeated time and time again indeed in every one of the ports visited.

Reasons for improved productivity

Why has productivity improved so dramatically at former ports? Three factors appear to be particularly relevant: the old demarcation lines have disappeared; port employers have lost their monopoly powers over cargo handling; but at the heart of the changes lies a radical restructuring of the labour force and re-definition of work to be carried out in the cargo handling area.

Aerial view of the port of Lowestoft. Photo: Associated British Ports

Many of the registered dock workers found that their old jobs simply didn't exist after repeal. Rather than take re-employment on radically different terms, they took the statutory severance payments of up to £35,000 and left. Some returned to invest in their own stevedoring companies, a development which had not been expected when the scheme was abolished.

Employers used their new freedom to rationalise and improve working practices.

Other work was introduced for the new 'port operators', apart from cargo handling. This included some plant and building maintenance work and extensive retraining programmes have taken place.

As far as possible the port employers appear to have moved to create the most flexible, totally integrated systems of work. And they have had a lot of co-operation from the new port labour force.

Several managers expressed their opinions on this matter.

Brian Harding from Cardiff commented: "The new labour force, now that they are trained, have done a superb job. The quality of the cargo handling service has improved dramatically. There is significantly less damage to cargo and to expensive plant, equipment and gear. A whole better spirit exists through the more caring attitudes, greater dedication to the task and a feeling of all working together."

Peter Ferguson, personnel director of British Steel which operated four terminals under the controls of the Dock Labour Scheme, agreed. He pointed to a productivity improvement of some 50 per cent which had been achieved through new industrial agreements negotiated at the four bulk handling terminals. "The number of operators has been reduced," he said, "and the much changed attitudes and work practices by those who remain is reflected in the faster turnround of vessels. At two sites, terms and conditions of employment have been fully harmonised with other employees. The company now has proper control over its handling of raw materials supply, resulting in significant cost savings."

Overall, it seems that productivity improvements are being fed by dramatic changes in the way the job had previously been done, and that many employers have used the opportunity to innovate with flexible work patterns.

At several of the ports, manning levels per hatch or per ship have been completely abandoned in favour of allocation based on customer requirement (subject to safety regulations). Overtime limits have been eliminated to give a ship the chance to finish without going over into another day. Much more control is apparently being exercised on an hour-to-hour basis to move men from hatch to hatch, ship to ship—and even port to port in the case of the Forth Ports Authority, which owns five ports on the estuary.

More flexible use of labour

Another reason for increased productivity in the former scheme ports is the greater flexibility in the use of labour, which the abolition of the scheme has made possible.

In various ports, arrangements are in hand to supplement the permanent workforce to deal with peaks.

At King's Lynn up to 30 other employees are used to supplement the 11 dockers when the workload requires. Operational supervisors will also work alongside dockers.

In Leith up to 30 temporary workers have been engaged from an agency for a period of four months to handle a specific contract for oil industry pipes.

Clearly, there will also be opportunities for part-time labour to be used and it may be that this is going to develop over a longer period of time.

Freedom to expand

It was always the Government's hope that once the restrictions of the scheme were lifted, new business and investment would flow back into the old former scheme ports; and certainly there have already been some impressive developments.

In Hull, apart from the re-opening of the Hull Container Terminal, with services to Ireland, Portugal, Scandinavia and Holland, a number of new companies have now moved into the port.

Bison Cement has invested heavily in equipment on the berth (silo and weighbridges) and on self-discharging ships. Clive Bish, the terminal manager, explained why: "We can now load materials from our own self-discharging ships without port employment involvement."

This investment brings employment both on the operation and through road haulage.

ARC has established a base at Alexandra Dock for the reception of sea-dredged aggregates; and at Albert Dock, Booth Asphalt and Croxton and Garry have established discharge facilities for roadstone and calcium carbonate respectively.

Terminal companies have invested over £3 million in the last 12 months and Associated British Ports has increased its capital expenditure plans to £5 million for improvements to the port's facilities in 1990.

In Cardiff, Ryan International Fuels, a customer dealing with import and export of coal and coal products, has recently expanded operations and, apart from leasing over 50 acres of land, has invested over £500,000 in handling plant and equipment.

Major plans for Tilbury have still to come to fruition, partly because a major new terminal to handle Ro-Ro traffic on the river has been blocked on planning grounds by the local authority.

However, other new terminal plans are under discussion and although by no means certain, the opportunities are apparently there for potential investment of over £50 million.

In King's Lynn a processing plant producing tarmac from aggregate brought into the dock by ship has been set up to benefit from the economies of scale and location.

And at the same port, another company has moved to a more efficient system of off-loading urea into rail wagons; after refurbishing a redundant warehouse, it has boosted annual throughput from 15,000 to 40,000 tonnes.

At Seaham on the North East coast, the port company is investing over £4 million in building a new 200,000 square feet warehouse complex and upgrading cranes, weighbridges and purchasing new handling equipment.

Training

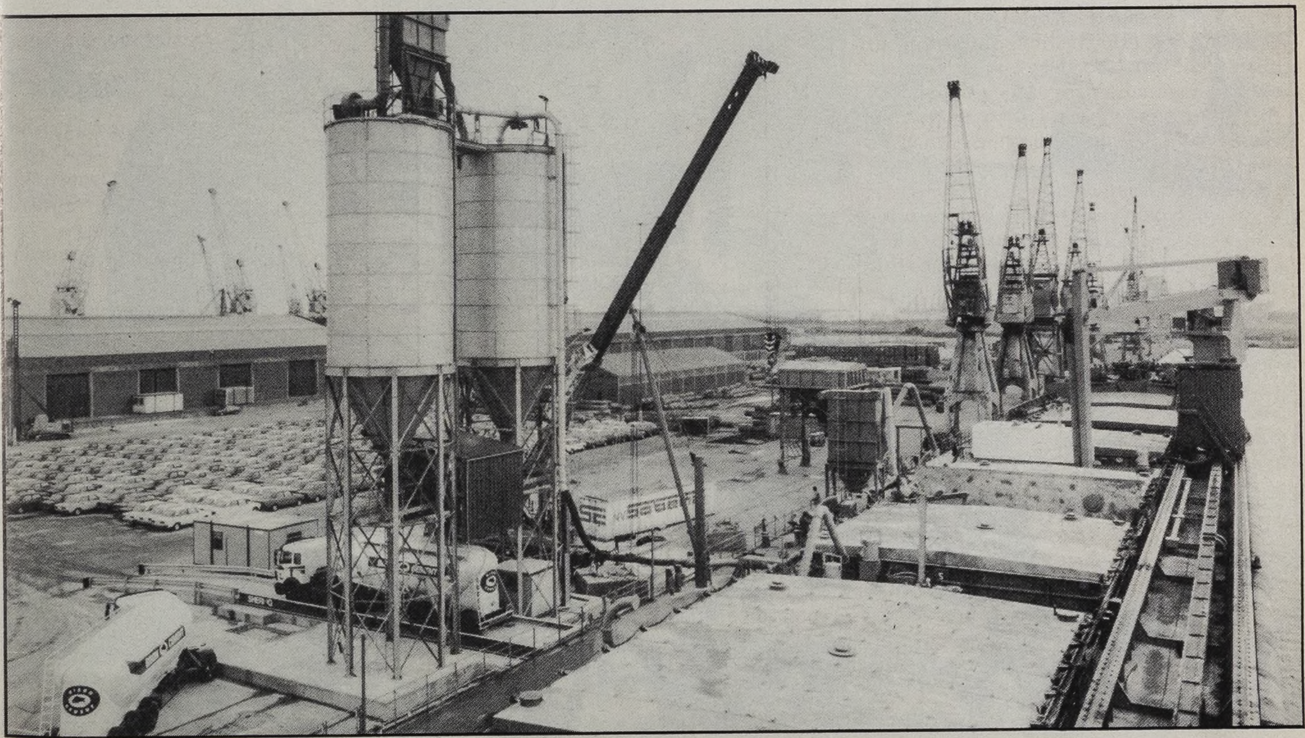
At the time of repeal, a lot of concern was expressed about the loss of training facilities and the potential for a serious decline in health and safety standards. The TGWU's national secretary, John Connolly, had said that there would be a collapse in training and health and safety measures.

In the area of training, the survey found substantial evidence of an increase in training expenditure.

In Tilbury, a new training department has been created to cover all Port of London Authority training requirements at the port. All of the former National Dock Labour Board instructors at the London Training School have been employed and budgets for training are over 100 per cent higher than before.

In Liverpool, all the former NDLB training instructors have been employed by Mersey Docks and Harbour Company and have been supplemented by instructors drawn from ex registered dock workers. Interestingly, spare non-productive time is now frequently used for training sessions. It is estimated that expenditure and attention to training have risen sharply.

At Cardiff, a new full-time safety and training manager has been appointed. Remarkably, the new labour force,



Bison cement terminal at Hull. Photo: Associated British Ports derived from a whole range of other employee grades—supervisors, engineering grades, boat crews, marine staff, clerical and administrative staff—have all been trained in cargo handling skills and are achieving outstanding levels of performance. Training is being given a high priority.

In all of the ports that were visited, training budgets had been increased and there was some evidence of new port training services being set up and expanded; for example, Pegasus Training Services in Liverpool.

Health and safety

On the health and safety front (which includes medical services), evidence suggests that standards are being maintained. The industry has maintained a National Accident Prevention Committee, which has TGWU representatives present. This is the only national body having trade union representation apart from the ones responsible for pensions. And a major effort was made to run a successful National First Aid competition for teams in the industry to replace the work previously carried out by the National Dock Labour Board.

In the larger ports, the medical centres have been maintained for the benefit of all workers and there seems to be no evidence of a decline.

The research concentrated on the former scheme port employers—who were clearly determined to make efforts in these key areas—and did not include new employers who have moved in to handle stevedoring on dock estates. On the whole, however, the port authorities said they were able to influence the maintenance of standards through the allocation of leases, etc. The Health and Safety Executive has advised that, with many new staff likely to be recruited into the industry over the new few years, a great deal of attention will need to be paid to ensuring that appropriate health and safety standards continue to be met.

Conclusions

Abolition of the National Dock Labour Scheme was one of the most momentous changes ever seen in the port transport industry.

Though the survey study did not cover every port, the picture was the same at each port studied. All the managers and customers interviewed spoke of improved performance, morale and energy.

While it is too early to tell what direction these fundamental changes will ultimately take, the evidence is clear that considerable achievements in customer service are now being achieved through a variety of innovative and flexible work systems. These have found their expression in a number of ports in the development of new 'docker' companies, or co-operatives, which shows a remarkable commitment to the port industry and its future by the old workforce.

Michael Everard, chairman of F T Everard and Sons, a leading short sea European shipowner, summed up industry attitudes when he said: "New, more aggressive competition has been a feature of the UK ports industry following the lifting of labour restrictions.

"It's really good news for the consumer because the cost of importing/exporting goods through Britain's ports has been reduced—and the benefit to all of us as consumers is surely what repeal of the Dock Labour Scheme was all about . . ." ■

Loading tractors for Norway onto the vessel 'Astrea' at the Nor-Cargo Terminal on the East Side, Royal Dock Grimsby. Photo: Associated British Ports

Questions in QA 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: **Michael Howard**
Minister of State: **Tim Eggar**
Parliamentary Under Secretaries of State:
Patrick Nicholls and Lord Strathclyde

Child care

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment whether Training and Enterprise Councils or Employment Training training managers are empowered to alter the child care payments being paid to single parents who have already started their training; and if he will make a statement.

Tim Eggar: Training and Enterprise Councils and area offices of the Training Agency have discretion over the means of providing child care support, but they must ensure that the costs of caring for children under 16 are met for lone parents on Employment Training.

(May 18)

Part-time workers

Eddie Loyden (Liverpool, Garston) asked the Secretary of State for Employment if he will list the changes in employment law which have affected part-time workers' employment rights; and if he will make a statement.

Patrick Nicholls: Changes made to individual employment rights since 1979 which have affected both part-time and full-time employees, are as follows:

- qualifying period on unfair dismissal increased progressively from 26 weeks to two years;
- qualifying period for written reasons for dismissal increased from 26 weeks to two years;
- dismissal for non-membership of a trade union made automatically unfair in all circumstances;
- maternity provisions amended to strengthen notification requirements, exempt very small firms in certain circumstances, and introduce a new right to time off for ante-natal care.

(May 24)

Michael Howard

EC Social Action Plan

William Hague (Richmond, Yorks) asked the Secretary of State for Employment whether he will make a statement on the Government's approach to the European Commission's Social Action Programme.

Tim Eggar: We intend to take a full part in the negotiations on the individual proposals in the Social Action Programme. We will measure each proposal against two key criteria: first, its effect on jobs and unemployment; and second, whether it accords with the principle of subsidiarity, which means action should not be proposed at Community level in areas best left to member states to deal with in accordance with their tradition and practice.

(May 22)

Labour and Social Affairs Council

Lewis Stevens (Nuneaton) asked the Secretary of State for Employment if he will make a statement on the outcome of the Labour and Social Affairs Council meeting held in Brussels on Tuesday May 29.

Michael Howard: The meeting was very constructive. The main business was the adoption of a resolution put forward by the Irish Presidency on action to assist the long-term unemployed.

The Council also adopted a resolution on the fight against racism and xenophobia; and a proposal for an action programme on continuing training. I expressed my support for the objectives of this decision, but made clear our objections to the inclusion of the Social Charter in the recital.

There was a discussion of how we should amend existing regulations governing the freedom of movement for workers within the Community; and of a proposal for a new regulation on eligibility of migrant workers and their families to non-contributory benefits. It was agreed both issues needed further consideration.

The Council also adopted a resolution on the protection of the dignity of women and men at work, which is concerned with protection against sexual harassment; the third joint programme to encourage the exchange of young workers within the Community; and two directives on minumum health and safety requirements for workers in these areas: handling heavy loads where there is a risk of back injury for workers; and for work with display screen equipment. A common position was reached on a third directive on the protection of workers from the risks related to exposure to biological agents at work.

In informal discussion, we considered how we might support the efforts of Poland and Hungary to move to a free market economy. Their ministers for employment had addressed Community employment ministers at an informal meeting on 28 May.

Finally, Commissioner Papandreou gave a first informal report on member states' implementation of measures already agreed in the social area. This was in response to my request for regular reports on implementation; and I have asked her to let member states have her report in writing.

(June 6)

Training and Enterprise Council posts

Jo Richardson (Barking) asked the Secretary of State for Employment how many board members on Training and Enterprise Councils are from industry and what is the make-up from other entries.

Tim Eggar: There are 122 board members from the private sector on the 13 operational Training and Enterprise Councils (TECs). Other board members include 15 representatives from local authorities, nine representatives from trade union organisations, six representatives from voluntary organisations, six representatives from local education authorities, five representatives from educational institutions, two representatives from local health authorities, two representatives from employers' associations and two representatives from economic development bodies. Six chief executives are also board members.

(June 7)

Jo Richardson (Barking) asked the Secretary of State for Employment how many board members on Training and Enterprise Councils are women.

Tim Eggar: There are 17 women board members on the 13 operational Training and Enterprise Councils.

(June 7)

Kevin McNamara (Kingston upon Hull North) asked the Secretary of State for Employment in how many of the approved Training and Enterprise Councils the post of chief executive has been filled by a person who was in post as a regional manager of a training commission; and in how many cases such people have negotiated an entitlement which would allow them to return to the training commission.

Tim Eggar: Of the 13 Training and Enterprise Councils so far operational, ten have chief executive posts filled by people who previously held Civil Service posts within the Training Agency. One of those has resigned from the Civil Service and become a TEC employee, the remaining nine being on secondment. All secondees remain in the Civil Service and have the right to return to the Employment Department Group at the end of the secondment period.

(June 8)

People with disabilities

Matthew Carrington (Fulham) asked the Secretary of State for Employment how many people with disabilities are assisted annually by his department.

Tim Eggar: In 1988–89, the latest year for which figures are available, approximately 220,000 people with disabilities were assisted by this department's employment and training programmes.

(May 22)

VAT registrations

Richard Page (South West Hertfordshire) asked the Secretary of State for Employment what was the net increase in the number of businesses registered for Value-Added Tax in (a) 1978, (b) 1988 and (c) 1989.

Tim Eggar: Early indications are that the net increase in 1989 was around 80,000, compared with 64,000 in 1988. In the five years 1975 to 1979 together, the net increase was 85,000.

(May 22)

Enterprise Allowance Scheme

James Pawsey (Rugby and Kenilworth) asked the Secretary of State for Employment how many businesses were started under the Enterprise Allowance Scheme in 1989–90.

Tim Eggar: In 1989–90 almost 78,000 businesses were started under the Enterprise Allowance Scheme.

(May 22)

Tim Eggar

Low pay

Marjorie Mowlam (Redcar) asked the Secretary of State for Employment if he will make a statement on Her Majesty's Government's policy on low pay.

Tim Eggar: The best way to help the lower paid is through continuing economic and employment growth and greater prosperity for all.

(May 22)

Small firms

John Watts (Slough) asked the Secretary of State for Employment how many small firms received counselling from the Small Firms Service in 1988–89.

Tim Eggar: In 1988–89 the Small Firms Service in England provided 43,029 counselling sessions to 30,634 clients.

(May 22)

Employment Department policies

Paul Flynn (Newport West) asked the Secretary of State for Employment if he will set out: (a) the failures and (b) the successes of his department's policies since May 1979.

Tim Eggar: Since May 1979 my Department's policies have met with considerable success. This can be illustrated by taking for example the fields of employment, training and industrial relations law.

In the field of employment, policies to remove unnecessary restrictions and barriers from the labour market and to stimulate enterprise have helped create conditions under which employment can flourish. At over 27 million, the workforce in employment now stands at its highest level ever and the number of self-employed has risen by 1·4 million since June 1979 after little change in the 1970s.

In the training field, we have established ET, the largest adult training programme ever launched in this country, and YTS which has provided high quality training to thousands of young people and will be further enhanced as the new Youth Training programme. We have built imaginative and effective links between the worlds of education and work through the Training and Vocational Education Initiative (TVEI), Compacts and the Enterprise in Higher Education initiative. Our programme to give local employers responsibility for the design and delivery of training through a national network of Training and Enterprise Councils (TECs) is some two years ahead of schedule.

A further example of success is our step-by-step reform of industrial relations and trade union law. We have redressed the balance between management and unions, and helped make union leaders properly answerable to their members. It can be no coincidence that these reforms have coincided with a dramatic reduction in the number of working days lost because of industrial action. In the 1970s nearly 13 million working days were lost every year: in the 12 months to February 1990 only 5 million days were lost, and the number of stoppages in February was the lowest since 1933.

I am satisfied that my Department's policies and programmes have generally proved successful. We keep them under review and are always looking for ways to improve their effectiveness.

(June 7)

Nuclear Installations Inspectorate

Tam Dalyell (Linlithgow) asked the Secretary of State for Employment what has been the increase in the establishment of the Nuclear Installations Inspectorate over any convenient period in the last three years.

Patrick Nicholls: On April 1 1987, 168·5 staff—103 of them inspectors—were in post in the Health and Safety Executive's Nuclear Installation Inspectorate. By April 1 of this year, staff in post had increased to 249·5, of whom 162 were inspectors.

(May 22)

Youth Training

Dave Nellist (Coventry South East) asked the Secretary of State for Employment what would be the real value of the Youth Training allowances for 16 and 17 years olds if they had been raised by: (a) the rise in the retail and price index and (b) the rise in average earnings since their introduction as the YOP allowance in April 1978; when was the last rise in the allowances; what plans he has for further rises; and if he will make a statement.

Patrick Nicholls: The weekly allowance paid to young people on the Youth Opportunities Programme (YOP) in April 1978 was £19.50, equivalent to £49.45 if adjusted for changes in the Retail Prices Index and equivalent to £63.48 if adjusted for changes in the Index of Average Earnings.

The lower level of the Youth Training allowance—£29.50 per week—was set in July 1988. The higher level of the Youth Training allowance has remained unchanged since it was set in April 1986. There are no plans to increase these training allowances, but from the introduction of Youth Training on May 29, young people will receive the higher level of allowance from their 17th birthday rather than on completing a year of training, so that most young people will receive the higher level earlier in their training.

YTS and—especially—Youth Training, incorporate substantially higher quality training than YOP. In contrast with YOP, Youth Training will provide all trainees with the opportunity to obtain a recognised vocational qualification. It is therefore misleading to compare the values of the YOP and YTS/Youth Training allowances, which reflect the fact that trainees are still learning.

Increasing numbers of employers have been supplementing the minimum trainee allowances and many trainees are now in receipt of more than the minimum. Many are also employed and receiving wages.

(May 24)

Tourism industry

Barry Field (Isle of Wight) asked the Secretary of State for Employment what figures he has for the total number of overseas visitors to the United Kingdom during the first quarter of 1990; and what was the figure for the first quarter of 1989.

Patrick Nicholls: It is estimated that overseas residents made 2,310,000 visits to the United Kingdom during the first two months of 1990, the latest period for which results are available. This is 15 per cent higher than in the equivalent period of 1989.

(May 22)

Charles Wardle (Bexhill and Battle) asked the Secretary of State for Employment what is the increase in the current financial year in his department's grant to the English Tourist Board.

Patrick Nicholls: In 1990–91 the English Tourist Board will receive grant-in-aid of £14,595,000. This represents a 9 per cent increase over the £13,265,000 grant-in-aid for 1989–90.

(May 22)

Andy Stewart (Sherwood) asked the Secretary of State for Employment what resources he plans to provide in the current financial year to the British Tourist Authority.

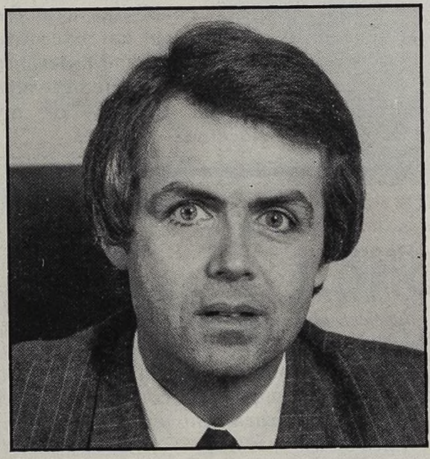
Patrick Nicholls: The British Tourist Authority will receive £27·7 million in 1990–91, an increase of 11 per cent over 1989–90.

(May 22)

Robert McCrindle (Brentwood and Ongar) asked the Secretary of State for Employment if he has received any representations for soft loans form the tourist industry.

Patrick Nicholls: It has, on occasion, been suggested to my Department that the tourism industry could benefit from the provision of soft loans towards meeting the cost of capital developments. However, the English Tourist Board's latest reported record levels of investment in tourism projects indicate that there is no shortage of investors willing to support good-quality and commercially sound tourism projects.

(May 22)



Patrick Nicholls

Wages Council

Roland Boyes (Houghton and Washington) asked the Secretary of State for Employment if he will make a statement on enforcement of minimum wage protection.

Patrick Nicholls: The level of compliance with wages orders is very high. My rt hon and learned friend is satisfied that the present policy of targeting the resources of the Wages Inspectorate towards those employers most likely to underpay is the most effective way of enforcing minimum wage legislation.

(May 22)

Joan Ruddock (Lewisham, Deptford) asked the Secretary of State for Employment how many firms visited in 1989 were paying below the legal Wages Council minima; and how many were prosecuted.

Patrick Nicholls: The Wages Inspectorate compiles its statistics on the basis of establishments rather than firms. In 1989, 5,528 of the establishments visited were found to be paying less than the statutory minimum due to at least one of their workers.

There were nine prosecutions for underpayment offences.

(May 22)

Tony Lloyd (Stretford) asked the Secretary of State for Employment what was the average fine imposed on employers found to be committing Wages Council offences in 1989.

Patrick Nicholls: The average fine imposed per employer was £305.50.

(June 11)

Repetitive strain injuries

Tony Lloyd (Stretford) asked the Secretary of State for Employment if he will make a statement on Her Majesty's Goverment's policy on: (a) research, (b) prevention and (c) compensation for repetitive strain injuries.

Patrick Nicholls: Section 2 of the Health and Safety at Work etc. Act 1974 places general duties on employers to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all their employees; and in particular the provision and maintenance of plant and systems of work that are, so far as is reasonably practicable, safe and without risks to health. These general duties apply to the prevention of repetitive strain injury and are enforced by the Health and Safety Executive (HSE) and local authorities.

The HSE intends to publish later this year new guidance on work-related upper limb disorders, which will give authoritative advice to employers on ways to prevent them.

HSE funds an extramural biomedical research programme which includes support for research into repetitive strain injury. A report from the Institute of Occupational Medicine (IOM), *'Clinical Epidemiological Study of Relations between Upper Limb Soft Tissue Disorders and Repetitive Movements at Work'* has recently been published.

The HSE has also funded research projects at the IOM and the University of Birmingham which investigate the relationship between work routines and activities and specific upper limb disorders. Reports on these studies are still awaited.

State compensation for industrial injuries is a matter for my rt honourable friend, the Secretary of State for Social Security.

(June 13)

Employment Training

Henry McLeish (Fife Central) asked the Secretary of State for Employment what is the total number of ET training managers who have received Training Agency approval for each of: (a) the first five criteria and (b) the last four criteria set out in the approved training organisation process.

Patrick Nicholls: The Approved Training Organisation process involves a constructive partnership between the Training Agency and the training manager to build provision which meets the stringent standards entailed in the Approved Training Organisation award. Training managers have two years from the date of commencement of their Employment Training operation to meet these standards which are tested in two stages. The assessment process for those who began on September 5 1988 is currently under way and as at April 30 1990, 873 have received Training Agency approval for the first five criteria and three have received approval for the last four criteria.

(May 21)

Henry McLeish (Fife Central) asked the Secretary of State for Employment if he will give, based on the information given in the Public Expenditure White Paper (cm. 1006), the estimated total percentage of all Employment Training leavers going into jobs, further education, or training and self-employment in 1990–91, 1991–92 and 1992–93.

Patrick Nicholls: The estimated percentage of all Employment Training leavers going into jobs, self-employment, further education or training is as follows: 1990–91, 44 per cent; 1991–92, 48 per cent; 1992–93, 51 per cent.

(May 24)

Eddie Loyden (Liverpool, Garston) asked the Secretary of State for Employment whether he intends to designate Employment Training as an approved training scheme; and if he will make a statement.

Patrick Nicholls: My Department has no plans to designate Employment Training as an approved training scheme. About 670,000 unemployed people to date have taken advantage of the help it offers them to obtain the skills and experience they need to get jobs.

(May 24)

Women

Marion Roe (Broxbourne) asked the Secretary of State for Employment by how much the number of women who are self-employed has changed since 1979.

Patrick Nicholls: The estimated number of self-employed women in the United Kingdom rose from 357,000 in June 1979 to 782,000 in December 1989, an increase of 426,000 (119 per cent).

(May 22)

Dirty beaches

Ronnie Fearn (Southport) asked the Secretary of State for Employment what plans he has to counter the effects of the recent publicity about dirty beaches on the tourist trade from home and abroad.

Patrick Nicholls: Department of the Environment Ministers have only recently emphasised the fact that over three-quarters of designated bathing waters in England and Wales now meet EC standards; and have highlighted the very substantial programme of remedial works which is currently in hand to bring the remaining bathing waters up to standard.

(June 11)

Value for money

Jeff Rooker (Birmingham, Perry Barr) asked the Secretary of State for Employment what mechanisms exist in his Department for identifying and tracking value for money savings in its operations.

Tim Eggar: Mechanisms to identify and track value for money savings include internal audit; follow up of NAO reports; reviews by management services; external consultants; policy evaluations; efficiency scrutinies; internal reviews; energy efficiency: and a Purchasing Co-ordination Unit. In addition, since 1989-90, value for money savings on running costs have been identified in management plans for each part of my Department.

I also expect the establishment of the Employment Service as an Executive Agency and of the Training and Enterprise Council network to produce greater value for money in the delivery of my Department's objectives.

(June 7)

Restart

Dawn Primarolo (Bristol South) asked the Secretary of State for Employment if he will make a statement on the purpose and status of current experiments with Restart menus, including options courses; and if he will list which experiments are taking place in which areas.

Patrick Nicholls: The main opportunities offered at Restart interviews remain:
- submission to a job vacancy
- a place on a Jobclub
- a place on Employment Training
- a place on a Restart course
- a place on the Enterprise Allowance Scheme

There are no plans to experiment with this range of opportunities, although additional opportunities may be available in particular localities. However, Employment Service managers may arrange for variations in the delivery of the main opportunities in order to meet local needs.

(May 21)

Lord Strathclyde

Private sector pay

Lord Molloy asked Her Majesty's Government whether they propose to offer advice to directors and senior managers in the private sector as to what would be appropriate increases in their own salaries and benefits, and if so what.

Lord Strathclyde: My Lords, it would be wholly inappropriate for the Government to offer such advice to businesses in the private sector. Pay is a matter for those who negotiate and determine it.

(May 16)

Construction industry

Lord Molloy asked Her Majesty's Goverment whether they are taking steps to minimise redundancies in the construction industry during the current slump in the housing market.

Lord Strathclyde: My Lords, despite some job losses, employment in the sector at the end of last year was at its highest level for at least 10 years. The most effective way of minimising redundancies in the construction and other sectors is to reduce inflation by maintaining our present tight monetary and fiscal policies.

(June 7)

Technical and Vocational Education Initiative

Michael Jack (Fylde) asked the Secretary of State for Employment if he will make a statement on the expansion of the Technical and Vocational Education Initiative.

Michael Howard: At present there are 81 LEAs in TVEI extension. A further 22 LEAs will begin their extension in September 1990. These authorities have now received an offer of funding for 1990–91. The total budget available to my Department for expenditure on TVEI in 1990–91 is £134 million.

(June 5)

Interviews—smile in the North, smell in the Midlands

How to win jobs and influence people depends on what you do and where you live, according to a nationwide survey by recruitment agency Reed Employment.

It showed that when it comes to job interviews, the nature of first impressions varies throughout the country.

Reed surveyed more than 500 employers and job candidates, with some interesting results.

In London, for example, it takes a firm handshake to impress a prospective boss, while Midland bosses have the most sensitive noses and are more likely to react to the strong smell of perfume or aftershave than their southern counterparts.

Despite these differing reactions, employers and candidates throughout the country agreed that a well groomed appearance made the greatest initial impact. 81 per cent of employers and 74 per cent of candidates claimed that smart clothes are most important in making an impression at an interview, closely followed by a warm smile (particularly in the North) and tidy hair. Shoes were duly noted by Scottish bosses, while in the South-West a brief case was more likely to impress.

Almost 70 per cent of employers said it would take them less than 30 minutes to judge whether a candidate is suitable, whereas a similar proportion of candidates would take over 30 minutes to judge whether the emoloyer was suitable.

Some employers and candidates, however, were more impulsive with nearly 15 per cent of employers and 20 per cent of the candidates claiming that they would assess each other in less than five minutes.

According to Reed's marketing director Michael Yorke, the survey shows that first impressions not only influence employers but also have a major impact on candidates: "We tend to put the onus on candidates to look and sound professional in order to impress a prospective employer. However, the survey highlights the fact that it is equally important for employers to present a good image if they are to succeed in selling the vacancy." □

European employment trends

An information service on employment trends and issues throughout Europe has been launched with funding from the European Commission.

Subscribers to the European System of Documentation on Employment—SYSDEM—receive a quarterly bulletin in either English or French comprising three sections:
- pan-European and world trends in employment, with abstracts of key documents and a commentary on their significance;
- country-by-country reports from the 12 EC member states, focusing on factors such as demographic change, skills shortages, mobility and regional employment changes; and
- reports on special themes, such as human resources.

Some 3,000 copies of the bulletin have been produced and sent to government departments and agencies, trade unions and leading firms. The next issue will appear at the end of July.

An information unit based in Brussels will maintain a documentation centre and data bank. The unit will act as the first point of contact for inquiries, offering advice, access to relevant documentation, use of the data bank and referrals to expert contacts.

At present the service is free.

Further information is available from the Analysis Unit, ECOTEC, 28-32 Albert Street, Birmingham B4 7UD. □

Court ruling on pensions

A recent European Court judgement (Barber v Guardian Royal Exchange Assurance Group) found sex discrimination in the pensions field. The court decided that relating the right to an immediate early pension on redundancy to sex-based age qualifications was against Article 119 of the Treaty of Rome. □

Photo: Jim Stagg

Inspector Blakey of the TV programme On the Buses, *taking on board the 'Drinkswise' message with Patrick Nicholls.*

London Buses get 'drinkwise'

Alcohol and work don't mix, the management of London Buses have decreed, and their firm line has made them the winners of the new 'Drinkwise of the Year Award'.

The award, for "outstanding achievement in industry for getting across the Drinkwise message", was presented by Employment Minister Patrick Nicholls. Speaking from an open-topped double-decker bus in the centre of London's Hyde Park roundabout, he said: "The message of the campaign is about an individual's responsibility to remember that there is a limit beyond which their job performance will be affected by alcohol.

"Alcohol impairs judgement, concentration and health. Shoddy work can be just as costly in human and financial terms as accidents." He added that employers must take action to combat alcohol misuse by offering help, not condemnation. "This is not a soft option, but a chance for rehabilitation which can be backed up by disciplinary procedures. It might involve, as it does with London Buses, a complete ban on alcohol during working hours. When safety is involved, this course of action is entirely reasonable."

London Buses managing director Clive Hodson commented: "We have always been proud of our progressive alcohol programme, which includes counselling for any employees who may have drink problems, and we are delighted that our new initiative has been recognised by Drinkwise in this way. □

Redundant executives 'go it alone'

Many executives set themselves up as independent consultants after being made redundant and facing unemployment, according to a survey from GMS Consultancy, an employment agency specialising in executive leasing.

The survey, found that more than a third decided to "go it alone" because the alternative was unemployment.

However, the majority of executives said they would go back to a permanent job if the right one came along.

GMS says that differences in attitudes and performance suggested that new entrants, in particular, needed help in managing how to earn a living as an independent consultant. Just over 19 per cent said they had received training related to being a proprietor of a small business.

Less than a third of the 336 consultants who took part in the survey decided to become self-employed because of the attractions of independence and only a handful said it was because of the potential financial rewards.

However, once they had set themselves up as consultants, more than 30 per cent said that financial independence was one of the main attractions, along with the freedom from "internal politics" of large companies.

GMS says that it appears that career women do not take to independent consultancy. Only seven responded to the survey.

Many of the respondents to the survey claimed they achieved what they expected to earn as independent consultants, which varied widely from as little as £50 a day up to £750, although the average daily rate was £284.

Most of the consultants said they obtained work from business contacts and specialist intermediaries, although a significant amount came from their previous employers as well as social contacts. □

Market survey report of the Independent Consultancy Market is published by GMS Consultancy Ltd, 48 High Street North, Dunstable, Beds LU6 1LA. Price £19.50.

Photo: Engineering Council

New technology pupils at Sheldon school, featured on the Engineering Council's brochure.

Firms asked to boost technology in schools

Twenty five thousand small- and medium-sized firms are being urged to get involved with their local schools to help train the technologists of the future. Technology is now compulsory for five to 16-year-olds under the new National Curriculum.

A brochure titled *Creating the Future*, produced by the Engineering Council and the Standing Conference on Schools' Science and Technology, gives case histories of school-company co-operation which have helped to make the subject relevant and interesting to pupils. The schemes often benefit both parties—as when more than ten companies teamed up with pupils from Sheldon School in Chippenham, Wiltshire to support their three-year attack on the world land speed record for a three-wheeled electric vehicle. The companies gained high-quality publicity and were able to field test their products.

The brochure, sponsored by the Department of Trade and Industry and Unilever, is available free from the Engineering Council. □

Experience counts for NVQs

It would be quite feasible for an individual's previous experience and achievements to be recognised for the award of qualifications, providing that experience lies within the National Vocational Qualification (NVQ) Framework. This is shown in a recently published report from the National Council for Vocational Qualifications (NCVQ).

The three major national awarding bodies, City and Guilds, BTEC and RSA took part in the two-year study, together with The Hotel and Catering Training Board. The aim of their programme was to develop and test a model of accreditation of prior learning which, if successful, could be adopted by all awarding bodies as part of their normal assessment and certification practice.

The controversial area of accreditation of prior learning was proved feasible by the report and with the introduction of the NCVQ's database of qualifications (see *Employment Gazette*, May 1990, p285), the collection of evidence and assessment of an individual's competence will now be much quicker.

NCVQ Director of research and information, Gilbert Jessup, says Accreditation of Prior Learning (APL) could also be highly cost-effective if introduced as part of the new model of vocational education and training based on NVQ's: "With Government commitment to promote expansion of training in the 1990s, particularly among adults and those returning to work, we can anticipate a large demand for such a service."

'APL in the context of NVQ's R and D Report No 7, is available from The National Council for Vocational Qualifications, 222 Euston Road, London NW1 2BZ (tel 071-387 9898) price £5.50.

Blackpool Pleasure Beach and Madame Tussaud's still tops

For the fourth year running, Blackpool Pleasure Beach and Madame Tussaud's are top of the popularity charts with tourists.

According to the annual British Tourist Authority survey of the country's tourist attractions, Blackpool was the top free attraction drawing 6·5 million visitors last year, while Madame Tussaud's was the most popular fee-charging venue with 2·6 million visitors. However, Liverpool's Albert Dock redevelopment has pushed the British Museum into third place in the 'free' category.

The good weather last year helped boost visits to gardens by 12 per cent and to country parks by 10 per cent. Stapeley Water Gardens, in Cheshire, alone increased its number of visitors by 27 per cent to more than 1·2 million, overtaking London's Kew Gardens by 60,000 visitors.

This compares with an overall increase of 4 per cent in visitors at all types of attractions in the United Kingdom, with leisure parks up 7 per cent; steam railways up 6 per cent; and historic properties and workplaces up 4 per cent. Museums and gallery visits remained static, while wildlife attractions went up 3 per cent. □

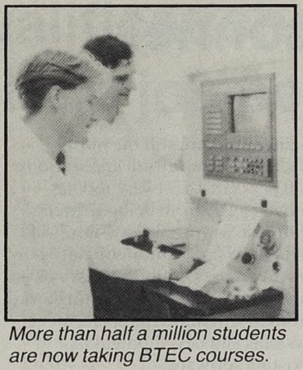
Visits to Tourist Attractions 1989, which lists 2,386 attractions in the United Kingdom receiving a minimum of 5,000 visits, is available from British Tourist Authority, Dept D, Thames Tower, Black's Road, London W6 9EL. Price £9.

Rise in BTEC numbers

The number of young people starting vocational courses run by the Business and Technician Education Council (BTEC) rose by 11 per cent in 1989–89, in spite of a fall of 8 per cent in the number of school leavers. More than half a million students are now taking BTEC courses at any one time.

According to BTEC's annual report for 1988–89, some 217,000 youngsters registered for First, National and Higher National qualifications during the year, against 196,500 in 1987–88. Figures for 1989–90 are expected to rise again to about 230,000.

Most BTEC students are 16–20 year olds studying on long-established courses in business and finance, construction and agriculture; but BTEC has introduced new courses in the growth areas of information technology, leisure, the caring services and the performing arts. It is also catering for a growing number of older students seeking to re-train, update their skills, or return to work.



More than half a million students are now taking BTEC courses.

Introducing the report, BTEC chairman Parry Rogers says: "Increasing numbers of employers have come to know the worth of our people, and the value they add to the firms in which they work. Vocational education needs to be an equal partner in our educational system, suiting those students of all ability levels who respond to practical and relevant learning more than to theoretical studies intended for the minority." □

BTEC Annual Report 1988–89 is available free from the Publications Despatch Unit, BTEC, Central House, Upper Woburn Place, London WC1H 0HH.

Country life—reports show good and bad

Reports from the Rural Development Commission show contrasting aspects of living in a rural district. The Craft Homes experiment indicates that living and working from home in the countryside have become viable prospects for many people.

The Commission sponsored a dozen homes with workshops in five locations in rural England and has found that such developments are attractive to small businesses and acceptable to planners.

The Commission's out-going chairman, Lord Vinson, is convinced that the experiment has helped to change attitudes: "We have shown that many modern businesses, especially in the high tech industries, can be run from home without any detriment to the environment."

A slightly gloomier picture is that many key services in rural communities are under threat according to two further reports published by the Commission.

They show that in the '80s many villages, particularly the smaller ones, lost shops, post offices, schools, library services and even their pub. However, the picture is not all bleak and in most cases the decline has slowed considerably.

The reports examine the range of interrelated forces at work which have brought about the changes—economic, social and demographic.

Changes in the nature of the rural population with an influx especially of early retired people and commuters, both of whom may be more mobile and more affluent and therefore less dependent on locally provided services, can prove the final straw for services which are already on the edge of economic viability, say the reports.

An evaluation of the Craft Homes Experiment, price £11; English Village Services in the Eighties, price £7; and The Impact of Community Sub Post Offices, price £9, are all available from the Rural Development Commission, 141 Castle Street, Salisbury, Wilts. □

Repetitive strain—new evidence

A study of repetitive strain injuries has been announced by the Industrial Injuries Advisory Council following research into the condition by Birmingham and Edinburgh Universities.

The Council will look at all the available evidence on a range of repetitive strain injuries—and if this suggests that the disorders are a special risk in particular occupations, it will recommend to Ministers that the disorders be added to the list of injuries prescribed for social security industrial injuries benefits.

The disorders to be examined in the new study are tennis elbow, rotator cuff syndrome, carpal tunnel syndrome, cubital tunnel syndrome and Dupuytran's contracture. Two repetitive strain injuries are already prescribed; cramp of the hand or forearm due to repetitive movements, and traumatic inflammation of the tendons of the hand or forearm.

Evidence for the study should be submitted to the Council's Secretariat by December 31, 1990, at The Adelphi, 1-11 John Adam Street, London WC2N 6HT. □

Second careers for elderly

Several top UK companies, along with the Employment Department, are supporting a new employment agency to help retired and elderly people find jobs.

Third Age Network, an independent, non profit-making organisation, will help find work for people aged between 50 and their late 70s who want a second career.

The network will provide employers and recruiters with information about members' skills and availability and match employment opportunities with members' needs, as well as helping members to present their abilities, talents and skills.

British Telecom, BP, Lloyds Bank and Marks and Spencer are among the companies supporting the Network, which was officially launched by Employment Minister Patrick Nicholls.

He said: "Employers need to review their personnel policies and ensure they are making the most of those people who want to make a contribution in their later years." □

Computer-assisted personnel market booming

The market for computerised personnel information systems continues to be hugely buoyant, and reflects the trend for organisations to become increasingly sophisticated at recruiting and developing their employees, according to Colin Richards, associate director of the Institute of Manpower Studies.

Interim findings from the IMS/IPM Computers in Personnel survey also show most personnel departments are continuing to use their systems mainly for administrative applications, such as employee details, but relatively few use programmes for manpower planning, costing and budgeting.

It was a particular disappointment, Mr Richards said, to find that personnel still consider their systems poor in terms of training manuals and speed of operation. More than 40 per cent rated their manuals as 'poor'.

Despite a steady growth in micro and mid-range computers, mainframes are still the most widely used hardware applications (39 per cent). Software too has moved away from being written in-house with about two-thirds of personnel application software now based on packages. The survey also finds the market to be shifting away from first systems to replacement systems and development of existing software.

Further information is available from the Institute of Manpower Studies (tel 0273 686751). □

Perk up the workers

Company bosses think much more use could be made of incentive payments and other "perks" to motivate British workers, says a survey by the Institute of Directors. And though Britain was judged to lead the field in the use of profit-sharing and share option schemes, many felt these too often worked in favour of top management.

The survey questioned more than 100 directors in firms with an annual turnover in excess of £5 million. It found that only six in ten directors felt their companies used incentive schemes "as thoroughly and positively as possible".

Cash payments were considered the most satisfactory form of incentive. However, incentives were no longer limited just to the sales force: one in three operated schemes covering staff in administration, production, and customer care; a quarter ran schemes for distribution staff, and a fifth gave incentives to secretaries, personnel departments and dealer relations staff. □

Diary dates

- *'Labour market statistics'* are the subject of the 20th Statistics Users' Conference, to be held on November 27, 1990 at the Royal Society, 6 Carlton House Terrace, London SW1.

  The conference (fee around £90, including papers, coffee and lunch) is an opportunity to examine the statistics which are produced by the Department of Employment and the Training Agency, and to see how these match users' needs.

  Employment Minister, Patrick Nicholls is to open the conference. Booking forms will be available in the October issue of *Employment Gazette*, and from Business and Trade Statistics Ltd., Lancaster House, More Lane, Esher, Surrey, KT10 8AP (tel 0372 63121).

- A conference organised by *'Greening the way we govern'* takes place September 21/22, 1990. Among the topics covered will be 'Developing staff for environmental issues' and 'Developing an effective pollution inspectorate'.

  Further details from Julie Senior or Lynne Neill, Programme Office, Royal Institute of Public Administration, 3 Birdcage Walk, London SW1H 9JH (tel 071 222 2248).

- *'Showing business the way forward'* is the title of two day courses to be run by Motivation International. Dates and locations are Grosvenor House Hotel, London, September 19/20 and the Gatwick Europa Hotel, November 13/14. Prices are £295 plus VAT for one day or £490 plus VAT for both days.

  Further information on the courses is available from Bofoers Exhibitions, 12 Bentinck Court, Bentinck Road, West Drayton, Middlesex UB7 7RQ (tel 0895 421111). □

Civil Service nurseries set to expand

Two workplace nurseries are to open this autumn to care for children between the ages of six months and five years whose parents work for the Civil Service.

In London, the Ministry of Defence is to open a 34-place nursery in Westminster in September, while in Bootle, Merseyside, several departments including the Health and Safety Executive, Inland Revenue, DSS and Home Office are planning a 40-place nursery.

The nurseries will be managed by Kinderquest, which currently manages a 50-place nursery for Unilever Research, Bedford. □

Bully for them

London companies are set to gain from a new dole-to-jobs course for women designed by the Industrial Society and London West Training Services.

Called 'Newstart for Women' the first course ended on May 4, following a successful pilot earlier this year. During the intensive five-day programme unemployed women boosted their self-confidence and motivation and added to their knowledge of the local job scene.

Participants all get special one-to-one sessions with course advisors where they can tackle individual problems and work out personal career plans.

The Industrial Society's inner city co-ordinator Simon Yearsley says: "'Newstart for Women' will help unemployed women channel their skills and direct their efforts—so that they hit the jobs bulls-eye faster."

With three more courses already planned, for July, September and November, the Industrial Society is now seeking further sponsorship for the courses.

Further information is available from Simon Yearsley on 081-960 8687. □

Photo: Norman Potter

Tourism Minister, Lord Strathclyde shows a party of Japanese travel agents visiting Britain, the sights of London.

Japanese tourism boom confirmed

The number of Japanese visitors to Britain has shot up by 29 per cent to nearly half a million visits in 1989, according to the latest tourism figures while provisional figures for the first three months of 1990 indicate the number of overseas visitors as a whole was up 4 per cent, with spending up by 10 per cent.

North American visitors are also returning to British shores in larger numbers—up 25 per cent on the same period last year. □

EC qualifications check will help job seekers

People who want to work in other EC countries can now check to see if their skills are likely to be acceptable to employers overseas.

The Training Agency has begun publicising tables which match vocational qualifications from each member state against job descriptions for a range of occupations. Though the qualifications listed are not necessarily equivalent or mutually recognised, the tables will help job hunters to explain to potential employers overseas what they can do. They will also help British employers recruiting from other EC countries to judge the skills of workers there.

The tables already published cover some 30 different job descriptions in construction, hotels and catering, motor vehicle repair and maintenance. Other tables due out soon will cover jobs in agriculture, the electrical/electronic industry, and textile and garment manufacture. Studies are also under way to draw up tables covering office work, the metal industry and the chemical industry, and a programme of work lasting till the end of 1992 is likely to include sales, transportation, tourism, the food industry, health, printing, mining, iron and steel, woodworking, civil engineering, fine arts, surveying and fishing.

The tables are the result of a 1985 European Council decision to establish a basis for comparing vocational qualifications as an aid to labour mobility. They are being compiled by expert working groups whose members are drawn from all EC countries. Leaflets giving details of the scheme and how to obtain specific tables are available from jobcentres and, in Northern Ireland, from local offices of the Training and Employment Agency. Details are also available from the CBI and TUC. □

Check-out chat up

It's easier to talk to older check-out staff—that is one of the findings of an opinion poll which set out to gauge customers' reactions to DIY retailer B and Q's policy of recruiting staff over 50 years old.

Customers at B and Q's new Macclesfield supercentre found the older staff to be generally very helpful. They felt they could ask for advice on DIY problems and, significantly, they were twice as likely to have chatted to the Macclesfield check-out operators than in stores with younger staff. The company's recruitment and training policy has also paid direct dividends in the form of higher-than-expected trading levels.

The number of over-50s employed by B and Q has risen by over 50 per cent since the campaign began, increasing the average age of the company's 14,000 employees by about a year. □

Staff agency gets its quality first

A recruitment consultancy, based in Manchester, has become the first in the UK to gain a British Standards accreditation.

MDS, specialising in technical recruitment, believes its quality procedures enable it to match prime candidates more effectively to a given job specification.

Operations director David Bate explained that people normally construed BS standards as applying only to those companies which manufacture products, but quality "applies as much to a chemical engineer as a nut or bolt."

The BS5750 approval followed nine months of documenting strict quality procedures at MDS by an outside quality consultant. □

London lead on job sharing

From gardeners to librarians and solicitors to refuse collectors, employees of the London boroughs now find job sharing an increasingly normal part of working life.

Since 1981, job sharing in the metropolis has increased 13-fold to cover more than 1,300 people: 27 of the 32 London councils now have formal job-share policies.

While the majority of job sharers are women returning to work after maternity leave, their numbers have been swelled by people sharing for other reasons—for example, to gain the freedom to do voluntary part-time work or to pursue private interests.

These findings come from a survey which also looks briefly at other flexible ways to work, including flexitime, term-time working, career breaks, sabbaticals and homeworking. It concludes that councils are starting to consider various means of retaining and attracting staff, other than just flexitime, which has been well established for over a decade. □

Job sharing and flexible working in the London boroughs is available from New Ways to Work, 309 Upper Street, London N1 2TY. Price £2. ISBN 1 870878 06X.

Appraisals help stop exits

Fifty-nine per cent of small and medium-sized companies claim to carry out interviews with staff who resign, though 25 per cent are unaware if they are losing staff to competitors, claims a report commissioned by consultants Mercer Fraser.

The research was conducted among 300 companies employing between five and 175 people. All were based within a 70-mile radius of London. 60 per cent of the companies said they intended taking on more people over the next three years, but few (22 per cent) said they would be seeking professional advice on the total package offered to employers.

The engineering and manufacturing sector were more willing to seek professional advice on staffing than financial services, but particular problems appeared in the distribution, hotel and catering sector, says the study. Although this sector carried out the highest proportion of exit interviews, it appeared not to have come to terms with: a high staff turnover, poor benefit packages, poor communications, and why women left. It was also found that companies which carried out staff appraisals quarterly had a markedly lower staff turnover. □

Employers should support victims

Employers should give more support and protection for people assaulted or sexually abused in the workplace, says Home Secretary David Waddington.

He told a seminar organised by the charity Victim Support that people were still extremely vulnerable to crime while at work.

"Good employers should ensure that staff are given not only immediate help but access to suitable counselling within the organisation," he said.

The seminar, the first of its kind in Britain, was told by Professor Norman Tutt, director of Leeds social services, that according to the 1988 Crime Survey, nearly a third of all violent threats, a fifth of assaults and more than 70 per cent of thefts occured at the workplace.

Victim Support stated that a quarter of the respondents to the survey said the violent incidents they suffered were due to the work they did. The problem was no longer confined to such jobs as policemen and psychiatric nurses but also included receptionists, home helps, noise control officers, environmental health officers and even librarians.

The seminar was mounted by Victim Support following inquiries from companies worried at how crime was affecting their employees. Among the speakers were representatives from Tesco and Abbey National.

The problem has also been highlighted in two publications from the Health and Safety Executive: Aimed at both employers and trade unions, the booklet *Violence to Staff* gives practical advice on how to find out if violence is a problem for an employer and how to deal with it. A second publication, *Preventing Violence to Staff*, explains the problem solving process in more detail and includes nine case studies. □

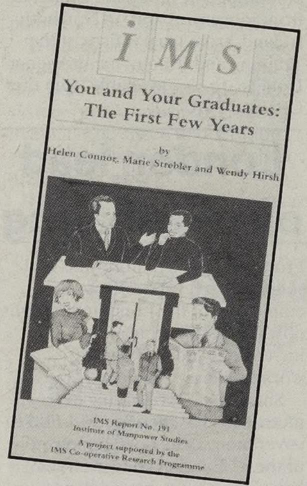
REVIEWS

Incubating your graduate for success

Graduate recruitment has become a costly and time-consuming business for employers, but is generally recognised as being an essential source of future managerial and professional staff.

A new report from the Institute of Manpower Studies (IMS) examines the range of issues which affect the employment and development of graduate recruits in their first five years with a company. Issues such as retention and development are looked at through a selection of 19 case-study organisations from different employment sectors.

Co-author Maria Strebler points out that different entry approaches used by employers expose graduates to different career expectations and problems. Five main types of approach are identified, but the report concludes no clearly preferred trend is emerging, though it does note improvements in the quality of job assignments. □



You and Your Graduate: The First Few Years IMS Report No 191, by Helen Connor, Marie Strebler and Wendy Hirsh is available from the IMS, University of Sussex BN1 9RF. Price £24 (£16, IMS subscribers) plus £1.50 p and p. ISBN 1-85184-094-X.

Returners' guide

Women can make it work is a guide produced by Brighton Council to help local women plan a return to work or training.

The guide's author, Jane Brotchie says: "By directing women to organisations who can help, we hope Brighton women will find the answers to their questions about childcare, flexible working, promotion and training."

Although targeted particularly at Brighton women, the guide is relevant to all women returners. It is divided into three sections which cover preparing for work, finding work and surviving when you get there! □

Women can make it work The Women's Unit, Brighton Borough Council, Town Hall, Bartholomew Square, Brighton BN1 1JA. Free to anyone living in Brighton. £10 to those outside the area.

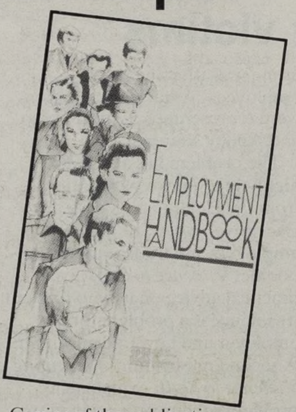
A personnel helper

The Advisory, Conciliation and Arbitration Service (ACAS) has issued a free publication to assist organisations in developing appropriate employment policies and procedures.

The ACAS Employment Handbook is free and should prove particularly useful to the organisations without specialist personnel expertise.

The handbook provides an introduction to a wide range of employee relations topics from absence and appraisal through to training and development.

All the subjects are arranged in alphabetical order with the information arranged in clear self-contained sections.



Copies of the publication are available from any ACAS office in England, Scotland and Wales. □

Defining how to manage

Five new introductory texts on management have been published by the Institute of Personnel Management.

In spite of its uninspiring title, *Management Processes and Functions* by Michael Armstrong gives a concise and comprehensive introduction to the subject. Defining management as "deciding what to do and then getting it done through people", the book's early chapters analyse the range of skills needed to manage, such as problem-solving, leadership and decision making. The many technical terms and techniques found in modern management—from SWOT analyses to zero-base budgeting—are defined, and clearly illustrated by diagrams.

Later chapters discuss working and communicating with other people, company organisation, corporate culture, and strategic planning. The text is liberally sprinkled with quotes from leading market theorists.

Though clearly presented, the text would have been more accessible if it had begun by describing the various management activities in an organisation—in finance, personnel, and marketing, for example—instead of opening with a discussion of 'turbulence' and 'ambiguity' in the 'managerial environment'.

Easier to digest—in part because of its more 'human' subject matter—is *Managing Human Resources*, by Jane Weightman. The text outlines the main theories drawn from pychology and sociology to explain individual and group behavior, and then describes their practical applications in people management—recruitment and selection, training and staff development, motivating staff through techniques such as reward systems, and dealing with 'problem people'. □

The other three titles published to date in the *Management Studies* series are: *The Corporate Environment*, *Management Information Systems and Statistics*, and *Finance and Accounting for Managers*.

Management Processes and Functions, by Michael Armstrong, is published by the Institute of Personnel Management, price £12.95, ISBN 0 85292 438 0.

Managing Human Resources, by Jane Weightman, is also published by the IPM, price £10.95, ISBN 0 85292 437 2.

ILO statistics reference

That there are internationally recommended criteria and definitions is an important feature of many sets of official criteria. International comparisons of economies and labour markets would be less reliable without the international recommendations on labour statistics recorded in a handbook of this name, published by the International Labour Office.

All current ILO recommendations in the field of labour statistics are fully set out in the handbook, though there is no additional commentary, either on the texts or on any emerging developments.

The subjects covered by the resolutions span statistics on labour market participation, wages and labour costs, hours of work, social security, occupational injuries, aspects of industrial relations, consumer price indices, and household income and expenditure.

Readers of *Employment Gazette* will have seen that the appropriate international definitions are invariably summarised, but it is clearly of use to have all current recommendations to hand in this single ILO reference book. □

Current International Recommendations on Labour Statistics (1988 edition) is published by the International Labour Office, Geneva. Price 17.50 Swiss francs. ISBN 92-2-106433-6.

Matchmaking guide to EC research

If you are involved in research but don't know the meaning of COMETT, FLAIR, MAST and SPEAR, then *EC Research Funding—A Guide for Applicants* would be a good investment. The guide is aimed at those in industry, higher education, and research institutes who are looking for partners for research and wish to co-operate at European Community level. It describes the range of EC programmes providing funds for research in everything from agriculture to waste recycling; what kinds of project are likely to be accepted for funding; the conditions to be met; and how to apply. □

EC Research Funding—A Guide for Applicants, is available free from the Commission of the European Communities, 8 Storey's Gate, London SW1P 3AT.

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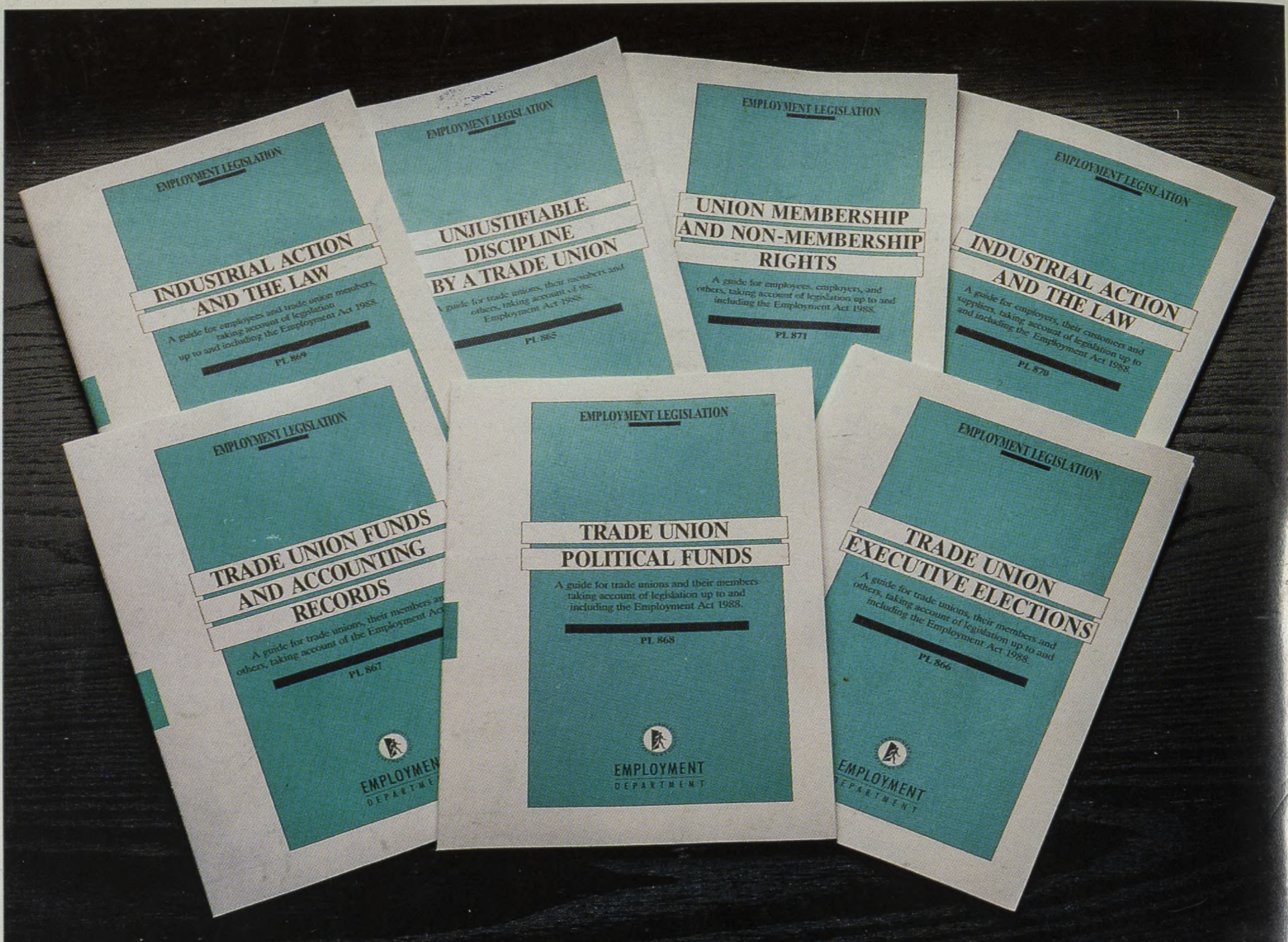

New guidance booklets on Industrial Relations and Trade Union Law

These new guidance booklets take account of changes made to industrial relations and trade union law by the Employment Act 1988. In some cases they replace guidance booklets that were previously available.

- **Industrial action and the law: a guide for employers, their customers and suppliers (PL 870)**
- **Industrial action and the law: a guide for employees and trade union members (PL 869)**
- **Unjustifiable discipline by a trade union (PL 865)**
- **Union membership and non-membership rights (PL 871)**
- **Trade union executive elections (PL 866)**
- **Trade union funds and accounting records (PL 867)**
- **Trade union political funds (PL 868)**

Booklets are obtainable free of charge from any office of the Employment Service or from any regional office of the Advisory, Conciliation and Arbitration Service (ACAS).

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