



# Employment Gazette

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#### COVER PICTURE

Open day at Pembroke Power Station—a feature on modern industrial tourism is on pp 529-33.

Photo: English Tourist Board.



An article on formal qualifications and the likelihood of getting a job is on pp 549-563.



The count of benefit claimants compared with the Labour Force Survey is discussed on pp 534-547.

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# Free Department of Employment leaflets

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

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

*Note:* This list does not include the publications of the Small Firms Service, the Training Commission or its associated divisions nor does it include any priced publications of the Department of Employment.

## General information

### Your guide to our employment training and enterprise programmes

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

### Action for jobs

The above booklet translated into:

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

### Firm facts notice board kit

A do-it-yourself aid to help employers communicate essential information to employees

## Employment legislation

A series of leaflets giving guidance on current employment legislation.

- 1 Written statement of main terms and conditions of employment** PL700 (1st rev)
- 2 Redundancy consultation and notification** PL833 (3rd rev)
- 3 Employee's rights on insolvency of employer** PL718 (4th rev)
- 4 Employment rights for the expectant mother** PL710 (2nd rev)
- 5 Suspension on medical grounds under health and safety regulations** PL705 (1st rev)
- 6 Facing redundancy? Time off for job hunting or to arrange training** PL703
- 7 Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982** PL754 (1st rev)
- 8 Itemized pay statement** PL704 (1st rev)
- 9 Guarantee payments** PL724 (3rd rev)
- 10 Employment rights on the transfer of an undertaking** PL699 (2nd rev)
- 11 Rules governing continuous employment and a week's pay** PL711
- 12 Time off for public duties** PL702
- 13 Unfairly dismissed?** PL712 (5th rev)
- 14 Rights of notice and reasons for dismissal** PL707 (2nd rev)
- 15 Union secret ballots** PL701 (1st rev)
- 16 Redundancy payments** PL808
- 17 Limits on payments** PL827

### The Employment Act 1988

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

### A guide to the Trade Union Act 1984

PL752

### Industrial action and the law.

A brief guide taking account of the Employment Acts 1980 and 1982 and the Trade Union Act 1984 PL753

### The law on unfair dismissal—guidance for small firms

PL715

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

PL714

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

PL716

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

RPL1 (1983)

### Code of practice—picketing

**Code of practice—closed shop agreements and arrangements**

### Taking someone on?

A simple leaflet for employers, summarising employment law

### Fact sheets on employment law

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

### Facing an unfair dismissal claim?

A leaflet describing an audio visual programme available on video cassette PL734

### Employment form (in packs of five)

A form to assist employers to provide a written statement of an employee's main terms and conditions

## Race relations

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

PL748

## Industrial tribunals

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

ITL1 (1986)

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

ITL19

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

PL720

## Overseas workers

### Employment of overseas workers in the UK

Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians OW5

### Employment of overseas workers in the UK

Training and work experience schemes OW21(1982)

### A guide for workers from abroad

Employment in the UK OW17

## 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 PL739

## 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

## Miscellaneous

### Jobshare

A share opportunity for the unemployed PL825

### The Employment Agencies Act 1973

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

### Prompt payment please

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

### A.I.D.S. and employment

This booklet attempts to answer the major questions which have been asked about employment aspects of A.I.D.S. but it is also a contribution to a wider public information campaign PL811

### Career development loans

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

# News Brief

## New agency to replace Training Commission

The TUC's decision to withdraw support for the Employment Training programme has led Employment Secretary Norman Fowler to transfer the main functions of the Training Commission to a new agency within the Employment Department Group and to propose the abolition of the Training Commission.

In his statement Mr Fowler said: "The TUC passed two motions. The first motion 'instructs the General Council to withdraw its support from Employment Training'. The second motion 'instructs the General Council to withdraw support forthwith and institute a policy of non-cooperation'. The second motion is qualified only by the recognition that where withdrawal from existing Community Programme schemes would cause redundancies 'trade unions should enter into negotiations with the aim of reaching agreement that the scheme will be phased out over a period of not more than two years'.

"My overriding concern is to safeguard the operation of our training programmes. Employment Training is designed to pro-

vide training opportunities to help long-term unemployed people back into work. I very much hope that individual trade unions will continue to play a part in the programme and that individual trade unionists will continue to support the efforts we are making through this programme to help unemployed people back into work. The Government welcomes their co-operation in Employment Training.

"However, the TUC's instruction to withdraw support from Employment Training and to institute a policy of non-cooperation has created a new situation and has inescapable consequences for the future of the Training Commission. The TUC Commissioners are responsible — along with the other members of the Commission — for the successful operation of Employment Training, which is by far the largest of the Commission's programmes. It is clearly not possible for Commissioners representing an organisation which is committed to opposing Employment Training to continue to sit on the Commission which is responsible for running that

programme.

"I intend to introduce new arrangements for delivering our training programmes, including at local level, which will be set out in a White Paper to be published this Autumn. I must however take immediate action to remove the TUC's responsibility for a programme which they are now instructed to oppose. We need to safeguard the training and education programmes, including Employment Training and YTS. We also need to reassure the staff who are responsible for delivering these programmes, the organisations which are providing training places for them and above all the hundreds of thousands of trainees who want to benefit from them.

"Under the legislation which governs the Training Commission, any change in the Commission's status or composition requires primary legislation. The only way to bring an early end to the TUC's involvement in the Training Commission is for me to use my powers to take back the Commission's functions.

(The statement continues on p 524).

## Opening the door on industry

British industry has operated behind closed doors for too long, according to Tourism Minister John Lee.

Speaking at a conference sponsored by the Confederation of British Industry, the Department of Employment and the English Tourist Board, Mr Lee said: "Not only can industrial tourism break down the barriers between public and business, it can bring visitors into many areas with no tourism tradition."

Describing industrial tourism as "a personal crusade," Mr Lee said he wanted manufacturing and commercial firms to open themselves up to visitors by setting up properly organised and designed visitor facilities.

"For many years our ceramic, glassware and distillery companies have been doing this, but there is enormous potential for others," he said, adding, "Modern industrial tourism will add a new dimension to the country's burgeoning £18 billion a year tourist industry."

The conference revealed that Britain's fastest-growing tourist attraction is the Sellafield nuclear power station on the Cumbrian coast.



Austin Rover, Cowley, has welcomed visitors since 1983. Its tours are booked up a year ahead by the 15,000 to 18,000 people who tour the plant each year.

Demand has been so great in fact, that a £5 million visitors' centre has been built to accommodate them. Sellafield anticipates that 150,000 visitors—a 50 per cent increase on 1987—will flock to the power station this year.

The ETB distributed a report at the conference which detailed case studies confirming the benefits of industrial tourism.

Ford Motors at Dagenham, for example, attracts 27,000 visitors each year, while Pilkington Glass Museum in St Helen's Lancashire, gets 200,000 visitors.

The book, *See Industry at Work*, contains a practical guide to other companies who wish to develop this type of tourism, it is available from ETB, Dept D, Bromells Road, London SW4 OBJ, price £15 (inc p&p).

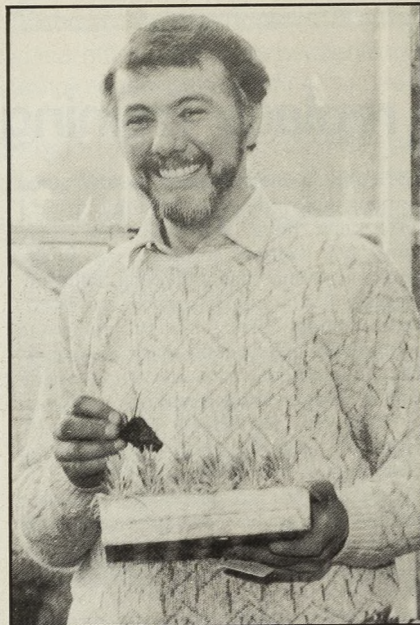
### Prize for enterprise

The most promising business under the Enterprise Allowance Scheme is being sought by National Westminster Bank and the Department of Employment which are jointly running the competition 'Prize for Enterprise'.

Open to anyone receiving the allowance between September 1 and November 11, the competition will have its finals in London later this year.

One finalist has already emerged from a pilot scheme launched last year in the North West. Steven Wickham, who grows herbs in his nursery in Orrell, Lancashire won £3,000 for winning 'Enterprise North West'. He will compete with nine other regional heat winners.

Announcing the competition, Employment Minister John Cope said: "The highly successful Enterprise Allowance Scheme has given over 350,000 unemployed people the opportunity to start-up in business for themselves, who would otherwise have been unable to do so."



Steven Wickham.

### Agreement reached on ET

The Department of Employment has reached agreement in principle with the EETPU on Employment Training.

The EETPU with the agreement of the Electrical Contractors Association have been negotiating with the Employment Department's Training Agency to manage a training package in London Dockland's for the industry. Initially it will involve around 230 trainees in Docklands under ET, but once working it would be extended to other parts of the country.

Employment Secretary Norman Fowler welcomed the decision of the electricians' union to take part in ET. Responding to an announcement by EETPU General Secretary, Eric Hammond, Mr Fowler said: "I am delighted with the EETPU decision. The scheme is intended to ensure that long-term unemployed people will obtain training to industry standards agreed with both employers and unions. It will help to ease a growing problem of labour shortage in the Docklands."

The EETPU is the third of the major construction industry unions to conclude that working within Employment Training is in their long-term interests. The main construction union, UCATT, is already participating in Employment Training through the Construction Industry Training Board, in an arrangement that also has the support of the construction section of the Transport and General Workers Union.

### More time for tourists

The relaxing of licensing laws in England and Wales will lead to 25,000 new jobs in pubs alone, estimates the British Tourist Authority.

Referring to the introduction of general licensing hours at the end of August, Alan Jefferson, BTA director of marketing, said: "This change to the archaic licensing laws in England and Wales is excellent news for the tourism industry."

"The British pub is a unique tourist attraction and a centre for overseas visitors to meet the British," added Mr Jefferson. "We believe that visitors should be able to enjoy pub facilities—value-for-money food and social activities—throughout the day."

proposals. I propose to introduce legislation at the earliest opportunity to abolish the Training Commission. I have written to the Chairman of the Training Commission to inform him of my decision and the action I am taking.

"The Government will now want to consider further what longer term training arrangements there should be. We now have an opportunity to create new and better arrangements to ensure the successful operation of our training programmes and to reflect the high priority the Government attaches to them."

#### Key feature

"The arrangements which succeed the Training Commission will need to ensure that existing training and education programmes can be delivered successfully. I shall want to secure the effective involvement of employers and other organisations — such as voluntary organisations, local authorities and their schools and colleges, and individual trade unions — which wish to play a constructive role in the delivery of these programmes. This will be a key feature of the White Paper."

"People are our most important national resource and nothing is more central to sustaining our economic growth than ensuring that they have the skills to do today's and tomorrow's jobs. That is why I attach the highest priority to improving our national training effort and why it is so important that we establish new training arrangements which will guarantee the delivery of our programmes and in particular ensure that training opportunities are available to unemployed people."

(continued from p 523)

"I have therefore decided, in consultation with the Secretaries of State for Scotland and Wales, as a first step to take back all the functions which the Commission has been exercising on my behalf, including Employment Training, YTS, TVEI and work-related NAFE. These functions are being transferred to a new executive agency within the Employment Department Group with immediate effect. The existing arrangements for Ministerial responsibilities for training in Scotland and Wales will continue. It will also be necessary to reconstitute advisory committees to succeed those appointed by the Commission. The Area Manpower Boards will be disbanded and the Government will bring forward proposals for new local training arrangements in my Autumn White Paper."

#### Commitment

"The transfer of functions from the Commission to the Employment Department will not affect the day to day work of the staff who are involved in carrying them out. I would like to take this opportunity to thank them for all that they have done to deliver the Commission's programmes so effectively and to emphasise my commitment to these programmes and their continued success."

"The Commission itself will retain responsibility only for those functions which are specifically assigned to it by statute. These functions concern principally the approval of Industrial Training Board levy

### PER now part of Pergamon

PER—the Professional and Executive Recruitment agency service (PER) has been sold to Pergamon Professional and Financial Services for £6 million.

It is the first privatisation of a mainstream Civil Service activity to be completed.

Pergamon plans to make PER the flagship of its new employment services division.

The division will include Squires Appointments, an agency with 11 branches in the south of England, which Pergamon has contracted to buy for £4.7 million.

It also expects to acquire Human Resources, the executive search subsidiary of AGB Research, which has recommended a £134 million takeover bid from Pergamon.

#### Expertise

Announcing the sale, Employment Secretary Norman Fowler said: "There is no doubt that they have the expertise and the commitment to give PER the start in the private sector that we want for it."

PER finds 2,500 jobs a year for middle managers, operating from a chain of 32 offices stretching from Plymouth to Edinburgh.

#### Choices

PER's staff were offered the choices of secondment or redeployment to alternative jobs within the Department of Employment. Over 80 per cent opted for secondment, which lasts until the end of 1989, and as they retain civil service rights, those who do not take up permanent posts with Pergamon will be guaranteed posts

within the DE group at the end of the secondment period.

Pergamon's chairman, Robert Maxwell said he believes that within two to three years PER can be turned into a profitable as well as powerful competitor in the rapidly expanding recruitment market.

#### Sale

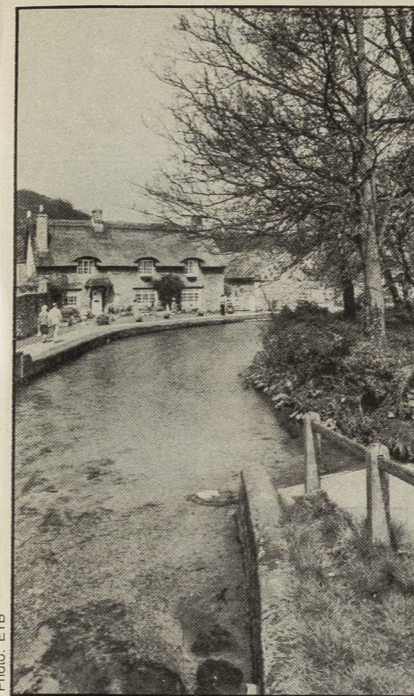
At the end of March 1988, PER, which aimed to break even, had a revenue of £9.4 million, with £6.3 million relating to commercial consultancy and publications and £3.1 million accounted for by Community Programme and other government-related work. A downturn in Community Programme revenue of £609,000, coupled with the uncertainty which surrounded PER's future, led to PER making an adjusted operating deficit of £812,000.

PER was offered for sale by private tender following a feasibility study by Lloyds Merchant Bank, and over 70 parties registered an interest. A confidential sale memorandum on the business was sent to more than 40, and short-listed bidders were invited to make presentations.

#### Potential

As part of the deal, jobcentres will continue to make referrals to PER.

"Pergamon has acquired a business which I believe has an exciting future. PER will have the opportunity to realise its commercial potential, free from the restrictions under which it has operated as part of Government," commented Mr Fowler.



Thornton Dale, North Yorkshire.

### Of scarecrows and silkworms

Scarecrows, Asian cuisine and silkworms have helped local authorities and public organisations win awards.

Enterprise in tourism planning, marketing and provision is rewarded each year, with Sir Mark Henig awards (he was first chairman of the English Tourist Board). This year's winners were:

- Ryedale District Council for its rural tourism campaign, which included a 'Festival of Scarecrows'. Its creative strategy promoted rural tourism while retaining traditional country values.
- Bradford Metropolitan District Council for 'Flavours of Asia,' a new tourism package which developed and extended the city's holiday season into off-peak periods and into new areas of Bradford.
- Oswestry Borough Council for Oswestry Mile End Little Chef Services Tourist Information Centre which is now the focal point for promoting the 'Oswestry Borderland'.
- Macclesfield Museum Trust for the Silk Museum — the final phase of Macclesfield's Heritage Centre Development. With packages such as 'The Victorian Christmas Experience', the museum has helped give Macclesfield a high public profile.



Norman Fowler and Kevin Maxwell, executive deputy chairman of Pergamon answer a question at the press conference to announce PER's sale.

## "Train the workers without jobs to do the jobs without workers"

Aiming to fill some 700,000 job vacancies and continue the downward trend in unemployment, Employment Training is now under way.

Described as the world's largest and most comprehensive programme, Employment Training represents a massive investment by the Government, of about £1.4 billion a year.

At its launch, Employment Secretary Norman Fowler said it also represented a commitment to unemployed adults and to their potential to contribute to the nation's continued economic growth.

"We simply cannot afford to ignore the potential of unemployed people," he said. "Employment Training is designed to ensure that we do not."

Mr Fowler referred to the "revolution in the labour market" which will ensure that by the mid-1990s the number of 16-19 year olds will have dropped by about a million.

He commented that employers, no longer able to rely on the recruitment of

young people, would have to look to others who are currently out of work to fill their vacancies. Training was the key to enable them to do so, he said.

Employment Training will provide training for some 600,000 people a year. It will offer training at every level from basic skills to technician level skills, providing an individual with a tailor-made package of placements with employers, project-based training and directed off-the-job training.

The aim is to equip unemployed people with the skills they need to find and keep work.

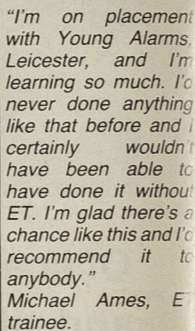
"We have, therefore, an historic opportunity to train long-term unemployed people to take the jobs which are now becoming increasingly available. That is the purpose of Employment Training: training the workers without jobs to do the jobs without workers," said Mr Fowler.

A statement on Employment Training, the Training Commission and the TUC is on page 523.

*"I had no idea what I wanted to do before going on Employment Training. I had no ambition and no confidence. I now have a couple of goals and feel a lot more confident about the future."*  
Julie Kerr on placement with the Leicester Diet Centre, training in secretarial and counselling skills.



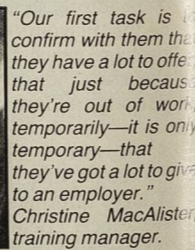
*"I'm on placement with Young Alarms, Leicester, and I'm learning so much. I've never done anything like that before and I certainly wouldn't have been able to have done it without ET. I'm glad there's a chance like this and I'd recommend it to anybody."*  
Michael Ames, ET trainee.



*"The best way of getting a job is if you are already in a work environment. Getting a placement gives employers a chance to have a look at you, and that's helpful to someone of my age who has never had to go through the nerve-racking process of interviews."*  
Sheila Finch, training in secretarial/clerical skills with Sight & Sound, Birmingham.



*"Our first task is to confirm with them that they have a lot to offer, that just because they're out of work, temporarily—it is only temporary—that they've got a lot to give to an employer."*  
Christine MacAlister, training manager.



*"I think it offers a solution to the current general skills shortage in the UK in our industry and comes at a very useful time for us to make our own inroads into the shortages in various trades throughout the industry."*  
Bryan Gregory, managing director, John Laing Construction.

Photos: Jim Stegg

### Open for business

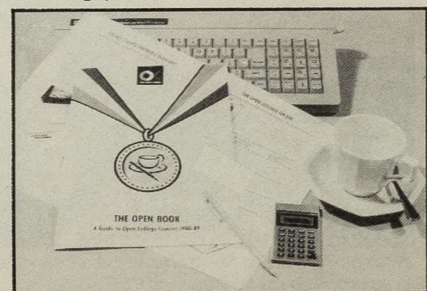
Ten new courses are on offer as the Open College enters its second year.

In its first year OC despatched over 40,000 courses to large and small businesses, special schemes for the unemployed and disadvantaged, and individual learners funding themselves.

This success has led the Open College to set itself an ambitious sales target of more than 80,000 course packages in its second year to reach more than 100,000 people.

It extended into the corporate market, attracting clients such as ICI, British Gas, Jaguar Cars, Sainsbury's, British Rail, Esso and the Independent Television Association and £2 million in sponsorship.

The new courses are: Making presentations; Working words (communication skills); Interviewing; Customer connection; IT for the terrified; Managing stress; Carers (for those looking after elderly/frail adults); and IT in the office; Jobsearch (how to train people to find work) and Running your office.



### TC's year

The Training Commission's annual report 1987-88 shows that:

- 327,600 young people entered YTS. At any one time there were about 400,000 young people in training;
- over half a million people took part in the Commission's adult training programmes;
- more than 800 schools and colleges and 80,000 young people were participating in the Technical and Vocational Education Initiative (TVEI);
- the Commission agreed plans for work related non-advanced further education (work related NAFE) with every local education authority in England and Wales;
- 269,000 people entered the Community Programme;
- 95,000 people participated in the Voluntary Projects Programme;
- just under 16,000 people with disabilities attended employment rehabilitation courses;
- networks of Training Access Points (TAPs) have been established in 28 areas, holding details of over 65,000 courses available to the public;
- the Skills Training Agency helped to train 109,000 people.

## Telecommuting—a vision of the future

Over four million people will be working from home by 1995—more than double the present figure—according to the Henley Centre for Forecasting.

The prediction was made at a conference organised by British Telecom and the Confederation of British Industry when delegates were told that many professional, sales, administrative and supervisory staff and certain clerical workers could easily carry out some tasks from home.

### High tech home

The Henley Centre's survey estimated that around half of the working population of the country could be involved in telecommuting.

A vision of high technology working from home was presented by BT's chairman, Iain Vallance. He envisaged the teleworker's home running on high tech, from a portable computer plugging directly into the phone socket, to a photovideotex system for scanning and transmitting colour images to another monitor where hard copies could be printed out. When the teleworker has been caught in a last minute meeting at head office the house could be programmed to be "intelligent" and to respond via a voice activated telephone to reassure that there had been no burglaries, fires or burst pipes.

### Codes

The car telephone could also be used to send messages via a set of codes to "tell" the house to switch the oven off, reset the heating, set the video and even draw the curtains and turn the lights off.

Any feeling of isolation could be helped by the establishment of Network Nine, which already exists in the form of neighbourhood workcentres or "clubs" where remote workers could meet to share ideas and telecommunications facilities.

### Effects

Telecommuting, as home working is being called, could lead to a drop in house prices in London by 15 per cent, with property outside the capital rising by about 50 per cent in 1992.

It could cut pollution and commuter stress, reduce rush hour road accidents by 17 per cent, as well as the need for public transport, petrol and second cars.

City pubs and restaurants would suffer while local ones might gain, sales of tea, coffee, newspapers and books would go down, but casual clothes, corner-shops, and computer and fax machines would be in demand.



British Telecom manager Jill Rawlins has worked from her home in Pinner, Middlesex, since the birth of baby Benjamin. A computer links her to head office via Telecom Gold and a fax machine transmits information.

Photo: Sofo

## Tourism's record year

Last year was the best in the history of British tourism according to the British Tourist Authority's annual report.

In 1987-88 a record 15.4 million overseas visitors spent £6.2 billion in this country. This was a 7 per cent increase in numbers and a 15 per cent increase in earnings over the previous record in 1985. A further £1.5 billion was earned in fares by British carriers, and Britons travelling in their own country contributed nearly £7 billion.

Tourism, now one of Britain's most important industries, could be worth more than £23 billion a year by 1994, but only with continued Government commitment, commented BTA's chairman, Duncan Bluck when presenting the report.

A review of Government's role in the tourism industry is scheduled for completion by the end of the year.

BTA's chief executive, Michael Medicott commented that commercial cooperation was important for tourism growth and prosperity. He said that while BTA's grant-in-aid increased 128 per cent over the last 10 years, money raised from

non-government sources grew by 297 per cent—"an impressive return by any standards".

He added: "In 1987 commercial and local authority support made up two-thirds of the Authority's marketing spend: no other national tourist office in the world can match this level of non-government funding."

With last year's record results Britain has consolidated its position as the world's fifth biggest international tourism earner after the USA, Italy, Spain and France, closing the gap on its nearest rival.

Britain now earns more than Greece, Portugal, Turkey, Australia and Yugoslavia combined, accounting for around 6.8 per cent of world tourism receipts. The report points out that every one per cent increase means an additional £1 billion for the economy, together with the creation of a further 40,000 jobs.

Copies of the BTA annual report are available from BTA, 4 Bromells Road, London SW4 0BJ. Price £5 (including p & p).

Responsibility shift

Proposals to extend and clarify the responsibilities of local authorities for enforcing health and safety legislation, have been provisionally agreed by the Health and Safety Commission. They remove anomalies that have arisen since the introduction of the existing regulations in 1977.

Draft regulations should be ready for submission to ministers in 1989.

The main elements of the proposals are:

- allocation to local authorities of additional premises where the main activity is display or demonstration of goods at an exhibition; cosmetic and therapeutic treatments; various leisure activities (including sports and games facilities, cinemas, concert halls, gaming premises, vehicle racing, circuses, children's play centres, pleasure craft hire, conference centres); the care, treatment or accommodation of animals or other creatures, with certain exceptions; and church worship and religious meetings.
- The Health and Safety Executive (HSE) to take on or retain enforcement responsibility for the following activities, whether or not the main activity at the premises: agricultural activities; use of fairground and similar equipment; radio, TV and filming; use of an ionising radiation source; activities on board a sea-going ship; diving operations; activities on an oil exploration installation; tourist mines; construction work (other than certain internal refurbishment work, where non-notifiable); and work on gas systems.
- HSE to be responsible for all HSW Act Section 6 enforcement; and for enforcement at certain complexes (airports, docks, Channel Tunnel Terminals etc).
- simplification of procedures for transfer of premises between enforcing authorities, and for their assignment in cases of uncertainty.

Proposals

In the light of the comments received on their consultative document published in 1985, the Commission decided not to allocate motor vehicle repairs, dry cleaning, and radio and TV repairs to local authorities (LAs).

The document also proposed the allocation to local authorities of museums and galleries, whose activities range from static exhibitions to displays of heavy (and sometimes very old) industrial machinery and sometimes involve new and sophisticated processes. The Commission propose to leave enforcement

Free to learn



Sheila Innes

Esso, The Open College and Project Fullemploy have announced a tripartite bursary scheme to bring job training skills to ethnic minorities, the unemployed and women.

The scheme, funded by Esso will offer free Open College courses to 1,000 people living in London, Bristol, Birmingham, Manchester and Bradford.

The courses will have particular relevance to minority ethnic communities and Project Fullemploy will select participants. On offer are setting up your own business;

responsibilities for museums and galleries with HSE, but to draw up clear guidelines for transferring enforcement responsibilities administratively where locally it is felt that enforcement would be more appropriate to the LAs. The Commission would be interested in comments on this proposal.

The Commission also decided that it will consult the appropriate industries about proposals to allocate enforcement to LAs of some construction work, and work with electricity, telecommunications and water systems all of which are currently done by HSE. Such allocations would only apply to premises inspected for health and safety purposes by the local authorities.

In discussing the proposals Commissioners stressed the importance of more consistent training of HSE and LA inspectors and of improving communications between those responsible for enforcement and the sectors involved.

Proposals by HSE to strengthen its Local Authority Unit (staffed by both LA and HSE personnel) will help to take this forward.

Comments should be addressed to Miss E. Gyngell, Room 227, Baynards House, 1 Chepstow Place, Westbourne Grove, London W2 4TF, tel: 01-243 6476.

an introduction to tourism; courses designed for women currently out of the working environment; and study skills.

"Minority groups have been under-represented in industry and we believe that if the UK is to remain competitive in the world market it is vital that training and reskilling to develop these groups is made readily available", said John Gooderham, contributions manager of Esso UK.

Free tutorial advice and support will be provided in Fullemploy training centres in five cities.

Sheila Innes, chief executive of The Open College said; "The intention of the scheme is to act as a model for future bursaries of this kind. We will be carefully evaluating its success over the next year and hope this will help to develop relationships with companies like Esso who believe in the real value of long term investment in skills training. We are sure that other companies will follow this initiative."

The bursary scheme will operate from this month and applicants should contact Project Fullemploy, 102 Park Village East London NW1 3SP, tel: 01-387 1222.

Further details on other Open College courses are available from: The Open College, Freepost, PO Box 35, Abingdon OX14 3BR, tel: 0235 555 444.

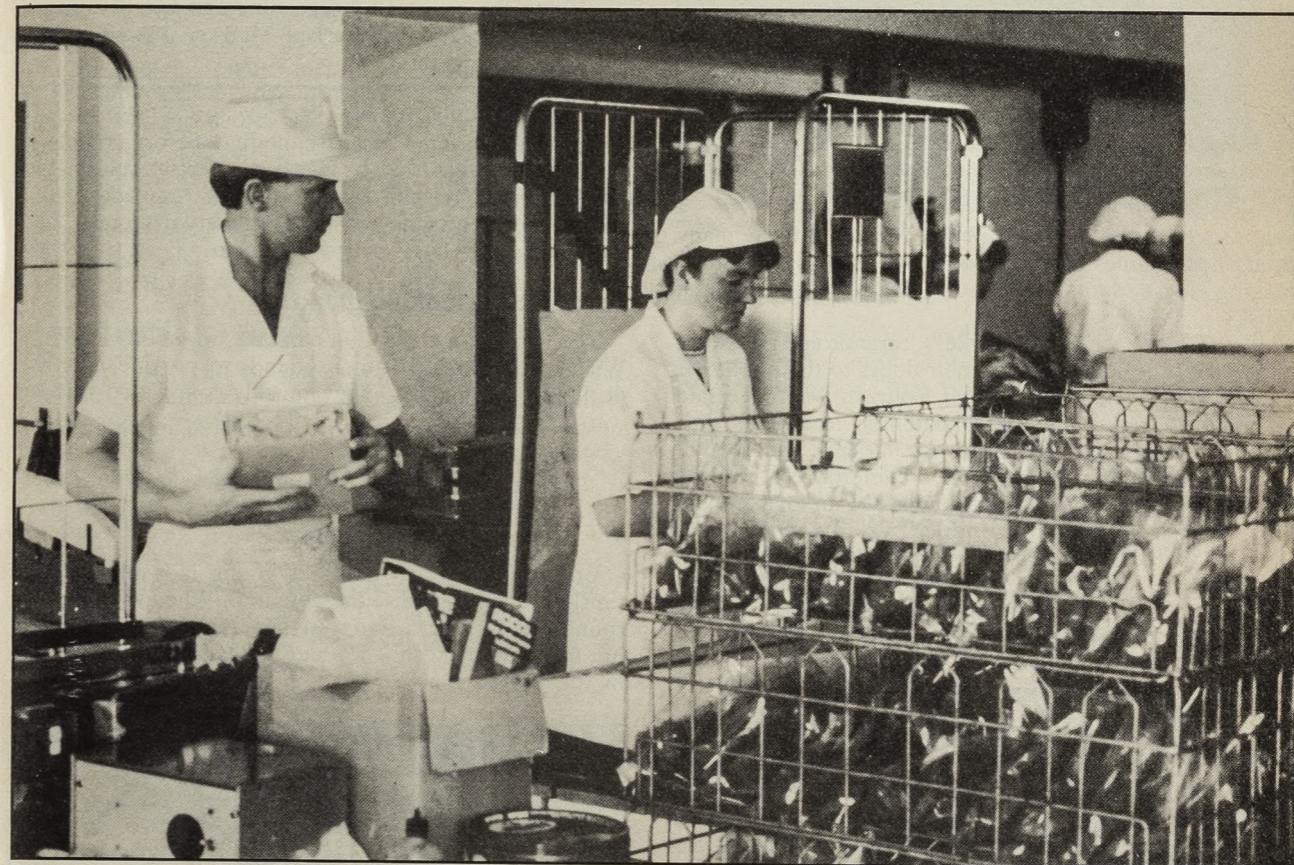
Protection for trainees

Designation Orders to protect trainees on the Employment Training programme from discrimination have been signed by Employment Minister Patrick Nicholls.

The orders, signed under Section 13 of the Race Relations Act 1976 and Section 14 of the Sex Discrimination Act 1975, will bring all trainees taking up places on Employment Training into line with trainees on other designated schemes.

They will also ensure that those trained by bodies contracted by the Training Commission (TC) or their sub-contractors have the same protection as people trained directly by the TC, Statutory Industrial Training Boards or Group Training Associations who already receive protection under the Sex Discrimination and Race Relations Acts.

Signing the orders, Mr Nicholls said, "As always this shows our commitment to safeguarding equal opportunities."



Biscuit making at Moores Dorset Biscuits, Bridport.

Photo: ETB

Visitors—who needs them?

by Hilary Brand

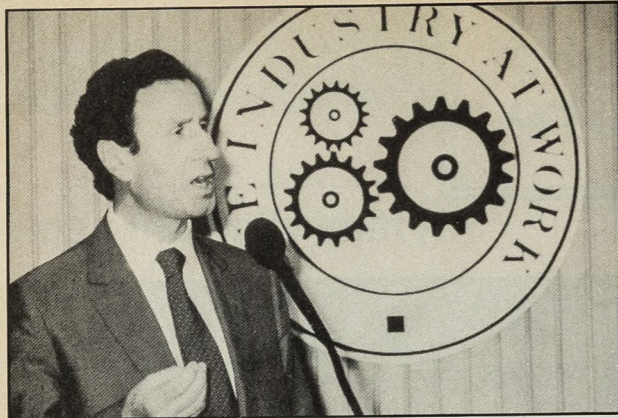
Around 150 firms sent delegates to a conference in September promoting industrial tourism opened by the Tourism Minister, John Lee. This article describes the potential behind industrial tourism and provides illustrations of how it is being done by some of the companies represented there.

"Work fascinates me—I can watch it for hours."—A saying much quoted since Jerome K Jerome coined it (or something similar) a hundred years ago. But it appears to be only recently that companies have discovered how to exploit this capacity for 'work-watching'.

Tourism is already one of Britain's major industries, generating last year £18 billion. The benefits of exploiting our industrial heritage have already been discovered.

Tourists are flocking on the road to Wigan pier, they are beating a path to Ironbridge Gorge and its wealth of history, and the Beamish Museum. History is big business in Britain, so it comes as a surprise to learn that the fastest growing tourist attraction in Britain last year was not a stately home or a cathedral, but a nuclear plant.

British Nuclear Fuels at Sellafield is just one company discovering the value of modern industrial tourism. This



John Lee at opening of 'See Industry at Work' Conference in September.

Photo: CBI

year several millions of people have driven many thousands of miles to see, among other things, craftsmen making clogs, robots making cars and Scotsmen making whisky.

Some firms, such as the distillers, ceramic and glassware manufacturers, have opened their doors to the public for many years, but as Minister for Tourism John Lee said recently: "There is enormous potential for others. . . . Isn't it time to beat the drum for modern industry?"

The Minister was speaking at a conference hosted by the CBI, jointly with the Department of Employment and the English Tourist Board. Entitled 'Visitors—who needs them?', the conference addressed representatives from 150 different companies, local authorities and tourist organisations on the benefits of manufacturers opening their doors to both British and overseas visitors.

### Tourism—the benefits

So what are the benefits? The English Tourist Board in its booklet 'See Industry at Work' divides them into two categories; the tangible and the intangible and summarises them as follows:

#### Tangible benefits

Revenue opportunities from tangible returns include:

- entry fees;
- direct product sales;
- ancillary souvenir sales;
- literature sales;
- catering receipts;
- related leisure/educational attractions.

#### Intangible benefits

Many companies are not in a position to sell their products at the end of a tour, cars and carpets do not easily tuck under the arm! But industrial tourism can produce many intangible benefits, such as:

- a higher public profile;
- projection of a quality image;
- demonstration of the skill and care which goes into product design and manufacture;
- enhanced employee morale;
- a link between product quality and job security;
- demonstration of a good working environment, employment and career prospects to aid recruitment;
- stimulation of potential customer interest;
- reinforcement of brand loyalty;
- more sophisticated facilities available for VIP visits;

"One personal crusade of mine is the development of modern industrial tourism: manufacturing and commercial firms opening themselves up to visitors by setting up properly organised and designed visitor facilities. For many years our ceramic, glasswear and distillery companies have been doing this, but there is an enormous potential for others.

"Modern industrial tourism will add a new dimension to the country's burgeoning £18 billion-a-year tourist industry."—Tourism Minister John Lee.

- opportunity to 'Fly the Flag' to overseas visitors.

But nice as it may be to fly the flag, before companies open up their factories, or invest in a visitors centre, they need to be convinced that it is going to work.

For some companies, it has been a great success. Let's look at how it has worked for them.

### Through the looking glass

The Caithness Glass Company was founded in 1960, at Wick in the far north of Scotland, to provide jobs in a declining community. They quickly found two things:

- that many people are fascinated by the craft of glass blowing;
- that the business of hand-made glass, by its very nature, creates a lot of 'seconds'. It is crucial to sell these goods to maintain profit.

But it was left to a bright young lady in the glass finishing shop to realise the potential. When visitors came round, she set a price and sold them the seconds. She soon put up some makeshift wooden shelves and made a shop in the finishing area.



Admiring Pringle garments at Llanfair PG, Anglesey.

Photo: ETB

From such small beginnings, a major tourist industry has grown. In 1979, with the support of the Scottish Tourist Board, the company opened a factory in Perth specifically as a tourist showpiece. While visitors had continued to come to the Wick factory, it was very seasonal, few venturing that far north outside of the months of July and August. At Perth, one and a half hours from both Glasgow and Aberdeen, the company could draw on a much wider regional market.

Visitors can tour the factory along a specially screened viewing corridor and each process can be clearly seen through its own window. Only one product is made on this site, the paper weights for which Caithness Glass is famous, although all their other products can be bought there. It was decided to sell 'seconds' only through the factory shops. This not only solves stock problems, but enhances the company's quality image on the high street. Shop design has come a long way from the first wooden shelves. Good lighting is essential to the sale of glassware, and it makes an attractive display. Few visitors are not tempted by the fascinating beauty of the paperweights.

### Flying the flag for Ford

Cars are different. No one is going to pick a Fiesta off the shelf. Nevertheless, Fords of Dagenham have found it worthwhile to run factory tours ever since production started in 1931. Not for them a sophisticated visitors centre—not yet, anyway. The guides operate from a 'portacabin' in the car park. Nor is it a tour for the faint-hearted—it involves a three hour walk round the site. This is real nuts and bolts, smell the grease, be deafened by the machines stuff. The only place they won't let you go is the paint shop. "It holds a fascination for visitors," says press officer Ron Platt. "They always ask why they can't go in. We don't tell them in so many words, but basically we can't trust them to keep their fingers off!"

For Fords the benefits are completely in the intangible bracket. They do not charge, neither do they sell the product, or even related souvenirs. Ron Platt explains: "We like to show visitors our high levels of skill and our hi-tech equipment. We are very proud of our quality and attention to detail. If visitors leave thinking that this pride is justified, our tour has been a success."



Royal Doulton Burslem, Stoke-on-Trent.

Photo: Royal Doulton



Glenturret Distillery, Orif, Perthshire.

Photo: ETB

### Selling Sellafield

To say that Sellafield had a low public image a few years ago, is a bit of an understatement. Notoriety would be a better description. And yet this year they expect to draw 150,000 visitors, an amazing turn around for a company that has been variously described as 'dangerous', 'polluting the environment', 'secretive' and 'dishonest'.

The cynical could say that its popularity has to do with one simple fact. It rains a lot in the Lake District. Once you've done Beatrice Potter, Wordsworth and the craft shops, what else is there?

But even the cynical would have to admit that British Nuclear Fuels have created an exciting 'experience' with the opening this year of their £5 million visitors centre. There are videos, models, computer games, a life-sized simulated nuclear reactor and a journey through a fission tube. Of course, they don't let you loose within miles of the real thing, but even so, a luxury coach will take you on a free tour of the site, with 'in-flight' videos to demonstrate the processes of the various plants.

Revenue is generated by the restaurant and the souvenir shop. (Yes, most visitors leave with a purchase. Presumably the usual mugs, ashtrays and pencils rather than a chunk of plutonium.) Even so, Sellafield has been an expensive bit of image-making, with adverts on prime time TV costing £2 million per year and running costs of about £300,000.

It seems to be effective. Some 82 per cent of visitors leaving the centre thought the nuclear industry was a good thing. Notwithstanding, support for nuclear power over the country as a whole is still in decline—not everyone holidays in the Lake District.

### Taking the silk road

Not all industrial tourist attractions are in prime holiday-making areas. The David Evans silk mill is in Crayford in Kent. Not the Kent of oast houses and rolling downland, but an industrial estate on the edge of London's suburban sprawl. The waters of the River Cray are reputed to have special qualities for the rinsing of silk, but it is difficult to see anything special about this unprepossessing stream.

But once inside the Craft Centre of Silk, you can step into a different world, with replica Victorian dockside and shop, a blockmakers' shed—and craftsmen hand-screen printing the silk. You can partake of a cream tea at the Mulberry Tree cafe and, if you have booked, go on a tour of the mill.

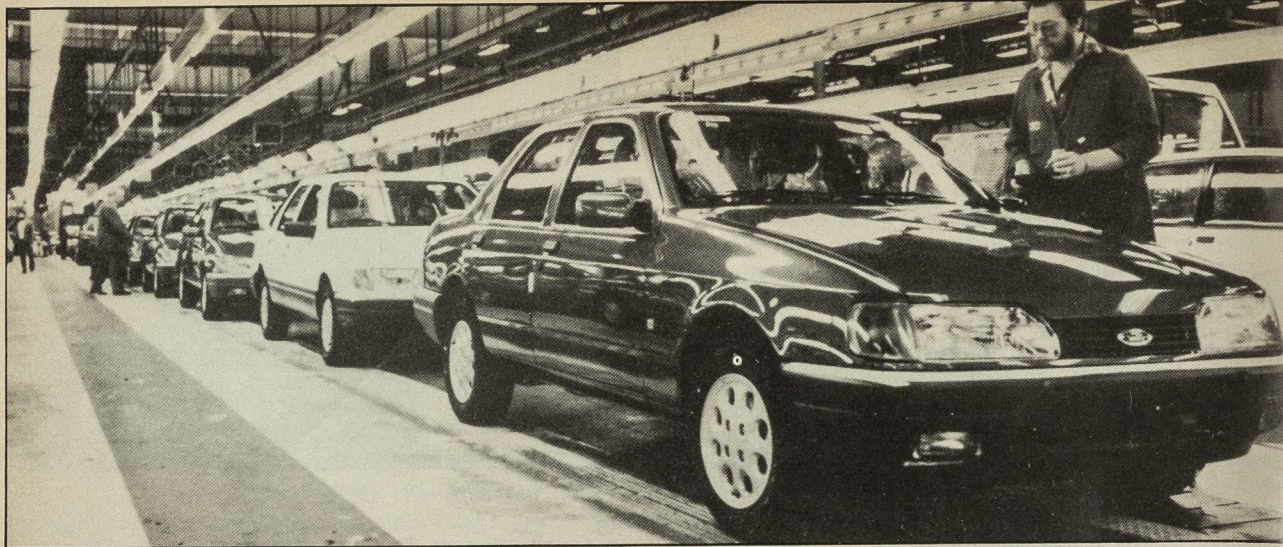


Photo: Ford UK Ltd.

Car production, Fords.

David Evans charge admission of £1 for adults, unlike the previous examples mentioned, but in line with most companies' policies.

The mill was forced to investigate new possibilities of making money in the early '80s, when the business climate was difficult. They started in a simple way on a low budget, but found that tourism generated a very positive cash flow. It has also generated new product ideas. As they started to design souvenir items to sell on the premises, they found these also sold well at other retail outlets.

#### Silk and ceramics, crisps and carpets, clogs and compact discs

The variety of factory visits available is quite amazing. I conducted an instant survey among friends to find out what other things they would like to see being made. Shoes, bricks, wallpaper, paint, electronics . . . "Anything that has a high level of skill and quality," said one. "Anywhere you can buy things cheap," said another. Alcohol came out quite highly—no doubt thinking of free samples. In fact my boozy friends are already quite well catered for. They could visit Carlsberg Lager in Northampton, Theakstons real ale in Yorkshire, and any

number of distilleries dotted around Scottish glens. Vineyards are a growth industry, the English Tourist Board has given grants to several to help improve facilities on their tours.

"Toys," was the immediate reaction of my 10-year-old and this does seem to be a surprising gap in the market. Given the impulse-buying propensity of children and the lengths to which parents will go in an activity called "keeping-the-children-happy", it would seem to be an area ripe for development.

If toys were my son's first choice, then sweets would definitely be his second. Soon he will be able to visit the Cadbury's Bournville plant, which has employed L & R leisure consultants to advise on a multi-million pound tourist development. L & R are the successful leaders in the field, whose clients range from a mill-owner to a hat manufacturer.

But advice need not come expensive. The English Tourist Board is keen to work alongside companies in developing tourism, as are the regional tourist boards and local authorities.

Grants could be available under Section 4 of the Development of Tourism Act, which will support the installation of amenities such as loos, car parking, landscaping or reception areas.



Photo: David Evans and Co.

Replica Victorian Street scene within the David Evans craft centre, Crayford, Kent.

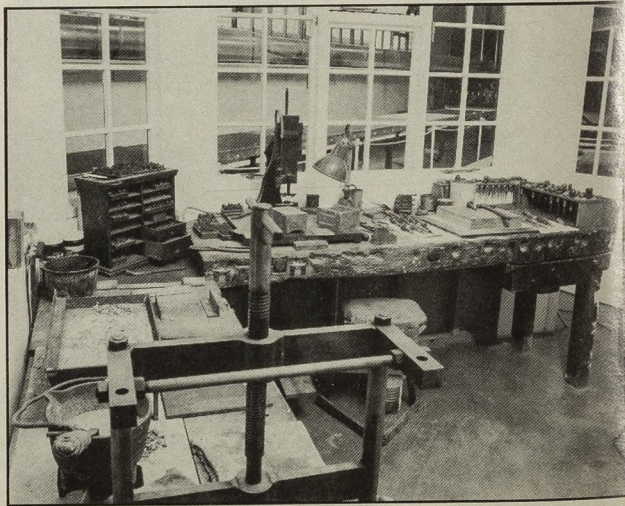


Photo: David Evans and Co.

Replica Victorian blockmakers' shed within the David Evans craft centre, Crayford, Kent.

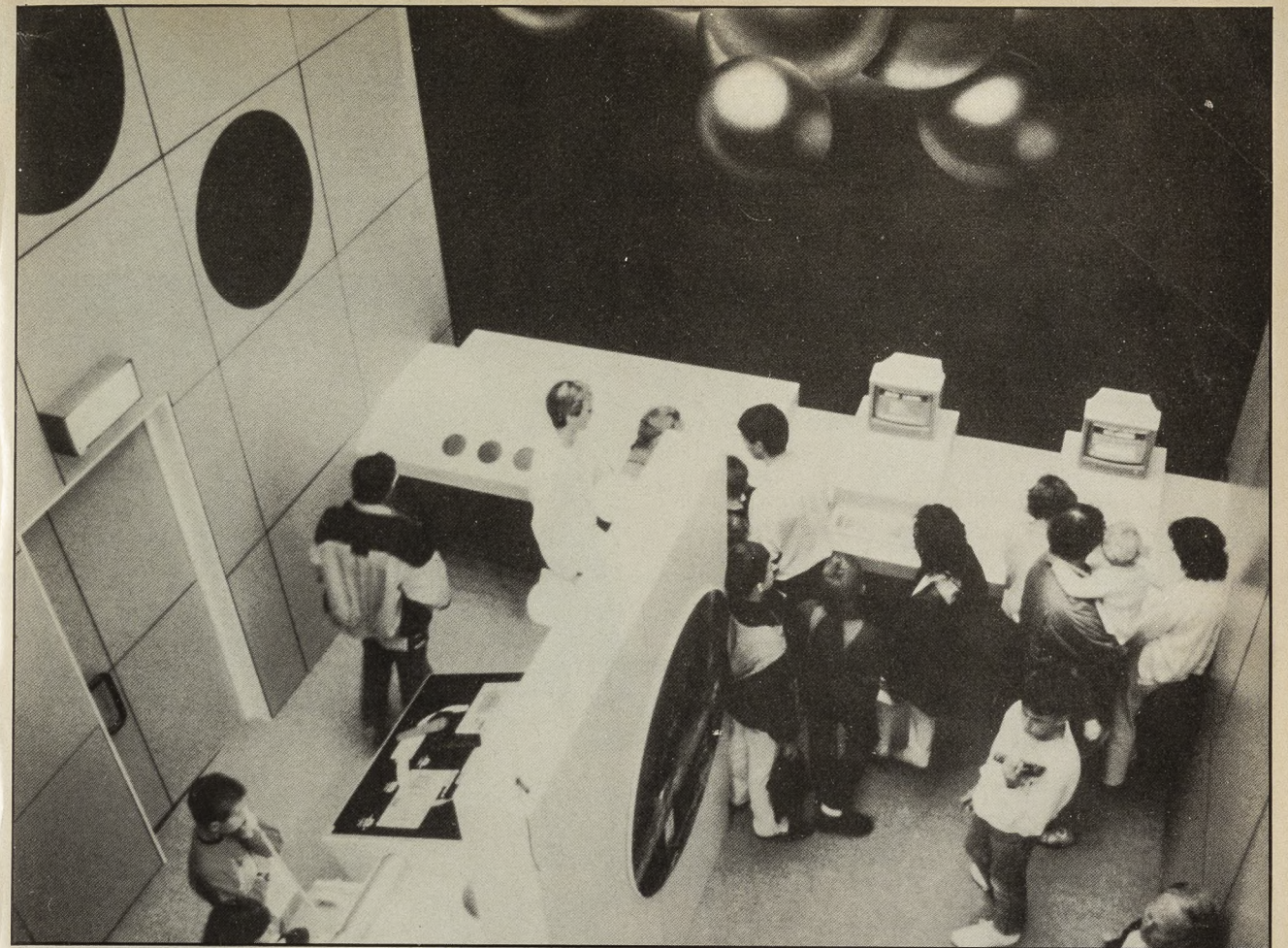


Photo: BNF

Visitors at BNF, Sellafield.

#### Practicalities

There are a host of practical details to consider. Signposting, car parking, what is known in the trade as "Pee and Tea"—those essential parts of the visit, lavatories and refreshments.

There are many ways of displaying a company's virtues to best advantage, and many variations on a theme, but the basic alternatives seem to be:

- a visitors centre—with models, videos and other displays to explain the process. Tourists need never go near the actual workplace;
- a heritage centre or museum—concentrating on the history of the product;
- 'Right in there'—a tour through the middle of the factory;
- a 'Fly on the Wall Tour'—the visitor views the operations behind windows or from raised walkways;
- a demonstration area—where selected workers demonstrate and talk about their craft.

#### Promotion

A very important aspect—news can be spread by word of mouth, but a well produced and strategically-placed leaflet can work wonders. Few firms will follow Sellafield's lead into TV advertising, but they could well copy their example in putting together a package which will appeal to tour operators. Their Cumbrian Contrasts tour offers a "Day to Remember"—a quick whizz round the

Lake District, a dive into nuclear technology and cream tea at Muncaster Castle. People may not travel miles just to visit your factory, but throw in a bit of scenery, a stately home and some food, and you have an attractive day's outing.

#### What about the workers?

What effect does all this have on the employees? Ron Platt of Ford describes his workers' reaction as "benign indifference, born of familiarity"—but then Fords have been doing it for 50 years.

The "See Industry at Work" booklet primly comments that "the presence of visitors may perhaps inhibit some cruder forms of shop floor banter and calendar exhibits". Certainly, it will tend to promote a cleaner, tidier and safer workplace.

Not everyone enjoys being stared at, or answering the same questions a dozen times a day—but there are plenty who do. To be a worker in Wedgwood potteries demonstration hall must demand a rock-steady hand and intense concentration in an environment similar to that of a zoo. But they are never short of volunteers. For those with skill and experience and a pride in their work, it can be a pleasure to pass that on to others.

Whether or not they come into direct contact with the public, it seems that most employees react well to interest in their work. It generates pride and enthusiasm. It is good for the ego.

Pride in British industry is not at an all time premium. Perhaps now is the time to revive it. ■



Finding a job.

Photo: Crown copyright

## Measures of unemployment and characteristics of the unemployed

This continues a series of articles comparing the monthly count of benefit claimants with alternative figures from the Labour Force Survey and describing some of the results of the 1987 Labour Force Survey data about the characteristics of the unemployed.

- In Spring 1987 unemployment defined under internationally recommended criteria was some 70,000 lower than the claimant count for Great Britain.
- A relatively high proportion of claimants in the south, were not unemployed. In London this proportion averaged 42 per cent, over the years 1984 to 1987.
- The ILO/OECD measure of unemployment was broadly flat between 1984 and 1986, then fell by 90,000 between 1986 and 1987.
- The claimant count continued to rise by 190,000 (unadjusted) between 1984 and 1986 but fell more sharply, by 210,000, between spring 1986 and 1987.

### Measurement of unemployment

Unemployment can be measured in different ways and there are two basic approaches to collecting the information. First, by surveys of individuals asking about whether they have a job or would like work and the steps they have taken to find work. Second, by counting people registered as unemployed at government offices.

In this country the main survey is the annual Labour Force Survey (LFS). This collects data not only about unemployment but also employment and self-employment. Additionally it provides a wide range of detail about the social characteristics of the unemployed.

However, surveys are expensive and take time to process, so the United Kingdom—in common with most Western European countries—uses as its main monthly measure of unemployment the count of those registered as unemployed. Since 1982 the monthly figures have been based directly on the number claiming benefits at Unemployment Benefit Offices, referred to as the claimant count. These figures are available frequently, quickly and cheaply as the by-product of official procedures.

The count also provides figures for local areas which would be prohibitively costly to obtain from surveys because of the large sample that would be needed to produce reliable data.

This article compares the results of the monthly claimant count with the survey-based measures of unemployment, mainly using the ILO/OECD definition which follows international guidelines. Final results from the 1987 LFS are incorporated and used to describe some of the characteristics of the unemployed.<sup>1</sup>

A summary of trends since 1981 is included and regional comparisons are also given for the first time. Further details of the definitions are given in the technical note on p 545. This also gives details of an improved method used for reconciling the LFS and claimant data.

<sup>1</sup> Preliminary results from the 1987 survey were first summarised in an article in the March 1988 issue of *Employment Gazette*.

- 910,000 claimants were not unemployed on the international definitions, 31 per cent of the count. These were partly offset by 840,000 unemployed not claiming benefits.
- The 1987 Labour Force Survey also showed that in Spring 1987.
- Over 10 per cent of the unemployed, on ILO/OECD definitions, had not previously had a job.
  - About two-thirds of unemployed men had been in work immediately prior to starting to look for a job.
  - In contrast nearly half the married women had been looking after a family or home.
  - While a little over half of the unemployed were looking for full-time jobs as employees, over 70 per cent of women and over 50 per cent of men looking for jobs as employees said they would take a part-time job.
  - Non-manual workers were less likely than manual workers to use jobcentres as their main method of job search and more likely to use newspapers.

### Comparisons of the claimant count with the ILO/OECD measure of unemployment in 1987

According to the LFS, in Great Britain in the Spring of 1987 there were 2.88 million people without jobs who said they were available to start work and had sought work at some time during the past four weeks; that is unemployed according to the ILO/OECD definition.

This compares with an average of 2.95 million people included in the claimant count during the survey period.

As in previous years, the number of unemployed men included in the ILO/OECD measure (1.72 million) was less than that measured by the claimant count, (2.05 million) while for women the ILO/OECD measure (1.16 million) exceeded the claimant count (0.91 million).

Figure 1 illustrates how the net difference of some 70,000 between the ILO/OECD and claimant count figures is the result of large, partly off-setting differences. In Spring 1987 there were 730,000 people without a job claiming unemployment related benefits but who were not seeking work or were not available to start a job, that is economically inactive according to the ILO/OECD definition. In addition, there were another 180,000 people claiming benefits who had some paid work in the reference week of the survey and were therefore classified as employed. Hence, there were 910,000 claimants not classified as unemployed. These were partly offset by 840,000 people who were unemployed in the ILO/OECD measure but who were not claiming unemployment benefits.

Table 1 shows the comparison by sex and the changes since 1986.

### Economically inactive claimants

As illustrated by figure 1 and also table 2, the 730,000 claimants without a job but classified as economically inactive comprised three distinct groups:

- Some 360,000 claimants (nearly 220,000 men and nearly 150,000 women) said they would not like work. As shown in table 2, a majority of the women in this group said they were looking after their family or home. Over half the men were sick, disabled or retired.
- A further 140,000 claimants (again around 60 per cent of them men and 40 per cent women) said they would like work but were not available to start within the next fortnight.
- About 230,000 claimants (160,000 men and 70,000 women) said they were available for work but had nevertheless not sought a job within the past four weeks. Some 80,000 of this group, mostly men, said they were not seeking work because they believed no jobs were available (such people are often referred to as 'discouraged workers'). The most common reason given by the women in this group for not seeking work was that they were looking after their family or home.

### Employed claimants

Some 180,000 claimants (120,000 men and 60,000 women) were identified by the 1987 LFS as having a paid job during the reference week. This is not, however, necessarily an indication of activity in the 'black economy' for two main reasons.

First, in some circumstances people can legitimately



Table 1 Comparison of unemployed ILO/OECD definition with the claimant count, Great Britain

Thousands\*

	Spring 1987			Change since Spring 1986		
	Men	Women	All	Men	Women	All
Unemployed (available for work and looked for work in the last four weeks†), of which:	1,720	1,160	2,880	-70	-20	-90
Not in claimant count	250	590	840	+20	-	+30
Claimants‡	1,470	580	2,040	-90	-20	-120
Claimants§ not unemployed**, of which:	580	330	910	-40	-60	-100
not seeking in the last four weeks or not available (inactive)††	460	270	730	-40	-50	-90
Employed	120	60	180	-	-10	-10
Claimant count	2,050	910	2,950	-130	-80	-210

\* Nil or negligible.  
 † The figures are individually rounded to the nearest 10,000 and may therefore appear not to add.  
 ‡ See technical note for detailed definition. These figures are only available from the 1984, 1985, 1986 and 1987 surveys. Previous surveys did not include questions about jobsearch in the previous four weeks.  
 § These figures are derived with reference to both the claimant count and the LFS results. The technical note gives further details.  
 \*\* Not unemployed on ILO/OECD definition.  
 †† People not in work nor unemployed on ILO/OECD definition.

Table 2 Economically inactive claimants (ILO/OECD definition) by reason for not seeking work, Great Britain, Spring 1987

Main reason stated for not seeking work in previous week	Would not like work			Would like work but not available*			Available but not seeking work in the previous four weeks			All inactive claimants			Percentage of all inactive claimants		
	Thousands			Thousands			Thousands			Thousands					
	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women	All
Looking after family/home	20	90	100	10	20	30	10	40	40	30	150	180	7	55	24
Long-term sick/disabled	70	20	90	20	10	20	20	-	20	100	30	130	22	10	18
Believed no jobs available	20	-	20	-	-	-	70	10	80	90	10	100	20	5	14
Retired	60	10	60	-	-	-	10	-	10	70	10	80	14	4	10
Temporarily sick, on holiday awaiting results of job application, or waiting to start job already obtained†	-	-	-	20	10	30	20	-	20	40	10	50	9	4	7
Did not want/need work	20	10	40	-	-	-	-	-	-	20	10	40	5	4	5
Studying	10	-	20	-	-	-	-	-	10	20	10	30	4	3	4
Not yet started looking	-	-	-	-	-	-	10	10	10	10	10	20	2	2	2
Other reason/no reply/not applicable	20	10	30	30	10	40	30	10	40	70	30	110	16	13	15
All reasons	220	150	360	80	50	140	160	70	230	460	270	730	100	13	100

Note: All figures are individually rounded to the nearest 10,000 and may therefore appear not to add.  
 \* Not available to start work within two weeks.  
 † Those waiting to start a job already obtained who are also available to start work within two weeks are classified as unemployed on the ILO/OECD definition and therefore are not included in the economically inactive.

claim benefits while they also have low earnings from part-time work<sup>1</sup>. It may be noted that only about a third of the claimants classified as employed in 1987 said they did more than 30 hours paid work in the week of the survey. Nevertheless some two-thirds said they were not looking for another job that week.

The second main qualification to these figures is that they could also be affected by respondents replying incorrectly, perhaps through misunderstanding the questions about claiming benefits.

**Non-claimant unemployed**

The 1987 LFS identified 840,000 people as unemployed on the ILO/OECD definition but not claiming benefits.

<sup>1</sup> In broad terms in 1987 people working part-time who were available for full-time work and claiming at Unemployment Benefit Offices may have been entitled to the following:

- Supplementary Benefit if they had low income and were working less than 30 hours a week (with Supplementary Benefit reduced, usually by £1, for every £1 of net earnings above £4 a week);
- Unemployment Benefit for days they earned £2 or less, provided any paid work (including work on days not claimed) was of a temporary nature; or
- national insurance credits if they worked no more than one day or eight hours a week with weekly earnings below the lower earnings limit for paying national insurance contributions.

About 70 per cent (590,000) were women, over 70 per cent of whom were married, compared with around 40 per cent of all female claimants. A majority of the non-claimant unemployed women were specifically seeking part-time work, while the men were mainly seeking full-time work.

**Changes between 1986 and 1987**

Between the 1986 and 1987 survey periods, as shown in table 1, the ILO/OECD measure of unemployment fell by some 90,000. At the same time, the claimant count fell by over 210,000. This difference is mainly the result of a sharp fall of some 90,000 in claimants classified as inactive because they were not actively seeking work or available for work. There was a fall of nearly 10,000 among employed claimants and a small increase of nearly 30,000 in the non-claimant unemployed.

The fall in inactive claimants between Spring 1986 and 1987 is analysed in more detail in figure 1 and table 3. This shows that the main reduction among inactive claimants was in those who were not looking for work because they thought there were no jobs available, down altogether by some 60,000 or 36 per cent. There were relatively small changes among those who said they were not seeking work for other reasons.

This analysis suggests that the extra job opportunities available between 1986 and 1987 not only resulted in a

Table 3 Economically inactive claimants (ILO/OECD definition) by reason for not seeking work: Changes between Spring 1986 and 1987

Thousands

Main reason stated for not seeking work in previous week	Would not like work			Would like work but not available*			Available but not seeking work in the previous four weeks			All inactive claimants		
	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women	All
Looking after family/home	-	-10	-10	-	-	-	-	-	-10	-	-10	-20
Long-term sick/disabled	20	-	20	-	-	10	-	-	-10	20	-	20
Believed no jobs available	-10	-	-10	-	-	-	-40	-10	-40	-50	-10	-60
Retired	-	-	-	-	-	-	-	-	-	-	-	-
Temporarily sick, on holiday awaiting results of job application, or waiting to start job already obtained†	-	-	-	10	-	-	-	-	-	10	-10	-
Did not want/need work	-10	-	-10	-	-	-	-	-	-	-10	-	-10
Studying	-	-	-10	-	-	-	-	-	-	-10	-	-10
Not yet started looking	-	-	-	-	-	-	-10	-	-10	-10	-	-10
Other reason/no reply/not applicable	-	-	-	-	-	-	-	-	-	-	-10	-10
All reasons	-	-20	-20	10	-10	-	-50	-20	-70	-40	-50	-90

See notes to table 2.



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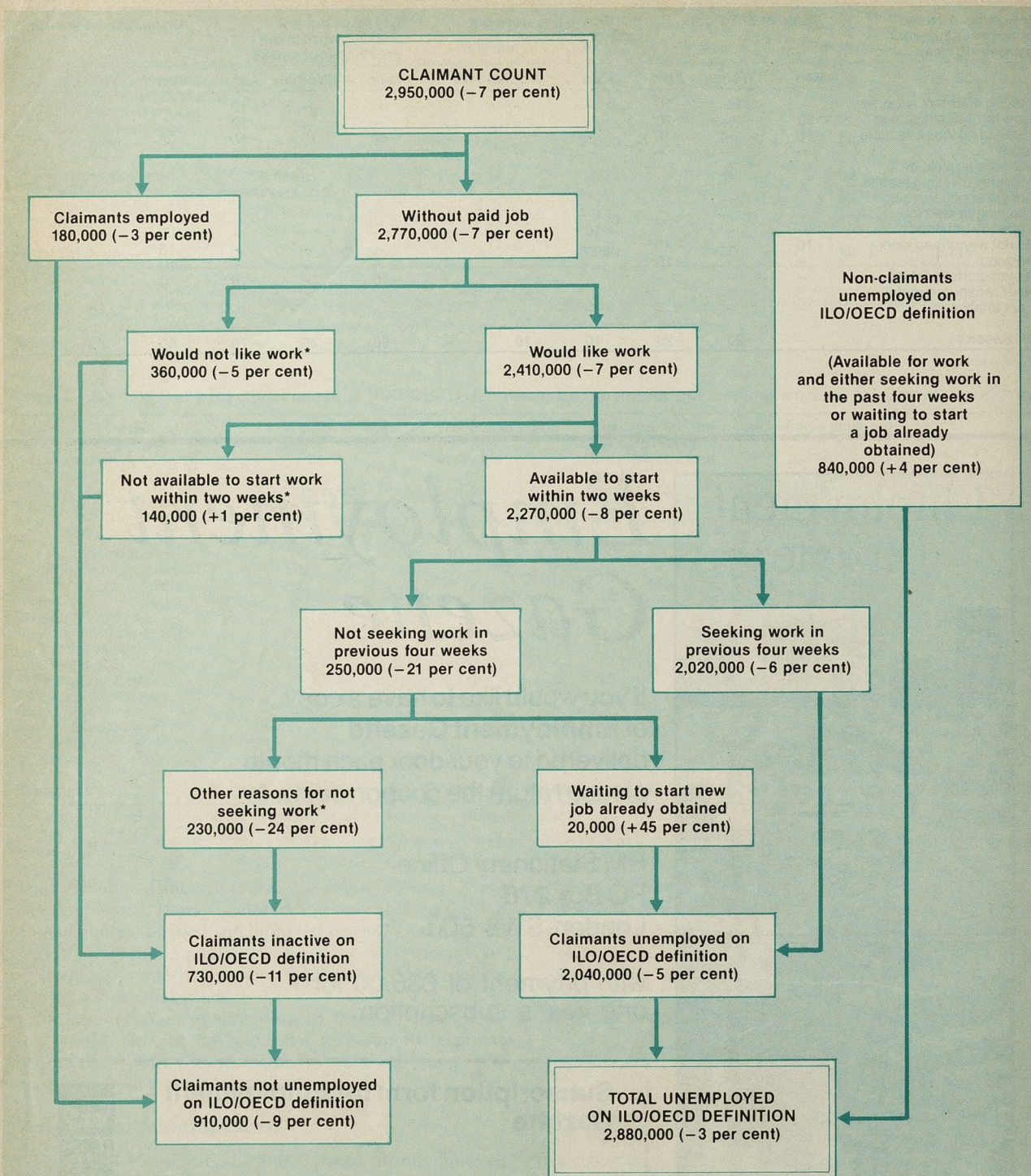
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Figure 1 The monthly claimant count compared with the ILO/OECD measure of unemployment, Great Britain, Spring 1987 (Percentage changes since Spring 1986 are shown in brackets)



\* See Table 2 for further analysis of these groups by reasons for not seeking work.

sharp fall among claimants already seeking work but also an increase in jobseeking, and a positive change in perception of job prospects, among those claimants previously discouraged from seeking work. Restart interviews for long-term unemployed claimants will no doubt have contributed to this.

### Regional comparisons

Regional comparisons of the differences between the claimant count and the survey measure of unemployment are now provided for the first time. These are based on averages for the four years 1984 to 1987 because regional

Table 4 Claimant count compared with ILO/OECD unemployed: averages for period 1984-1987

	Claimant count	ILO/OECD unemployed	Percentage of claimants not ILO/OECD unemployed			Percentage of ILO/OECD unemployed not claiming benefit			
	Number thousands	Rate* per cent	Men	Women	All	Men	Women	All	
South East, of which	752	719	8.3	36	43	38	20	56	35
Greater London	388	338	9.9	40	46	42	20	53	33
Rest of South East	365	382	7.2	32	40	35	21	58	38
East Anglia	81	82	8.6	30	29	30	14	51	31
South West	197	190	8.8	33	38	35	16	51	32
West Midlands	338	339	13.4	21	36	25	10	50	25
East Midlands	198	197	10.2	26	37	30	13	52	29
Yorkshire and Humberside	301	289	12.3	25	35	28	10	48	25
North West	439	423	13.8	25	33	28	11	47	25
North	230	216	14.9	24	36	27	9	47	22
Wales	173	174	13.9	22	32	25	10	50	25
Scotland	350	348	14.4	20	35	24	11	46	24
<b>Great Britain</b>	<b>3,058</b>	<b>2,977</b>	<b>11.1</b>	<b>27</b>	<b>37</b>	<b>30</b>	<b>13</b>	<b>50</b>	<b>28</b>

\* ILO/OECD unemployed as a percentage of corresponding estimate of economically active.

Table 5 Comparison of alternative measures of unemployment 1981-87, Great Britain

Spring	ILO/OECD measure of unemployment			Labour force measure of unemployment**			Claimant count (unadjusted, including school leavers)††			Claimant count (seasonally adjusted, excluding school leavers allowing for discontinuities)		
	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women	All
1981	..	..	..	(1.56)	(0.92)	(2.48)**	1.70	0.60	2.30†	1.56	0.58	2.14
1983	..	..	..	1.81	1.04	2.85	2.16	0.83	2.99	1.97	0.77	2.74
1984	1.84	1.26	3.09	1.78	1.14	2.92	2.08	0.89	2.98	2.00	0.85	2.85
1985	1.79	1.18	2.97	1.72	1.10	2.81	2.17	0.96	3.13	2.08	0.92	3.00
1986	1.79	1.18	2.97	1.72	1.10	2.82	2.18	0.99	3.17	2.12	0.96	3.08
1987	1.72	1.16	2.88	1.70	1.09	2.78	2.05	0.91	2.95	1.99	0.89	2.88

\* All figures individually rounded to the nearest 10,000.

\*\* The survey figures from 1983 are all on a comparable basis. However, the 1981 labour force estimate of unemployment is on a slightly different definition: if it could be calculated completely on the same basis as for later years, the 1981 figure would be marginally lower than the 2.48 million shown.

† The unemployment count in 1981 was then based on those registered for work at jobcentres and careers offices of which there were 2.49 million (1.79 million men and 0.70 women) during the 1981 LFS survey period.

†† The unadjusted claimant count is not fully comparable over the periods shown. The seasonally adjusted series provides consistent comparisons, although it excludes school leavers. For a discussion of this, see *Employment Gazette*, July 1985 p 274 "Unemployment adjusted for discontinuities and seasonality" and also p 422 of the October 1986 issue which listed all the changes in coverage of the claimant count which have had to be taken into account.

Table 6 Unemployed\* people by reason for leaving last job, by sex and marital status for women, Great Britain, Spring 1987

Aged 16 and over	Men	Women	Married women	Non-married women	All unemployed
All unemployed† (thousands)	1,717	1,161	670	491	2,879
of whom, had previously had a job (thousands)	1,546	1,021	646	375	2,566
Per cent of all unemployed of whom left their last job less than three ago (thousands)	90.0	87.9	96.5	76.2	89.1
Per cent of all who had jobs before of whom: main reason for leaving	1,053	671	409	262	1,724
Made redundant	68.1	65.7	63.3	69.9	67.2
Temporary job ended	40.2	18.9	14.3	26.1	31.9
Resigned	23.4	19.4	16.8	23.4	21.8
Family/personal	10.0	11.6	9.7	14.6	10.7
Health reasons	4.3	29.6	39.5	14.2	14.1
Retired (includes early retirement)	5.1	7.5	7.4	7.6	6.0
Other reasons/not stated	3.6	**	**	**	2.7
	13.4	11.7	10.6	13.3	12.7

\* ILO/OECD definition.

† Includes some who did not state whether they had had a previous job.

\*\* Indicates that estimates are based on small numbers.

data for individual years are more affected than national data by sampling errors.

There are regional differences between the claimant count and the ILO/OECD measure of unemployment, as shown in table 4. These differences appear to be partly related to the unemployment rates, but certain regions, particularly London, exhibit special characteristics.

The differences are considerably influenced by variations in the proportion of claimants identified as not ILO/OECD unemployed, both for men and women. For men these varied from 40 per cent in London, to 20 per cent and 21 per cent in Scotland and West Midlands

respectively. For women, the proportions varied from 46 per cent in London to 29 per cent in East Anglia. There were also regional differences in the proportions of the ILO/OECD unemployed not claiming benefits. For men the proportions were below 20 per cent everywhere outside the South East and below 10 per cent in the North. For women the proportions similarly varied from 58 per cent in the South East outside London to 46 per cent in Scotland.

### United Kingdom figures

An LFS in Northern Ireland is carried out similarly to the

GB survey in order to provide consistent data for the whole United Kingdom, to meet requirements of the European Community. There are nevertheless some differences in the questions and for this reason the main published LFS figures, including the main comparisons in this and previous similar articles, have been restricted to Great Britain.

For the United Kingdom, the ILO/OECD measure of unemployment in Spring 1987 was 2.98 million, compared with an average of 3.08 million according to the claimant count over the survey period. In terms of unemployment rates the ILO/OECD measure was 10.7 per cent compared with the corresponding claimant rate of 10.9 per cent of the workforce. The former rate provides the basis for standardised unemployment rates used in the international comparisons published by the OECD.

### Labour force measure of unemployment

Another measure of unemployment from the LFS has conventionally been used for the purpose of the Department of Employment's estimates of the labour force (hence the term 'labour force measure'). This has been established longer than the ILO/OECD measure and has been included in previous articles. It consists of those who said they were seeking work in the reference week of the survey (rather than the last four weeks as in the ILO/OECD definition) but no restrictions on the availability for work are applied (except in the case of students). The full definition is given in the technical note on p 545.

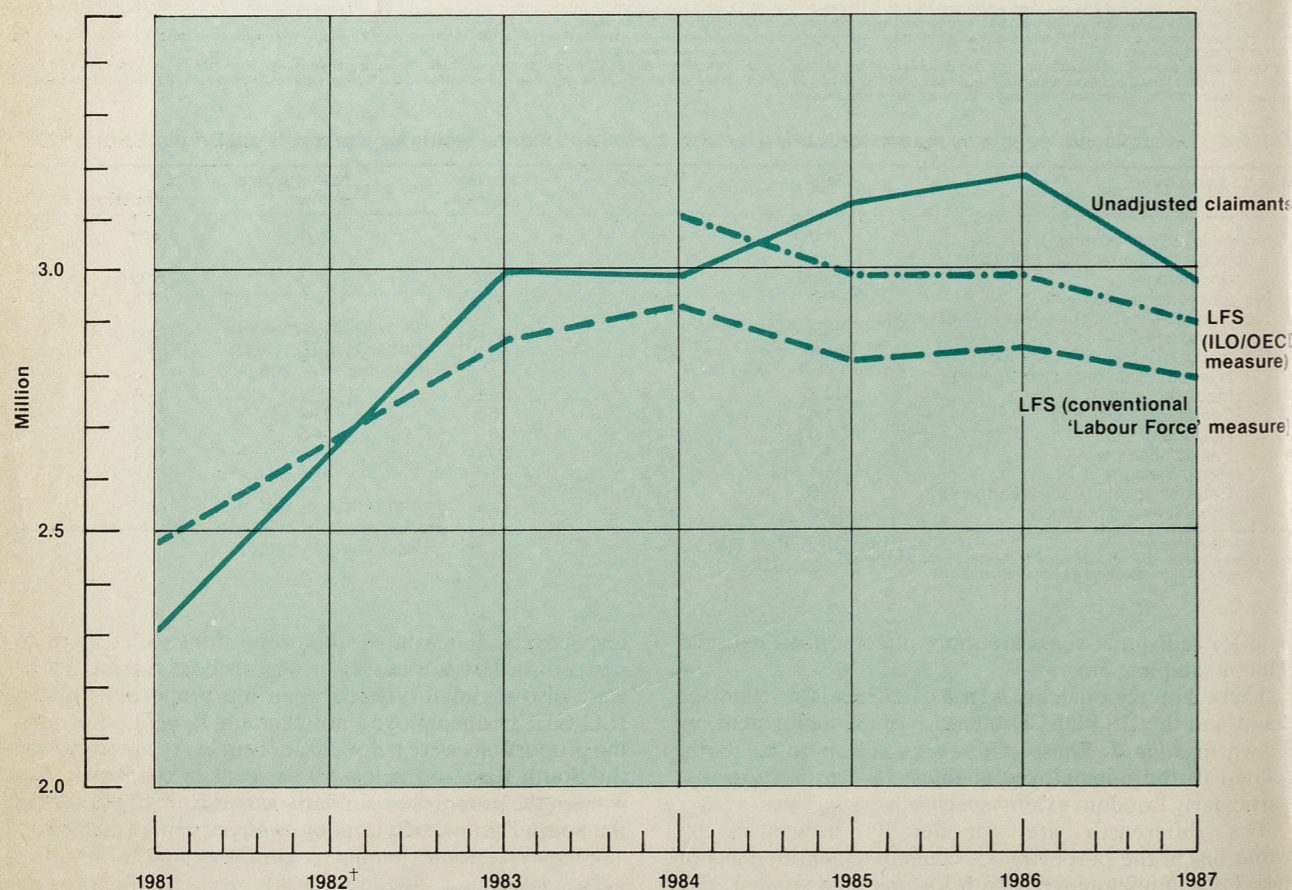
In Spring 1987 there were 2.78 million people unemployed according to this definition, about 100,000 fewer than the ILO/OECD measure.

### Trends in the different measures of unemployment between 1981 and 1987

Figure 2 and table 5 provide a comparison of the different measures of unemployment over recent years. There are two features of interest. First, the difference between the claimant count and both survey measures of unemployment narrowed between 1986 and 1987 as described earlier, whereas they had been widening in previous years up to 1986. For example, over the period 1983 to 1986, while unemployment on the labour force measure was broadly stable, the claimant count increased by about a third of a million (on a consistent basis).

Second, there was also a marked difference of some 50,000 between the movements of the ILO/OECD and labour force measures over the latest year (to Spring 1987) whereas previously (since 1984 when the ILO/OECD measure first became available) the changes in the two measures were very similar; this largely resulted from a sharp fall, 30,000 or 26 per cent, among those available and who had looked for work in the last four weeks, but not in the last week because they believed there were no jobs available. This is a further reflection of the increase in jobseeking which also affected the difference in movement between the claimant count and the ILO/OECD measure of unemployment.

Figure 2 Unemployment – claimant and LFS measures in Great Britain, Spring 1981 to Spring 1987



\* Figures shown in table 5, including seasonally adjusted claimant series allowing for changes in coverage.  
† From 1983 the Labour Force Survey has been conducted annually. Previously, it was conducted every two years.

Table 7 Unemployed\* people by status before seeking work, by age and sex, Great Britain, Spring 1987

	All unemployed†† thousands = 100 per cent	Of whom, status before seeking work				Per cent
		Working	In full-time education or training	Looking after family or home	Other†	
<b>Aged 16 and over</b>						
All	2,879	54.1	11.0	14.9	7.1	
Men	1,717	68.4	11.4	2.1	8.2	
Women, of whom:	1,161	32.8	10.3	33.8	5.4	
Married	670	27.1	**	49.1	3.2	
Non-married	491	40.5	23.0	12.9	8.5	
<b>Age 16-24 years</b>						
All	957	43.9	30.4	7.9	6.8	
Men	547	51.1	32.6	**	7.5	
Women, of whom:	410	34.2	27.3	17.4	5.9	
Married	116	25.8	**	48.7	**	
Non-married	294	37.6	36.8	5.0	7.3	
<b>Age 25-44 years</b>						
All	1,246	56.2	1.9	22.6	6.5	
Men	706	78.1	2.4	2.5	8.7	
Women, of whom:	540	27.6	**	48.9	3.6	
Married	421	22.9	**	55.5	**	
Non-married	118	44.0	**	25.5	8.8	
<b>Age 45 to retirement‡</b>						
All	633	66.0	**	10.7	8.2	
Men	442	75.7	**	3.3	7.8	
Women, of whom:	191	43.7	**	27.8	9.1	
Married	120	42.3	**	29.7	**	
Non-married	71	45.9	**	24.7	**	

\* ILO/OECD definition.

† Includes people who were economically inactive for various reasons, including sickness or had no wish to work.

\*\* Indicates that estimates are based on small numbers.

†† Includes some unemployed who were temporarily not seeking work or did not answer the question and were therefore not included in the next four columns.

‡ 45 to 64 for men, 45 to 59 for women.

Table 8 Unemployed\* by occupation, Great Britain, Spring 1987

All aged 16 and over	Unemployment rate†			Occupation distribution of the unemployed††			Per cent
	Men	Women	All	Men	Women	All	
<b>All non-manual</b>	<b>3.7</b>	<b>5.0</b>	<b>4.4</b>	<b>14.3</b>	<b>30.6</b>	<b>20.9</b>	
Managerial and professional	3.2	3.6	3.3	9.0	8.6	8.8	
Clerical and related	4.5	5.2	5.0	2.1	14.5	7.1	
Other non-manual	5.9	7.9	7.0	3.2	7.6	5.0	
<b>All manual</b>	<b>9.7</b>	<b>8.3</b>	<b>9.3</b>	<b>46.9</b>	<b>27.1</b>	<b>39.0</b>	
Craft and similar	7.5	9.7	7.8	16.9	3.9	11.6	
General labourers	21.3	20.3	21.2	2.6	0.3	1.7	
Other manual	11.1	8.1	9.8	27.5	22.9	25.7	
Inadequate description/not available/did not answer	**	**	**	**	**	**	
Never had a paid job	n/a	n/a	n/a	9.9	12.0	10.8	
Left last job three or more years ago	n/a	n/a	n/a	28.7	30.1	29.3	
<b>All occupations (thousands)</b>	<b>11.0</b>	<b>10.1</b>	<b>10.6</b>	<b>100</b>	<b>100</b>	<b>100</b>	
				1,717	1,161	2,879	

\* ILO/OECD definition.

† Current or previous occupation.

\*\* Indicates that estimates are based on small numbers.

†† Previous occupation of those who left their last job less than three years ago.

n/a Not applicable.

### Characteristics of the unemployed in Spring 1987

#### Work previously done by the unemployed

Tables 6 and 7 present information about how unemployed people had come to be unemployed, and what they had been doing before they started looking for work.

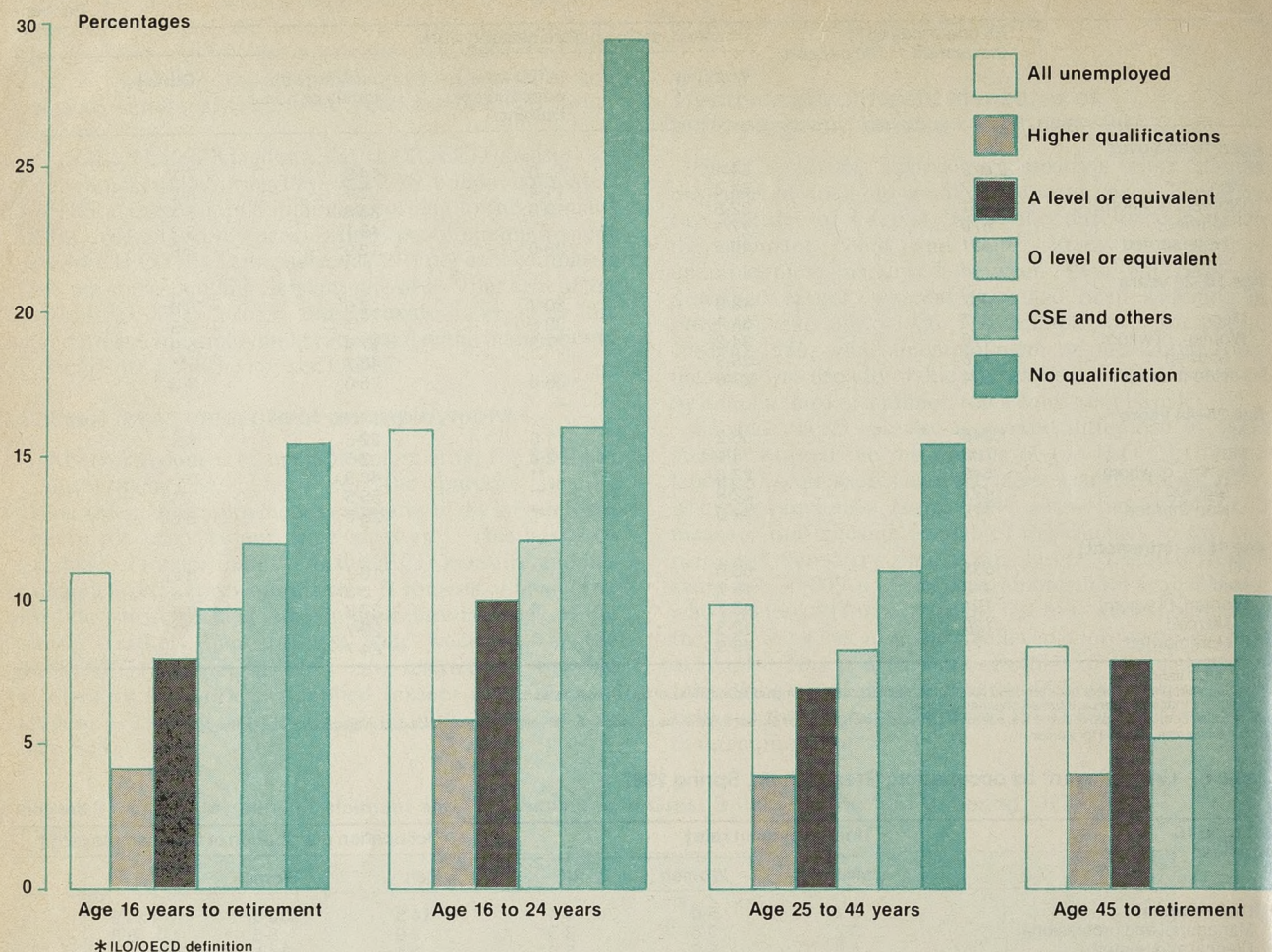
Overall, 89 per cent of the unemployed had previously had a job. Information on why they left their last job was only collected if they said they had left it less than three years before—in total for about 60 per cent of all the unemployed.

The main reason men gave for leaving their last job was that they were made redundant or were dismissed (40 per cent). The ending of a temporary job was the second most common reason (23 per cent). These were also the two

most common reasons for non-married women of whom 26 per cent had been made redundant or dismissed and 23 per cent had been in temporary jobs which had come to an end. However, the picture was very different for married women 39 per cent of whom had left their previous job for family or personal reasons.

Some 54 per cent of the unemployed had been in work immediately prior to starting to look for a new job: the proportion was twice as high for men (68 per cent) as for women (33 per cent). Nearly half the unemployed married women said they had been looking after their family or home before they had started looking for work, and among those aged 25 to 44, the proportion was 56 per cent.

Figure 3 Unemployment rates\* by age and highest qualification in Great Britain, Spring 1987



Many young people had been in full-time education or training immediately before they started looking for work; 30 per cent of all the unemployed aged under 24 had been in this position.

Table 8 shows the occupation which unemployed people had previously been working in. The unemployment rates by occupation need to be interpreted with some caution, because of the large proportions who did not state a previous occupation. Altogether, 40 per cent of the unemployed did not give a previous occupation, usually either because they had never had a job, or because they

had left their last job more than three years before and were therefore not asked to describe that job.

This three-year cut-off would, for example, tend to depress the apparent level of unemployment in occupations which had shed large numbers of jobs more than three years before the survey date. The analysis might also make unemployment appear relatively high in occupations with a strong seasonal pattern where peak employment was not in Spring months, or in which large numbers of temporary workers were employed. It is also possible that for a number of the unemployed, the

Table 9 Unemployed\* people by type of job sought, by sex and marital status for women, Great Britain, Spring 1987

Aged 16 and over	Thousands				
	Men	Women	Married women	Non-married women	All Unemployed
<b>All unemployed† of whom, seeking work as:</b>	<b>1,717</b>	<b>1,161</b>	<b>670</b>	<b>491</b>	<b>2,879</b>
Self-employed	111	38	24	14	149
Employee††, of which:	1,298	1,018	583	435	2,316
Full-time	1,102	430	152	278	1,532
Part-time	68	422	324	98	490
No preference whether full or part-time work	127	167	108	59	294
No preference whether employee or self-employed†††, of which:	308	104	62	42	412
Full-time	240	29	**	20	270
Part-time	15	44	33	11	59
No preference whether full or part-time work	53	31	20	11	84

\*ILO/OECD definition.  
 † Includes some who did not state their preference for work as an employee or self-employed.  
 †† Indicates that estimates are based on small numbers.  
 ††† Includes some who did not state their preference for full or part-time work.

Table 10 Duration† of unemployment\*, Great Britain, Spring 1987

	Men	Women, of whom:		All
		Married	Non-married	
<b>All aged 16 years and over</b>				
All unemployed (thousands)	1,717	1,161	670	2,879
of whom:				
Duration less than:				
Three months	19.6	32.3	35.9	24.7
Six months	32.3	49.4	54.0	39.2
One year	48.8	68.5	72.7	56.8
Two years	63.2	82.5	86.3	71.0
Three years	71.7	88.0	91.4	78.3
<b>Age 16-24 years</b>				
All unemployed (thousands)	547	410	116	957
of whom:				
Duration less than:				
Three months	26.6	34.1	35.2	29.8
Six months	43.5	51.9	53.2	47.1
One year	66.3	74.7	73.4	69.9
Two years	80.6	86.2	86.9	83.0
Three years	87.4	92.1	92.8	89.4
<b>Age 25-44 years</b>				
All unemployed (thousands)	706	540	421	1,246
of whom:				
Duration less than:				
Three months	17.9	35.4	39.0	25.5
Six months	29.0	53.0	58.0	39.4
One year	43.3	71.1	76.8	55.3
Two years	57.1	86.5	90.6	69.8
Three years	65.9	90.9	94.7	76.7
<b>Age 44 to retirement age</b>				
All unemployed (thousands)	442	191	120	633
of whom:				
Duration less than:				
Three months	13.9	20.9	25.4	16.0
Six months	24.1	34.7	40.7	27.3
One year	36.3	50.0	58.0	40.5
Two years	51.7	64.3	70.3	55.5
Three years	61.8	72.5	76.4	65.1

\*ILO/OECD definition.  
 † Duration of unemployment is based on the minimum of time seeking work and length of time since last job.

occupation or industry of their last job may not be the same as that of their 'usual' job, as the last job may have been temporary work (perhaps not fully using their skills) undertaken in the absence of the type of work they had previously been engaged in.

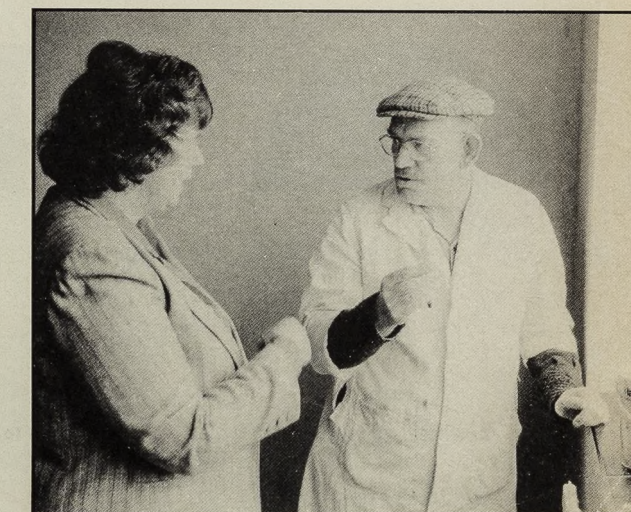
Despite these qualifications, table 8 clearly shows that unemployment rates are lower in non-manual occupations and higher in manual, particularly unskilled manual, occupations. For the occupation categories shown the unemployment rates ranged from 3.3 per cent for those whose last job had been in a managerial or professional occupation to 21.2 per cent among general labourers.

### Unemployment and qualifications

The relationship between unemployment rates and qualifications for people of working age is illustrated in figure 3. The unemployment rate was higher for people with lower level qualifications than for well-qualified people: among graduates it was only 4 per cent, whereas over 15 per cent of economically active people with no qualifications were unemployed. The overall pattern of unemployment rates falling as qualifications rise also held broadly within each age group; unemployment rates were particularly high among unqualified young people.

Figure 4 shows the qualifications of the unemployed in a different way. Some 46 per cent of all the unemployed said they had no qualifications. This compared with 32 per cent of all economically active people.

Qualification levels are closely related to age, with younger people tending to have a higher level of qualifications. Among the 16 to 24 age group, for example, only 21 per cent of the economically active people had no qualifications, whereas the proportion rose to 46 per cent among economically active people aged between 45 and



Training manageress Helen Paul, talks to ET trainee Dan Perkins who is on a painting and decorating course. Dan was unemployed for eight years before he went on ET.

retirement age. Among the unemployed, the proportion with no qualifications rose from 39 per cent for 16 to 24 year olds, to 59 per cent for those over 45.

### The unemployed looking for work

As can be seen from table 9, a little over half (53 per cent) of the unemployed said they were looking specifically for full-time jobs as employees. For men the proportion was 64 per cent compared with 57 per cent for non-married women and 23 per cent for married women. Some 6 per cent of unemployed men and around 3 per cent of women wanted to be self-employed.

Many of the unemployed who were looking for a full-time job indicated that they would nevertheless accept a part-time job: 72 per cent of all the women who were looking for work as employees (including those who had no preference as between employee and self-employed status) said they would accept a part-time job though 41 per cent

would prefer a full-time job. About 27 per cent of unemployed women said they would only accept a part-time job.

In contrast, about 53 per cent of unemployed men looking for work as employees said they would accept a part-time job and less than 3 per cent would only accept a part-time one.

Table 10 shows how long unemployed men and women in different age groups had been without a job and looking for work. (For detailed definition of how this period is calculated see technical annex). Altogether, about one-quarter of the unemployed had been out of work and looking for work for less than three months, and a further third for between three and 12 months.

Young unemployed people were less likely to have been out of work and looking for a job for a long time than older people: 70 per cent of 16 to 24 year olds had been in that situation for under a year, compared with 40 per cent of

Figure 4 Qualification levels of the unemployed<sup>†</sup> by age in Great Britain, Spring 1987

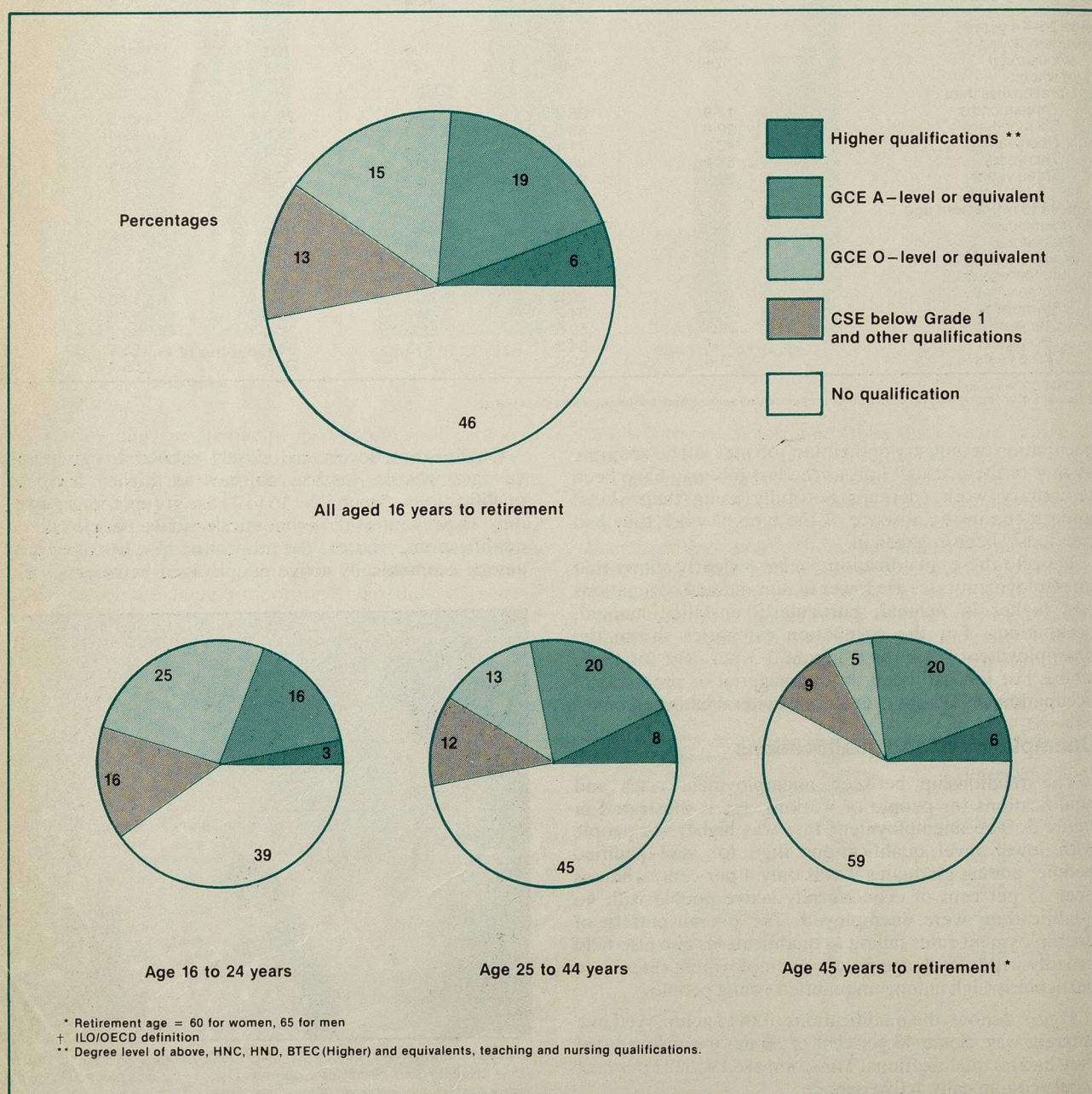


Table 11 Duration\* of unemployment<sup>†</sup> by qualification level, Great Britain, Spring 1987

All of working age	Qualifications			
	Highert <sup>††</sup>	Other	None	All**
<b>All</b>				
All unemployed (thousands)	100	100	100	100
of whom:	161	1,320	1,314	2,836
Duration less than:				
Three months	34.6	28.2	20.3	24.8
Six months	50.5	44.5	32.6	39.3
One year	71.2	64.7	47.6	57.0
Two years	83.9	79.3	61.6	71.1
Three years	88.6	86.5	70.1	78.4
<b>Men</b>				
All unemployed (thousands)	100	100	100	100
of whom:	86	765	818	1,696
Duration less than:				
Three months	31.4	22.9	15.4	19.7
Six months	43.7	38.2	25.8	32.4
One year	65.0	57.5	39.5	48.9
Two years	78.7	72.7	53.3	63.3
Three years	85.3	80.3	62.6	71.8
<b>Women</b>				
All unemployed (thousands)	100	100	100	100
of whom:	75	556	496	1,141
Duration less than:				
Three months	38.1	35.4	28.3	32.5
Six months	58.2	53.2	43.8	49.6
One year	78.2	74.6	61.1	68.9
Two years	89.8	88.3	75.3	82.7
Three years	92.4	92.6	82.6	88.2

\* Duration of unemployment is based on the minimum of time seeking work and length of time since last job.  
<sup>†</sup> ILO/OECD definition.  
<sup>\*\*</sup> Includes some who did not state their qualification level.  
<sup>††</sup> Degree level and above, HNC/HND/BTEC (Higher) and equivalents teaching and nursing qualifications.

those aged between 45 and retirement age; only 11 per cent of unemployed 16 to 24 year olds said they had been out of work and seeking work for over three years, compared with 35 per cent of those aged 45 to retirement age.

Women tend to have been out of work and looking for a job for shorter periods than men: 68 per cent for less than a year and only 12 per cent for over three years, compared with 49 and 28 per cent respectively for men. This pattern held in all age groups. Married women were likely to have experienced shorter periods than other women.

Those with higher levels of qualifications tended to have been out of work and looking for work for shorter periods than those with lesser or no qualifications (see table 11). For example, over a half of the unemployed who had no qualifications had been out of work and seeking a job for over a year, compared with less than 30 per cent of those with higher (broadly degree level) qualifications and about 35 per cent of those with other qualifications. This effect seems to be more marked for men than for women.

The main methods by which unemployed people with different previous occupations sought work are summarised in table 12. The two most frequent main methods of jobsearch were visiting a jobcentre or Government employment office (39 per cent), and studying situations vacant columns in newspapers (27 per cent). There are appreciable differences between the main job search methods used by those who have previously worked in different occupations (this information is only available for those who have worked within the last three years). For example, non-manual workers are less likely than manual workers to report that their main method of search was visiting a jobcentre etc, use of personal contacts or applying directly to employers. Conversely, non-manuals were more likely to use private employment agencies and newspapers.

### Technical note

#### The claimant count

The monthly unemployment count relates to claimants of benefits at Unemployment Benefit Offices on the day of the count, usually the second Thursday of each month; it is derived almost wholly from the computerised administrative records.

Claimants include those people who claim Unemployment Benefit, Income Support (formerly Supplementary Benefit for the periods covered by this article) and national insurance credits. The figures include some severely disabled, but exclude students seeking vacation work and the temporarily stopped. Students are those people claiming benefit during a vacation but who intend to return to full-time education when the new term begins. The temporarily stopped are those people who had a job on the day of the unemployment count but were temporarily suspended from work on that day and were claiming benefits.

Unemployment rates based on the claimant count are expressed as a percentage of the corresponding mid-year estimate of the workforce (the sum of claimant unemployment, employees in employment, the self-employed, HM Forces and participants in work-related government training schemes.)

#### Survey definitions of unemployment

##### ILO/OECD definition

The survey measure of unemployment given in this article, according to the ILO/OECD definition, comprises

people who were:

- without a paid job; and
- available to start work in the next fortnight; and
- had either looked for work at some time in the last four weeks or were waiting to start a job already obtained.

This definition of unemployment is consistent with the guidelines of the International Labour Organisation as agreed in Resolution I of the 13th International Conference of Labour Statisticians in 1982, and now used by the Organisation for Economic Co-operation and Development and also the United States Bureau of Labor Statistics for the purposes of compiling standardised unemployment rates for comparisons between countries.

The ILO guidelines do not specify the reference period for jobsearch, but four weeks is commonly used in many countries, including the USA and Canada, and is preferred by the OECD and also the Statistical Office of the European Communities. Figures from the LFS using the ILO/OECD definition have only been available for the UK since 1984, since previous surveys did not identify those looking for work in the previous four weeks.

##### Labour force definition

People identified by surveys as unemployed on the alternative labour force definition are those who, in the week preceding their survey interview were:

Table 12 Main method of seeking work, by previous occupation, Great Britain, Spring 1987

	Per cent								
	All††	All non-manual				All manual			
		All	Managerial and professional	Clerical and related	Other non-manual	All	Craft and similar	General labourers	Other manual
<b>All unemployed*†</b> (thousands)	100 2,879	100 601	100 254	100 205	100 143	100 1,121	100 335	100 48	100 738
for whom main method of seeking work:									
Visiting a jobcentre, government employment office, etc	38.5	27.7	21.1	30.5	35.3	44.1	39.6	54.8	45.5
Name on books of private employment agency	1.3	4.1	4.8	5.4	**	**	**	**	**
Studying situations vacant columns in newspapers	27.4	31.7	29.9	34.7	30.7	22.6	22.1	21.6	22.8
Answering advertisements in newspapers	10.0	16.8	19.4	16.4	12.9	8.7	10.0	**	8.2
Personal contacts	9.7	6.6	9.4	**	**	10.2	11.8	**	9.5
Direct application to employers	7.4	5.3	5.9	**	7.8	8.7	11.5	**	7.6
Other methods	1.8	2.5	**	**	**	1.4	**	**	1.4
<b>Unemployed men†</b> (thousands)	100 1,717	100 246	100 154	100 36	100 55	100 806	100 290	100 44	100 472
for whom main method of seeking work:									
Visiting a jobcentre, government employment office, etc	43.9	29.5	23.9	**	41.1	45.9	39.5	57.2	48.7
Name on books of private employment agency	1.0	4.5	**	**	**	**	**	**	**
Studying situations vacant columns in newspapers	21.4	25.5	25.6	**	24.4	19.4	21.0	**	18.4
Answering advertisements in newspapers	9.1	18.1	21.1	**	**	8.5	10.0	**	7.9
Personal contacts	11.2	8.9	10.9	**	**	11.3	12.9	**	10.5
Direct application to employers	8.3	5.8	**	**	**	9.7	11.7	**	8.7
Other methods	1.9	**	**	**	**	1.5	**	**	**
<b>Unemployed women†</b> (thousands)	100 1,161	100 355	100 100	100 168	100 88	100 315	100 45	100 **	100 266
for whom main method of seeking work:									
Visiting a jobcentre, government employment office, etc	30.6	26.4	16.8	29.4	31.6	39.7	40.2	**	39.8
Name on books of private employment agency	1.8	3.8	**	**	**	**	**	**	**
Studying situations vacant columns in newspapers	36.3	36.0	36.4	36.5	34.7	30.6	29.1	**	30.7
Answering advertisements in newspapers	11.4	15.9	16.7	16.8	13.3	9.0	**	**	8.8
Personal contacts	7.4	5.0	**	**	**	7.3	**	**	7.7
Direct application to employers	6.0	5.0	**	**	**	6.4	**	**	5.7
Other methods	1.6	**	**	**	**	**	**	**	**

\* ILO/OECD definition.  
† Includes some who did not give a main method of seeking work.  
†† Indicates that estimates are based on small numbers.  
††† Includes some whose previous job was more than three years ago and some who had never had a paid job and who therefore were not asked about their previous occupation.

Technical note (continued)

- without paid job; and
- either seeking work, waiting to start a new job or for the results of a job application, or were prevented from seeking work only by temporary sickness or holiday.

Students in full-time education who satisfy both the above conditions are included as unemployed, unless they are not available to start work within two weeks because they must complete their education.

Period of unemployment

The period for which unemployed people, according to the ILO/OECD definition, have been seeking work and without a job has been estimated as follows. The calculation is based essentially on replies to the questions:

How long have you been looking for paid work? and

When did you leave your last job?

If replies to both questions are available, the shorter period is used.

If only the first question is answered (this occurs

principally with people who have never had a job) the reply to that question is used.

Among people for whom only the second question is answered (this occurs principally with people who had not looked for work in the last week, though they had in the last four weeks), the appropriate reply to the first question is assumed to be distributed in the same way as it is for those who left their last job at a similar time and did answer the period of job search question. The minimum of these two values is then taken.

Among people for whom neither reply is available (this occurs principally among those who have never had a job and who did not look for work in the last week) it is assumed that (a) the appropriate reply to the first question is distributed in the same way as it is for those for whom only the first question is answered, and (b) that they have never had a job.

Other issues

Unemployment rates on the ILO/OECD definition are the appropriate estimate of unemployment, expressed as a percentage of the corresponding estimate of economically active people (the sum of the employed and the same estimate of unemployment).

The Labour Force Survey (LFS) is the principal example of household surveys of the labour force and the principal



A jobcentre manager advises client.

Table 13 Reconciliation of claimant count and ILO/OECD measure of unemployment

Spring	Thousands					
	Men		Women		All	
	New Method	Old Method	New Method	Old Method	New Method	Old Method
<b>Claimants not ILO/OECD unemployed</b>						
1984	480	(500)	280	(360)	760	(860)
1985	610	(560)	390	(430)	1,000	(990)
1986	620	(610)	390	(460)	1,010	(1,070)
1987	580	(540)*	330	(410)*	910	(950)*
<b>ILO/OECD unemployed non-claimants</b>						
1984	230	(260)	640	(720)	870	(980)
1985	230	(180)	600	(650)	840	(830)
1986	230	(210)	580	(650)	810	(870)
1987	250	(220)*	590	(670)*	840	(880)

\* Old method for 1987 used preliminary LFS data. New method uses final results.

Technical note (continued)

basis of the Department of Employment's estimates of the size of the labour force, although other surveys such as the General Household Survey also collect information on unemployment.

The LFS is a sample survey of households and is carried out on similar lines in all European Community countries. It was conducted in alternate years from 1973 to 1983, but from 1984 has been enhanced and conducted annually.

In 1987 interviewing took place during March, April and May in a sample of about 60,000 private households in Great Britain. A fuller description of the survey is provided in the reports by the Office of Population Censuses and Surveys, and preliminary results for 1987 were published in the March 1988 edition of *Employment Gazette*. A similar survey is also conducted in Northern Ireland.

Analyses of claimants and non-claimants using the claimant count and the Labour Force Survey

Characteristics of claimants—for example, according to whether they were seeking work—cannot be obtained by matching the LFS data with the Department of Employment's administrative records. Instead data on claimant status is obtained from the following questions in the LFS itself, designed to identify people in the claimant count:

Were you claiming Unemployment Benefit last week?

Were you signed on at an Unemployment Benefit Office to claim supplementary allowances as an unemployed person?

Were you signed on at an Unemployment Benefit Office in order to get credits for national insurance contributions?

Inevitably the questions are not always answered correctly, for example, because of possible confusion between claims for benefits at Unemployment Benefit Offices and benefits from other sources. It is also possible that some answers to the above questions are evasive.

More women indicate they are included in the claimant count in response to these questions than are actually shown by the count itself. Among men the opposite usually applies. Approximate corrections for these biases have to be made. The method of adjustment has been improved compared with that used for previous articles.

Previously, it has been assumed that the bias was equally distributed among everyone identifying themselves as claimants. Detailed consideration of the most likely sources of bias has suggested that the new method described below is likely to give more accurate adjustments. This essentially assumes that those people who have identified themselves in the interview as unemployed, according to the ILO/OECD definition, and who later answer to the effect that they are claimants, respond correctly. It is assumed that the errors in identifying claimants in the LFS are concentrated among those who have answered to the effect that they are not unemployed. The LFS data on non-unemployed claimants are correspondingly scaled (separately by sex, for women by marital status, and also by region where appropriate) in order that the analysis of claimants in total agrees with the actual claimant count.

Considering the design of the LFS questionnaire, in particular the order of questions, the most likely biases in identifying claimants are from:

- those who are receiving other benefits directly from DHSS (instead of through a UBO) for which they do not have to be available for work (for example, the sick or disabled or lone parents) and may be uncertain about the source of benefit.
- those who have already said they were not unemployed, and may be reluctant to admit they are claimants later in the interview.

In both cases it is likely that the response errors would be more prevalent among those who are not ILO/OECD unemployed than among the unemployed; hence the preference of the new method to the old.

The new method of adjustment has the effect of reducing the estimate of claimants not ILO/OECD unemployed by some 40,000 for Great Britain in 1987; a reduction of about 80,000 among women partly offset by an increase of 40,000 in the estimate of male claimants not unemployed. The effects on the estimates of non-claimant unemployed are of course equal. There are also consequent revisions to the analysis for earlier years, as shown in table 13. Enquiries about these should be addressed to Statistics B1, Room 430, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.

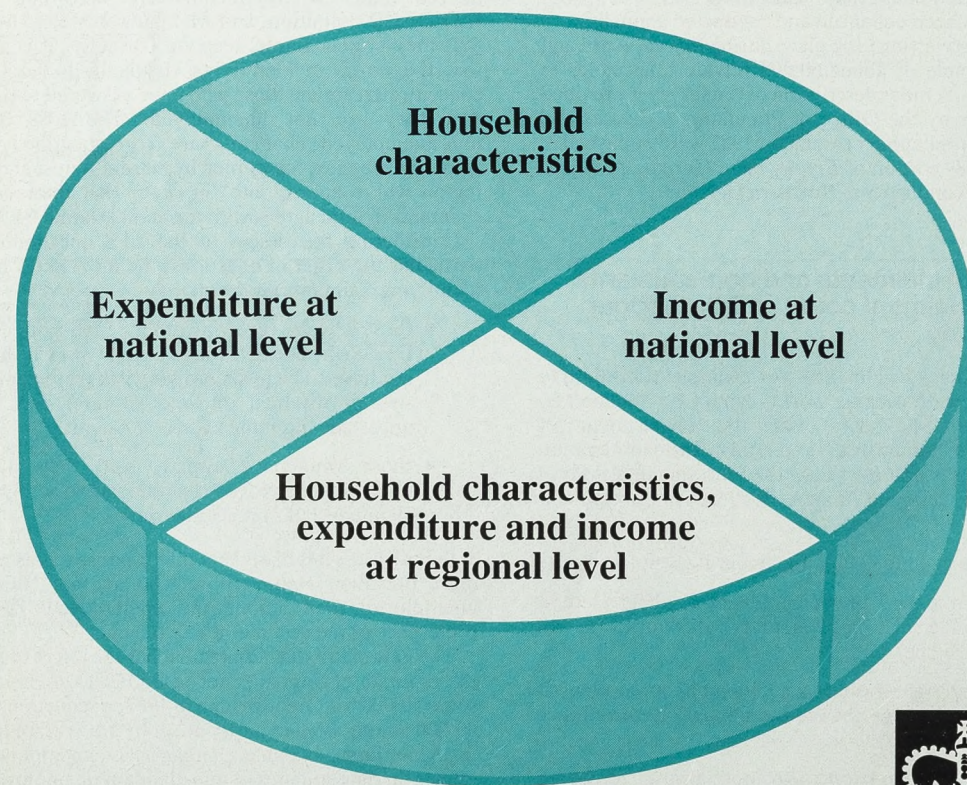
It should be noted that the adjustments described above, and the revisions to these, do not in any way affect the total estimates of unemployment obtained from the LFS or indeed any other LFS estimates, which are independent of claimant status.

# Family Expenditure Survey

A unique and reliable source of household data on expenditure, income and other aspects of household finances, providing a perspective of the changes and developments in spending on items as diverse as food, clothes, fuel and alcohol over more than a quarter of a century.

Tables and charts present the survey data in three main sections: household characteristics, expenditure, and income. Selected data from each section is also analysed by region, allowing — for example — comparisons between income in the South East and Northern Ireland, or illustrating differences in diet between Wales and Scotland.

## FAMILY EXPENDITURE SURVEY — for information on:



Family Expenditure Survey is published annually in December by HMSO for the Department of Employment.

Available from HMSO Bookshops and Agents (see yellow pages) or through any good bookseller.



# Labour Market Data

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## Publication dates of main economic indicators 1988-89

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

Oct 13, Thursday  
Nov 17, Thursday  
Dec 15, Thursday

Retail Prices Index

Oct 14, Friday  
Nov 18, Friday  
Dec 16, Friday

Tourism

Nov 2, Wednesday  
Nov 30, Wednesday  
Jan 11, Wednesday

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

Unemployment and vacancies: 01-273 5599 (Ansafone Service).  
Retail Prices Index: 0923 228500 ext. 456 (Ansafone Service).  
Tourism: 01-273 5507

Employment and hours: 0928 715151 ext. 2570 (Ansafone Service).  
Average Earnings Index: 0923 228500 ext. 408 or 412

## Trends in labour statistics

### Summary

Activity remains high in the labour market. Unemployment fell sharply again in August, by 45,400 to 2,266,900 (United Kingdom, seasonally adjusted excluding school leavers), bringing the unemployment rate down to 8.0 per cent of the workforce. The series has now fallen continuously since July 1986, by 943,400 altogether. Vacancies at jobcentres remain relatively high. In August there were 241,100 vacancies (seasonally adjusted excluding Community Programme), 2 per cent more than a year ago.

The latest figures for manufacturing employment show a fall of 4,000 in July 1988, following the fall of 22,000 in the second quarter of the year. These falls, after the levelling off in the first quarter of 1988 suggest that the trend in manufacturing employment is still downwards, although not at the rate seen in 1986 and early 1987. The latest

figures for the workforce in employment, for the first quarter, were for an increase of 117,000 in the quarter and 617,000 in the year to March 1988.

The underlying increase in average weekly earnings in the year to July 1988 was 9 per cent (provisional estimate), an increase of 1/4 per cent on the figure for June.

The annual rate of inflation in August rose to 5.7 per cent from 4.8 per cent in July. The overall level of prices in August was 1.1 per cent higher than July, mainly the result of higher mortgage interest rates; this rise compares with one of 0.3 per cent recorded between the corresponding months in 1987.

The number of working days lost through stoppages of work due to industrial action in the 12 months to July is provisionally recorded at 2.2 million. This compares with 3.8 million days lost in the 12 months to July 1987, and an annual average of 10.9 million days for the ten-year period, ending July 1987.

The number of overseas visitors to the United Kingdom in June

1988 was estimated to be 6 per cent higher than the same month in 1987.

### Economic background

The UK economy is maintaining its strong rate of growth. Provisional estimates indicate that the average measure of *Gross Domestic Product* for the whole economy shows an increase of 1/2 per cent between the first and second quarters of 1988 to a level 4 per cent higher than the same period a year earlier.

*Output of the production industries* in the three months to July 1988 is provisionally estimated to have been 1 1/2 per cent higher than in the previous three months and 4 per cent higher than in the corresponding period a year earlier. *Manufacturing output* in the same period exceeded the previous peak in 1974. It was 2 1/2 per cent higher than in the previous three months and 6 1/2 per cent higher than a year earlier. Between

Seasonally adjusted (1980=100)

the two latest periods, there was an increase of 4 per cent in the output of the metals industry and of 3 per cent in the engineering and allied and "other manufacturing" industries. The output of other minerals, chemicals, and food, drink and tobacco and industries rose by 1 per cent. There was little change in the output of the textiles and clothing industries. Output in the energy sector in the three months to July 1988 fell by 1 1/2 per cent compared with the previous three months and was 2 1/2 per cent lower than a year earlier.

*Consumers' expenditure* continues to grow strongly. The expenditure figures have been re-based on 1985. In the second quarter of 1988 it was estimated to be £62.2 billion, at 1985 prices, about 1/2 per cent higher than in the previous quarter and more than 5 per cent higher than a year earlier. The index of the volume of *retail sales* in August 1988 was provisionally estimated at 140.8 (1980=100). In the three months to August 1988 the level of sales was 2 per cent above that in the previous three months and 6 1/2 per cent higher than in the corresponding period a year earlier.

*Capital expenditure* has grown rapidly over the last year. The revised estimate of expenditure by the manufacturing, construction, distribution and financial industries in the second quarter of 1988 was 7 per cent higher than in the preceding quarter, and 14 per cent higher than in the same period last year. Within the total, expenditure by manufacturing industry increased by 9 1/2 per cent between the latest two quarters, and was 13 per cent higher than in the second quarter of 1987. Investment by the construction, distribution and financial industries was 5 1/2 per cent higher than in the preceding quarter, and 14 1/2 per cent higher than in the same period last year.

The increase in retailers' stocks in the second quarter of 1988 represented the thirteenth successive quarter of stock building in the industry. In the second quarter there were also increases in manufacturing and wholesale stocks. The stock figures have been re-based on 1985. Wholesalers increased their stocks by around £150 million, following a reduction of about £110 million in the previous quarter; stocks held by retailers also increased by £150 million, and manufacturers increased their stocks by nearly £195 million bringing stockbuilding in the first

### Rebasing of statistics

In common with other series of economic statistics published by the Government Statistical Service, certain indices appearing in "Labour Market Data" have been rebased from 1980=100\* to 1985=100. Tables affected are 0.1, 1.8, 5.1, 5.3 and 5.7.†

This rebasing coincides with the publication of the 1988 edition of United Kingdom National Accounts (the CSO Blue Book) on September 9, 1988 in which 1985 is adopted for the first time as the base year for all the constant price series which are used to describe economic activity in volume terms (that is, with the effects of changes in prices removed). In national income and expenditure estimates published hitherto 1980 has been the base year for constant price series.

Rebasing is done every five years in order to ensure that constant price estimates keep pace with the changing structure of prices in the economy. All the series that contribute to the estimates of national income and expenditure have been rebased to 1985=100 at the same time.

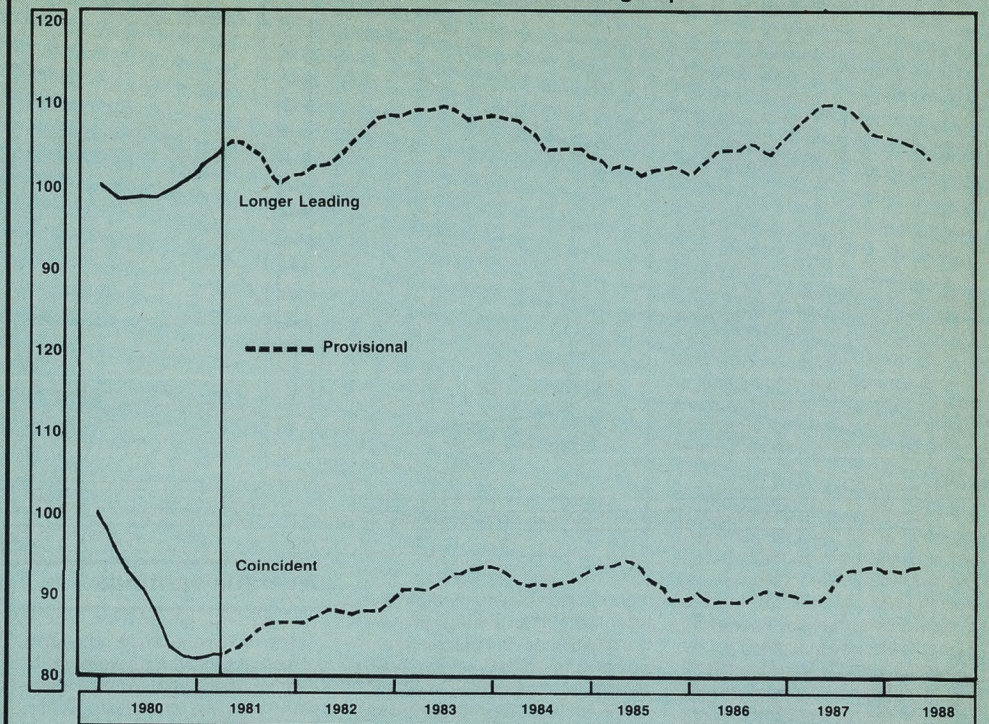
\* January 1980=100 in the case of the Average Earnings Indices.  
† Note that different rebasing arrangements apply for the Retail Prices Index, the Tax and Price Index, and the international comparisons tables 5.9 and 6.8.

half of the year to £535 million. There was also a small increase in stocks held by the energy and water supply industry of about £10 million.

*The Public Sector Borrowing Requirement* (not seasonally adjusted) in August is provisionally estimated to have been minus £1.5 billion (that is, a net repayment) bringing the total for the first five months of the financial year 1988-89 to minus £4.6 billion. This compares with a PSBR of £1.7 billion in the first five months of 1987-88. Privatisation proceeds were £2.2 billion in August, reflecting the second payment for BP shares. The PSBR, excluding privatisation proceeds, is provisionally estimated to have been £0.3 billion in the first four months of 1988-89, compared with £5.0 billion in the same period of last year.

*Sterling's effective exchange rate index* in August 1988 rose by almost 1 per cent to 76.5. Sterling fell by nearly 1/2 per cent against the US dollar and was broadly unchanged against the yen but rose by 2 per cent against the deutschmark and the EMS currencies in total. The sterling index was 6 per cent higher than in August 1987 as sterling had risen

### CYCLICAL INDICATORS: Composite indices of indicator groups



by 6 1/2 per cent against the dollar, 8 per cent against the deutschmark and 9 per cent against EMS currencies. However it had fallen by over 3 1/2 per cent against the Japanese yen. The UK base lending rate increased by 1 percentage point to 12 per cent on August 25, 1988. Early in 1988 it was 8 1/2 per cent. The rate rose to 9 per cent on February 1, 1988, but then fell to 7 1/2 per cent in several 1/2 percentage point stages by May 17. This was followed by successive 1/2 percentage point increases to stand at 11 per cent by August 8, 1988.

The current account of the *balance of payments* in the three months to July 1988 was in deficit by £4.4 billion, compared with a £2.6 billion deficit in the previous three months. Visible trade in the same period was in deficit by £5.9 billion, following a £3.8 billion deficit in the previous three months. Within the total the surplus on trade in oil fell from £0.8 billion in the previous quarter to £0.4 billion while the deficit in non-oil trade rose from £4.6 billion to £6.3 billion. In the three months to July 1988 the volume of exports rose by 1 per cent, and was 3 1/2 per cent higher than a year earlier. The volume of imports rose by 13 per cent in the three months to July 1988, and was 18 per cent higher than a year earlier.

### Employment

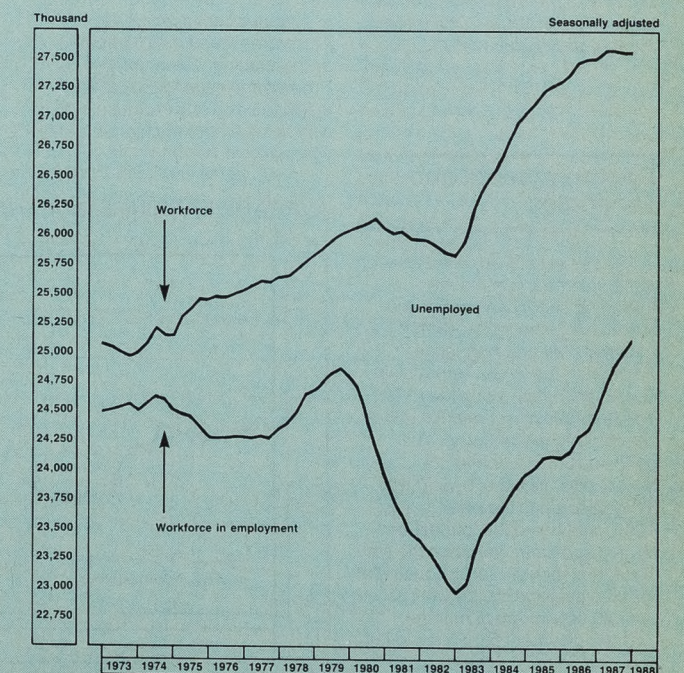
The number of employees employed in *manufacturing industry* in Great Britain is estimated to have fallen by 4,000 in July 1988.

This follows a fall of 22,000 in the second quarter of 1988. In the first quarter of this year employment in manufacturing was estimated to have risen by 1,000 and following a slowing of the rate of decrease in manufacturing employment during 1987 it appeared that the trend might be levelling out. The latest figures suggest that the trend is still downwards though not at the rate observed in 1986 and early 1987.

Figures for employees in the rest of the economy and the *workforce in employment* (employees in

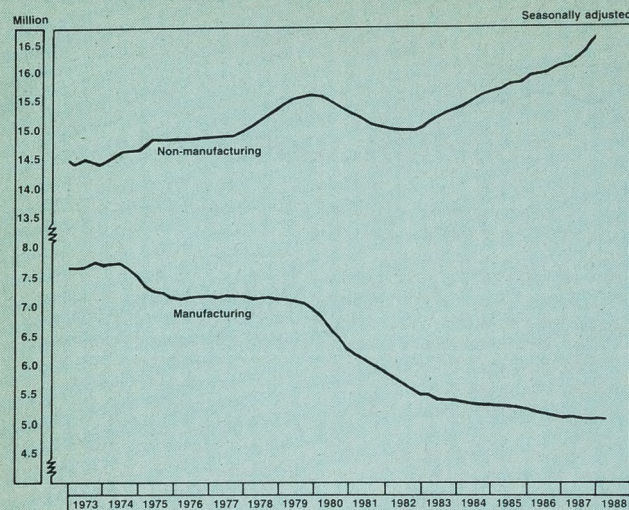
employment, the self-employed, HM Forces and participants on work-related government training programmes) in Great Britain remain as reported in August except for slight revisions to service employment—reflecting some late data now available. The workforce in employment is estimated to have increased by 117,000 in the first quarter of 1988, by 617,000 in the year to March 1988 and by 2,139,000 in the five years between March 1983—when the upward trend first began—and

### WORKFORCE AND WORKFORCE IN EMPLOYMENT: Great Britain





## MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: Great Britain



March 1988.

Overtime working by operatives in manufacturing industries remains high with an estimated 13.74 million hours a week in July, giving an average of 13.50 million hours for the three months ending July 1988. This compares with an average of 12.52 million hours for the three months ending July 1987.

Hours lost through short time working in manufacturing industries remain low at 0.31 million hours in July.

The index of average weekly hours worked by operatives in manufacturing industries (which takes account of hours of overtime and short-time as well as normal basic hours) has been rebased this month to 1985=100 to conform with other economic statistics. The estimate for July 1988 was 101.2 which gives an average over the three month period ending July 1988 of 101.1. This compares with an average of 100.4 in the three months ending July 1987.

## Unemployment and vacancies

The seasonally adjusted level on unemployment (claimants excluding school leavers) in the United Kingdom fell by 45,400 between July and August, to 2,266,900, the lowest level (on a consistent basis) since May 1981. The unemployment rate fell to 8.0 per cent of the workforce. The series has now fallen for 25 consecutive months, by 943,400 altogether since the peak in July 1986, continuing the longest and largest sustained fall since the war. The latest month's fall is consistent with the average monthly fall of over 40,000 in recent months.

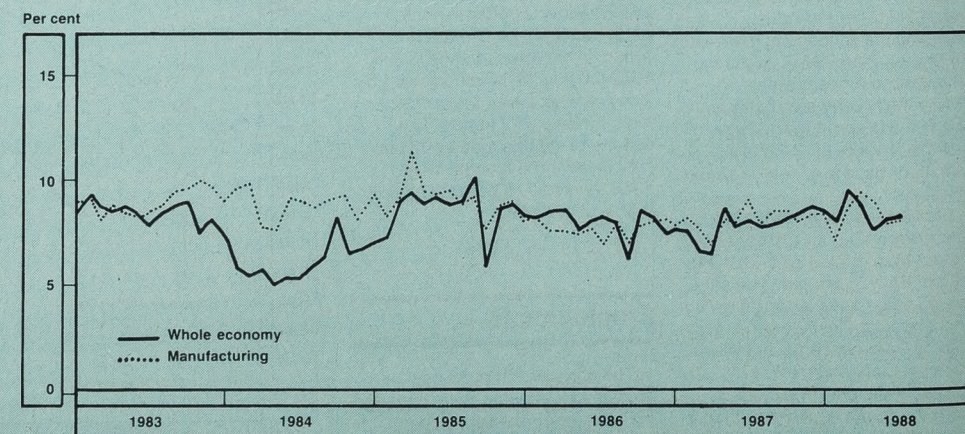
Unemployment continues to fall in all regions. Over the past 12

months unemployment rates have fallen faster than average in the West Midlands (2.4 percentage points), the North West and Wales (both 2.2 percentage points) and the North (2.1 percentage points). The smallest falls in the rates over the past year were again in Northern Ireland (1.4 percentage points) and Greater London (1.7 percentage points).

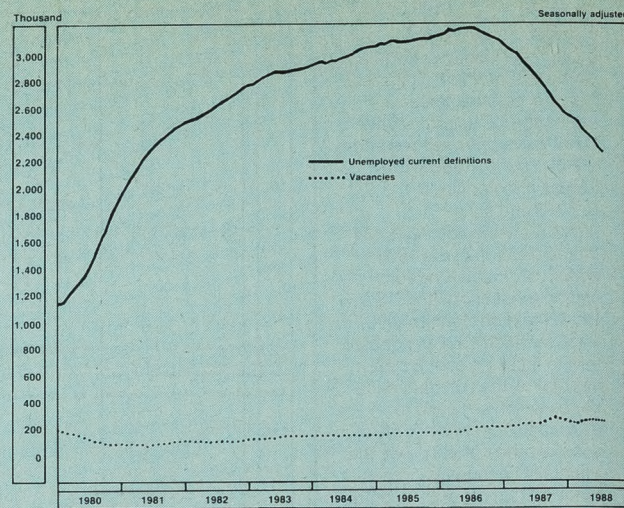
The total of unemployed claimants in the UK (unadjusted including school-leavers) fell by 35,500 to 2,291,200 in August, 8.1 per cent of the workforce. The total was 574,600 lower than a year ago. The school-leaver total, at 35,900, was 20,000 (36 per cent) lower than a year ago. The fall of over 30,000 among adult claimants in August contrasted with an increase of over 15,000 attributable to seasonal influences, and so the seasonally adjusted adult total fell by 45,400.

The stock of vacancies at jobcentres (seasonally adjusted and excluding Community Programme vacancies) fell by 8,300 to 241,100 in August, but was some 2 per cent higher than a year ago.

## AVERAGE EARNINGS INDEX: Increases over previous year



## UNEMPLOYMENT AND VACANCIES: United Kingdom



## Average earnings

The provisional underlying rate of increase in average weekly earnings in the year to July 1988 was 9 per cent, which is an increase of 1/4 per cent on the revised rate for the year to June of 8 3/4 per cent. The underlying rate has now risen 1/2 per cent since May.

In the production industries the provisional underlying increase in average earnings in the year to July was 9 per cent, the same as the revised figure for the year to June. Within this sector the underlying change for increase in average manufacturing earnings.

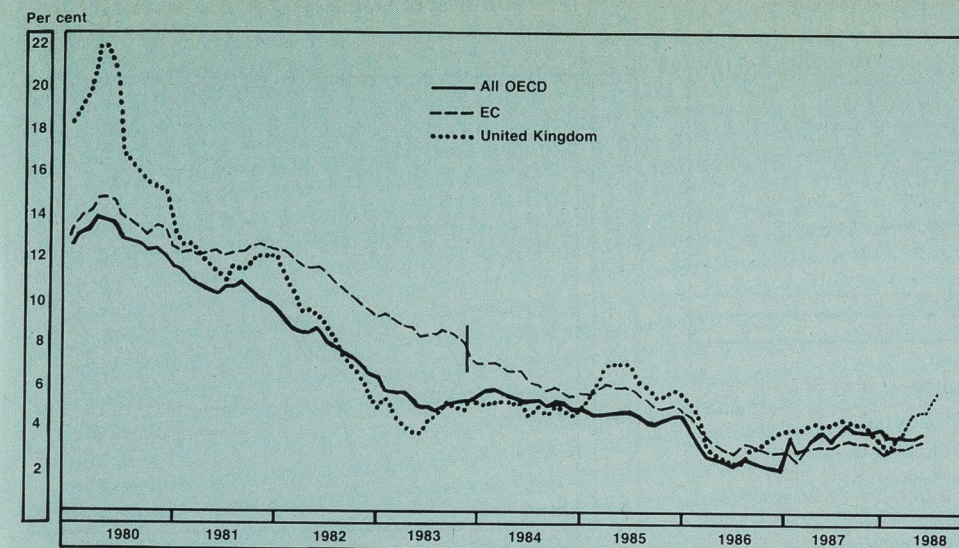
In the service industries the provisional estimate for the underlying increase in average earnings in July was 9 per cent, an increase of 1/4 per cent on the revised rate in the year to June, which itself showed a 1/4 per cent increase on the corresponding figure for May. The inclusion of the 1988 nurses' settlement in the June and July figures has been a significant factor in the increases, but the higher level of bonus

payments in service industries in July compared with a year earlier has also made a major contribution to the July increase. The underlying rate of increase is currently well above the actual rate for both services and the whole economy mainly because the underlying rate takes full account of the nurses' pay settlement, but the actual index includes only the 4 per cent paid to date.

In the three months to June, the seasonally adjusted increase in average earnings in manufacturing of 8 1/2 per cent was partially offset by a rise in productivity of 7 1/4 per cent, so that wages and salaries per unit of output in manufacturing were about 1 per cent higher than a year earlier.

Revised unit wage cost figures for the whole economy showed an annual rate of increase of over 4 1/2 per cent for the first quarter of 1988, a little below the rate for the previous quarter which has been revised down to 5 per cent. This measure of unit wage costs has now been within 1/2 per cent of 4 1/2 per cent for seven consecutive quarters. Wages and salaries per head rose at an annual rate of 8 1/2 per cent in the quarter, but this was

## CONSUMER PRICES INDICES: Increases over previous year



offset by a 4 per cent increase in whole economy productivity.

## Productivity

Revised productivity figures for the whole economy show that output per head in the first quarter of 1988 grew at an annual rate of 4 per cent. This is the highest annual rate of increase since the first quarter of 1983.

Manufacturing output grew rapidly during 1987 and when combined with relatively flat employed labour force figures this resulted in estimates of productivity averaging over 7 per cent growth during the year. Provisional figures for manufacturing output up to July 1988 suggest that 1987's high rate of output growth has continued. At the same time a small fall in manufacturing employment has occurred so that good productivity growth has continued during 1988. Productivity in the three months to July was 7 1/4 per cent higher than in the same period of 1987, which, though historically high is still below the 8 1/2 per cent levels now shown for mid-1987.

## Prices

The annual rate of inflation, as measured by the 12-month change in the retail prices index, rose to 5.7 per cent for August from the 4.8 per cent recorded for July.

The overall level of prices was 1.1 per cent higher in August than in July. Three-quarters of this increase was the result of higher mortgage interest rates, effective from August 1 for most mortgagors. Among the price increases for other goods and

services, the most notable were for non-seasonal food, motor vehicles and durable goods (with the end of summer sales). The prices of fresh foods fell slightly.

The annual increase in the price index for home sales of manufactured products rose to 4.9 per cent for August from the 4.7 per cent July figure. The rate of increase has risen from just under 4 per cent at the beginning of the year; the price rises have been mainly concentrated in the food, drink and tobacco industries.

Prices for materials and fuels purchased by manufacturing industry were little changed between July and August but the annual change has increased from around 1 1/2 per cent at the beginning of the year to 3.9 per cent in August (having reached 4.8 per cent in June).

The tax and price index increased by 3.7 per cent in the year to August compared with 2.7 per cent recorded for July.

## Industrial disputes

It is provisionally estimated that 344,000 working days were lost through stoppages of work due to industrial disputes in July 1988. This figure includes an estimated 278,000 working days lost in the shipbuilding industry, 14,000 working days lost in the chemical industry and 11,000 working days lost in the transport and communication industry. The figure of 344,000 working days lost in July 1988 compares with 308,000 days lost in June 1988, 214,000 in July 1987 and an average of 506,000 for July during the ten-year period 1978 to 1987.

In the 12 months to July 1988 a provisional total of 2.2 million working days were lost, compared with 3.8 million days in the

previous 12 months, and an annual average over the ten-year period 1978 to 1987 of 10.9 million days. Included in the latest period are 0.6 million days lost as a result of several strikes in the motor vehicle industry, 0.5 million in shipbuilding and 0.2 million in the coal industry.

During the 12 months to July 1988 a provisional total of 775 stoppages have been recorded as being in progress, although this figure will be revised upwards because of late notifications. This figure compares with 1,125 stoppages in the 12 months to July 1987 and a ten-year average for the period 1978 to 1987 of 1,545 stoppages in progress.

## Overseas travel and tourism

Provisional estimates indicate that there were 1,510,000 visits to the UK by overseas residents in June 1988, an increase of 6 per cent over June 1987. The number of visits from North America, at 380,000, decreased by 6 per cent compared with June of last year, while the numbers from Western Europe, at 860,000, and from other areas, at 270,000, represented

increases of 14 per cent and 4 per cent, respectively.

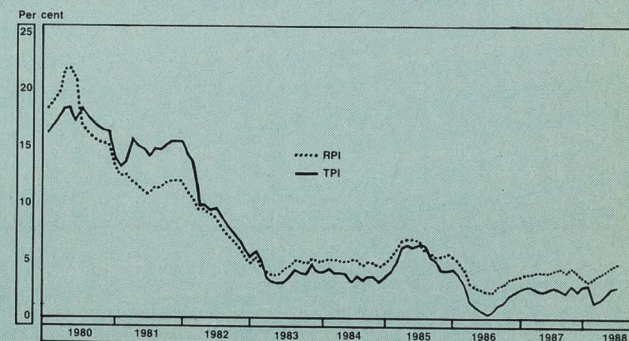
In the same month, UK residents made 3,160,000 visits abroad, 11 per cent more than in June 1987. 180,000 of these trips were to North America, an increase of 58 per cent compared with June last year. The number of trips to other areas, also 180,000, was 27 per cent higher than in June last year while visits to Western Europe increased, by 8 per cent, to 2,800,000.

Overseas residents spent £565 million in the UK in June, while UK residents spent £855 million abroad. This resulted in an estimated deficit of £290 million on the travel account of the balance of payments for the month, compared with a deficit of £110 million in June 1987.

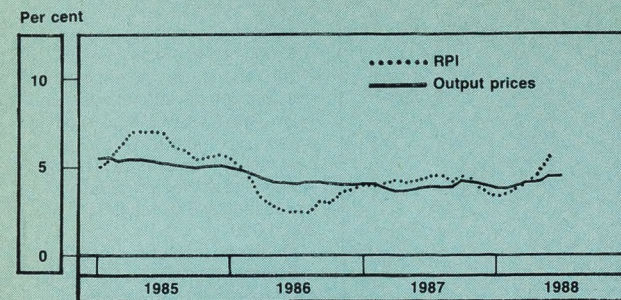
In the second quarter of 1988 it is estimated that overseas residents made 4.0 million visits to the UK, 1 per cent more than in the second quarter of 1987. Overseas residents' expenditure in the UK in the second quarter of 1988 fell by 2 per cent compared with the previous year, to £1,460 million. UK residents spent £2,010 million abroad in the second quarter, an increase of 12 per cent compared with a year earlier. The resulting deficit on the travel account of the balance of payments for the second quarter of 1988 was £550 million, compared with £307 million a year earlier.

The latest international comparisons of unemployment show that the unemployment rate in the UK remains lower than many of our European partners (France, Italy, Belgium, the Netherlands, Spain and Ireland). Over the past year the unemployment rate in the UK has fallen faster than in any other industrialised country. More recently, taking the average for the latest three months compared with the previous three months (as shown in Table 2.18) the UK rate has again fallen faster than in all the other countries, except Belgium. Other countries which have experienced a fall over the period include Japan, the USA and Spain. Unemployment has recently continued to rise, for example, in Italy and slightly in France, Denmark and the Netherlands. There has been little change in

## RPI AND TPI: Increases over previous year



**RETAIL PRICES INDEX AND MOVEMENTS IN MANUFACTURERS' INPUT PRICES: Increases over previous year**



West Germany, Canada and Sweden.

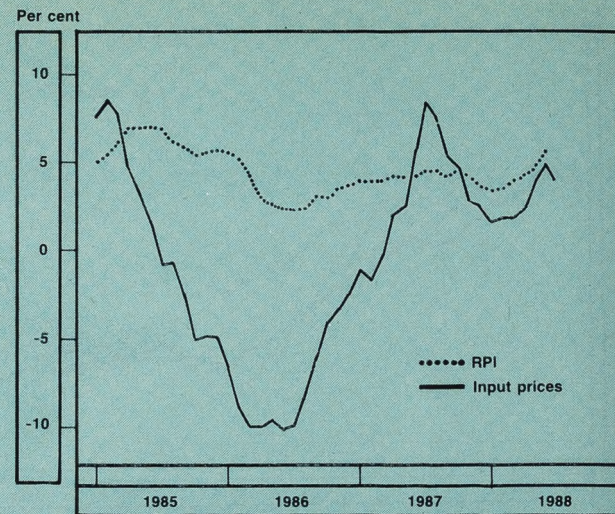
**International comparisons**

The underlying increase in average weekly earnings for manufacturing industry in Great Britain in the 12 months to July, at 9 per cent, compares unfavourably with the latest figures for the OECD countries, which are shown in Table 5.9. Although precise comparisons are not possible because of differences of definition, the increase in average

earnings in Great Britain is higher than the increase in 13 of the 15 countries shown (excluding Switzerland for which recent figures are not available). However, in the latest available three-month period, only 4 of the 16 countries have attained faster manufacturing productivity growth than Great Britain. As a result, the rate of increase in unit wage costs in Great Britain continues to be lower than in many of the OECD countries, although higher than in France, Japan and the USA.

The increase of 4.8 per cent in United Kingdom consumer prices in the 12 months to July was higher than the averages for both the

**RETAIL PRICES INDEX AND MOVEMENTS IN MANUFACTURERS' SELLING PRICES: Increases over previous year**



European Community as a whole (3.3 per cent) and for OECD countries (3.8 per cent). Within the European Community, consumer prices in Italy rose by 4.9 per cent in the 12 months to July, while in France the rise was 2.7 per cent, and in West Germany and the

Netherlands 1.0 per cent. Price inflation rates in the United States and Canada were also below the United Kingdom figure (4.1 and 3.8 per cent respectively) in the 12 months to July, while Japan recorded an increase in prices of 0.5 per cent over the period.

**BACKGROUND ECONOMIC INDICATORS\* 0.1**

UNITED KINGDOM

Seasonally adjusted

	GDP average measure <sup>2</sup>		Output GDP <sup>3,4</sup>				Index of output UK <sup>5</sup>		Index of production OECD countries <sup>1</sup>		Income		Gross trading profits of companies <sup>7</sup>	
	R		R		R		R		R		R		R	
	1985 = 100 %	%	1985 = 100 %	%	1985 = 100 %	%	1985 = 100 %	%	1980 = 100 %	%	1980 = 100 %	%	£ billion	%
1982	91.4	1.9	90.9	2.1	98.4	1.9	94.2	0.2	96.6	-3.5	98.6	-0.1	20.8	16.8
1983	94.7	3.6	94.0	3.4	94.7	-3.8	93.8	-0.4	99.6	3.1	100.8	2.2	24.6	18.2
1984	96.3	1.7	96.6	2.5	94.9	0.2	97.7	4.2	107.2	7.6	103.1	2.3	28.8	17.1
1985	110.0	3.8	100.0	3.5	100.0	5.4	100.0	2.4	110.5	3.1	105.5	2.3	39.8	38.2
1986	103.0	3.0	102.9	2.9	102.3	2.3	100.9	0.9	111.9	1.3	109.1	3.4	47.2	18.6
1987	107.4	4.3	107.7	4.7	106.2	3.8	106.8	5.9	...	...	112.7	3.3	...	...
1987 Q2	106.6	3.6	106.7	4.4	105.3	2.3	106.2	6.2	114.5	2.5	112.5	2.8	13.7	17.1
Q3	108.4	5.6	108.9	5.2	107.6	3.4	108.6	7.7	...	...	113.0	3.1	14.6	18.7
Q4	108.7	4.2	110.0	5.3	108.3	4.3	109.6	5.7	...	...	114.4	4.1	...	...
1988 Q1	110.4	4.5	111.6	6.3	108.6	4.6	111.2	8.3	...	...	117.1	5.4	...	...
Q2	110.9	4.0	112.8	5.7	109.5	4.0	112.7	6.1	...	...	...	...	...	...
1987 Nov	...	...	...	...	107.9	-2.7	109.4	3.0	...	...	...	...	...	...
Dec	...	...	...	...	108.4	-2.0	109.6	2.7	...	...	...	...	...	...
1988 Jan	...	...	...	...	109.4	0.7	111.9	5.0	...	...	...	...	...	...
Feb	...	...	...	...	107.5	2.6	110.4	6.2	...	...	...	...	...	...
Mar	...	...	...	...	108.8	4.6	111.4	8.2	...	...	...	...	...	...
Apr	...	...	...	...	109.1	3.6	112.0	6.5	...	...	...	...	...	...
May	...	...	...	...	109.5	3.7	112.9	6.6	...	...	...	...	...	...
June	...	...	...	...	109.9	4.0	113.1	6.1	...	...	...	...	...	...
July	...	...	...	...	110.3	3.8	115.9	6.7	...	...	...	...	...	...

	Consumer expenditure 1980 prices		Retail sales volume <sup>1</sup>		Fixed investment <sup>5</sup>		General government consumption at 1980 prices		Stock changes 1980 prices <sup>13</sup>		Base lending rates <sup>†</sup>			
	£ billion		1980 = 100 %		£ billion		£ billion		£ billion		%			
	1980 = 100 %	%	1980 = 100 %	%	1980 = 100 %	%	1980 = 100 %	%	1980 = 100 %	%	1980 = 100 %	%		
1982	138.8	0.8	102.1	1.9	39.54	5.2	5.6	-1.7	9.3	7.1	49.7	1.0	-1.04	10-10 1/4
1983	144.5	4.1	107.4	5.2	41.51	5.2	5.6	-0.8	9.5	2.6	50.5	1.7	0.73	9
1984	147.7	2.2	111.3	3.6	45.01	8.2	8.9 R	60.5 R	13.1 R	38.5 R	51.0	1.0	0.31	9 1/2-9 3/4
1985	153.3	3.8 R	116.4	4.6	46.40	3.1	10.3 R	15.0 R	14.8 R	12.6 R	51.6	1.2	0.66	11 1/2
1986	162.5	6.0	122.6	5.3	46.55	0.3	9.6 R	-6.6 R	15.1 R	2.2 R	52.2	1.2	0.56	11
1987	170.9	5.2	129.8	5.9	...	...	10.1 R	4.9	17.6 R	16.1 R	...	...	0.80	11
1987 Q2	42.3	4.4	128.6	5.8	12.04	6.3	2.6 R	11.8 R	4.3 R	16.6 R	13.0	0.8	0.07	9
Q3	43.3	5.6	131.7	6.6	...	...	2.6 R	8.8 R	4.3 R	11.9 R	13.1	2.0	0.83	9 1/2
Q4	43.9	6.1	133.4	5.6	...	...	2.6 R	13.2 R	4.9 R	23.7 R	13.3	2.3	0.22	9
1988 Q1	44.4	6.9	135.3	7.8	...	...	2.6 R	13.3 R	4.7 R	15.6 R	...	...	0.02	9
Q2	44.7	5.7	136.7	6.3	...	...	2.9	13.3	4.9	14.7	...	...	...	...
Nov	...	...	133.6	5.8	...	...	...	...	...	...	...	...	...	9
Dec	...	...	133.5	5.6	...	...	...	...	...	...	...	...	...	9
1988 Jan	...	...	134.9	6.5	...	...	...	...	...	...	...	...	...	9 1/2
Feb	...	...	135.3	7.1	...	...	...	...	...	...	...	...	...	9
Mar	...	...	135.5	7.8	...	...	...	...	...	...	...	...	...	8 1/2
Apr	...	...	136.4	6.4	...	...	...	...	...	...	...	...	...	8
May	...	...	136.8	6.9	...	...	...	...	...	...	...	...	...	7 1/2
June	...	...	136.8	6.4	...	...	...	...	...	...	...	...	...	9 1/2
July	...	...	140.1 R	7.0 R	...	...	...	...	...	...	...	...	...	10 1/2
Aug	...	...	140.8	6.5	...	...	...	...	...	...	...	...	...	12

	Visible trade		Balance of payments			Competitiveness		Prices		Producer prices index <sup>6, 14</sup>						
	Export volume <sup>1</sup>		Visible balance		Current balance	Effective exchange rate <sup>†1, 12</sup>	Normal unit labour costs <sup>1, 13</sup>		Tax and price index <sup>14</sup>	Materials and fuels		Home sales				
	1980 = 100 %		1980 = 100 %		£ billion	£ billion	1975 = 100 %	1980 = 100 %		Jan 1987 = 100	1980 = 100 %	1980 = 100 %				
1982	101.9	2.6	101.5	5.4	2.3	4.0	90.7	-4.8	101.1	-4.4	167.4	9.8	117.2	7.3	118.0	7.8
1983	104.2	2.3	110.1	8.5	-0.9	3.7	83.3	-8.2	95.3	-6.0	174.1	4.0	125.3	6.9	124.4	5.4
1984	112.9	8.4	122.4	11.2	-4.4	2.0	78.7	-5.5	93.0	-2.4	180.8	3.9	135.5	8.1	132.1	6.2
1985	119.1	5.5	126.4	3.3	-2.3 R	3.3	78.2	-0.6	93.6	0.7	190.3	5.3	137.7	1.6	139.4	5.5
1986	123.3	3.5	134.6	6.5	-8.7 R	-0.2 R	72.8	-6.9	89.5	-4.6	193.8	1.8	126.6	-8.1	145.7	4.5
1987	130.4	5.8	144.6	7.4	-10.2 R	-2.5 R	72.7	-0.1	92.3	3.4	100.4	1.8	130.6	3.2	151.3	3.8
1987 Q2	126.6	3.3	141.1	8.2	-2.4 R	-0.4 R	72.7	-4.5	91.7	-1.5	99.8	2.5	128.7	2.3	150.9	3.6
Q3	130.6	6.4	151.1	8.5	-3.2 R	-1.1 R	72.7	1.0	93.1	5.0	100.0	2.5	131.0	8.4	151.6	3.6
Q4	134.8	3.8	152.5	7.4	-3.3 R	-1.9 R	74.9	9.8	96.9	13.6	101.3	2.5	132.4	3.9	153.2	3.9
1988 Q1	126.0	-2.7	148.3	11.1	-4.0	-2.8	75.4	7.9	98.7	12.7	101.8	2.5	133.8	3.1	155.2	4.0
Q2	132.5	4.7	159.4	13.0	-4.4 R	-2.9 R	77.6	6.7	...	...	101.9	2.5	134.5	4.5	157.5	4.4
1987 Nov	135.4	4.0	154.3	5.8	-1.1	-0.5	75.4	7.5	...	...	101.5	2.4	131.4	3.1	153.2	3.9
Dec	137.1	3.3	154.9	5.9	-1.0	-0.5	75.8	9.8	...	...	101.4	1.9	135.1	3.6	153.7	3.9
1988 Feb	123.6	-1.9	147.4	9.8	-1.5	-1.2 R	74.3	9.1	...	...	101.8	1.3	134.0	3.4	155.1	3.9
Mar	128.1	-3.0	146.0	11.3	-1.0	-0.7 R	76.8	7.8	...	...	102.3	1.6	131.4	2.5	155.8	4.1
Apr	135.4	-2.4	155.8	10.4	-1.2	-0.7	78.2	7.6	...	...	101.4	1.7	132.3	3.0	156.9	4.3
May	129.1	2.6	158.7	11.5	-1.7 R	-1.2 R	78.4	7.3	...	...	101.9	2.1	135.0	5.5	157.5	4.3
June	132.9	4.9	163.7	12.8	-1.5	-1.0	76.2	6.6	...	...	102.3	2.5	136.2	5.0	158.0	4.6
July	...	...	...	...	-2.7	-2.2	75.6	5.2	...	...	102.4	2.7	...	...	...	...
Aug	...	...	...	...	...	...	76.5	4.8	...	...	103.7	3.7	...	...	...	...

R = Revised

\* For some indicator 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 GDP measures see *Economic Trends*, November 1981.

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

(4) GDP at factor cost.

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

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

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

(8) Gross domestic fixed capital formation.

(9) Including leased assets.

(10) Construction distribution and financial industries: SIC divisions 5, 6 and 8.

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

(12) Averages of daily rates.

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

(14) Annual and quarterly figures are averages of monthly indices. The levels shown up to the end of 1986 are based on 1978=100. On this basis the index for January 1987 was 198.0. The method used for calculating the changes are as described in the General notes below table 6.7.

# 1.1 EMPLOYMENT Workforce ‡

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces**	Work related gov't. training programmes††	Workforce in employment‡‡	Workforce‡
	Male	Female	All					
<b>UNITED KINGDOM</b>								
Unadjusted for seasonal variation								
1986 Mar	11,866	9,569	21,435	2,623	323	191	24,571	27,895
June	11,891	9,691	21,581	2,627	322	226	24,756	27,985
Sep	11,934	9,715	21,649	2,685	323	285	24,942	28,275
Dec	11,866	9,852	21,718	2,744	320	278	25,060	28,289
1987 Mar	11,800	9,775	21,575	2,802	320	255	24,952	28,095
June	11,883	9,932	21,816	2,861	319	311	25,306	28,211
Sep	11,964 R	9,959 R	21,922 R	2,892	319	383	25,516 R	28,387 R
Dec	11,943	10,115 R	22,058 R	2,923	317	366	25,665 R	28,361 R
1988 Mar	11,906 R	10,054 R	21,960 R	2,954	317	343	25,573 R	28,165 R
<b>UNITED KINGDOM</b>								
Adjusted for seasonal variation								
1986 Mar	11,927	9,634	21,561	2,623	323	191	24,697	28,009
June	11,897	9,675	21,572	2,627	322	226	24,746	28,064
Sep	11,874	9,717	21,590	2,685	323	285	24,883	28,165
Dec	11,850	9,791	21,641	2,744	320	278	24,982	28,196
1987 Mar	11,860	9,842	21,702	2,802	320	255	25,079	28,206
June	11,889	9,917	21,806	2,861	319	311	25,296	28,288
Sep	11,902	9,959 R	21,862 R	2,892	319	383	25,456 R	28,291 R
Dec	11,927	10,052 R	21,979 R	2,923	317	366	25,586 R	28,265 R
1988 Mar	11,966 R	10,122 R	22,087 R	2,954	317	343	25,700 R	28,267 R

Definitions of terms used will be found at the end of the section.  
 ‡ Workforce in employment plus claimant unemployed. The figures unadjusted for seasonal variation do not allow for changes in the coverage of the unemployment statistics and the discontinuities are indicated. The seasonally adjusted figures, however, do allow for these changes as far as possible. For the unemployment series and a description of the discontinuities, see tables 2.1 and 2.2 and their footnotes.

\* Estimates of employees in employment for December 1984 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (*Employment Gazette*, January 1987, p 31). For all dates individuals with two jobs as employees of different employers are counted twice.  
 † Estimates of the self-employed up to mid-1987 are based on the 1981 census of population and the results of the 1981, 1983, 1984 1985, 1986, and 1987 Labour Force Surveys. The provisional estimates from September 1987 are based on the assumption that the average rate of increase between 1981 and 1987 has continued subsequently. A detailed description of the current estimates is given in the article on p 159 of the March 1988 edition of *Employment Gazette*.

# 1.2 EMPLOYMENT Employees in employment: industry\*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services		Manufacturing industries		Production industries		Production and construction industries		Service industries		Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore extraction and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted							
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	20,722	5,302	5,308	5,909	5,916	6,919	6,929	13,503	13,464	320	289	319	445	343	750	786
1985 June	21,006	20,995	5,258	5,272	5,838	5,852	6,833	6,850	13,851	13,814	321	271	309	444	345	748	782
1986 June	21,088	21,079	5,133	5,146	5,663	5,676	6,630	6,645	14,149	14,114	310	230	300	425	343	723	758
Aug			5,132	5,116	5,654	5,637						222	299	424	344	721	760
Sept	21,157	21,098	5,142	5,107	5,662	5,626	6,633	6,592	14,188	14,191	335	220	299	424	346	718	758
Oct			5,131	5,098	5,647	5,614						217	299	424	346	715	756
Nov			5,120	5,092	5,630	5,602						212	299	423	347	712	752
Dec	21,224	21,147	5,105	5,084	5,614	5,593	6,585	6,562	14,326	14,272	313	211	298	421	343	710	751
1987 Jan			5,042	5,065	5,543	5,566						205	296	414	340	704	746
Feb			5,033	5,062	5,532	5,561						203	296	417	341	701	745
Mar	21,084	21,212	5,029	5,053	5,523	5,548	6,498	6,527	14,287	14,373	299	200	294	417	342	703	746
April			5,021	5,046	5,508	5,533						194	293	417	341	699	739
May			5,027	5,052	5,513	5,538						194	292	414	342	703	736
June	21,325	21,315	5,044	5,056	5,532	5,544	6,515	6,529	14,508	14,475	302	196	292	415	342	705	742
July			5,054	5,048	5,538	5,532						193	291	416	342	703	742
Aug			5,059	5,043	5,542	5,526						192	291	419	344	705	746
Sept	21,429 R	21,369 R	5,069	5,034	5,554	5,518	6,550	6,510	14,550 R	14,550 R	329	194	291	420	344	702	747
Oct			5,065	5,032	5,544	5,511						190	289	420	344	700	745
Nov			5,062	5,033	5,540	5,510						188	289	420	343	702	744
Dec	21,562 R	21,483 R	5,051	5,028	5,528	5,505	6,520	6,496	[14,735 R]	[14,681 R]	307	189	289	420	342	701	743
1988 Jan			5,010	5,034	[5,482]	[5,506]						[183]	289	418	340	702	735
Feb			5,005	5,035	[5,472]	[5,502]						[180]	287	419	341	701	735
Mar	21,464 R	21,592 R	5,004	5,029	[5,466]	[5,491]	[6,463 R]	[6,493 R]	[14,706]	[14,792]	294	[178]	284	419	341	699	737
April			4,990	5,016	[5,441]	[5,467]						[168]	283	419	340	697	733
May			4,989	5,015	[5,439]	[5,465]						[167]	283	418	340	701	729
June			4,995	5,007	[5,446]	[5,458 R]						[169]	[282 R]	419	342	701	726
July			5,009	5,003	[5,456]	[5,450]						[166]	[281]	421	346	704	728

\* See footnote to table 1.1.

# EMPLOYMENT 1.1 Workforce ‡ THOUSAND

Quarter	Employees in employment*				Self-employed persons (with or without employees)†	HM Forces**	Work related gov't. training programmes††	Workforce in employment‡‡	Workforce‡
	Male		Female						
	All	Part-time	All	Part-time					
<b>GREAT BRITAIN</b>									
Unadjusted for seasonal variation									
1986 Mar	11,602	819	9,337	4,053	2,563	323	182	24,007	27,206
June	11,629	853	9,460	4,143	2,567	322	218	24,194	27,298
Sep	11,671	843	9,485	4,118	2,625	323	276	24,380	27,578
Dec	11,604	866	9,620	4,237	2,684	320	268	24,496	27,596 R
1987 Mar	11,541	869	9,544	4,207	2,742	320	245	24,392	27,408
June	11,623	888	9,701	4,277	2,801	319	303	24,746	27,526
Sep	11,703	882	9,726 R	4,246	2,832	319	373	24,953 R	27,693 R
Dec	11,682	921	9,880 R	4,368	2,863	317	356	25,099 R	27,674 R
1988 Mar	11,645 R	917	9,819 R	4,336 R	2,894	317	334	25,008 R	27,483 R
<b>GREAT BRITAIN</b>									
Adjusted for seasonal variation									
1986 Mar	11,662		9,403		2,563	323	182	24,133	27,320
June	11,635		9,444		2,567	322	218	24,184	27,375
Sep	11,611		9,487		2,625	323	276	24,321	27,473
Dec	11,588		9,559		2,684	320	268	24,418	27,502
1987 Mar	11,601		9,611		2,742	320	245	24,519	27,519
June	11,628		9,686		2,801	319	303	24,736	27,601
Sep	11,642		9,727 R		2,832	319	373	24,892 R	27,602 R
Dec	11,667		9,817 R		2,863	317	356	25,019 R	27,577 R
1988 Mar	11,705 R		9,887 R		2,894	317	334	25,136 R	27,584 R

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

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

‡‡ Workforce in employment comprises employees in employment, the self-employed, HM Forces and participants in work related government training programmes. For an explanation of the changes to the presentation of employment statistics see page S6 of the August 1988 edition of *Employment Gazette*.

# EMPLOYMENT 1.2 Employees in employment: industry\* THOUSAND

Quarter	Motor vehicles and parts		Other transport equipment		Metal goods n.e.s.		Food, drink and tobacco		Textiles, leather, footwear and clothing		Timber, wooden furniture, rubber, plastics, etc.		Paper products, printing and publishing		Construction		Wholesale distribution and repairs		Retail distribution		Hotels and catering		Transport		Postal services and telecommunications		Banking, finance, insurance		Public administration etc.††		Education		Medical and other health services: veterinary services		Other services†	
	35	36	31	41/42	43-45	46	48-49	47	50	61-63	64/65	66	71-77	79	81-85	91-92	93	95	94	96-98																
1982 June	315	337	385	638	577	473	495	1,038	1,115	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305																		
1983 June	296	318	344	599	548	469	481	1,015	1,124	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315																		
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	266	278	320	573	548	474	480	996	1,169	2,044	1,046	900	426	2,055	1,903	1,559	1,262	1,487																		
1986 June	252	268	302	552	549	488	474	967	1,184	2,068	1,070	892	429	2,174	1,928	1,597	1,260	1,549																		
Aug	248	270																																		

# 1.3 EMPLOYMENT

## Employees in employment\*: production industries

THOUSAND

GREAT BRITAIN	Division class or group or AH	July 1987 R			May 1988 R			June 1988 R			[July 1988]		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
<b>Production industries</b>	<b>1-4</b>	<b>3,951.4</b>	<b>1,586.9</b>	<b>5,538.3</b>	<b>[3,871.2</b>	<b>1,567.8</b>	<b>5,438.9 R]</b>	<b>[3,872.2 R</b>	<b>1,573.8</b>	<b>5,446.0 R]</b>	<b>3,873.3</b>	<b>1,582.4</b>	<b>5,455.7</b>
<b>Manufacturing industries</b>	<b>2-4</b>	<b>3,539.3</b>	<b>1,514.6</b>	<b>5,054.0</b>	<b>3,491.4</b>	<b>1,497.7</b>	<b>4,989.1 R]</b>	<b>3,491.8</b>	<b>1,503.3</b>	<b>4,995.1 R]</b>	<b>3,496.0</b>	<b>1,512.7</b>	<b>5,008.7</b>
<b>Energy and water supply</b>	<b>1</b>	<b>412.1</b>	<b>72.3</b>	<b>484.3</b>	<b>[379.8</b>	<b>70.1</b>	<b>449.9 R]</b>	<b>[380.4 R</b>	<b>70.5</b>	<b>450.9 R]</b>	<b>377.3</b>	<b>69.7</b>	<b>447.0</b>
Coal extraction and solid fuels	111	145.8	5.9	151.7	122.9	4.5	127.4	123.4	4.5	127.9	122.2	4.3	126.5
Electricity	161	115.2	27.9	143.1	113.5	28.1	141.6 R]	113.4	28.1	141.5	113.3	28.1	141.4
Gas	162	61.1	21.6	82.7	58.1	21.1	79.2 R]	58.0 R	21.1	79.1 R]	58.0	21.1	79.1
<b>Other mineral and ore extraction, etc</b>	<b>2</b>	<b>583.0</b>	<b>175.2</b>	<b>758.2</b>	<b>581.5</b>	<b>177.0</b>	<b>758.5</b>	<b>583.1</b>	<b>177.9</b>	<b>761.0</b>	<b>586.5</b>	<b>181.2</b>	<b>767.7</b>
<b>Metal manufacturing</b>	<b>22</b>	<b>142.1</b>	<b>19.7</b>	<b>161.8</b>	<b>141.0</b>	<b>20.1</b>	<b>161.1</b>	<b>140.5</b>	<b>20.1</b>	<b>160.6</b>	<b>139.3</b>	<b>20.5</b>	<b>159.8</b>
<b>Non-metallic mineral products</b>	<b>24</b>	<b>174.3</b>	<b>50.8</b>	<b>225.0</b>	<b>177.8</b>	<b>52.9</b>	<b>230.7</b>	<b>178.9</b>	<b>53.4</b>	<b>232.3</b>	<b>181.1</b>	<b>54.0</b>	<b>235.1</b>
<b>Chemical industry/man-made fibres</b>	<b>25/26</b>	<b>240.9</b>	<b>101.3</b>	<b>342.2</b>	<b>239.3</b>	<b>100.9</b>	<b>340.2</b>	<b>240.8</b>	<b>101.2</b>	<b>342.0</b>	<b>242.7</b>	<b>103.6</b>	<b>346.3</b>
Basic industrial chemicals	251	103.5	21.0	124.4	103.7	20.9	124.7	104.0	21.1	125.1	104.9	21.3	126.2
Other chemical products and preparations	255-259	137.5	80.4	217.8	135.6	79.9	215.5	136.8	80.1	217.0	137.8	82.2	220.1
<b>Metal goods, engineering and vehicles</b>	<b>3</b>	<b>1,760.1</b>	<b>468.5</b>	<b>2,228.7</b>	<b>1,731.3</b>	<b>462.2</b>	<b>2,193.5</b>	<b>1,726.9</b>	<b>461.7</b>	<b>2,188.6</b>	<b>1,725.0</b>	<b>462.4</b>	<b>2,187.3</b>
<b>Metal goods nes</b>	<b>31</b>	<b>231.5</b>	<b>65.1</b>	<b>296.7</b>	<b>227.0</b>	<b>64.7</b>	<b>291.7</b>	<b>227.3</b>	<b>63.6</b>	<b>290.9</b>	<b>226.1</b>	<b>62.2</b>	<b>288.3</b>
<b>Mechanical engineering</b>	<b>32</b>	<b>589.6</b>	<b>113.1</b>	<b>702.7</b>	<b>589.8</b>	<b>111.6</b>	<b>701.4</b>	<b>588.4</b>	<b>112.9</b>	<b>701.4</b>	<b>590.0</b>	<b>113.8</b>	<b>703.8</b>
Industrial plant and steelwork	320	65.3	7.5	72.9	66.2	7.7	73.9	66.4	7.6	74.0	65.1	7.9	73.0
Mining and construction machinery, etc	325	63.3	9.1	72.4	62.9	9.1	72.0	62.9	9.3	72.2	63.5	9.3	72.7
Other machinery and mechanical equipment	321-324/ 327/328	426.7	87.4	514.1	427.2	86.2	513.4	425.6	87.3	512.9	427.5	88.0	515.5
Office machinery, data processing equipment	33	65.8	28.3	94.1	69.7	30.0	99.7	70.0	30.1	100.1	70.5	30.0	100.5
<b>Electrical and electronic engineering</b>	<b>34</b>	<b>374.9</b>	<b>171.2</b>	<b>546.1</b>	<b>363.4</b>	<b>165.8</b>	<b>529.1</b>	<b>361.2</b>	<b>165.0</b>	<b>526.2</b>	<b>360.9</b>	<b>166.0</b>	<b>526.9</b>
Wires, cables, batteries and other electrical equipment	341/342/ 343	139.9	52.7	192.6	134.7	51.7	186.4	134.3	52.2	186.5	134.5	52.8	187.4
Telecommunication equipment	344	112.9	51.0	163.9	107.8	48.9	156.6	107.3	48.8	156.1	107.6	48.9	156.5
Other electronic and electrical equipment	345-348	122.1	67.6	189.6	120.9	65.2	186.1	119.6	64.0	183.5	118.8	64.3	183.1
<b>Motor vehicles and parts</b>	<b>35</b>	<b>208.2</b>	<b>29.3</b>	<b>237.5</b>	<b>206.1</b>	<b>29.7</b>	<b>235.8</b>	<b>206.0</b>	<b>29.4</b>	<b>235.4</b>	<b>205.3</b>	<b>29.9</b>	<b>235.1</b>
Motor vehicles and engines	351	81.8	8.4	90.2	79.7	8.6	88.4	79.2	8.7	87.9	79.1	8.7	87.9
Bodies, trailers, caravans and parts	352/353	126.3	20.9	147.3	126.4	21.1	147.5	126.8	20.7	147.5	126.1	21.1	147.3
<b>Other transport equipment</b>	<b>36</b>	<b>219.6</b>	<b>30.2</b>	<b>249.8</b>	<b>206.3</b>	<b>29.3</b>	<b>235.6</b>	<b>205.6</b>	<b>29.0</b>	<b>234.6</b>	<b>203.2</b>	<b>28.5</b>	<b>231.7</b>
Aerospace equipment	364	134.0	20.8	154.8	128.1	19.9	148.0	127.0	19.7	146.8	125.7	19.7	145.4
Ship and other transport equipment	361-363/ 365	85.6	9.4	95.0	78.2	9.4	87.5	78.6	9.3	87.8	77.5	8.8	86.3
<b>Instrument engineering</b>	<b>37</b>	<b>70.5</b>	<b>31.3</b>	<b>101.8</b>	<b>69.1</b>	<b>31.1</b>	<b>100.2</b>	<b>68.4</b>	<b>31.6</b>	<b>100.0</b>	<b>69.0</b>	<b>31.9</b>	<b>100.9</b>
<b>Other manufacturing industries</b>	<b>4</b>	<b>1,196.2</b>	<b>870.9</b>	<b>2,067.1</b>	<b>1,178.6</b>	<b>858.4</b>	<b>2,037.0</b>	<b>1,181.8</b>	<b>863.7</b>	<b>2,045.5</b>	<b>1,184.6</b>	<b>869.1</b>	<b>2,053.6</b>
<b>Food, drink and tobacco</b>	<b>41/42</b>	<b>318.2</b>	<b>227.7</b>	<b>545.8</b>	<b>307.0</b>	<b>220.5</b>	<b>527.6</b>	<b>309.0</b>	<b>223.5</b>	<b>532.5</b>	<b>310.8</b>	<b>226.4</b>	<b>537.3</b>
Meat and meat products, organic oils and fats	411/412	53.5	37.0	90.5	53.2	36.6	89.8	53.2	37.1	90.4	53.6	37.7	91.3
Alcoholic and soft drink manufacture	424-428	67.8	23.7	91.5	65.6	23.9	89.6	66.2	24.3	90.5	66.7	24.0	90.7
All other food, drink and tobacco manufacture	413-423/ 429	196.9	166.9	363.8	188.2	160.0	348.2	189.6	162.1	351.6	190.5	164.7	355.2
<b>Textiles</b>	<b>43</b>	<b>114.4</b>	<b>107.5</b>	<b>221.9</b>	<b>111.3</b>	<b>105.1</b>	<b>216.4</b>	<b>111.2</b>	<b>105.3</b>	<b>216.5</b>	<b>109.7</b>	<b>105.5</b>	<b>215.3</b>
<b>Footwear and clothing</b>	<b>45</b>	<b>77.6</b>	<b>215.3</b>	<b>292.9</b>	<b>75.1</b>	<b>209.6</b>	<b>284.7</b>	<b>74.9</b>	<b>209.5</b>	<b>284.4</b>	<b>75.8</b>	<b>209.8</b>	<b>285.6</b>
<b>Timber and wooden furniture</b>	<b>46</b>	<b>168.5</b>	<b>39.0</b>	<b>207.4</b>	<b>171.3</b>	<b>40.0</b>	<b>211.4</b>	<b>170.1</b>	<b>40.3</b>	<b>210.4</b>	<b>171.6</b>	<b>40.4</b>	<b>212.0</b>
<b>Paper, printing and publishing</b>	<b>47</b>	<b>313.9</b>	<b>170.9</b>	<b>484.8</b>	<b>306.4</b>	<b>169.9</b>	<b>476.3</b>	<b>307.1</b>	<b>170.7</b>	<b>477.7</b>	<b>305.9</b>	<b>171.5</b>	<b>477.4</b>
Pulp, paper, board and derived products	471/472	94.5	44.7	139.2	95.0	43.5	138.5	95.5	43.1	138.6	95.0	43.2	138.2
Printing and publishing	475	219.3	126.2	345.5	211.4	126.5	337.8	211.6	127.5	339.1	210.9	128.4	339.3
<b>Rubber and plastics</b>	<b>48</b>	<b>146.5</b>	<b>62.8</b>	<b>209.4</b>	<b>150.7</b>	<b>66.1</b>	<b>216.9</b>	<b>152.5</b>	<b>67.1</b>	<b>219.5</b>	<b>152.4</b>	<b>67.6</b>	<b>220.0</b>
<b>Other manufacturing</b>	<b>49</b>	<b>48.4</b>	<b>39.0</b>	<b>87.4</b>	<b>49.7</b>	<b>38.3</b>	<b>88.1</b>	<b>50.0</b>	<b>38.4</b>	<b>88.4</b>	<b>50.0</b>	<b>38.7</b>	<b>88.8</b>

\* See footnotes to table 1.1.

# EMPLOYMENT 1.4

## Employees in employment\*: June 1988

THOUSAND

GREAT BRITAIN	Division Class or Group	June 1987 R			Mar 1988			June 1988		
		Male	Female	All	Male	Female	All	Male	Female	All
<b>SIC 1980</b>		<b>All</b>	<b>Part-time</b>	<b>All</b>	<b>All</b>	<b>Part-time</b>	<b>All</b>	<b>All</b>	<b>Part-time</b>	<b>All</b>
<b>All industries and services ‡</b>	<b>0-9</b>	<b>11,623.2</b>	<b>887.8</b>	<b>9,701.4</b>	<b>4,277.1</b>	<b>21,324.6</b>	<b>11,645.2 R</b>	<b>9,818.8 R</b>	<b>21,464.0 R</b>	
<b>Agriculture, forestry and fishing</b>	<b>0</b>	<b>219.7</b>	<b>30.1</b>	<b>82.2</b>	<b>29.8</b>	<b>301.9</b>	<b>220.1</b>	<b>74.4</b>	<b>294.5</b>	
<b>Index of production and construction industries</b>	<b>1-5</b>	<b>4,819.3</b>	<b>68.6</b>	<b>1,695.9</b>	<b>358.4</b>	<b>6,515.2</b>	<b>4,774.6 R</b>	<b>1,688.7 R</b>	<b>6,463.3 R</b>	
<b>Index of production industries of which, manufacturing industries</b>	<b>1-4</b>	<b>3,954.2</b>	<b>54.4</b>	<b>1,577.4</b>	<b>305.7</b>	<b>5,531.7</b>	<b>3,896.1 R</b>	<b>1,570.4</b>	<b>5,466.4</b>	<b>[3,872.2</b>
<b>Service industries †</b>	<b>6-9</b>	<b>6,584.2</b>	<b>789.1</b>	<b>7,923.3</b>	<b>3,888.8</b>	<b>14,507.5</b>	<b>6,850.4 R</b>	<b>8,055.8 R</b>	<b>14,706.2 R</b>	<b>61.8</b>
<b>Agriculture, forestry and fishing</b>	<b>0</b>	<b>219.7</b>	<b>30.1</b>	<b>82.2</b>	<b>29.8</b>	<b>301.9</b>	<b>220.1</b>	<b>74.4</b>	<b>294.5</b>	<b>1.573.8</b>
Agriculture and horticulture	01	204.9	29.5	79.7	29.0	284.6	205.4	71.8	277.2	<b>60.6</b>
<b>Energy and water supply</b>	<b>1</b>	<b>415.2</b>	<b>1.2</b>	<b>72.9</b>	<b>14.1</b>	<b>488.1</b>	<b>391.6</b>	<b>70.8</b>	<b>462.4</b>	<b>1.573.8</b>
Coal extraction and solid fuels	111	146.6	0.1	6.4	1.6	153.0	131.8	5.0	136.7	<b>1.4</b>
Electricity	161	115.3	0.4	27.7	6.4	143.0	113.4	27.8	141.1	<b>4.5</b>
Gas	162	61.3	0.1	21.7	4.0	82.9	58.8 R	21.2	79.9	<b>1.4</b>
<b>Other mineral and ore extraction, etc</b>	<b>2</b>	<b>582.6</b>	<b>3.9</b>	<b>174.5</b>	<b>27.1</b>	<b>757.1</b>	<b>583.8</b>	<b>176.1</b>	<b>759.9</b>	<b>1.573.8</b>
<b>Metal manufacturing</b>	<b>22</b>	<b>143.3</b>	<b>0.6</b>	<b>19.2</b>	<b>2.7</b>	<b>162.5</b>	<b>141.7</b>	<b>20.2</b>	<b>162.0</b>	<b>1.573.8</b>
<b>Non-metallic mineral products</b>	<b>24</b>	<b>172.5</b>	<b>1.2</b>	<b>51.1</b>	<b>10.1</b>	<b>223.6</b>	<b>177.0</b>	<b>51.7</b>	<b>228.7</b>	<b>1.573.8</b>
<b>Chemical industry</b>	<b>25</b>	<b>234.5</b>	<b>..</b>	<b>100.1</b>	<b>13.4</b>	<b>334.7</b>	<b>234.5</b>	<b>100.2</b>	<b>334.7</b>	<b>1.573.8</b>
Basic industrial chemicals	251	103.2	..	20.8	2.6	124.1	103.3	20.9	124.2	<b>1.573.8</b>
Other chemical products and preparations	255-259	131.3	..	79.3	10.8	210.6	131.2	79.3	210.5	<b>1.573.8</b>
<b>Metal goods, engineering and vehicles</b>	<b>3</b>	<b>1,764.0</b>	<b>15.3</b>	<b>467.0</b>	<b>71.2</b>	<b>2,231.0</b>	<b>1,739.4</b>	<b>466.3</b>	<b>2,205.7</b>	<b>1.573.8</b>
<b>Metal goods n.e.s.</b>	<b>31</b>	<b>230.3</b>	<b>3.1</b>	<b>64.7</b>	<b>11.1</b>	<b>294.9</b>	<b>228.7</b>	<b>64.1</b>	<b>292.7</b>	<b>1.573.8</b>
Hand tools and finished metal goods	316	116.0	1.5	39.7	5.7	155.7	115.5	39.2	154.8	<b>1.573.8</b>
Other metal goods	311-314	114.3	1.6	24.9	5.3	139.2	113.1	24.9	138.0	<b>1.573.8</b>
<b>Mechanical engineering</b>	<b>32</b>	<b>592.9</b>	<b>5.6</b>	<b>112.2</b>	<b>24.9</b>	<b>705.1</b>	<b>586.0</b>	<b>112.8</b>	<b>698.8</b>	<b>1.573.8</b>
Industrial plant and steelwork	320	67.3	..	7.7	2.1	75.0	66.5	7.6	74.2	<b>1.573.8</b>
Machinery for agriculture, metal working, textile, food and printing, etc. industries	321-324/327	149.5	..	29.7	7.4	179.1	147.1	29.2	176.3	<b>1.573.8</b>

# 1.4 EMPLOYMENT Employees in employment\*: June 1988

THOUSAND

GREAT BRITAIN	Division Class or Group	June 1987 R				Mar 1988			June 1988					
		Male		Female		All	Male		Female		All			
		All	Part-time <sup>§</sup>	All	Part-time		All	Part-time <sup>§</sup>	All	Part-time				
<b>SIC 1980</b>														
<b>Retail distribution</b>	<b>64/65</b>	<b>764.0</b>	<b>141.8</b>	<b>1,309.9</b>	<b>784.8</b>	<b>2,073.9</b>	<b>765.6</b>	<b>1,332.4</b>	<b>2,098.0</b>	<b>762.0</b>	<b>153.6</b>	<b>1,323.4</b>	<b>797.0</b>	<b>2,085.4</b>
Food	641	216.1	57.9	379.3	260.4	595.5	214.6	387.3	601.8	215.5	61.2	385.6	267.7	601.1
Confectioners, tobacconists, etc	642	34.9	15.3	99.0	73.4	133.9	34.8	100.1	134.9	34.9	17.6	95.3	70.7	130.2
Dispensing and other chemists	643	16.3	5.1	95.9	53.3	112.2	17.1	95.4	112.5	16.4	5.5	94.8	53.9	111.2
Clothing, footwear and leather goods	645/646	52.1	8.7	196.9	118.4	249.1	55.1	198.3	253.4	52.4	10.7	203.1	124.1	255.6
Household goods, hardware, ironmongery	648	106.5	..	97.5	51.3	203.9	107.9	99.0	206.9	107.8	..	99.0	51.6	206.8
Motor vehicles and parts, filling stations	651/652	165.8	14.6	64.5	25.1	230.3	166.7	67.1	233.8	167.1	14.2	67.8	24.9	234.9
Other retail distribution	653-656	159.3	29.1	367.5	198.5	526.8	158.9	374.6	533.5	157.6	31.6	366.6	199.3	524.2
<b>Hotels and catering</b>	<b>66</b>	<b>363.0</b>	<b>142.0</b>	<b>732.2</b>	<b>491.5</b>	<b>1,095.2</b>	<b>353.3</b>	<b>717.5</b>	<b>1,070.8</b>	<b>379.7</b>	<b>156.1</b>	<b>764.6</b>	<b>507.1</b>	<b>1,144.3</b>
Restaurants, snack bars, cafes, etc	661	88.3	29.6	149.8	102.7	238.1	90.5	142.6	233.1	96.3	38.0	155.3	105.2	251.5
Public houses and bars	662	76.0	43.7	205.8	171.6	281.8	75.2	205.0	280.2	79.7	48.0	210.5	172.6	290.1
Night clubs and licensed clubs	663	58.0	37.4	88.6	75.3	146.6	55.2	96.7	151.8	58.3	36.6	97.8	82.1	156.1
Canteens and messes	664	32.4	5.4	103.4	51.6	135.8	33.1	103.8	136.9	34.0	5.4	105.9	51.9	139.9
Hotel trade	665	93.9	23.6	166.9	82.6	260.8	91.3	162.1	274.4	96.2	25.6	178.3	88.1	274.4
<b>Repair of consumer goods and vehicles</b>	<b>67</b>	<b>193.8</b>	<b>8.8</b>	<b>51.4</b>	<b>25.1</b>	<b>245.2</b>	<b>198.9</b>	<b>53.9</b>	<b>252.8</b>	<b>201.8</b>	<b>9.8</b>	<b>54.5</b>	<b>28.1</b>	<b>256.4</b>
Motor vehicles	671	170.2	..	43.7	21.4	213.9	174.4	45.9	220.3	177.4	..	46.8	24.0	224.2
<b>Transport and communication</b>	<b>7</b>	<b>1,049.0</b>	<b>32.5</b>	<b>277.2</b>	<b>64.3</b>	<b>1,326.2</b>	<b>1,058.7</b>	<b>283.9</b>	<b>1,342.7</b>	<b>R</b>				
<b>Railways</b>	<b>71</b>	<b>127.6</b>	<b>0.2</b>	<b>10.4</b>	<b>0.5</b>	<b>138.0</b>	<b>125.0</b>	<b>10.1</b>	<b>135.2</b>					
<b>Other inland transport</b>	<b>72</b>	<b>382.6</b>	<b>20.3</b>	<b>59.7</b>	<b>20.8</b>	<b>442.3</b>	<b>394.7</b>	<b>60.6</b>	<b>455.3</b>	<b>400.2</b>	<b>21.0</b>	<b>61.8</b>	<b>21.1</b>	<b>462.0</b>
Road haulage	723	203.8	..	31.3	12.9	235.2	214.4	33.4	247.7	218.6	..	34.1	13.7	252.8
Other	721/722/726	178.7	11.0	28.4	7.9	207.1	180.3	27.3	207.6	181.6	11.3	27.6	7.4	209.2
<b>Sea transport</b>	<b>74</b>	<b>16.8</b>	<b>0.3</b>	<b>5.9</b>	<b>0.9</b>	<b>22.7</b>	<b>12.9</b>	<b>5.8</b>	<b>18.7</b>					
<b>Air transport</b>	<b>75</b>	<b>32.6</b>	<b>0.5</b>	<b>16.7</b>	<b>1.6</b>	<b>49.3</b>	<b>33.5</b>	<b>18.1</b>	<b>51.6</b>					
<b>Supporting services to transport</b>	<b>76</b>	<b>74.0</b>	<b>1.8</b>	<b>12.9</b>	<b>1.8</b>	<b>86.9</b>	<b>72.9</b>	<b>12.8</b>	<b>85.7</b>	<b>R</b>				
<b>Miscellaneous transport and storage</b>	<b>77</b>	<b>82.5</b>	<b>2.7</b>	<b>66.6</b>	<b>14.8</b>	<b>149.2</b>	<b>81.4</b>	<b>69.5</b>	<b>151.0</b>	<b>81.6</b>	<b>2.6</b>	<b>70.5</b>	<b>16.1</b>	<b>152.1</b>
<b>Postal services and telecommunications</b>	<b>79</b>	<b>332.9</b>	<b>6.8</b>	<b>105.0</b>	<b>24.0</b>	<b>438.0</b>	<b>338.2</b>	<b>107.0</b>	<b>445.3</b>					
Postal services	7901	170.5	6.2	40.2	15.1	210.7	173.9	42.4	216.3					
Telecommunications	7902	162.4	0.6	64.8	8.9	227.3	164.3	64.6	229.0					
<b>Banking, finance, insurance, etc</b>	<b>8</b>	<b>1,164.2</b>	<b>68.7</b>	<b>1,135.0</b>	<b>308.5</b>	<b>2,299.2</b>	<b>1,209.6</b>	<b>1,196.4</b>	<b>2,406.0</b>	<b>R</b>				
<b>Banking and finance</b>	<b>81</b>	<b>246.8</b>	<b>16.9</b>	<b>300.9</b>	<b>71.6</b>	<b>547.7</b>	<b>257.8</b>	<b>315.4</b>	<b>573.2</b>					
Banking and bill discounting	814	191.6	11.4	217.1	47.6	408.7	199.6	225.6	425.2					
Other financial institutions	815	55.2	5.5	83.8	24.0	139.0	58.2	89.8	148.0	58.0	6.6	92.0	25.7	150.0
<b>Insurance, except social security</b>	<b>82</b>	<b>125.7</b>	<b>2.1</b>	<b>113.8</b>	<b>16.0</b>	<b>239.5</b>	<b>128.5</b>	<b>121.0</b>	<b>249.5</b>	<b>129.2</b>	<b>2.2</b>	<b>123.5</b>	<b>17.9</b>	<b>252.7</b>
<b>Business services</b>	<b>83</b>	<b>639.5</b>	<b>38.9</b>	<b>631.9</b>	<b>183.1</b>	<b>1,271.5</b>	<b>674.5</b>	<b>670.5</b>	<b>1,345.0</b>	<b>683.6</b>	<b>70.1</b>	<b>680.4</b>	<b>197.5</b>	<b>1,364.0</b>
Professional business services	831-837	375.9	16.2	395.7	109.3	771.6	396.8	415.8	812.6	400.1	15.7	416.8	114.9	816.9
Other business services	838/839	263.7	18.2	236.2	73.8	499.9	277.7	254.7	532.4	283.5	50.5	263.7	82.6	547.2
<b>Renting of movables</b>	<b>84</b>	<b>81.4</b>	<b>3.1</b>	<b>29.8</b>	<b>12.3</b>	<b>111.3</b>	<b>79.6</b>	<b>31.2</b>	<b>110.8</b>	<b>81.0</b>	<b>3.0</b>	<b>31.0</b>	<b>13.1</b>	<b>112.1</b>
<b>Owning and dealing in real estate</b>	<b>85</b>	<b>70.8</b>	<b>7.6</b>	<b>58.6</b>	<b>25.5</b>	<b>129.3</b>	<b>69.2</b>	<b>58.4</b>	<b>127.6</b>	<b>71.6</b>	<b>9.6</b>	<b>60.7</b>	<b>27.5</b>	<b>132.3</b>
<b>Other services</b>	<b>9</b>	<b>2,400.5</b>	<b>368.5</b>	<b>4,100.7</b>	<b>2,119.1</b>	<b>6,501.2</b>	<b>2,413.4</b>	<b>4,154.2</b>	<b>6,567.6</b>	<b>R</b>				
<b>Public administration and defence †</b>	<b>91</b>	<b>870.2</b>	<b>71.8</b>	<b>722.4</b>	<b>247.6</b>	<b>1,592.6</b>	<b>875.2</b>	<b>723.5</b>	<b>1,598.7</b>	<b>R</b>				
National government n.e.s.	9111	224.0	20.5	226.9	62.9	450.9	223.1	225.3	448.4	R				
Local government services n.e.s.	9112	290.6	31.0	309.4	154.4	600.0	293.3	311.0	604.3	R				
Justice, police, fire services	912-914	242.3	18.9	75.5	21.5	317.8	245.4	76.5	321.9	R				
National defence	915	79.2	1.3	38.5	4.2	117.7	78.7	37.2	115.9	R				
Social security	919	34.1	0.1	72.0	4.6	106.1	34.8	73.4	108.2	R				
<b>Sanitary services</b>	<b>92</b>	<b>152.3</b>	<b>41.1</b>	<b>235.5</b>	<b>204.7</b>	<b>387.7</b>	<b>159.8</b>	<b>250.7</b>	<b>410.4</b>	<b>R</b>				
<b>Education</b>	<b>93</b>	<b>514.0</b>	<b>102.9</b>	<b>1,131.5</b>	<b>664.2</b>	<b>1,645.5</b>	<b>523.1</b>	<b>1,173.3</b>	<b>1,696.4</b>	<b>R</b>				
<b>Research and development</b>	<b>94</b>	<b>77.6</b>	<b>1.3</b>	<b>29.4</b>	<b>4.5</b>	<b>107.0</b>	<b>76.2</b>	<b>30.0</b>	<b>106.3</b>	<b>75.5</b>	<b>1.3</b>	<b>29.8</b>	<b>4.8</b>	<b>105.2</b>
<b>Medical and other health services</b>	<b>95</b>	<b>[254.8]</b>	<b>33.7</b>	<b>1,011.4</b>	<b>465.5</b>	<b>1,266.2</b>	<b>[254.8]</b>	<b>1,018.9</b>	<b>1,273.7</b>	<b>R</b>				
<b>Other services</b>	<b>96</b>	<b>205.2</b>	<b>54.9</b>	<b>589.6</b>	<b>354.5</b>	<b>794.8</b>	<b>208.1</b>	<b>600.9</b>	<b>809.0</b>	<b>211.7</b>	<b>50.6</b>	<b>607.8</b>	<b>356.9</b>	<b>819.5</b>
Social welfare, etc	9611	128.4	35.6	514.8	316.9	643.2	129.2	527.2	656.4	130.4	30.0	531.1	317.0	661.6
<b>Recreational and cultural services</b>	<b>97</b>	<b>271.5</b>	<b>56.7</b>	<b>245.1</b>	<b>126.5</b>	<b>516.6</b>	<b>260.1</b>	<b>221.9</b>	<b>482.0</b>	<b>278.0</b>	<b>54.3</b>	<b>248.1</b>	<b>125.1</b>	<b>526.1</b>
<b>Personal services ‡</b>	<b>98</b>	<b>54.9</b>	<b>6.1</b>	<b>135.8</b>	<b>51.5</b>	<b>190.7</b>	<b>56.1</b>	<b>135.0</b>	<b>191.1</b>	<b>54.3</b>	<b>6.2</b>	<b>137.4</b>	<b>52.6</b>	<b>191.7</b>

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 for 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. Locally engaged staff working in diplomatic and other overseas organisations are included.

§ The new estimates of males in part-time employment may be subject to greater revisions than other estimates as more data are acquired.

# EMPLOYMENT 1.7 Manpower in the local authorities

TABLE A England	Dec 13, 1986			(Mar 14, 1987)			(June 13, 1987)			
	Service	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	470,091	179,089	505,028	471,599	178,793	508,275	471,881	166,838	507,242	
—Others	174,168	461,665	375,253	175,837	468,861	380,156	174,885	469,422	379,435	
Construction	105,327	668	105,631	105,460	695	105,781	104,899	671	105,207	
Transport**	5,295	133	5,352	5,277	135	5,335	3,079	94	3,119	
Social Services	143,241	182,220	220,670	145,053	183,900	223,276	146,426	184,044	224,754	
Public libraries and museums	23,492	18,172	32,519	23,608	18,192	32,658	23,715	18,452	32,894	
Recreation, parks and baths	63,201	24,281	73,840	63,237	23,976	73,720	67,595	26,359	79,150	
Environmental health	18,863	1,479	19,509	18,924	1,485	19,575	19,261	1,505	19,921	
Refuse collection and disposal	35,836	222	35,934	36,045	220	36,142	36,113	220	36,211	
Housing	52,017	13,965	58,218	52,570	14,177	58,872	52,931	13,975	59,144	
Town and country planning	19,949	749	20,339	20,133	786	20,542	20,358	800	20,774	
Fire Service—Regular	34,217	2	34,218	34,275	1	34,276	34,431	1	34,432	
—Others (a)	4,669	2,058	5,558	4,663	2,104	5,572	4,642	2,157	5,574	
Miscellaneous services	212,180	42,552	231,011	212,712	42,403	231,504	213,913	42,955	232,973	
<b>All above</b>	<b>1,362,546</b>	<b>927,255</b>	<b>1,723,080</b>	<b>1,369,393</b>	<b>935,728</b>	<b>1,735,684</b>	<b>1</b>			

# 1.7 EMPLOYMENT Manpower in the local authorities

Service	(Sept 12, 1987)			(Dec 12, 1987)			(Mar 12, 1988)		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	466,037	115,140	495,291	469,202	185,202	506,163	471,035	192,713	509,955
—Others	174,859	460,828	375,435	176,092	477,890	384,353	176,582	479,237	385,833
Construction	106,002	736	106,338	105,594	738	105,933	104,311	745	104,654
Transport**	3,072	95	3,113	3,027	102	3,071	2,843	76	2,876
Social Services	147,554	184,666	226,186	147,923	186,559	227,429	149,293	186,861	229,036
Public libraries and museums	24,028	18,590	33,264	23,744	18,623	33,007	23,759	19,020	33,233
Recreation, parks and baths	68,348	26,327	79,915	64,254	25,145	75,284	63,800	25,062	74,803
Environmental health	19,447	1,598	20,148	19,033	1,565	19,725	18,810	1,553	19,498
Refuse collection and disposal	35,972	227	36,072	35,337	227	35,438	35,141	241	35,247
Housing	53,348	13,959	59,558	53,779	14,087	60,051	54,407	14,028	60,664
Town and country planning	20,581	820	21,009	20,673	883	21,133	20,597	941	21,088
Fire Service—Regular	34,451	2	34,452	34,410	2	34,411	34,364	2	34,365
—Others (a)	4,733	2,147	5,683	4,686	2,168	5,625	4,735	2,177	5,679
Miscellaneous services	215,767	43,531	235,111	214,822	44,022	234,396	213,820	43,555	233,244
<b>All above</b>	<b>1,374,119</b>	<b>868,666</b>	<b>1,731,555</b>	<b>1,372,576</b>	<b>957,213</b>	<b>1,746,019</b>	<b>1,373,497</b>	<b>966,211</b>	<b>1,750,175</b>
Police service—Police (all ranks)	116,877	—	116,877	117,235	—	117,235	117,758	—	117,758
—Others (b)	41,341	5,870	43,874	41,827	5,911	44,378	41,902	5,974	44,480
Probation, magistrates' courts and agency staff	19,809	6,554	23,019	19,604	6,622	22,856	19,627	6,994	23,047
<b>All (excluding special employment and training measures)</b>	<b>1,552,226</b>	<b>881,090</b>	<b>1,915,325</b>	<b>1,551,242</b>	<b>969,746</b>	<b>1,930,488</b>	<b>1,552,784</b>	<b>979,179</b>	<b>1,935,460</b>

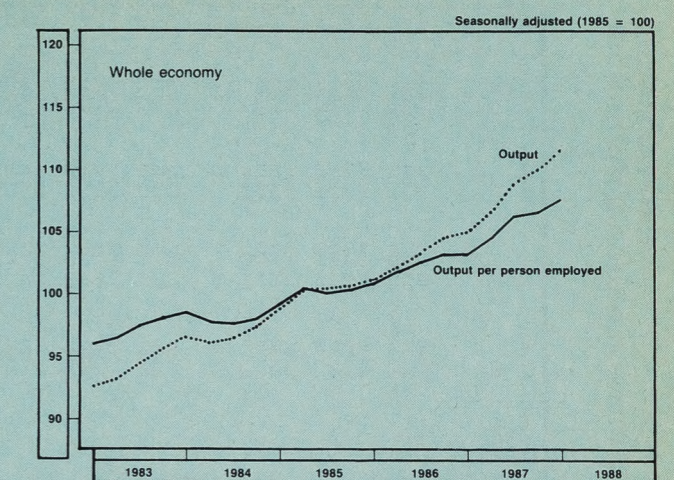
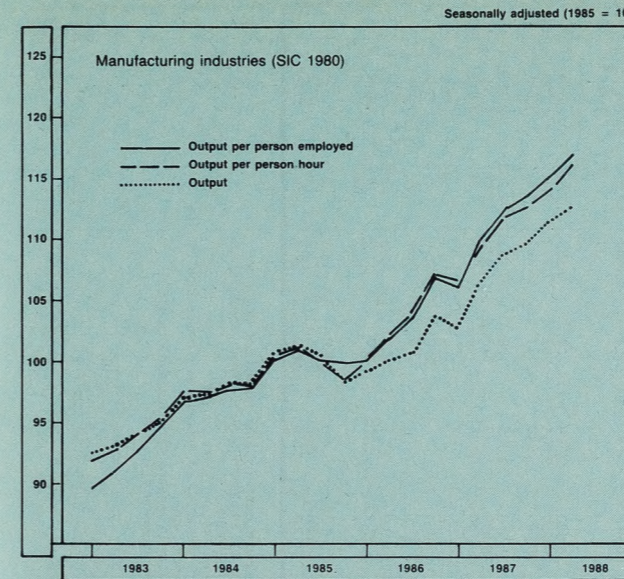
TABLE B Wales (continued)

Education—Lecturers and teachers	30,223	4,917	31,339	30,567	7,131	31,926	30,724	7,578	32,127
—Others	10,268	29,053	22,585	10,437	30,072	23,220	10,462	30,198	23,307
Construction	7,897	17	7,904	7,767	20	7,776	7,659	22	7,669
Transport**	39	—	39	39	—	39	38	—	38
Social Services	8,894	12,324	14,065	8,857	12,421	14,078	9,036	12,463	14,265
Public libraries and museums	1,138	841	1,551	1,113	821	1,516	1,121	826	1,526
Recreation, parks and baths	4,798	2,294	5,783	4,263	2,060	5,148	4,190	2,099	5,091
Environmental health	1,274	239	1,343	1,243	242	1,344	1,238	230	1,334
Refuse collection and disposal	1,793	7	1,796	1,746	7	1,749	1,768	7	1,771
Housing	2,274	619	2,558	2,273	603	2,549	2,343	598	2,616
Town and country planning	1,407	46	1,430	1,412	37	1,430	1,423	39	1,443
Fire Service—Regular	1,818	—	1,818	1,807	—	1,807	1,804	—	1,804
—Others (a)	255	151	319	253	152	317	249	157	316
Miscellaneous services	17,075	3,284	18,472	16,978	3,248	18,362	16,959	3,253	18,344
<b>All above</b>	<b>89,153</b>	<b>53,792</b>	<b>111,032</b>	<b>88,755</b>	<b>56,814</b>	<b>111,261</b>	<b>89,014</b>	<b>57,470</b>	<b>111,651</b>
Police Service—Police (all ranks)	6,406	—	6,406	6,430	—	6,430	6,462	—	6,462
—Others (b)	1,804	376	1,966	1,829	371	1,989	1,858	367	2,016
Probation, magistrates' courts and agency staff	1,090	287	1,225	1,092	290	1,229	1,075	301	1,215
<b>All (excluding special employment and training measures)</b>	<b>98,453</b>	<b>54,455</b>	<b>120,629</b>	<b>98,106</b>	<b>57,475</b>	<b>120,909</b>	<b>98,409</b>	<b>58,138</b>	<b>121,344</b>

TABLE C Scotland (e) (f) (continued)

Education—Lecturers and teachers (d)	56,820	5,475	59,010	57,518	6,005	59,920	57,498	6,367	60,045
—Others (c)	22,584	39,991	41,614	22,536	40,789	41,948	22,554	40,817	42,004
Construction	17,530	71	17,565	17,101	52	17,126	16,588	59	16,617
Transport*	627	48	650	630	27	644	627	29	641
Social Services	20,289	27,127	33,068	20,525	26,893	33,203	20,577	27,036	33,329
Public libraries and museums	3,279	1,714	4,183	3,196	1,688	4,090	3,224	1,712	4,131
Recreation, leisure and tourism	12,372	2,805	13,711	11,127	2,545	12,343	10,998	2,635	12,258
Environmental health	2,272	546	2,527	2,202	472	2,423	2,183	475	2,405
Cleansing	9,498	169	9,576	9,117	173	9,257	9,076	179	9,159
Housing	6,173	483	6,415	6,397	481	6,375	6,375	489	6,621
Physical planning	1,718	49	1,744	1,702	41	1,725	1,774	42	1,797
Fire Service—Regular	4,487	—	4,487	4,511	—	4,511	4,546	—	4,546
—Others (a)	482	176	564	482	177	564	479	181	563
Miscellaneous services	35,375	3,424	37,037	35,168	3,346	36,793	35,551	3,400	37,206
<b>All above</b>	<b>193,506</b>	<b>82,078</b>	<b>232,151</b>	<b>192,272</b>	<b>82,689</b>	<b>231,184</b>	<b>192,050</b>	<b>83,241</b>	<b>231,322</b>
Police Service—Police (all ranks)	13,509	—	13,509	13,478	—	13,478	13,492	—	13,492
—Others (b)	3,444	2,596	4,644	3,446	2,598	4,647	3,416	2,602	4,619
Administration of District Courts	129	14	136	126	13	133	124	14	132
<b>All (excluding special employment and training measures)</b>	<b>210,588</b>	<b>84,688</b>	<b>250,440</b>	<b>209,322</b>	<b>85,300</b>	<b>249,442</b>	<b>209,082</b>	<b>86,037</b>	<b>249,565</b>

# 1.8 EMPLOYMENT Indices of output, employment and productivity



UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output†	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**	Output per person hour
1983	94.0	96.9	97.0	94.7	102.8	92.2	93.8	102.0	92.0	93.4
1984	96.6	98.6	98.0	94.9	100.8	94.2	97.7	100.5	97.3	97.8
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	102.9	100.6	102.3	102.3	97.3	105.1	100.9	98.0	103.0	103.3
1987	107.7	102.3	105.3	106.2	95.5	111.2	106.8	96.6	110.5	110.2
1983 Q1	92.6	96.5	96.0	93.0	104.2	89.2	92.6	103.3	89.6	91.8
Q2	93.2	96.6	96.5	94.0	103.1	91.2	93.0	102.3	90.9	92.6
Q3	94.5	97.0	97.5	95.3	102.2	93.3	94.0	101.5	92.7	94.0
Q4	95.6	97.5	98.1	96.5	101.6	95.0	95.5	100.9	94.7	95.4
1984 Q1	96.5	98.0	98.5	97.2	101.1	96.2	97.1	100.5	96.7	97.6
Q2	96.2	98.3	97.8	94.3	100.9	93.5	97.3	100.4	97.0	97.4
Q3	96.4	98.7	97.7	93.5	100.6	92.9	98.2	100.6	97.6	98.1
Q4	97.3	99.2	98.0	94.8	100.6	94.3	98.1	100.4	97.8	98.0
1985 Q1	98.8	99.6	99.2	97.8	100.4	97.4	100.5	100.2	100.2	100.3
Q2	100.3	99.9	100.4	101.3	100.2	101.1	101.0	100.1	100.9	101.0
Q3	100.3	100.2	100.1	100.9	99.9	101.0	100.1	100.0	100.1	100.0
Q4	100.6	100.3	100.3	99.9	99.4	100.5	98.5	99.7	98.8	98.7
1986 Q1	101.1	100.3	100.8	101.4	98.7	102.7	99.1	99.2	100.0	100.0
Q2	102.2	100.4	101.8	101.5	97.6	104.0	100.0	98.3	101.8	102.1
Q3	103.5	100.6	102.9	103.0	96.8	106.4	100.8	97.4	103.4	103.7
Q4	104.5	101.0	103.5	103.3	96.3	107.3	103.7	97.1	106.8	107.2
1987 Q1	105.0	101.5	103.5	103.8	95.8	108.4	102.7	96.7	106.2	106.4
Q2	106.7	102.1	104.5	105.3	95.6	110.1	106.2	96.7	109.9	109.7
Q3	108.9	102.5	106.3	107.6	95.4	112.8	108.6	96.6	112.3	111.9
Q4	110.0	103.1	106.7	108.3	95.2	113.7	109.6	96.5	113.5	112.7
1988 Q1	111.6	103.6	107.7	108.6	95.1	114.2	111.2	96.6	115.1	114.0
Q2	—	—	—	109.5	94.7	115.6	112.7	96.4	116.9	116.1

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

# EMPLOYMENT

## Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)	Canada	Denmark (6)	France (8)	Germany (FR) (6)(7)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)	United States	
<b>QUARTERLY FIGURES: seasonally adjusted unless stated</b>																			Thousand
<b>Civilian labour force</b>																			
1985 Q2	27,494	7,218	3,359	..	12,617	..	..	27,274	..	..	22,851	59,533	..	2,040	13,519	4,354	3,185	114,857	
Q3	27,602	7,290	3,342	..	12,658	..	..	27,332	..	..	22,980	59,670	..	2,087	13,557	4,374	3,200	115,494	
Q4	27,642	7,397	3,364	..	12,773	..	..	27,392	..	..	22,998	59,665	..	2,097	13,621	4,375	3,202	116,187	
1986 Q1	27,687	7,432	3,365	..	12,851	..	..	27,438	..	..	23,175	60,095	..	2,106	13,684	4,389	3,221	116,962	
Q2	27,742	7,514	3,374	..	12,862	..	..	27,464	..	..	23,226	60,050	..	2,125	13,770	4,392	3,231	117,642	
Q3	27,843	7,557	3,402	..	12,859	..	..	27,513	..	..	23,109	60,370	..	2,132	13,807	4,378	3,242	118,203	
Q4	27,876	7,598	3,394	..	12,908	..	..	27,531	..	..	23,410	60,291	..	2,148	13,899	4,386	3,254	118,557	
1987 Q1	27,886	7,637	3,418	..	13,024	..	..	27,583	..	..	23,391	60,527	..	2,161	13,988	4,415	3,267	119,151	
Q2	27,970	7,696	3,416	..	13,094	..	..	27,655	..	..	23,378	60,760	..	2,166	14,337	4,418	3,273	119,626	
Q3	27,972 R	7,745	3,436	..	13,138	..	..	27,700	..	..	23,479	60,888	..	2,176	14,469	4,416	3,285	120,053	
Q4	27,948 R	7,741	3,452	..	13,224	..	..	27,707	..	..	23,415	61,204	..	2,179	14,517	4,441	..	120,568	
1988 Q1	27,950 R	7,800	..	..	13,322	..	..	27,707	..	..	23,588	61,423	..	2,175	14,575	4,463	..	121,142	
<b>Civilian employment</b>																			
1985 Q2	24,281	6,606	3,238	..	11,279	..	..	24,968	..	..	20,516	58,048	..	1,993	10,535	4,227	3,155	106,819	
Q3	24,377	6,693	3,223	..	11,366	..	..	25,039	..	..	20,598	58,123	..	2,029	10,554	4,255	3,171	107,190	
Q4	24,394	6,801	3,247	..	11,474	..	20,921	25,093	..	..	20,520	58,029	..	2,045	10,602	4,259	3,175	107,984	
1986 Q1	24,375	6,849	3,253	..	11,605	..	..	25,164	..	..	20,625	58,471	..	2,066	10,693	4,267	3,185	108,760	
Q2	24,424	6,917	3,272	..	11,629	..	..	25,225	..	..	20,615	58,422	..	2,083	10,789	4,272	3,204	109,223	
Q3	24,561	6,935	3,305	..	11,620	..	..	25,311	..	..	20,558	58,651	..	2,091	10,840	4,265	3,217	109,973	
Q4	24,662	6,958	3,285	..	11,683	..	20,930	25,359	..	..	20,659	58,630	..	2,104	10,937	4,272	3,230	110,434	
1987 Q1	24,759	7,026	3,280	..	11,778	..	..	25,407	..	..	20,657	58,761	..	2,112	11,023	4,326	3,244	111,271	
Q2	24,977	7,056	3,286	..	11,909	..	..	25,430	..	..	20,584	58,966	..	2,126	11,364	4,328	3,246	112,147	
Q3	25,136 R	7,123	3,303	..	11,993	..	..	25,455	..	..	20,590	59,189	..	2,136	11,493	4,336	3,260	112,854	
Q4	25,268 R	7,117	3,311	..	12,138	..	20,940	25,465	..	..	20,526	59,526	..	2,131	11,594	4,362	3,260	113,486	
1988 Q1	25,383 R	7,233	..	..	12,271	..	..	25,494	..	..	20,711	59,792	..	2,124	11,684	4,389	..	114,214	
<b>LATEST ANNUAL FIGURES: 1987 unless stated</b>																			Thousand
Civilian labour force: Male	16,235	4,616	2,052	2,428	7,427	1,500	13,296	16,607	2,505	902	14,747	36,550	3,709	1,209	9,553	2,300	2,039	66,207	
Female	11,657	3,089	1,375	1,694	5,694	1,284	10,226	11,063	1,383	393	8,669	24,290	2,031	962	4,772	2,122	1,206	53,658	
All	27,893	7,705	3,427	4,122	13,121	2,784	23,522	27,669	3,888	1,295	23,416	60,840	5,740	2,171	14,324	4,421	3,244	119,865	
Civilian employment: Male	14,212	4,256	1,978	2,231	6,793	1,438	12,153	15,398	2,378	729	13,519	35,510	3,365	1,188	7,901	2,256	2,025	62,107	
Female	10,775	2,822	1,319	1,414	5,161	1,192	8,822	10,042	1,223	339	7,065	23,600	1,770	938	3,470	2,081	1,193	50,334	
All	24,987	7,079	3,297	3,644	11,954	2,630	20,976	25,440	3,601	1,068	20,584	59,110	5,135	2,126	11,370	4,337	3,219	112,440	
<b>Civilian employment: proportions by sector</b>																			Per cent
Male: Agriculture	3.4	7.0	7.7	3.6	..	..	..	4.5	24.0	..	10.5	7.2	..	8.5	16.2	5.5	7.6	4.3	
Industry	40.2	35.0	48.7	38.5	..	..	..	50.1	33.6	..	37.8	38.1	..	38.0	39.0	43.9	47.1	36.3	
Services	56.4	58.0	43.6	57.9	..	..	..	45.4	42.4	..	51.7	54.7	..	53.5	44.8	50.5	45.3	59.3	
Female: Agriculture	1.1	4.1	10.1	1.6	..	..	..	6.3	37.3	..	10.7	9.9	..	4.1	12.6	2.3	4.7	1.4	
Industry	17.0	13.9	21.2	14.1	..	..	..	25.8	17.3	..	22.7	27.2	..	12.0	17.2	14.4	21.8	15.7	
Services	81.9	82.0	68.8	84.3	..	..	..	67.9	45.3	..	66.6	62.9	..	83.9	70.2	83.3	73.6	82.9	
All: Agriculture	2.4	5.8	8.6	2.8	4.9	5.9	7.1	5.2	28.5	15.7	10.5	8.3	..	6.5	15.1	3.9	6.5	3.0	
Industry	30.2	26.6	37.7	29.1	25.3	28.2	30.8	40.5	28.1	28.7	32.6	33.8	..	26.5	32.4	29.8	37.7	27.1	
Services	67.4	67.6	53.7	68.2	69.8	65.9	62.1	54.2	43.4	55.6	56.8	57.9	..	66.9	52.5	66.2	55.8	69.9	

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

Notes: 1 For the UK, the Civilian labour force figures refer to workforce excluding HM Forces, civilian employment refers to workforce in employment excluding HM Forces. The proportion by sector refers to employees in employment and the self-employed. Industry refers to production and construction industries. See also footnotes to table 1.1.

2 Quarterly figures relate to March, June, September and December.

3 Annual figures relate to June.

4 Quarterly figures relate to February, May, August and November.

5 Civilian labour force and employment figures include armed forces.

6 Annual figures relate to 1986.

7 Annual figures relate to second quarter.

8 Civilian employment figures include apprentices in professional training.

9 Annual figures relate to April.

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

11 Annual figures relate to January.

# EMPLOYMENT 1.11

## Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working over-time	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost		
													Actual	Seasonally adjusted	Average per operative on short-time
1981	1,137	26.6	8.2	9.37		16	621	320	3,720	11.4	335	7.8	4,352	12.6	
1982	1,198	29.8	8.3	9.93		8	320	134	1,438	10.7	142	3.5	1,776	12.4	
1983	1,209	31.5	8.5	10.19		6	244	71	741	10.2	77	2.0	1,000	12.9	
1984	1,297	34.3	8.9	11.39		6	238	40	402	10.4	43	1.5	645	14.4	
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	1,359	36.1	9.3	12.68		4	148	21	207	10.0	25	0.7	364	14.8	
<b>Week ended</b>															
1986 July 12	1,279	33.8	9.2	11.74	11.66	4	140	22	220	10.2	25	0.7	360	395	14.3
Aug 16	1,192	31.6	9.2	10.99	11.77	4	144	20	223	10.9	24	0.6	367	433	15.3
Sept 13	1,280	33.8	9.2	11.81	11.68	3	116	23	244	10.5	26	0.7	360	434	13.8
Oct 14	1,346	35.6	9.0	12.18	11.77	8	300	43	445	10.4	50	1.3	745	814	14.9
Nov 15	1,393	36.9	9.1	12.69	12.06	5	184	33	319	9.7	37	0.9	503	482	13.5
Dec 13	1,354	35.8	9.2	12.49	11.62	4	164	26	256	9.9	30	0.8	420	511	14.0
1987 Jan 10	1,136	30.6	8.6	9.75	11.47	11	423	28	281	9.9	39	1.0	704	569	18.1
Feb 14	1,305	35.1	9.3	11.97	12.09	4	172	34	341	10.0	38	1.0	514	417	13.4
Mar 14	1,354	36.3	9.2	12.44	12.27	3	109	35	339	9.8	37	1.0	448	357	12.0
Apr 11	1,329	35.8	9.2	12.25	12.44	4	103	29	273	9.5	33	0.9	435	406	13.3
May 16	1,353	36.4	9.3	12.65	12.38	3	129	23	229	10.1	26	0.7	358	369	13.9
June 13	1,396	37.2	9.3	12.97	12.68	3	129	14	132	9.4	17	0.5	262	306	15.2
July 11	1,334	35.3	9.4	12.54	12.49	4	172	16	153	9.9	20	0.5	325	355	16.4
Aug 15	1,268	33.5	9.4	11.88	12.70	3	116	15	124	8.4	18	0.5	240	281	13.6
Sept 12	1,377	36.0	9.5	13.09	12.96	2	89	12	104	8.7	14	0.4	193	236	13.6
Oct 10	1,468	38.4	9.7	14.10	13.66	3	117	15	140	9.5	18	0.5	264	287	14.5
Nov 14	1,516	39.6	9.5	14.24	13.58	3	105	15	245	15.9	18	0.5	395	376	19.5
Dec 12	1,476	38.6	9.7	14.32	13.42 R	3	106	14	118	8.5	17	0.4	224	276	13.5
1988 Jan 16	1,370	36.1	9.3	12.72	14.48	3	127	19	179	9.6	22	0.6	306	246	14.0
Feb 13	1,433	37.7	9.3	13.33	13.44	3	102	23	237	10.5	25	0.7	339	276	13.5
Mar 12	1,452	38.2	9.4	13.59	13.40	2	80	20	206	10.4	22	0.6	286	227	13.2
Apr 16	1,445	38.1	9.1	13.14	13.33	2	72	19	170	8.9	21	0.5	241	225	11.6
May 14	1,500	39.5	9.2	13.85	13.59	1	49	17	171	9.9	19	0.5	221	240	11.9
June 11	1,424	37.4	9.5	13.47	13.18	1	47	17	157	9.1	18	0.5	203	240	11.0
July 16	1,413	37.0	9.8	13.78	13.74	4	141	14	146	10.4	18	0.5	287	312	16.4

Seasonally adjusted  
1985 AVERAGE = 100

# EMPLOYMENT 1.12

## Hours of work—operatives in manufacturing industries

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
SIC 1980 classes	21-49					21-49				
1981	107.6	107.8	115.9	103.7	113.2	95.6	94.4	93.6	96.2	98.5
1982	102.1	102.5	107.3	98.2	107.5	97.4	96.3	95.6	98.4	99.0
1983	99.7	99.5	103.3	98.6	104.9	98.3	97.3	97.6	100.0	99.7
1984	100.5	101.7	98.4	100.5	101.2	99.5	98.8	99.0	100.2	99.7
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	96.7	94.8	91.9	98.5	99.2	99.9	99.1	98.7	99.1	99.5
1987	96.5	93.7	89.5	96.9	97.7	100.5	101.1	101.1	99.9	99.5
<b>Week ended</b>										
1986 Mar 8	98.0	96.6	96.6	100.1	101.5	99.9	99.4	99.4	99.5	99.8
Apr 12	97.6					99.7				
May 17	96.9					99.6				
June 14	96.3	94.5	92.7	99.1	100.1	99.4	98.8	98.0	98.9	99.2
July 12	96.2					99.6				
Aug 16	95.9					99.7				
Sep 13	95.7	94.3	89.4	97.4	97.5	99.6	98.6	98.3	98.7	99.4
Oct 11	95.3					99.4				
Nov 15	95.5					99.7				
Dec 13	95.5	93.9	88.7	97.3	97.8	99.7	99.5	99.1	99.1	99.5
1987 Jan 10	94.9					99.6				
Feb 14	95.5					100.0				
Mar 14	95.7	93.0	89.2	97.0	98.6	100.2	100.2	100.4	99.6	99.3
Apr 11	95.7					100.3				
May 16	95.9					100.2				
Jun 13	96.3	93.4	89.2	97.5	97.6	100.5	100.8	101.0	99.8	99.5
July 11	96.1					100.4				
Aug 15	96.3					100.6				
Sep 12	96.5	93.7	89.7	97.0	97.3	100.7	101.1	101.2	100.0	99.9
Oct 10	96.5					101.1				
Nov 14	99.3					101.0				
Dec 12	96.8	94.6	89.9	96.1	97.3	101.2	102.4	101.9	100.1	99.4
1988 Jan 16	97.5					101.7				
Feb 13	96.8					101.1				
Mar 12	96.8	94.0	88.4	96.2	97.4	101.2	102.3	101.9	99.9	99.1
Apr 16	96.4					101.0				
May 14	96.5					101.2				
June 11	96.1	92.5	87.6	94.0	97.8	101.2	101.5	102.1	99.0	99.5
July 16	96.3					101.2				

R = Revised. The indices of hours have been rebased to 1985 = 100.0 to conform with other economic statistics.



# 2.1 UNEMPLOYMENT UK summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE												
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED BY DURATION			
	Number	Per cent workforce†	School leavers included in unemployed	Non-claimant school leavers‡	Actual	Seasonally adjusted		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	
1984	3,159.8	11.6	113.0	..	3,046.8	2,998.7	11.0						
1985	3,271.2	11.8	108.0	..	3,163.3	3,113.5	11.2						
1986**	3,289.1	11.7	104.0	..	3,185.1	3,180.4	11.4						
1987	2,953.4	10.7	73.4	..	2,880.0	2,880.0	10.2						
1986 Aug 14	3,280.1	11.7	92.3	113.8	3,187.8	3,206.3	11.5	-4.0	2.1	318	2,896	67	
Sept 11	3,332.9	11.9	140.7	..	3,192.2	3,185.7	11.4	-20.6	-7.7	423	2,842	68	
Oct 9	3,237.2	11.6	117.5	..	3,119.7	3,163.5	11.3	-22.2	-15.6	353	2,817	67	
Nov 13	3,216.8	11.5	98.2	..	3,118.6	3,150.7	11.3	-12.8	-18.5	323	2,827	67	
Dec 11	3,229.2	11.5	89.0	..	3,140.2	3,120.7	11.1	-30.0	-21.7	290	2,870	69	
1987 Jan 8	3,297.2	11.7	89.2	..	3,208.0	3,112.2	11.0	-8.5	-17.1	297	2,930	71	
Feb 12	3,225.8	11.4	79.9	..	3,145.9	3,066.5	10.9	-45.7	-28.1	291	2,867	68	
Mar 12	3,143.4	11.1	72.3	..	3,071.1	3,037.3	10.8	-29.2	-27.8	261	2,815	67	
Apr 9	3,107.1	11.0	66.6	..	3,040.6	3,021.4	10.7	-15.9	-30.3	284	2,758	65	
May 14	2,986.5	10.6	74.9	..	2,911.5	2,950.9	10.5	-70.5	-38.5	246	2,677	63	
June 11	2,905.3	10.3	69.4	103.6	2,835.9	2,922.2	10.4	-28.7	-38.4	243	2,601	62	
July 9	2,906.5	10.3	63.9	128.9	2,842.5	2,873.1	10.2	-49.1	-49.4	337	2,510	60	
Aug 13	2,865.8	10.2	56.1	115.7	2,809.7	2,825.5	10.0	-47.6	-41.8	287	2,522	57	
Sept 10	2,870.2	10.2	92.4	..	2,777.8	2,772.2	9.8	-53.3	-50.0	358	2,457	55	
Oct 8	2,751.4	9.8	83.2	..	2,668.2	2,713.6	9.6	-58.6	-53.2	311	2,386	54	
Nov 12	2,685.6	9.5	69.4	..	2,616.2	2,650.8	9.4	-62.8	-58.2	282	2,353	51	
Dec 10	2,695.8	9.6	63.7	..	2,632.1	2,613.9	9.3	-36.9	-52.8	264	2,382	50	
1988 Jan 14	2,722.2	9.7	62.8	..	2,659.4	2,564.7	9.1	-49.2	-49.6	270	2,402	51	
Feb 11	2,665.5	9.8	57.4	..	2,608.1	2,532.6	9.0	-32.1	-39.4	262	2,356	48	
Mar 10	2,592.1	9.2	52.1	..	2,540.0	2,504.0	8.9	-28.6	-36.6	235	2,311	46	
Apr 14	2,535.0	9.0	56.9	..	2,479.0	2,453.1	8.7	-50.9	-37.2	256	2,235	46	
May 12	2,426.9	8.6	52.7	..	2,374.2	2,414.2	8.6	-38.9	-39.5	207	2,176	44	
June 9	2,340.8	8.3	47.5	..	2,293.3	2,372.4	8.4	-41.8	-43.9	206	2,093	42	
July 14	2,326.7	8.2	41.1	..	2,285.6	2,312.3	8.2	-60.1	-46.9	283	2,003	41	
Aug 11*	2,291.2	8.1	35.9	..	2,255.3	2,266.9	8.0	-45.4	-49.1	237	2,013	40	

# 2.2 UNEMPLOYMENT GB summary

UNITED KINGDOM	MALE AND FEMALE												
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED BY DURATION			
	Number	Per cent workforce†	School leavers included in unemployed	Non-claimant school leavers‡	Actual	Seasonally adjusted		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	
1984	3,038.4	11.4	109.7	..	2,928.7	2,886.1	10.9						
1985	3,149.4	11.6	105.6	..	3,043.9	2,998.2	11.1						
1986**	3,161.3	11.6	101.6	..	3,059.6	3,055.1	11.2						
1987	2,826.9	10.3	71.4	..	2,755.5	2,755.6	10.0						
1986 Aug 14	3,150.1	11.5	90.7	110.5	3,059.4	3,078.9	11.3	-4.9	1.1	309	2,776	65	
Sept 11	3,197.9	11.7	136.6	..	3,061.4	3,057.9	11.2	-21.0	-8.4	407	2,724	66	
Oct 9	3,106.5	11.4	114.2	..	2,992.3	3,035.4	11.1	-22.5	-16.1	342	2,699	66	
Nov 13	3,088.4	11.3	95.5	..	2,992.8	3,023.1	11.1	-12.3	-18.6	314	2,709	65	
Dec 11	3,100.4	11.4	86.6	..	3,013.7	2,993.3	11.0	-29.8	-21.5	282	2,751	67	
1987 Jan 8	3,166.0	11.5	87.0	..	3,079.0	2,984.9	10.9	-8.4	-16.8	288	2,751	67	
Feb 12	3,096.6	11.3	78.0	..	3,018.5	2,940.4	10.7	-44.5	-27.6	283	2,748	66	
Mar 12	3,016.5	11.0	70.6	..	2,945.9	2,911.9	10.6	-28.5	-27.1	253	2,698	65	
Apr 9	2,979.9	10.8	65.0	..	2,914.9	2,895.4	10.5	-16.5	-29.8	275	2,641	64	
May 14	2,860.3	10.4	72.8	..	2,787.5	2,824.8	10.3	-70.6	-38.5	237	2,561	62	
June 11	2,779.8	10.1	67.5	100.5	2,712.3	2,796.7	10.2	-28.1	-38.4	234	2,486	60	
July 9	2,778.5	10.1	62.2	125.8	2,716.3	2,747.9	10.0	-48.8	-49.2	325	2,395	58	
Aug 13	2,738.5	10.0	54.6	112.1	2,683.9	2,700.9	9.8	-47.0	-41.3	278	2,405	55	
Sept 10	2,740.2	10.0	89.2	..	2,651.1	2,648.5	9.6	-52.4	-49.4	344	2,343	54	
Oct 8	2,626.7	9.5	80.5	..	2,546.2	2,590.9	9.4	-57.6	-52.3	301	2,274	52	
Nov 12	2,564.6	9.3	67.2	..	2,497.4	2,530.1	9.2	-60.8	-56.9	274	2,242	49	
Dec 10	2,575.2	9.4	61.8	..	2,513.4	2,494.2	9.1	-35.9	-51.4	256	2,270	49	
1988 Jan 14	2,600.4	9.5	61.1	..	2,539.3	2,446.3	8.9	-47.9	-48.2	261	2,289	49	
Feb 11	2,545.9	9.3	55.9	..	2,490.0	2,415.4	8.8	-30.9	-38.2	254	2,245	46	
Mar 10	2,474.6	9.0	50.7	..	2,423.9	2,387.4	8.7	-28.0	-35.6	228	2,202	45	
Apr 14	2,417.7	8.8	55.0	..	2,362.7	2,336.5	8.5	-50.9	-36.6	247	2,126	44	
May 12	2,310.7	8.4	51.0	..	2,259.7	2,297.6	8.4	-38.9	-39.3	200	2,068	42	
June 9	2,225.1	8.1	46.0	..	2,179.1	2,256.4	8.2	-41.2	-43.7	197	1,987	41	
July 14	2,208.5	8.0	39.9	..	2,168.6	2,196.6	8.0	-59.8	-46.6	272	1,896	40	
Aug 11*	2,173.7	7.9	34.8	..	2,138.9	2,152.0	7.8	-44.6	-48.5	230	1,905	39	

\* The latest figures for national and regional seasonally adjusted unemployment 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.  
† National and regional unemployment rates are now 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-1987. See *Employment Gazette*, August 1988. The inclusion of trainees on work-related programmes in the base reduces the unemployment rate by some 0.1 percentage points on average.  
‡ Not included in the total are new school leavers not yet entitled to benefit. Until 1987, a special supplementary count of those registering at Careers Offices was provided in June, July and August, the three main months affected. The change in benefit regulations from September 1988 and the associated expansion of YTS will mean that most people under 18 will no longer be able to claim Income Support and the special count would therefore no longer provide an indication of those likely to claim benefit in the autumn. This count has therefore been discontinued.  
\*\* Because of a change in the compilation of the unemployment statistics [see *Employment Gazette* March/April 1986, pp 107-108], unadjusted figures from 1986 are not comparable with earlier figures. It is estimated that the change reduces the total UK count by 50,000 on average.

# UNEMPLOYMENT 2.1 UK summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE												
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED BY DURATION			
	Number	Per cent workforce†	School leavers included in unemployed	Non-claimant school leavers‡	Actual	Seasonally adjusted		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	
1984	2,197.4	13.5	65.0	..	2,132.4	2,102.1	12.9						
1985	2,251.7	13.6	62.6	..	2,189.1	2,159.0	13.0						
1986**	2,252.5	13.6	59.7	..	2,192.8	2,190.1	13.2						
1987	2,045.8	12.4	41.9	..	2,003.9	2,003.9	12.1						
1986 Aug 14	2,222.0	13.4	53.3	..	2,168.7	2,201.4	13.3	1,058.1	9.2	39.1	1,019.1	1,004.9	
Sept 11	2,251.3	13.6	80.7	..	2,170.6	2,188.8	13.2	1,081.6	9.4	60.0	1,021.6	996.9	
Oct 9	2,199.8	13.3	66.9	..	2,132.9	2,174.9	13.2	1,037.4	9.0	50.6	986.8	988.6	
Nov 13	2,200.2	13.3	55.9	..	2,144.3	2,170.9	13.1	1,016.6	8.9	42.3	974.3	979.8	
Dec 11	2,221.5	13.4	50.6	..	2,170.9	2,153.0	13.0	1,007.6	8.8	38.3	969.3	967.7	
1987 Jan 8	2,272.4	13.7	50.8	..	2,221.6	2,147.4	13.0	1,024.8	8.8	38.3	986.5	964.8	
Feb 12	2,233.9	13.5	45.5	..	2,188.4	2,122.5	12.8	991.9	8.5	34.4	957.5	944.0	
Mar 12	2,181.0	13.2	41.1	..	2,140.0	2,105.5	12.7	962.3	8.2	31.2	931.1	931.8	
Apr 9	2,158.2	13.1	37.9	..	2,120.3	2,095.3	12.7	948.9	8.1	28.7	920.2	926.1	
May 14	2,080.4	12.6	42.9	..	2,037.5	2,051.9	12.4	906.1	7.8	32.0	874.0	899.0	
June 11	2,023.0	12.2	39.8	..	1,983.2	2,033.2	12.3	882.4	7.6	29.6	852.7	889.0	
July 9	2,008.5	12.1	36.4	..	1,972.1	2,002.3	12.1	898.0	7.7	27.5	870.4	870.8	
Aug 13	1,970.3	11.9	32.1	..	1,938.2	1,970.4	11.9	895.5	7.7	24.0	871.4	855.1	
Sept 10	1,973.8	11.9	53.3	..	1,920.5	1,939.3	11.7	896.4	7.7	39.1	857.3	832.9	
Oct 8	1,903.6	11.5	47.3	..	1,856.3	1,899.5	11.5	847.8	7.3	35.9	811.9	814.1	
Nov 12	1,865.8	11.3	39.3	..	1,826.6	1,854.7	11.2	819.7	7.0	30.2	789.6	796.1	
Dec 10	1,878.7	11.4	36.0	..	1,842.7	1,825.3	11.0	817.1	7.0	27.7	789.4	788.6	

# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKFORCE†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS					
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted			Male	Female
									Number	Per cent workforce†	Change since previous month		
<b>SOUTH EAST</b>													
1984	747.5	511.0	236.5	20.1	8.4	9.7	6.5	727.3	711.8	8.0		489.8	222.1
1985	782.4	527.1	255.2	17.0	8.6	9.9	6.8	765.4	748.8	8.2		507.3	241.6
1986**	784.7	524.7	260.0	14.6	8.6	9.8	6.8	770.1	768.4	8.4		515.6	252.8
1987	680.5	460.8	219.7	9.6	7.3	8.6	5.6	671.0	670.9	7.2		455.6	215.3
1987 Aug 13	665.6	447.6	218.1	7.6	7.2	8.3	5.6	658.0	654.3	7.0	-13.7	447.1	207.2
Sept 10	653.3	440.7	212.6	10.4	7.0	8.2	5.4	642.9	639.8	6.9	-14.5	438.6	201.2
Oct 8	624.5	423.4	201.1	10.6	6.7	7.9	5.1	614.0	623.4	6.7	-16.4	427.9	195.5
Nov 12	603.1	410.3	192.8	9.1	6.5	7.6	4.9	594.0	603.9	6.5	-19.5	414.1	189.8
Dec 10	603.5	411.8	191.7	8.5	6.5	7.6	4.9	595.0	590.8	6.4	-13.1	403.7	187.1
1988 Jan 14	597.6	407.7	189.9	7.6	6.4	7.6	4.9	590.0	572.9	6.2	-17.9	389.5	183.4
Feb 11	586.9	400.0	187.0	6.9	6.3	7.4	4.8	580.0	564.2	6.1	-8.7	382.7	181.5
Mar 10	570.4	389.4	181.0	6.1	6.1	7.2	4.6	564.3	556.7	6.0	-7.5	377.7	179.0
Apr 14	549.7	374.8	174.9	6.1	5.9	7.0	4.5	543.6	538.5	5.8	-18.2	364.8	173.7
May 12	523.1	357.2	165.8	5.8	5.6	6.6	4.2	517.3	528.1	5.7	-10.4	358.6	169.5
June 9	501.6	342.6	159.0	5.3	5.4	6.4	4.1	496.3	515.1	5.5	-13.0	350.5	164.6
July 14	494.8	335.2	159.5	4.7	5.3	6.2	4.1	490.1	494.5	5.3	-20.6	337.8	156.7
Aug 11*	486.7	328.1	158.6	4.2	5.2	6.1	4.1	482.5	478.0	5.1	-16.5	328.9	149.1
<b>GREATER LONDON (Included in South East)</b>													
1984	380.6	265.4	115.2	10.2	9.0	10.5	6.8	370.4	362.1	8.6		254.2	107.9
1985	402.5	278.4	124.1	8.6	9.4	10.8	7.3	393.8	385.0	9.0		267.9	117.2
1986**	407.1	280.9	126.1	7.4	8.3	10.2	6.0	399.7	398.8	8.2		276.3	122.6
1987	363.8	254.4	109.4	5.2	8.5	10.0	6.2	358.6	358.6	8.3		251.6	107.0
1987 Aug 13	361.2	251.5	109.7	4.4	8.4	9.9	6.3	356.8	351.0	8.2	-6.3	247.8	103.2
Sept 10	355.5	248.1	107.4	5.4	8.3	9.7	6.1	350.1	344.7	8.0	-6.3	244.0	100.7
Oct 8	341.3	239.4	101.9	5.6	7.9	9.4	5.8	335.7	338.4	7.9	-6.3	239.5	98.9
Nov 12	330.7	232.6	98.2	5.1	7.7	9.1	5.6	325.6	331.0	7.7	-7.4	234.1	96.9
Dec 10	332.2	233.9	98.3	4.9	7.7	9.2	5.6	327.3	326.2	7.6	-4.8	230.4	95.8
1988 Jan 14	325.3	229.1	96.2	4.4	7.6	9.0	5.5	320.9	318.6	7.4	-7.6	224.3	94.3
Feb 11	324.3	228.1	96.2	4.1	7.5	9.0	5.5	320.1	318.0	7.4	-0.6	223.6	94.4
Mar 10	319.9	225.4	94.5	3.8	7.4	8.9	5.4	316.1	315.8	7.3	-2.2	221.9	93.9
Apr 14	311.2	219.1	92.1	3.6	7.2	8.6	5.3	307.6	306.5	7.1	-9.3	215.1	91.4
May 12	299.9	211.5	88.4	3.4	7.0	8.3	5.1	296.5	300.6	7.0	-5.9	211.1	89.5
June 9	290.8	205.0	85.8	3.2	6.8	8.0	4.9	287.6	293.1	6.8	-7.5	205.8	87.3
July 14	288.1	201.5	86.5	2.9	6.7	7.9	4.9	285.1	283.8	6.6	-9.3	199.9	83.9
Aug 11*	284.5	198.0	86.4	2.6	6.6	7.8	4.9	281.8	276.0	6.4	-7.8	195.1	80.9
<b>EAST ANGLIA</b>													
1984	77.4	52.0	25.3	2.2	8.6	9.4	7.3	75.2	73.9	8.2		50.1	23.8
1985	81.3	53.2	28.1	2.0	8.6	9.2	7.6	79.3	77.9	8.2		51.3	26.6
1986**	83.4	53.9	29.5	1.9	8.6	9.1	7.8	81.5	81.4	8.4		52.8	28.6
1987	72.5	47.4	25.1	1.2	7.1	7.8	6.2	71.3	71.4	7.0		46.8	24.5
1987 Aug 13	68.3	44.2	24.1	0.9	6.7	7.3	5.9	67.4	69.8	6.9	-1.8	46.0	23.8
Sept 10	67.2	43.4	23.8	1.4	6.6	7.1	5.8	65.8	68.1	6.7	-1.8	44.9	23.2
Oct 8	64.2	41.5	22.7	1.4	6.3	6.8	5.6	62.8	65.7	6.5	-2.4	43.2	22.5
Nov 12	62.3	40.3	22.0	1.1	6.1	6.6	5.4	61.2	62.7	6.2	-3.0	41.0	21.7
Dec 10	63.1	41.1	22.0	1.0	6.2	6.7	5.4	62.1	61.3	6.0	-1.4	39.9	21.4
1988 Jan 14	64.6	41.8	22.8	0.9	6.4	6.9	5.6	63.7	59.6	5.9	-1.7	38.3	21.3
Feb 11	63.5	41.4	22.1	0.9	6.2	6.8	5.4	62.6	58.3	5.7	-1.3	37.5	20.8
Mar 10	60.7	39.5	21.2	0.8	6.0	6.5	5.2	59.9	57.2	5.6	-1.1	36.8	20.4
Apr 14	58.3	37.8	20.5	0.9	5.7	6.2	5.0	57.4	55.4	5.5	-1.8	35.5	19.9
May 12	55.1	35.5	19.6	0.8	5.4	5.8	4.8	54.3	54.3	5.3	-1.1	34.9	19.4
June 9	50.9	32.8	18.1	0.7	5.0	5.4	4.5	50.2	52.8	5.2	-1.5	34.0	18.8
July 14	49.3	31.4	18.0	0.5	4.9	5.1	4.4	48.8	50.9	5.0	-1.9	32.8	18.1
Aug 11*	48.0	30.5	17.5	0.5	4.7	5.0	4.3	47.5	49.6	4.9	-1.3	32.1	17.5
<b>SOUTH WEST</b>													
1984	193.7	127.2	66.5	5.0	9.7	10.8	8.2	188.7	184.6	9.3		121.9	62.7
1985	204.9	132.8	72.2	4.6	10.0	11.0	8.7	200.4	196.1	9.6		127.6	68.4
1986**	205.7	131.6	74.2	4.2	10.0	10.8	8.6	201.6	201.1	9.8		129.0	72.1
1987	178.9	115.0	63.9	2.7	8.6	9.4	7.3	176.3	176.3	8.4		113.5	62.7
1987 Aug 13	168.9	107.6	61.3	1.9	8.1	8.8	7.0	167.0	172.7	8.3	-3.2	111.3	61.4
Sept 10	168.2	107.4	60.8	3.1	8.1	8.8	7.0	165.2	167.7	8.0	-5.0	108.6	59.1
Oct 8	163.3	104.6	58.7	3.0	7.8	8.6	6.7	160.3	162.9	7.8	-4.8	105.7	57.2
Nov 12	162.8	104.2	58.6	2.5	7.8	8.6	6.7	160.3	158.8	7.6	-4.1	102.8	56.0
Dec 10	165.2	106.4	58.8	2.3	7.9	8.7	6.8	162.8	156.7	7.5	-2.1	101.2	55.5
1988 Jan 14	167.6	107.7	59.9	2.2	8.0	8.8	6.9	165.5	154.2	7.4	-2.5	99.0	55.2
Feb 11	163.3	104.8	58.5	2.0	7.8	8.6	6.7	161.3	151.8	7.3	-2.4	97.2	54.6
Mar 10	156.0	100.1	55.8	1.8	7.5	8.2	6.4	154.2	148.8	7.1	-3.0	95.2	53.6
Apr 14	148.9	95.8	53.1	1.9	7.1	7.9	6.1	147.1	145.3	7.0	-3.5	92.6	52.7
May 12	139.7	89.9	49.8	1.7	6.7	7.4	5.7	138.0	142.8	6.8	-2.5	91.1	51.7
June 9	130.9	84.4	46.5	1.5	6.3	6.9	5.3	129.4	140.6	6.7	-2.2	90.0	50.6
July 14	129.0	82.5	46.5	1.2	6.2	6.8	5.3	127.8	135.6	6.5	-5.0	87.1	48.5
Aug 11*	127.6	81.2	46.4	1.1	6.1	6.7	5.3	126.5	132.1	6.3	-3.5	85.2	46.9

See footnotes to table 2.1.

# UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKFORCE†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS					
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted			Male	Female
									Number	Per cent workforce†	Change since previous month		
<b>WEST MIDLANDS</b>													
1984	345.4	243.0	102.4	12.8	13.6	15.6	10.5	332.6	329.3	13.0		233.9	95.3
1985	349.7	243.1	106.6	12.1	13.6	15.5	10.6	337.6	334.1	13.0		234.5	99.6
1986**	346.7	238.6	108.0	11.7	13.3	15.2	10.4	334.9	334.6	12.8		232.1	102.5
1987	305.9	211.1	94.8	7.7	11.6	13.3	9.0	297.6	297.6	11.3		206.7	90.9
1987 Aug 13	297.6	204.2	93.5	6.4	11.3	12.9	8.9	291.2	290.7	11.0	-5.7	202.1	88.6
Sept 10	299.3	204.3	95.0	10.2	11.4	12.9	9.0	289.2	284.2	10.8	-6.5	198.0	86.2
Oct 8	285.6	195.9	89.7	9.5	10.8	12.4	8.5	276.1	278.4	10.6	-5.8	193.8	84.6
Nov 12	275.5	189.4	86.0	8.1	10.5	12.0	8.2	267.4	272.0	10.3	-6.4	188.7	83.3
Dec 10	275.3	189.6	85.6	7.4	10.4	12.0	8.1	267.9	268.5	10.2	-3.5	185.8	82.7
1988 Jan 14	276.0	189.8	86.2	6.7	10.5	12.0	8.2	269.3	262.5	10.0	-6.0	180.7	81.8
Feb 11	269.4	185.1	84.3	6.2	10.2	11.7	8.0	263.3	258.1	9.8	-		



## 2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status\* and in travel-to-work areas\* at August 11, 1988

	Unemployment in regions by assisted area status*				Unemployment in travel-to-work areas*				
	Male	Female	All	Rate † per cent employees and unemployed	Male	Female	All	Rate † per cent employees and unemployed	
Newark	1,421	794	2,215	9.3	Wolverhampton	13,415	5,563	18,978	13.4
Newbury	706	460	1,166	3.3	Woodbridge and Leiston	469	299	768	4.3
Newcastle upon Tyne	35,594	13,297	48,891	12.9	Worcester	2,548	1,470	4,018	6.4
Newmarket	647	543	1,190	4.6	Workington	2,159	1,187	3,346	12.2
Newquay	552	294	846	9.5	Worksop	2,272	895	3,167	12.5
Newton Abbot	1,038	658	1,696	7.4	Worthing	1,909	1,053	2,962	4.0
Northallerton	435	319	754	4.7	Yeovil	1,261	1,007	2,268	5.5
Northampton	3,368	2,038	5,406	4.9	York	4,375	2,419	6,794	8.0
Northwich	2,709	1,520	4,229	9.2					
Norwich	5,805	3,004	8,809	6.2					
Nottingham	23,963	9,638	33,601	10.0	<b>Wales</b>				
Oldham	216	151	367	7.8	Aberdare	2,355	847	3,202	19.0
Oldham	5,858	2,894	8,752	11.6	Aberystwyth	688	417	1,105	9.5
Oswestry	660	399	1,059	7.5	Bangor and Caernarfon	2,668	1,058	3,726	14.4
Oxford	4,071	2,218	6,289	3.5	Blenau Gwent and Abergavenn	3,710	1,288	4,998	15.1
					Brecon	331	188	519	7.3
Pendle	1,964	1,096	3,060	10.2	Bridgend	4,289	1,803	6,092	12.1
Penrith	413	318	731	5.1	Cardiff	14,965	5,626	20,591	10.5
Penzance and St. Ives	1,629	760	2,389	14.0	Cardigan	848	415	1,263	19.4
Peterborough	4,544	2,321	6,865	7.0	Carmarthen	980	480	1,460	8.2
Pickering and Helmsley	196	130	326	5.3	Conwy and Colwyn	2,147	1,106	3,253	11.0
Plymouth	9,573	4,986	14,559	11.1	Denbigh	570	338	908	8.8
Poole	1,945	1,004	2,949	4.9	Dolgellau and Barmouth	282	131	413	8.9
Portsmouth	7,715	3,759	11,474	7.4	Fishguard	335	157	492	17.3
Preston	8,326	4,219	12,545	8.5	Haverfordwest	1,890	885	2,775	15.1
Reading	3,240	1,532	4,772	3.1	Holyhead	2,036	991	3,027	18.1
Redruth and Camborne	2,045	944	2,989	15.3	Lampeter and Aberaeron	555	257	812	14.5
Retford	1,381	754	2,135	9.9	Llandeilo	224	141	365	11.4
Richmondshire	516	455	971	8.1	Llandrindod Wells	370	295	665	8.6
Ripon	304	243	547	5.6	Llanelli	2,902	1,361	4,263	13.8
Rochdale	5,046	2,449	7,495	11.8	Machynlleth	201	116	317	9.1
Rotherham and Mexborough	13,354	4,871	18,225	17.6	Merthyr and Rhymney	5,677	1,774	7,451	15.2
Rugby and Daventry	1,810	1,455	3,265	6.3	Monmouth	252	158	410	11.9
Salisbury	1,176	831	2,007	4.8	Neath and Port Talbot	3,554	1,341	4,895	12.1
Scarborough and Filey	1,831	827	2,658	8.5	Newport	5,955	2,745	8,700	10.9
Scunthorpe	3,966	1,985	5,951	11.1	Newtown	437	268	705	8.3
Settle	150	151	301	5.3	Pontypool and Cwmbran	2,879	1,383	4,262	11.6
Shaftesbury	417	311	728	4.8	Pontypridd and Rhondda	6,115	2,070	8,185	13.9
Sheffield	25,260	10,894	36,154	12.7	Porthmadoc and Ffestiniog	349	170	519	8.1
Shrewsbury	1,801	1,115	2,916	6.3	Pwllheli	427	217	644	13.7
Sittingbourne and Sheerness	2,077	1,243	3,320	8.3	Shotton, Flint and Rhyl	5,343	2,503	7,846	11.6
Skegness	928	298	1,226	10.7	South Pembrokeshire	1,405	529	1,934	16.5
Skipton	376	238	614	5.3	Swansea	9,196	3,404	12,600	13.2
Sleaford	459	326	785	6.9	Welsphool	317	258	575	7.8
Slough	3,955	2,093	6,048	3.5	Wrexham	3,395	1,740	5,135	11.1
South Molton	168	111	279	8.0					
South Tyneside	8,341	2,905	11,246	19.5	<b>Scotland</b>				
Southampton	8,244	3,814	12,058	6.5	Aberdeen	6,420	3,467	9,887	5.8
Southend	11,239	6,186	17,425	6.9	Alloa	1,909	849	2,758	17.0
Spalding and Holbeach	803	613	1,416	5.9	Annan	513	351	864	10.3
St. Austell	1,320	758	2,078	9.7	Arbroath	932	541	1,473	17.7
					Ayr	3,468	1,693	5,161	12.2
Stafford	2,559	1,661	4,220	6.1	Badenoch	238	128	366	10.3
Stamford	539	429	968	5.6	Banff	533	314	847	9.6
Stockton-on-Tees	7,839	3,041	10,880	14.0	Bathgate	4,657	2,087	6,744	13.8
Stoke	10,384	5,540	15,924	7.5	Berwickshire	329	223	552	11.0
Stroud	1,246	881	2,127	5.9	Blairgowrie and Pitlochry	639	327	966	9.3
Sudbury	544	379	923	5.9	Brechin and Montrose	737	527	1,264	10.2
Sunderland	21,498	7,320	28,818	16.6	Buckie	268	220	488	11.8
Swindon	3,371	2,080	5,451	5.6	Campbeltown	394	193	587	15.3
Taunton	1,605	953	2,558	6.2	Crieff	219	118	337	9.8
Telford and Bridgnorth	4,769	2,484	7,253	11.1	Cumnock and Sanquhar	2,758	1,012	3,770	25.2
Thanet	3,306	1,539	4,845	11.8	Dumbarton	2,935	1,717	4,652	17.0
Thetford	810	583	1,393	5.5	Dumfries	1,334	730	2,064	8.6
Thirsk	213	138	351	8.6	Dundee	8,676	3,951	12,627	13.2
Tiverton	400	284	684	6.4	Dunfermline	4,459	2,120	6,579	12.6
Torbay	3,082	1,478	4,560	11.1	Dunoon and Bute	787	401	1,188	15.3
Torrington	229	177	406	9.0	Edinburgh	20,439	8,630	29,069	9.8
Totnes	343	262	605	7.9	Elgin	919	678	1,597	10.1
Trowbridge and Frome	1,416	1,039	2,455	5.3	Falkirk	4,890	2,668	7,558	12.6
Truro	1,106	644	1,750	7.7	Forfar	576	351	927	9.2
Tunbridge Wells	1,526	891	2,417	2.7	Forres	330	263	593	19.4
Utttoxeter and Ashbourne	335	258	593	4.7	Fraserburgh	411	226	637	9.1
Wakefield and Dewsbury	9,202	3,641	12,843	11.3	Galashiels	580	300	880	5.8
Walsall	12,061	5,170	17,231	11.0	Girvan	396	240	636	20.4
Wareham and Swanage	281	149	430	4.4	Glasgow	67,341	26,438	93,779	15.0
Warminster	216	214	430	6.6	Greenock	6,231	2,180	8,411	18.1
Warrington	4,320	2,248	6,568	9.0	Haddington	758	409	1,167	8.5
Warwick	2,646	1,838	4,484	5.4	Hawick	353	149	502	6.2
Watford and Luton	10,330	5,324	15,654	4.7	Huntly	186	117	303	8.0
Wellingborough and Rushden	1,637	1,077	2,714	6.0	Invergordon and Dingwall	1,350	634	1,984	14.7
Wells	797	599	1,396	6.0	Inverness	2,703	1,203	3,906	9.4
Weston-super-Mare	2,193	1,359	3,552	9.1	Inverness	6,402	2,717	9,119	19.1
Whitby	658	277	935	13.2	Islay/Mid Argyll	304	187	491	11.7
Whitchurch and Market Drayton	764	479	1,243	8.5	Keith	310	176	486	10.9
Whitehaven	1,919	974	2,893	8.8	Kelso and Jedburgh	222	117	339	6.5
Widnes and Runcorn	5,804	2,443	8,247	15.0	Kilmarnock	3,123	1,373	4,496	14.7
Wigan and St. Helens	18,080	7,910	25,990	14.6	Kirkcaldy	6,705	3,109	9,814	15.3
Winchester and Eastleigh	1,304	760	2,064	2.5	Lanarkshire	17,837	7,364	25,201	16.0
Widmerere	145	99	244	3.4	Lochaber	670	308	978	11.6
Wirral and Chester	20,063	8,229	28,292	14.4	Lockerbie	241	133	374	9.4
Wisbech	1,122	565	1,687	8.8	Newton Stewart	341	183	524	15.8

## UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status\* and in travel-to-work areas\* at August 11, 1988

	Unemployment in regions by assisted area status*				Unemployment in travel-to-work areas*				
	Male	Female	All	Rate † per cent employees and unemployed	Male	Female	All	Rate † per cent employees and unemployed	
North East Fife	938	673	1,611	9.6	<b>Northern Ireland</b>				
Oban	414	252	666	8.1	Ballymena	2,172	1,055	3,227	13.0
Orkney Islands	495	242	737	10.9	Belfast	40,401	17,446	57,847	16.6
Peebles	259	145	404	8.9	Coleraine	5,050	1,784	6,834	21.3
Perth	1,744	876	2,620	9.1	Cookstown	1,807	702	2,509	30.2
					Craigavon	7,163	3,308	10,471	17.2
Peterhead	774	470	1,244	10.3	Dungannon	2,798	1,090	3,888	26.4
Shetland Islands	351	264	615	6.3	Enniskillen	2,914	1,083	3,997	22.1
Skye and Wester Ross	528	241	769	14.8	Londonderry	9,388	2,563	11,951	26.2
Stewartry	415	347	762	9.8	Magherafelt	1,912	796	2,708	26.0
Stirling	2,319	1,175	3,494	10.5	Newry	5,241	1,929	7,170	27.8
Stranraer	733	401	1,134	16.0	Omagh	2,428	995	3,423	21.0
Sutherland	408	161	569	13.4	Strabane	2,798	678	3,476	30.8
Thurso	430	246	676	9.7					
Western Isles	1,615	500	2,						

# 2.7 UNEMPLOYMENT Age

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
<b>Thousand</b>									
<b>MALE AND FEMALE</b>									
1987 July	116.3	247.6	611.5	711.8	458.2	413.5	280.4	67.1	2,906.5
Oct	134.8	239.6	544.2	667.7	431.4	397.0	275.2	61.4	2,751.4
1988 Jan	119.4	229.6	544.3	673.3	434.8	392.8	270.6	57.4	2,722.2
Apr	106.0	202.0	495.7	633.1	411.5	375.5	260.0	52.2	2,536.0
July	81.4	183.3	480.0	574.6	372.8	346.1	241.3	47.1	2,326.7
<b>Per cent</b>									
Proportion of number unemployed									
1987 July	4.0	8.5	21.0	24.5	15.8	14.2	9.6	2.3	100.0
Oct	4.9	8.7	19.8	24.3	15.7	14.4	10.0	2.2	100.0
1988 Jan	4.4	8.4	20.0	24.7	16.0	14.4	9.9	2.1	100.0
Apr	4.2	8.0	19.5	25.0	16.2	14.8	10.3	2.1	100.0
July	3.5	7.9	20.6	24.7	16.0	14.9	10.4	2.0	100.0
<b>Thousand</b>									
<b>MALE</b>									
1987 July	66.6	145.8	390.8	491.2	342.2	297.0	209.1	65.8	2,008.5
Oct	76.8	139.5	351.8	462.7	322.6	284.7	205.2	60.3	1,903.6
1988 Jan	67.1	135.4	354.7	470.0	325.9	281.6	201.8	56.5	1,892.7
Apr	59.8	119.6	324.4	441.5	307.9	268.1	193.2	51.1	1,765.7
July	46.0	108.1	307.6	398.9	275.9	245.3	178.4	46.1	1,606.3
<b>Per cent</b>									
Proportion of number unemployed									
1987 July	3.3	7.3	19.5	24.5	17.0	14.8	10.4	3.3	100.0
Oct	4.0	7.3	18.5	24.3	16.9	15.0	10.8	3.2	100.0
1988 Jan	3.5	7.2	18.7	24.8	17.2	14.9	10.7	3.0	100.0
Apr	3.4	6.8	18.4	25.0	17.4	15.2	10.9	2.9	100.0
July	2.9	6.7	19.2	24.8	17.2	15.3	11.1	2.9	100.0
<b>Thousand</b>									
<b>FEMALE</b>									
1987 July	49.7	101.7	220.7	220.6	116.1	116.5	71.3	1.4	898.0
Oct	58.1	100.1	192.4	205.0	108.8	112.3	70.0	1.1	847.8
1988 Jan	52.4	94.3	189.6	203.3	108.9	111.2	68.9	0.9	829.5
Apr	46.2	82.4	171.3	191.6	103.6	107.3	66.7	1.1	770.3
July	35.4	75.3	172.4	175.8	96.9	100.8	62.9	1.0	720.4
<b>Per cent</b>									
Proportion of number unemployed									
1987 July	5.5	11.3	24.6	24.6	12.9	13.0	7.9	0.2	100.0
Oct	6.9	11.8	22.7	24.2	12.8	13.2	8.3	0.1	100.0
1988 Jan	6.3	11.4	22.9	24.5	13.1	13.4	8.3	0.1	100.0
Apr	6.0	10.7	22.2	24.9	13.5	13.9	8.7	0.1	100.0
July	4.9	10.4	23.9	24.4	13.4	14.0	8.7	0.1	100.0

# 2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
<b>Thousand</b>								
<b>MALE AND FEMALE</b>								
1987 July	203.2	135.0	188.8	191.1	405.7	544.4	1,238.3	2,906.5
Oct	170.4	141.8	251.6	202.0	370.2	443.1	1,172.2	2,751.4
1988 Jan	178.9	91.3	209.4	235.3	460.1	446.5	1,100.6	2,722.2
Apr	136.0	120.5	183.0	197.0	386.7	483.6	1,029.2	2,536.0
July	162.3	121.4	162.1	153.5	345.6	433.5	948.2	2,326.7
<b>Per cent</b>								
Proportion of number unemployed								
1987 July	7.0	4.6	6.5	6.6	14.0	18.7	42.6	100.0
Oct	6.2	5.2	9.1	7.3	13.5	16.1	42.6	100.0
1988 Jan	6.6	3.4	7.7	8.6	16.9	16.4	40.4	100.0
Apr	5.4	4.8	7.2	7.8	15.2	19.1	40.6	100.0
July	7.0	5.2	7.0	6.6	14.9	18.6	40.8	100.0
<b>Thousand</b>								
<b>MALE</b>								
1987 July	122.0	84.6	120.8	122.0	263.2	349.0	946.8	2,008.5
Oct	109.2	88.8	156.7	129.0	235.0	289.6	895.4	1,903.6
1988 Jan	108.6	58.6	140.2	155.0	295.6	288.3	846.3	1,892.7
Apr	87.2	80.0	119.5	125.9	250.2	310.6	792.2	1,765.7
July	97.9	75.4	104.6	99.5	221.5	278.0	729.3	1,606.3
<b>Per cent</b>								
Proportion of number unemployed								
1987 July	6.1	4.2	6.0	6.1	13.1	17.4	47.1	100.0
Oct	5.7	4.7	8.2	6.8	12.3	15.2	47.0	100.0
1988 Jan	5.7	3.1	7.4	8.2	15.6	15.2	44.7	100.0
Apr	4.9	4.5	6.8	7.1	14.2	17.6	44.9	100.0
July	6.1	4.7	6.5	6.2	13.8	17.3	45.4	100.0
<b>Thousand</b>								
<b>FEMALE</b>								
1987 July	81.1	50.4	68.0	69.1	142.4	195.4	291.4	898.0
Oct	61.2	53.1	94.9	72.9	135.2	153.6	276.9	847.8
1988 Jan	70.3	32.7	69.2	80.3	164.5	158.2	254.3	829.5
Apr	48.7	40.5	63.5	71.0	136.5	173.0	237.0	770.3
July	64.4	45.9	57.5	54.0	124.1	155.5	218.9	720.4
<b>Per cent</b>								
Proportion of number unemployed								
1987 July	9.0	5.6	7.6	7.7	15.9	21.8	32.4	100.0
Oct	7.2	6.3	11.2	8.6	15.9	18.1	32.7	100.0
1988 Jan	8.5	3.9	8.3	9.7	19.8	19.1	30.7	100.0
Apr	6.3	5.3	8.2	9.2	17.7	22.5	30.8	100.0
July	8.9	6.4	8.0	7.5	17.2	21.6	30.4	100.0

# UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts at August 11, 1988

	Male	Female	All	Rate		Male	Female	All	Rate
<b>SOUTH EAST</b>									
<b>Bedfordshire</b>	8,205	4,257	12,482	5.2	<b>West Sussex</b>	5,254	3,041	8,295	2.9
Luton	4,364	1,831	6,195		Adur	553	364	917	
Mid Bedfordshire	775	628	1,403		Arun	1,154	619	1,773	
North Bedfordshire	1,931	1,064	2,995		Chichester	675	432	1,107	
South Bedfordshire	1,135	734	1,869		Crawley	679	370	1,049	
					Horsham	557	324	881	
<b>Berkshire</b>	7,414	3,812	11,226	3.3	Mid Sussex	683	416	1,099	
Bracknell	858	540	1,398		Worthing	953	516	1,469	
Newbury	902	583	1,485						
Reading	2,198	800	2,998		<b>Greater London</b>	198,039	86,425	284,464	7.4
Slough	1,699	845	2,544		Barking and Dagenham	3,298	1,478	4,776	
Windsor and Maidenhead	1,063	535	1,598		Barnet	4,817	2,554	7,371	
Wokingham	694	509	1,203		Bexley	3,320	1,972	5,292	
					Brent	9,084	4,014	13,098	
<b>Buckinghamshire</b>	5,985	3,466	9,451	3.6	Bromley	4,010	2,097	6,107	
Aylesbury Vale	1,030	721	1,751		Camden	7,944	3,467	11,411	
Chiltern	528	342	870		City of London	66	22	88	
Milton Keynes	2,592	1,421	4,013		City of Westminster	6,018	2,472	8,490	
South Buckinghamshire	469	258	727		Croydon	5,721	2,814	8,535	
Wycombe	1,366	724	2,090		Ealing	6,783	3,395	10,178	
					Enfield	5,096	2,548	7,644	
<b>East Sussex</b>	11,032	5,924	16,956	6.2	Greenwich	7,360	3,358	10,718	
Brighton	4,485	2,147	6,632		Hackney	11,761	4,413	16,174	
Eastbourne	1,119	585	1,704		Hammersmith and Fulham	6,407	2,677	9,084	
Hastings	1,457	707	2,164		Haringey	9,440	4,131	13,571	
Hove	1,714	953	2,667		Harrow	2,999	1,623	4,622	
Lewes	845	453	1,298		Havering	3,119	1,774	4,893	
Rother	700	412	1,112		Hillingdon	2,730	1,511	4,241	
Wealden	712	512	1,224		Hounslow	3,703	2,025	5,728	
					Islington	9,032	3,760	12,792	
<b>Essex</b>	20,951	12,305	33,256	6.1	Kensington and Chelsea	4,345	1,998	6,343	
Basilston	2,880	1,744	4,624		Kingston-upon-Thames	1,509	813	2,322	
Braintree	1,062	788	1,850		Lambeth	13,744	5,335	19,079	
Brentwood	646	325	971		Lewisham	9,784	3,989	13,773	
Castle Point	1,018	612	1,630		Merton	2,683	1,266	3,949	
Chelmsford	1,289	983	2,272		Newham	9,154	3,451	12,605	
Colchester	2,022	1,319	3,341		Redbridge	4,004	2,104	6,108	
Epping Forest	1,356	823	2,179		Richmond-upon-Thames	1,965	1,146	3,111	
Harlow	1,323	752	2,075		Southwark	12,008	4,330	16,338	
Maldon	473	329	802		Sutton	1,884	964	2,848	
Rochford	716	413	1,129		Tower Hamlets	10,268	2,903	13,171	
Southend-on-Sea	3,038	1,371	4,409		Waltham Forest	6,520	2,723	9,243	
Tendring	2,122	1,092	3,214		Wandsworth	7,563	3,298	10,861	
Thurrock	2,628	1,485	4,113						
Utlesford	378	269	647						
					<b>EAST ANGLIA</b>				
<b>Hampshire</b>	22,763	12,171	34,934	5.4	<b>Cambridgeshire</b>	8,817	5,070	13,887	4.7
Basingstoke and Deane	1,068	612	1,680		Cambridge	1,507	765	2,272	
East Hampshire	729	564	1,293		East Cambridgeshire				

# 2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at August 11, 1988

	Male	Female	All	Rate		Male	Female	All	Rate	
				per cent employees and unemployed					per cent employees and unemployed	
<b>Gloucestershire</b>	<b>7,730</b>	<b>4,719</b>	<b>12,449</b>	<b>5.8</b>	<b>Nottinghamshire</b>	<b>33,961</b>	<b>13,456</b>	<b>47,417</b>	<b>10.2</b>	
Cheltenham	1,792	850	2,642		Ashfield	3,892	1,223	5,115		
Cotswold	514	413	927		Bassettlaw	3,365	1,578	4,943		
Forest of Dean	1,120	852	1,972		Broxtove	2,166	1,097	3,263		
Gloucester	2,083	1,013	3,096		Gedling	2,401	1,185	3,586		
Stroud	1,270	924	2,194		Mansfield	4,047	1,386	5,433		
Tewkesbury	951	667	1,618		Newark	2,745	1,261	4,006		
<b>Somerset</b>	<b>6,347</b>	<b>4,360</b>	<b>10,707</b>	<b>6.4</b>	Nottingham	13,629	4,724	18,353		
Mendip	1,144	851	1,995		Rushcliffe	1,696	1,002	2,698		
Sedgemoor	1,614	1,069	2,683							
Taunton Deane	1,533	910	2,443		<b>YORKSHIRE AND HUMBERSIDE</b>					
West Somerset	519	297	816		<b>Humberside</b>	<b>27,980</b>	<b>12,382</b>	<b>40,362</b>	<b>11.4</b>	
Yeovil	1,537	1,233	2,770		Beverley	1,634	1,103	2,737		
<b>Wiltshire</b>	<b>6,956</b>	<b>4,848</b>	<b>11,804</b>	<b>5.3</b>	Boothferry	1,396	776	2,172		
Kennet	587	471	1,058		Cleethorpes	2,100	996	3,096		
North Wiltshire	1,167	966	2,133		East Yorkshire	1,504	846	2,350		
Salisbury	1,147	791	1,938		Glanford	1,295	879	2,174		
Thamesdown	2,824	1,651	4,475		Great Grimsby	4,036	1,518	5,554		
West Wiltshire	1,231	969	2,200		Holderness	832	602	1,434		
<b>WEST MIDLANDS</b>					Kingston-upon-Hull	12,741	4,709	17,450		
<b>Hereford and Worcester</b>	<b>11,700</b>	<b>7,270</b>	<b>18,970</b>	<b>7.4</b>	Scunthorpe	2,442	953	3,395		
Bromsgrove	1,774	1,073	2,847		<b>North Yorkshire</b>	<b>11,862</b>	<b>6,894</b>	<b>18,756</b>	<b>7.1</b>	
Hereford	1,069	693	1,762		Craven	597	432	1,029		
Leominster	506	323	829		Hambleton	1,055	721	1,776		
Malvern Hills	1,202	692	1,894		Harrogate	1,705	1,062	2,767		
Redditch	1,612	1,015	2,627		Richmondshire	527	462	989		
South Herefordshire	684	438	1,122		Ryedale	976	656	1,632		
Worcester	1,780	912	2,692		Scarborough	2,466	1,098	3,564		
Wychavon	1,189	941	2,130		Selby	1,471	1,047	2,518		
Wyre Forest	1,884	1,183	3,067		York	3,065	1,416	4,481		
<b>Shropshire</b>	<b>8,402</b>	<b>4,755</b>	<b>13,157</b>	<b>8.8</b>	<b>South Yorkshire</b>	<b>57,559</b>	<b>22,895</b>	<b>80,454</b>	<b>14.5</b>	
Bridgnorth	711	544	1,255		Barnsley	10,456	3,565	14,021		
North Shropshire	839	570	1,409		Doncaster	12,762	5,178	17,940		
Oswestry	584	320	904		Rotherham	11,015	4,325	15,340		
Shrewsbury and Atcham	1,637	1,003	2,640		Sheffield	23,326	9,827	33,153		
South Shropshire	504	317	821		<b>West Yorkshire</b>	<b>61,529</b>	<b>27,066</b>	<b>88,595</b>	<b>9.7</b>	
The Wrekin	4,127	2,001	6,128		Bradford	15,417	6,317	21,734		
<b>Staffordshire</b>	<b>22,460</b>	<b>12,743</b>	<b>35,203</b>	<b>8.2</b>	Calderdale	4,435	2,396	6,831		
Cannock Chase	2,342	1,350	3,692		Kirkstiles	9,267	4,663	13,930		
East Staffordshire	2,008	1,184	3,192		Leeds	21,164	9,299	30,463		
Lichfield	1,547	1,024	2,571		Wakefield	11,246	4,391	15,637		
Newcastle-under-Lyme	2,586	1,463	4,049		<b>NORTH WEST</b>					
South Staffordshire	2,286	1,367	3,653		<b>Cheshire</b>	<b>23,768</b>	<b>12,091</b>	<b>35,859</b>	<b>9.5</b>	
Stafford	1,934	1,267	3,201		Chester	3,336	1,604	4,940		
Staffordshire Moorlands	1,169	947	2,116		Congleton	1,029	792	1,821		
Stoke-on-Trent	6,654	3,110	9,764		Crewe and Nantwich	2,266	1,308	3,574		
Tamworth	1,934	1,031	2,965		Ellesmere Port and Neston	2,664	1,166	3,830		
<b>Warwickshire</b>	<b>8,667</b>	<b>5,664</b>	<b>14,331</b>	<b>7.0</b>	Halton	5,536	2,248	7,784		
North Warwickshire	1,132	790	1,922		Macclesfield	2,082	1,240	3,322		
Nuneaton and Bedworth	3,043	1,650	4,693		Vale Royal	2,535	1,485	4,020		
Rugby	1,408	1,047	2,455		Warrington	4,320	2,248	6,568		
Stratford-on-Avon	1,032	812	1,844		<b>Lancashire</b>	<b>36,942</b>	<b>17,285</b>	<b>54,227</b>	<b>10.1</b>	
Warwick	2,052	1,365	3,417		Blackburn	4,809	1,802	6,611		
<b>West Midlands</b>	<b>106,740</b>	<b>44,561</b>	<b>151,301</b>	<b>11.5</b>	Blackpool	5,214	1,948	7,162		
Birmingham	47,868	18,519	66,387		Burnley	2,819	1,200	4,019		
Coventry	11,676	5,511	17,187		Chorley	1,716	1,153	2,869		
Dudley	8,648	4,371	13,019		Fylde	1,104	568	1,672		
Sandwell	12,541	5,172	17,713		Hyndburn	1,872	1,012	2,884		
Solihull	4,744	2,674	7,418		Lancaster	3,852	1,776	5,628		
Walsall	9,328	3,614	12,942		Pendle	1,964	1,096	3,060		
Wolverhampton	11,935	4,700	16,635		Preston	4,599	1,766	6,365		
<b>EAST MIDLANDS</b>					Ribble Valley	459	409	868		
<b>Derbyshire</b>	<b>26,436</b>	<b>11,732</b>	<b>38,168</b>	<b>9.8</b>	Rossendale	1,272	747	2,019		
Amber Valley	2,572	1,215	3,787		South Ribble	1,803	1,147	2,950		
Bolsover	2,597	956	3,553		West Lancashire	3,446	1,652	5,098		
Chesterfield	3,886	1,493	5,379		Wyre	2,013	1,009	3,022		
Derby	7,910	3,123	11,033		<b>Greater Manchester</b>	<b>90,554</b>	<b>39,068</b>	<b>129,622</b>	<b>11.5</b>	
Erewash	2,429	1,122	3,551		Bolton	9,056	3,890	12,946		
High Peak	1,573	1,018	2,591		Bury	3,874	2,129	6,003		
North East Derbyshire	3,164	1,481	4,645		Manchester	25,988	9,125	35,113		
South Derbyshire	1,377	695	2,072		Oldham	6,454	3,190	9,644		
West Derbyshire	928	629	1,557		Rochdale	6,643	3,216	9,859		
<b>Leicestershire</b>	<b>16,763</b>	<b>8,525</b>	<b>25,288</b>	<b>6.3</b>	Salford	9,845	3,530	13,375		
Blaby	766	564	1,330		Stockport	5,927	3,226	9,153		
Charnwood	1,907	1,269	3,176		Tameside	6,485	3,081	9,566		
Harborough	467	381	848		Trafford	5,577	2,514	8,091		
Hinckley and Bosworth	1,103	761	1,864		Wigan	10,705	5,167	15,872		
Leicester	9,474	3,771	13,245		<b>Merseyside</b>	<b>77,194</b>	<b>28,771</b>	<b>105,965</b>	<b>17.1</b>	
Melton	497	444	941		Knowsley	10,701	3,623	14,324		
North West Leicestershire	1,705	694	2,399		Liverpool	33,460	11,928	45,388		
Oadby and Wigston	525	354	879		Sefton	11,232	4,796	16,028		
Rutland	319	287	606		St Helens	7,688	2,926	10,614		
<b>Lincolnshire</b>	<b>12,209</b>	<b>6,634</b>	<b>18,843</b>	<b>8.7</b>	Wirral	14,113	5,498	19,611		
Boston	1,105	606	1,711		<b>NORTH</b>					
East Lindsey	2,642	1,193	3,835		<b>Cleveland</b>	<b>28,737</b>	<b>9,987</b>	<b>38,724</b>	<b>16.2</b>	
Lincoln	3,276	1,373	4,649		Hartlepool	4,979	1,699	6,678		
North Kesteven	1,188	846	2,034		Langbaurgh	7,088	2,474	9,562		
South Holland	837	644	1,481		Middlesbrough	8,831	2,773	11,604		
South Kesteven	1,592	1,078	2,670		Stockton-on-Tees	7,839	3,041	10,880		
West Lindsey	1,569	894	2,463		<b>Cumbria</b>	<b>10,097</b>	<b>5,967</b>	<b>16,064</b>	<b>7.9</b>	
<b>Northamptonshire</b>	<b>7,937</b>	<b>5,252</b>	<b>13,189</b>	<b>5.6</b>	Allerdale	2,405	1,365	3,770		
Corby	1,175	750	1,925		Barrow-in-Furness	1,852	1,126	2,978		
Daventry	596	619	1,215		Carlisle	2,329	1,363	3,692		
East Northamptonshire	558	465	1,023		Copeland	2,033	1,013	3,046		
Kettering	958	650	1,608		Eden	500	387	887		
Northampton	3,080	1,734	4,814		South Lakeland	978	713	1,691		
Northamptonshire	389	250	639							
Wellingborough	1,181	684	1,865							

# UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at August 11, 1988

	Male	Female	All	Rate		Male	Female	All	Rate	
				per cent employees and unemployed					per cent employees and unemployed	
<b>Durham</b>	<b>21,268</b>	<b>8,469</b>	<b>29,737</b>	<b>13.2</b>	<b>Dumfries and Galloway region</b>	<b>3,851</b>	<b>2,265</b>	<b>6,116</b>	<b>10.8</b>	
Chester-le-Street	1,725	748	2,473		Annandale and Eskdale	754	484	1,238		
Darlington	3,455	1,492	4,947		Nithsdale	1,608	850	2,458		
Derwentside	3,821	1,316	5,137		Stewartry	415	347	762		
Durham	2,444	1,111	3,555		Wigtown	1,074	584	1,658		
Easington	4,060	1,283	5,343		<b>Fife region</b>	<b>12,239</b>	<b>6,014</b>	<b>18,253</b>	<b>13.6</b>	
Sedgefield	2,959	1,263	4,222		Dunfermline	4,389	2,070	6,459		
Teesdale	444	307	751		Kirkcaldy	6,628	3,063	9,691		
Wear Valley	2,360	949	3,309		North East Fife	1,222	881	2,103		
<b>Northumberland</b>	<b>8,776</b>	<b>3,739</b>	<b>12,515</b>	<b>11.4</b>	<b>Grampian region</b>					

# 2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at August 11, 1988

	Male	Female	All		Male	Female	All				
<b>SOUTH EAST</b>											
<b>Bedfordshire</b>											
Luton South	2,926	1,132	4,058	Epsom and Ewell	736	335	1,071				
Mid Bedfordshire	855	681	1,536	Esher	497	277	774				
North Bedfordshire	1,653	862	2,515	Guildford	700	308	1,008				
North Luton	1,689	869	2,558	Mole Valley	550	246	796				
South West Bedfordshire	1,082	713	1,795	North West Surrey	638	420	1,058				
<b>Berkshire</b>											
East Berkshire	1,047	619	1,666	Reigate	625	302	927				
Newbury	759	498	1,257	South West Surrey	562	242	804				
Reading East	1,389	519	1,908	Spelthorne	709	412	1,121				
Reading West	1,061	435	1,496	Woking	807	406	1,213				
Slough	1,699	845	2,544	<b>West Sussex</b>							
Windsor and Maidenhead	874	456	1,330	Arundel	962	526	1,488				
Wokingham	585	440	1,025	Chichester	675	432	1,107				
<b>Buckinghamshire</b>											
Aylesbury	743	505	1,248	Crawley	772	435	1,207				
Beaconsfield	614	337	951	Horsham	557	324	881				
Buckingham	872	503	1,375	Mid Sussex	590	351	941				
Chesham and Amersham	537	331	868	Shoreham	745	457	1,202				
Milton Keynes	2,172	1,251	3,423	Worthing	953	516	1,469				
Wycombe	1,047	539	1,586	<b>Greater London</b>							
<b>East Sussex</b>											
Bexhill and Battle	663	394	1,057	Barking	1,772	699	2,471				
Brighton Kemptown	2,246	999	3,245	Battersea	3,257	1,319	4,576				
Brighton Pavilion	2,239	1,148	3,387	Beckenham	1,314	626	1,940				
Eastbourne	1,190	632	1,822	Bethnal Green and Stepney	5,363	1,344	6,707				
Hastings and Rye	1,584	777	2,361	Bexleyheath	908	613	1,521				
Hove	1,714	953	2,667	Bow and Poplar	4,905	1,559	6,464				
Lewes	884	625	1,509	Brent East	3,825	1,624	5,449				
Wealden	512	396	908	Brent North	1,637	833	2,470				
<b>Essex</b>											
Basildon	2,207	1,246	3,453	Brent South	3,622	1,557	5,179				
Billerica	1,121	820	1,941	Brentford and Isleworth	1,813	929	2,742				
Braintree	904	679	1,583	Carshalton and Wallington	1,129	536	1,665				
Brentwood and Ongar	769	406	1,175	Chelsea	1,781	821	2,602				
Castle Point	1,018	612	1,630	Chingford	1,269	654	1,923				
Chelmsford	1,019	767	1,786	Chipping Barnet	842	540	1,382				
Epping Forest	1,092	654	1,746	Chislehurst	948	491	1,439				
Harlow	1,464	840	2,304	Croydon Central	1,467	624	2,091				
Harwich	1,879	919	2,798	Croydon North East	1,674	876	2,550				
North Colchester	1,461	884	2,345	Croydon North West	1,830	867	2,697				
Rochford	868	545	1,413	Croydon South	750	447	1,197				
Saffron Walden	654	462	1,116	Dagenham	1,526	779	2,305				
South Colchester and Maldon	1,277	937	2,214	Dulwich	2,340	1,075	3,415				
Southend East	1,842	744	2,586	Ealing North	1,752	883	2,635				
Southend West	1,196	627	1,823	Ealing Acton	2,389	1,063	3,452				
Thurrock	2,180	1,163	3,343	Ealing Southall	2,642	1,449	4,091				
<b>Hampshire</b>											
Aldershot	907	664	1,571	Edmonton	2,071	986	3,057				
Basingstoke	888	481	1,369	Eltham	1,730	809	2,539				
East Hampshire	825	624	1,449	Enfield North	1,664	865	2,529				
Eastleigh	1,452	886	2,338	Enfield Southgate	1,361	697	2,058				
Fareham	1,099	788	1,887	Erith and Crayford	1,680	880	2,560				
Gosport	1,338	1,042	2,380	Feltham and Heston	1,890	1,096	2,986				
Havant	1,996	932	2,928	Finchley	1,245	734	1,979				
New Forest	907	451	1,358	Fulham	2,804	1,314	4,118				
North West Hampshire	623	423	1,046	Greenwich	2,419	1,059	3,478				
Portsmouth North	1,837	904	2,741	Hackney North and Stoke Newington	5,586	2,131	7,717				
Portsmouth South	3,320	1,490	4,810	Hackney South and Shoreditch	6,175	2,282	8,457				
Romsey and Waterside	1,242	780	2,022	Hammersmith	3,603	1,363	4,966				
Southampton Itchen	2,975	1,279	4,254	Hampstead and Highgate	3,047	1,511	4,558				
Southampton Test	2,569	1,015	3,584	Harrow East	1,736	946	2,682				
Winchester	785	412	1,197	Harrow West	1,163	677	1,840				
<b>Hertfordshire</b>											
Broxbourne	1,065	709	1,774	Hayes and Harlington	1,127	654	1,781				
Hertford and Stortford	686	425	1,111	Hendon North	1,354	657	2,011				
Hertsmer	975	527	1,502	Hendon South	1,376	623	1,999				
North Hertfordshire	1,065	727	1,792	Holborn and St Pancras	4,897	1,956	6,853				
South West Hertfordshire	805	480	1,285	Hornchurch	977	615	1,592				
St Albans	873	495	1,368	Hornsey and Wood Green	3,889	1,845	5,734				
Stevenage	1,182	714	1,896	Ilford North	1,201	666	1,867				
Watford	1,225	686	1,911	Ilford South	1,904	901	2,805				
Welwyn Hatfield	984	611	1,595	Islington North	4,929	2,056	6,985				
West Hertfordshire	1,033	637	1,670	Islington South and Finsbury	4,103	1,704	5,807				
<b>Isle of Wight</b>											
Isle of Wight	2,606	1,357	3,963	Kensington	2,564	1,177	3,741				
<b>Kent</b>											
Ashford	1,213	783	1,996	Kingston-upon-Thames	1,003	479	1,482				
Canterbury	1,625	933	2,558	Lewisham East	2,339	1,001	3,340				
Dartford	1,306	731	2,037	Lewisham West	2,787	1,178	3,965				
Dover	1,776	775	2,551	Lewisham Deptford	4,658	1,810	6,468				
Faversham	1,972	1,194	3,166	Leyton	3,040	1,189	4,229				
Folkestone and Hythe	1,899	891	2,790	Mitcham and Morden	1,593	734	2,327				
Gillingham	1,552	1,016	2,568	Newham North East	3,133	1,198	4,331				
Gravesend	1,937	1,039	2,976	Newham North West	3,031	1,144	4,175				
Maidstone	1,108	623	1,731	Newham South	2,990	1,109	4,099				
Medway	1,594	923	2,517	Norwood	4,461	1,738	6,199				
Mid Kent	1,430	961	2,391	Old Bexley and Sidcup	732	479	1,211				
North Thanet	2,207	1,047	3,254	Orpington	987	516	1,503				
Sevenoaks	788	453	1,241	Peckham	5,084	1,788	6,872				
South Thanet	1,775	881	2,656	Putney	1,684	782	2,466				
Tonbridge and Malling	832	486	1,318	Ravensbourne	761	464	1,225				
Tunbridge Wells	701	368	1,069	Richmond-upon-Thames and Barnes	1,041	630	1,671				
<b>Oxfordshire</b>											
Banbury	984	684	1,668	Romford	1,037	586	1,623				
Henley	511	308	819	Ruislip-Northwood	612	354	966				
Oxford East	1,558	724	2,282	Southwark and Bermondsey	4,584	1,467	6,051				
Oxford West and Abingdon	1,046	534	1,580	Streatham	3,428	1,404	4,832				
Wantage	594	355	949	Surbiton	506	334	840				
Witney	633	493	1,126	Sutton and Cheam	755	428	1,183				
<b>Surrey</b>											
Chertsey and Walton	604	359	963	The City of London							
East Surrey	522	269	791	and Westminster South	2,253	867	3,120				
				Tooting	2,622	1,197	3,819				
				Tottenham	5,551	2,286	7,837				
				Twickenham	924	516	1,440				
				Uppminster	1,105	573	1,678				
				Uxbridge	991	503	1,494				
				Vauxhall	5,855	2,193	8,048				
				Walthamstow	2,211	880	3,091				
				Wanstead and Woodford	899	537	1,436				
				Westminster North	3,831	1,627	5,458				
				Wimbledon	1,090	532	1,622				
				Woolwich	3,211	1,490	4,701				
				<b>EAST ANGLIA</b>							
				<b>Cambridgeshire</b>							
				Cambridge	1,373	694	2,067				
				Huntingdon	1,034	904	1,938				
				North East Cambridgeshire	1,641	955	2,596				
				Peterborough	3,420	1,437	4,857				

# UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at August 11, 1988

	Male	Female	All		Male	Female	All				
<b>South East Cambridgeshire</b>											
South East Cambridgeshire	577	455	1,032	<b>Stafford</b>							
South West Cambridgeshire	772	625	1,397	Staffordshire Moorlands	1,692	1,017	2,709				
<b>Norfolk</b>											
Great Yarmouth	2,648	1,216	3,864	Staffordshire Small Heath	2,608	1,114	3,722				
Mid Norfolk	980	642	1,622	Stoke-on-Trent Central	2,504	1,209	3,713				
North Norfolk	1,226	705	1,931	Stoke-on-Trent South	2,031	1,124	3,155				
North West Norfolk	1,842	990	2,832	<b>Warwickshire</b>							
Norwich North	1,629	852	2,481	North Warwickshire	2,063	1,324	3,387				
Norwich South	2,847	1,212	4,059	Nuneaton	2,225	1,206	3,431				
South Norfolk	1,029	742	1,771	Rugby and Kenilworth	1,568	1,202	2,770				
South West Norfolk	1,328	931	2,259	Stratford-on-Avon	1,032	812	1,844				
				Warwick and Leamington	1,779	1,120	2,899				
<b>Suffolk</b>											
Bury St Edmunds	1,048	862	1,910	<b>West Midlands</b>							
Central Suffolk	1,097	701	1,798	Aldridge-Brownhills	1,779	907	2,686				
Ipswich	1,785	922	2,707	Birmingham Edgbaston	2,897	1,244	4,141				
South Suffolk	1,042	808	1,850	Birmingham Erdington	4,212	1,685	5,897				
Suffolk Coastal	876	561	1,437	Birmingham Hall Green	2,938	1,255	4,193				
Waveney	2,279	1,323	3,602	Birmingham Hodge Hill	4,506	1,666	6,172				
<b>SOUTH WEST</b>											
<b>Avon</b>											
Bath	1,658	859	2,517	Birmingham Ladywood	5,550	1,957	7,507				
Bristol East	2,266	1,154	3,420	Birmingham Northfield	4,566	1,699	6,265				
Bristol North West	2,294	1,069	3,363	Birmingham Perry Barr	4,269	1,748	6,017				
Bristol South	3,479	1,444	4,923	Birmingham Small Heath	6,251	1,989	8,240				
Bristol West	3,315	1,559	4,874	Birmingham Sparkbrook	5,332	1,616	6,948				
Kingswood	1,587	941	2,528	Birmingham Yardley	2,488	1,157	3,645				
Northavon	1,238	962	2,200	Birmingham Selly Oak	3,357	1,473	4,830				
Wandsdyke	1,123	856	1,979	Coventry North East	4,117	1,805	5,922				
Weston-Super-Mare	1,854	1,043	2,897	Coventry North West	2,251	1,148	3,399				
Woodspring	1,142	893	2,035	Coventry South East	3,267	1,422	4,689				
<b>Cornwall</b>											
Falmouth and Camborne	2,817	1,296	4,113	Coventry South West	2,041	1,136	3,1				

# 2.10 UNEMPLOYMENT Area statistics

## Unemployment in Parliamentary constituencies at August 11, 1988

	Male	Female	All		Male	Female	All
<b>North Yorkshire</b>				Rossendale and Darwen	1,911	1,139	3,050
Harrrogate	1,307	749	2,056	South Ribble	1,803	1,147	2,950
Richmond	1,443	1,086	2,529	West Lancashire	3,339	1,557	4,896
Ryedale	1,238	794	2,032	Wyre	1,888	908	2,796
Scarborough	2,259	1,008	3,267	<b>Merseyside</b>			
Selby	1,555	1,096	2,651	Birkenhead	5,646	1,801	7,447
Skipton and Ripon	995	745	1,740	Bootle	6,351	2,000	8,351
York	3,065	1,416	4,481	Crosby	2,715	1,524	4,239
<b>South Yorkshire</b>				Knowsley North	5,464	1,709	7,173
Barnsley Central	3,820	1,140	4,960	Knowsley South	5,237	1,914	7,151
Barnsley East	3,398	1,096	4,494	Liverpool Broadgreen	5,168	2,034	7,202
Barnsley West and Penistone	3,238	1,329	4,567	Liverpool Garston	4,481	1,604	6,085
Don Valley	3,974	1,609	5,583	Liverpool Mossley Hill	4,467	1,894	6,361
Doncaster Central	4,381	1,798	6,179	Liverpool Riverside	7,180	2,409	9,589
Doncaster North	4,407	1,771	6,178	Liverpool Walton	6,694	2,172	8,866
Rother Valley	3,236	1,489	4,725	Liverpool West Derby	5,470	1,815	7,285
Rotherham	3,984	1,395	5,379	Southport	2,166	1,272	3,438
Sheffield Central	6,103	2,106	8,209	St Helens North	3,521	1,396	4,917
Sheffield Attercliffe	3,276	1,443	4,719	St Helens South	4,167	1,530	5,697
Sheffield Brightside	4,622	1,554	6,176	Wallasey	4,247	1,527	5,774
Sheffield Hallam	2,540	1,465	4,005	Wirral South	1,958	1,025	2,983
Sheffield Heeley	3,917	1,657	5,574	Wirral West	2,262	1,145	3,407
Sheffield Hillsborough	2,868	1,602	4,470				
Wentworth	3,795	1,441	5,236	<b>NORTH</b>			
<b>West Yorkshire</b>				<b>Cleveland</b>			
Batley and Spen	2,384	1,075	3,459	Hartlepool	4,979	1,699	6,678
Bradford North	4,219	1,556	5,775	Langbaugh	4,252	1,561	5,813
Bradford South	2,985	1,195	4,180	Middlesbrough	5,970	1,811	7,781
Bradford West	4,830	1,714	6,544	Redcar	4,890	1,551	6,441
Calder Valley	1,737	1,168	2,905	Stockton North	4,783	1,679	6,462
Colne Valley	1,982	1,077	3,059	Stockton South	3,863	1,686	5,549
Dewsbury	2,360	1,207	3,567	<b>Cumbria</b>			
Elmet	1,635	914	2,549	Barrow and Furness	2,069	1,293	3,362
Halifax	2,698	1,228	3,926	Carlisle	1,931	1,061	2,992
Hemsworth	3,339	1,149	4,488	Copeland	2,033	1,013	3,046
Huddersfield	2,641	1,304	3,945	Penrith and the Borders	1,258	928	2,186
Keighley	1,856	1,003	2,859	Westmorland and Lonsdale	811	589	1,400
Leeds Central	4,336	1,540	5,876	Workington	1,995	1,083	3,078
Leeds East	3,991	1,388	5,379	<b>Durham</b>			
Leeds North East	2,429	1,160	3,589	Bishop Auckland	2,987	1,312	4,299
Leeds North West	1,991	1,077	3,068	City of Durham	2,444	1,111	3,555
Leeds West	2,881	1,228	4,109	Darlington	3,271	1,394	4,665
Morley and Leeds South	2,214	958	3,172	Easington	3,530	1,148	4,678
Normanton	1,942	997	2,939	North Durham	3,641	1,346	4,987
Pontefract and Castleford	3,455	1,267	4,722	North West Durham	2,935	1,182	4,117
Pudsey	1,286	807	2,093	Sedgefield	2,460	976	3,436
Shipley	1,527	849	2,376	<b>Northumberland</b>			
Wakefield	2,911	1,205	4,116	Berwick-upon-Tweed	1,809	869	2,678
<b>NORTH WEST</b>				Blyth Valley	2,733	1,070	3,803
<b>Cheshire</b>				Hexham	961	680	1,641
City of Chester	2,872	1,251	4,123	Wansbeck	3,273	1,120	4,393
Congleton	1,101	867	1,968	<b>Tyne and Wear</b>			
Crewe and Nantwich	2,194	1,233	3,427	Blaydon	2,727	1,116	3,843
Eddisbury	2,105	1,264	3,369	Gateshead East	3,681	1,411	5,092
Ellesmere Port and Neston	2,882	1,326	4,208	Houghton and Washington	4,529	1,595	6,124
Halton	3,849	1,808	5,657	Jarrow	4,184	1,376	5,560
Macclesfield	1,241	814	2,055	Newcastle upon Tyne Central	3,345	1,443	4,788
Tatton	1,517	840	2,357	Newcastle upon Tyne East	4,218	1,472	5,690
Warrington North	2,877	1,381	4,258	Newcastle upon Tyne North	3,393	1,373	4,766
Warrington South	3,130	1,307	4,437	South Shields	4,157	1,529	5,686
<b>Greater Manchester</b>				Sunderland North	6,613	1,903	8,516
Altrincham and Sale	1,395	765	2,160	Sunderland South	5,034	1,839	6,873
Ashton-under-Lyne	2,490	1,090	3,580	Tyne Bridge	6,053	1,726	7,779
Bolton North East	2,995	1,161	4,156	Tynemouth	3,457	1,334	4,791
Bolton South East	3,601	1,421	5,022	Wallsend	4,275	1,649	5,924
Bolton West	2,460	1,308	3,768	<b>WALES</b>			
Bury North	1,878	1,008	2,886	<b>Clywd</b>			
Bury South	1,996	1,121	3,117	Alyn and Deeside	1,787	1,024	2,811
Cheadle	958	749	1,707	Clywd North West	2,557	1,164	3,721
Davyhulme	2,070	977	3,047	Clywd South West	1,728	939	2,667
Denton and Reddish	2,621	1,266	3,887	Delyn	2,123	943	3,066
Eccles	2,881	1,180	4,061	Wrexham	2,089	1,063	3,152
Hazel Grove	1,383	869	2,252	<b>Dyfed</b>			
Heywood and Middleton	2,745	1,373	4,118	Carmarthen	2,169	1,132	3,301
Leigh	3,290	1,423	4,713	Ceredigion and Pembroke North	2,108	1,075	3,183
Littleborough and Saddleworth	1,553	1,031	2,584	Llanelli	2,323	1,059	3,382
Makerfield	2,882	1,595	4,477	Pembroke	3,345	1,437	4,782
Manchester Central	7,022	2,047	9,069	<b>Gwent</b>			
Manchester Blackley	3,890	1,417	5,307	Blaenau Gwent	3,032	946	3,978
Manchester Gorton	4,401	1,591	5,992	Islwyn	2,058	791	2,849
Manchester Withington	4,084	1,775	5,859	Monmouth	1,425	841	2,266
Manchester Wythenshawe	3,665	1,138	4,803	Newport East	2,277	1,062	3,339
Oldham Central and Royton	3,195	1,413	4,608	Newport West	2,695	1,168	3,863
Oldham West	2,224	1,097	3,321	Torfaen	2,608	1,192	3,800
Rochdale	3,380	1,492	4,872	<b>Gwynedd</b>			
Salford East	4,774	1,443	6,217	Caernarfon	1,851	720	2,571
Stalybridge and Hyde	2,844	1,334	4,178	Conwy	1,963	849	2,812
Stockport	2,116	999	3,115	Meirionnydd nant Conwy	799	418	1,217
Stretford	5,038	1,929	6,967	Ynys Mon	2,448	1,199	3,647
Wigan	3,773	1,756	5,529	<b>Mid Glamorgan</b>			
Worsley	2,950	1,300	4,250	Bridgenny	1,889	845	2,734
<b>Lancashire</b>				Caerphilly	2,934	932	3,866
Blackburn	4,170	1,410	5,580	Cynon Valley	2,743	950	3,693
Blackpool North	2,657	956	3,613	Merthyr Tydfil and Rhymerne	3,041	915	3,956
Blackpool South	2,557	992	3,549	Ogmore	2,460	752	3,212
Burnley	2,819	1,200	4,019	Pontypridd	2,597	978	3,575
Chorley	1,823	1,248	3,071	Rhondda	2,858	956	3,814
Fylde	1,312	666	1,978				
Hyndburn	1,872	1,012	2,884				
Lancaster	1,756	858	2,614				
Morecambe and Lunesdale	2,221	1,019	3,240				
Pendle	1,964	1,096	3,060				
Preston	4,014	1,381	5,395				
Ribble Valley	836	696	1,532				

# UNEMPLOYMENT 2.10 Area statistics

## Unemployment in Parliamentary constituencies at August 11, 1988

	Male	Female	All		Male	Female	All
<b>Powys</b>				<b>Strathclyde region</b>			
Brecon and Radnor	1,074	661	1,735	Argyll and Bute	1,801	981	2,782
Montgomery	827	577	1,404	Ayr	2,591	1,256	3,847
<b>South Glamorgan</b>				Carrick, Cumnock and Doon Valley	3,757	1,569	5,326
Cardiff Central	3,334	1,485	4,819	Clydebank and Milingavie	2,883	1,101	3,984
Cardiff North	1,299	617	1,916	Clydesdale	2,629	1,221	3,850
Cardiff South and Penarth	3,096	935	4,031	Cumbarnauld and Kilsyth	2,270	1,293	3,563
Cardiff West	3,454	1,094	4,548	Cunninghame North	2,861	1,330	4,211
Vale of Glamorgan	2,320	1,184	3,504	Cunninghame South	3,501	1,376	4,877
<b>West Glamorgan</b>				Dumbarton	2,935	1,717	4,652
Aberavon	2,116	664	2,780	East Kilbride	2,395	1,531	3,926
Gower	1,677	799	2,476	Eastwood	1,820	1,021	2,841
Neath	2,109	943	3,052	Glasgow Cathcart	2,647	1,057	3,704
Swansea East	3,119	988	4,107	Glasgow Central	4,893	1,678	6,571
Swansea West	3,315	1,163	4,478	Glasgow Garscadden	3,929	1,149	5,078
<b>SCOTLAND</b>				Glasgow Govan	3,881	1,365	5,246
<b>Borders region</b>				Glasgow Hillhead	3,410	1,747	5,157
Roxburgh and Berwickshire	904	489	1,393	Glasgow Maryhill	5,115	1,850	6,965
Tweeddale, Ettrick and Lauderdale	839	445	1,284	Glasgow Pollock	4,794	1,371	6,165
<b>Central region</b>				Glasgow Rutherglen	5,341	1,573	6,914
Clackmannan	2,432	1,138	3,570	Glasgow Shettleston	4,089	1,483	5,572
Falkirk East	2,419	1,196	3,615	Glasgow Springburn	4,354	1,477	5,831
Falkirk West	2,049	1,103	3,152	Glasgow Springburn	5,336	1,811	7,147
Stirling	1,980	1,056	3,036	Greenock and Port Glasgow	5,504	1,677	7,181
<b>Dumfries and Galloway region</b>				Hamilton	3,548	1,463	5,011
Dumfries	1,918	1,100	3,018	Kilmarnock and Loudoun	3,123	1,373	4,496
Galloway and Upper Nithsdale	1,933	1,165	3,098	Monklands East	3,497	1,299	4,796
<b>Fife region</b>				Monklands West	2,738	1,203	3,941
Central Fife	3,269	1,567	4,836	Motherwell North	3,389	1,483	4,872
Dunfermline East	2,827	1,246	4,073	Motherwell South	2,959	1,149	4,108
Dunfermline West	1,937	966	2,903	Paisley North	3,141	1,391	4,532
Kirkcaldy	2,984	1,354	4,338	Paisley South	2,987	1,325	4,312
North East Fife	1,222	881	2,103	Renfrew West and Inverclyde	1,924	1,163	3,087
<b>Grampian region</b>				Strathkelvin and Bearsden	1,991	1,116	3,107
Aberdeen North	2,429						



## 2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1987 Aug 13	29,620	14,557	2,792	8,320	12,814	8,114	13,633	18,293	7,192	9,354	19,795	129,927	8,561	138,488
Sept 10	31,640	14,780	3,179	9,082	13,789	9,181	15,335	20,237	8,161	10,321	18,797	139,722	9,494	149,216
Oct 8	5,393	2,737	308	981	1,364	1,003	1,484	2,003	713	1,227	5,821	20,297	2,269	22,566
Nov 12	907	740	19	86	137	81	160	244	72	90	250	2,046	—	2,046
Dec 10	785	663	25	78	139	64	110	202	68	72	195	1,738	—	1,738
1988 Jan 14	578	463	23	91	118	79	94	173	68	374	185	1,783	—	1,783
Feb 11	546	440	26	85	116	74	76	163	68	55	174	1,383	—	1,383
Mar 10	508	410	32	89	126	76	80	176	75	54	175	1,391	—	1,391
Apr 14	637	473	47	128	189	118	145	260	113	94	492	2,223	—	2,223
May 12	582	444	32	91	182	99	128	229	107	82	454	1,986	—	1,986
June 9	900	676	65	136	364	199	343	523	260	171	2,826	5,787	2,099	7,886
July 14	16,519	8,233	1,989	5,625	9,886	5,927	11,116	14,284	6,564	7,672	16,433	96,015	6,580	102,595
Aug 11	17,885	9,633	1,775	5,487	9,700	5,980	10,737	14,853	6,224	7,321	16,323	96,285	6,959	103,244

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 Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1987 Aug 13	117	65	10	35	270	258	408	293	154	109	1,359	3,013	838	3,851
Sept 10	119	79	67	28	199	342	299	285	185	83	1,380	2,987	927	3,914
Oct 8	86	46	16	47	201	234	468	215	316	144	1,778	3,505	1,196	4,701
Nov 12	75	40	49	32	172	564	369	284	195	243	1,849	3,832	869	4,701
Dec 10	66	49	39	27	185	262	541	241	187	199	1,598	3,345	967	4,312
1988 Jan 14	88	40	172	37	346	436	568	437	403	245	2,626	5,358	1,154	6,512
Feb 11	138	100	143	118	792	652	586	512	722	310	2,874	6,847	1,572	8,419
Mar 10	147	96	52	45	667	709	1,294	537	289	432	2,278	6,450	1,405	7,855
Apr 14	145	92	42	47	618	402	895	388	305	367	2,050	5,259	1,247	6,506
May 12	92	70	32	29	355	461	754	224	256	548	1,843	4,594	1,184	5,778
June 9	72	58	17	17	375	341	666	724	133	270	1,471	4,086	1,403	5,489
July 14	84	76	30	12	259	277	503	455	192	144	1,560	3,516	1,012	4,528
Aug 11	74	57	34	41	158	153	430	218	202	127	977	2,414	792	3,206

Note: Temporarily stopped workers are not included in the totals of the unemployed.

\* Included in South East.

# 2.18 UNEMPLOYMENT Selected countries

																	THOUSAND		
	United Kingdom†	Australia xx	Austria*	Belgium‡	Canada xx	Denmark*	France*	Germany (FR)*	Greece**	Irish Republic**	Italy††	Japan‡	Netherlands*	Norway*	Spain**	Sweden xx	Switzerland*	United States xx	
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>																			
<b>Monthly</b>																			
1987 Aug	2,866	602	119	429	1,102	199	2,575	2,165	84	249	3,262	1,660	694	31.7	2,812	108	19.7	7,088	
Sept	2,870	598	126	423	1,030	202	2,674	2,107	81	242	3,326	1,660	687	29.7	2,879	85	19.5	6,857	
Oct	2,751	585	147	423	1,000	208	2,697	2,093	87	238	3,328	1,620	638	31.3	2,951	76	19.7	6,845	
Nov	2,686	567	166	417	1,024	215	2,670	2,133	110	241	3,325	1,560	680	31.4	2,998	76	21.0	6,802	
Dec	2,696	620	201	422	1,025	220	2,677	2,308	137	250	3,447	1,500	697	31.4	3,024	71	22.4	6,526	
1988 Jan	2,722	645	227	432	1,161	264	2,689	2,519	147	252	3,531	1,680	700	42.6	3,069	..	24.2	7,603	
Feb	2,665	..	215	428	1,126	259	2,635	2,517	143	251	3,640	1,730	701	42.7	3,042	..	23.2	7,482	
Mar	2,592	..	188	419	1,181	261	2,548	2,401	133	247	3,635	1,800	687	42.7	2,996	..	22.0	7,090	
Apr	2,536	..	163	407	1,085	250	2,478	2,262	111	242	3,624	1,660	664	43.3	2,940	..	21.1	6,359	
May	2,427	..	137	395	1,035	..	2,432	2,149	92	236	3,638	1,560	647	38.4	2,878	..	19.8	6,553	
June	2,341	..	..	386	973	..	2,401	2,131	90	238	3,762	1,440	674	41.6	2,824	..	18.6	6,819	
July	2,327	..	..	402	1,052	..	2,470	2,199	86	242	..	..	..	..	..	..	..	6,823	
Aug	2,291	..	..	..	..	..	..	2,167	..	..	..	..	..	..	..	..	..	6,659	
<b>Percentage rate: latest month</b>	8.1	8.3	4.1	14.7	7.6	9.1	10.0	7.6	4.5	18.8	16.2	2.4	13.8	2.4	19.4	1.6	0.6	5.3	
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>																			
<b>Annual averages</b>																			
	Excl. school leavers																		
1984	2,999	642	130	512	1,397	270	2,309	2,265	71	214	2,955	1,613	823	67.1	2,477	136	32.1	8,539	
1985	3,113	597	140	478	1,329	245	2,425	2,305	89	231	2,959	1,566	762	51.6	2,643	124	27.0	8,312	
1986	3,180	611	152	443	1,236	214	2,517	2,223	110	236	3,173	1,667	712	35.9	2,759	98	22.8	8,237	
1987	2,981	629	165	435	1,172	217	2,623	2,233	..	247	3,294	1,731	686	32.4	2,924	84	..	7,410	
<b>Monthly</b>																			
1987 Aug	2,826	630	159	434	1,151	215	2,649	2,246	..	248	3,373	1,710	681	29.5	2,920	93	..	7,221	
Sept	2,772	596	160	430	1,130	217	2,597	2,252	..	247	3,376	1,680	681	31.7	2,944	65	..	7,091	
Oct	2,714	635	161	427	1,111	218	2,572	2,249	..	245	3,340	1,660	683	33.2	2,961	77	..	7,177	
Nov	2,651	619	159	425	1,080	217	2,546	2,242	..	245	3,335	1,640	682	33.6	2,965	82	..	7,090	
Dec	2,614	610	174	421	1,070	217	2,573	2,258	..	245	3,414	1,620	685	29.9	2,980	71	..	6,978	
1988 Jan	2,565	615	168	415	1,072	215	2,578	2,224	..	243	3,422	1,660	680	35.6	2,981	..	..	7,046	
Feb	2,533	..	157	413	1,046	219	2,582	2,230	..	245	3,493	1,660	683	36.3	2,957	..	..	6,938	
Mar	2,504	..	162	409	1,036	217	2,535	2,247	..	243	3,528	1,620	684	39.9	2,936	..	..	6,801	
Apr	2,453	..	159	404	1,025	234	2,539	2,265	..	241	3,603	1,570	683	43.4	2,916	..	..	6,610	
May	2,414	..	159	400	1,042	..	2,559	2,269	..	240	3,641	1,540	679	45.5	2,918	..	..	6,783	
June	2,372	..	159	368	1,011	..	2,578	2,269	..	240	3,760	1,450	695	48.1	2,911	..	..	6,455	
July	2,312	..	..	404	1,057	..	2,614	2,267	..	244	..	..	..	..	..	..	..	6,625	
Aug	2,267	..	..	..	..	..	..	2,254	..	..	..	..	..	..	..	..	..	6,851	
<b>Percentage rate: latest month</b>	8.0	7.8	5.5	14.8	7.9	8.6	10.6	7.9	..	18.9	16.2	2.4	14.2	2.8	20.0	1.7	..	5.5	
<b>latest three months change on previous three months</b>	-0.5	N/C	N/C	-0.7	N/C	0.2	0.1	N/C	..	-0.1	+0.8	-0.2	+0.1	+0.5	-0.3	N/C	..	-0.1	
<b>OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)</b>																			
Latest month	June	June	..	June	June	..	June	May	..	..	..	June	June	May	Feb	June	..	June	
Per cent	8.4	7.4	..	10.1	7.5	..	10.4	6.6	..	..	.. (3)	2.4	9.7	1.9	19.4	1.5	..	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 unadjusted series includes school leavers. The seasonally adjusted series excludes school leavers, and also 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 total employees.  
 \*\* Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.  
 ‡ 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.  
 xx Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.  
 e Estimated.  
 N/C no change.

# 2.19 UNEMPLOYMENT

## Flows: standardised, not seasonally adjusted\*

THOUSAND

UNITED KINGDOM Month ending		INFLOW†												
		Male and Female				Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1987	Aug 13	384.4	8.0	376.4	-14.8	237.6	4.4	233.2	-8.1	146.8	56.9	3.5	143.2	-6.7
	Sept 10	456.6	55.5	401.1	-41.9	281.3	32.2	249.1	-17.7	175.2	54.0	23.2	152.0	-24.3
	Oct 8	420.2	25.6	394.6	-40.2	264.9	14.2	250.6	-22.5	155.4	53.9	11.4	144.0	-17.7
	Nov 12	375.3	10.8	364.5	-38.5	241.1	6.1	235.0	-24.8	134.2	52.0	4.8	129.4	-13.7
	Dec 10	328.6	7.5	321.1	-26.8	217.6	4.3	213.3	-17.4	111.0	44.8	3.2	107.8	-9.4
1988	Jan 14	344.4	11.0	333.3	-22.1	214.7	6.2	208.5	-15.5	129.7	52.4	4.9	124.8	-6.6
	Feb 11	345.2	9.4	335.8	-51.5	220.5	5.2	215.3	-41.3	124.6	51.0	4.2	120.4	-10.2
	Mar 10	313.0	7.2	305.9	-27.8	202.5	4.1	198.4	-17.8	110.5	47.0	3.1	107.5	-10.0
	Apr 14	323.9	14.8	309.1	-41.0	210.3	8.6	201.7	-26.9	113.6	47.9	6.2	107.4	-14.2
	May 12	276.7	9.5	267.2	-31.7	180.4	5.5	174.9	-17.0	96.3	39.8	4.0	92.3	-14.7
	June 9	273.8	6.5	267.3	-38.1	178.2	3.7	174.5	-21.6	95.6	39.2	2.8	92.8	-16.5
	July 14	347.5	6.6	340.9	-77.5	214.9	3.6	211.3	-46.3	132.6	43.4	3.0	129.6	-31.2
	Aug 11	311.6	4.9	306.7	-69.7	194.4	2.7	191.7	-41.5	117.2	44.4	2.2	115.0	-28.2
UNITED KINGDOM Month ending		OUTFLOW‡												
		Male and Female				Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1987	Aug 13	419.6	10.1	409.6	+20.9	270.7	5.5	265.2	+16.2	148.9	56.4	4.6	144.4	+4.8
	Sept 10	451.8	12.9	438.9	-3.9	277.6	7.4	270.1	+2.9	174.2	67.1	5.6	168.6	-7.0
	Oct 8	549.0	30.5	518.5	-2.9	340.9	17.8	323.1	+4.4	208.1	68.4	12.7	195.3	-7.4
	Nov 12	432.3	18.4	413.9	+3.8	273.8	10.6	263.3	+9.7	158.5	61.9	7.9	150.6	-6.0
	Dec 10	317.5	10.1	307.4	-22.5	203.6	5.8	197.9	-7.1	113.9	42.7	4.3	109.5	-15.4
1988	Jan 10	321.5	8.4	313.1	+26.2	202.6	4.8	197.8	+25.8	119.0	49.8	3.6	115.3	+0.4
	Feb 11	406.6	11.3	395.3	-51.0	264.5	6.3	258.2	-30.2	142.1	57.9	5.0	137.1	-20.8
	Mar 10	392.5	9.3	383.2	-36.7	255.6	5.2	250.3	-21.5	136.9	55.7	4.1	132.9	-15.2
	Apr 14	372.5	7.6	364.9	-23.1	242.7	4.3	238.4	-14.2	129.8	53.5	3.2	126.5	-8.9
	May 12	394.9	10.8	384.1	-30.6	260.2	6.3	253.9	-12.2	134.7	55.5	4.5	130.2	-18.4
	June 9	367.1	9.0	358.0	-33.7	243.2	5.2	238.0	-19.4	123.9	49.8	3.8	120.0	-14.3
	July 14	359.7	9.1	350.5	-65.2	237.2	5.0	232.2	-40.0	122.5	46.9	4.1	118.4	-25.1
	Aug 11	350.1	7.3	342.7	-66.9	226.6	3.9	222.7	-42.5	123.4	45.3	3.4	120.1	-24.3

\* 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 4½ week month.

† The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.

‡ While these assumptions are reasonable in most months, the inflows tend to be understated a little in September and after Easter when there are many school leavers joining the register and consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.

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

†† Change since the same month in the previous year gives the best indication of the trend of the series' excluding school leavers.

# UNEMPLOYMENT

Flows by age; standardised\*; not seasonally adjusted,  
computerised records only

INFLOW

OUTFLOW

THOUSAND

Great Britain Month ending	Age group										All ages	Age group										All ages
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	Under 18		18-19	20-24	25-29	30-34	35-44	45-54†	55-59†	60 and over†			
<b>MALE</b>																						
1987 Aug 13	14.4	27.8	65.3	33.2	21.2	30.9	21.5	10.3	6.9	231.6	12.4	26.0	64.7	35.1	23.2	35.4	23.0	9.2	9.1	238.0		
Sept 10	42.9	40.6	62.0	33.1	21.4	31.4	22.5	11.3	6.8	272.1	15.6	28.2	69.8	36.4	23.4	35.1	22.4	9.1	8.7	248.6		
Oct 8	26.2	32.9	63.6	35.4	22.3	33.1	23.5	11.5	7.8	256.4	27.3	44.0	81.6	40.7	27.0	39.3	24.2	9.9	9.3	303.2		
Nov 12	17.8	26.1	58.2	34.3	22.3	34.1	23.6	11.1	7.1	234.6	19.6	27.0	59.7	35.2	23.2	35.2	22.7	9.2	9.1	241.0		
Dec 10	14.9	22.3	51.3	32.1	21.4	32.1	21.7	9.9	6.3	211.9	12.3	19.6	44.3	26.6	17.6	27.7	18.5	7.7	7.3	181.5		
1988 Jan 14	16.0	21.6	49.9	31.0	20.5	30.8	21.3	10.3	6.9	208.4	10.9	17.1	41.7	26.5	17.5	26.1	17.2	7.2	7.3	171.6		
Feb 11	16.0	23.1	52.5	32.6	21.4	31.8	21.4	9.5	6.2	214.4	15.0	23.7	55.8	36.2	23.9	35.9	23.4	9.2	9.1	232.2		
Mar 10	13.4	20.7	47.5	29.9	20.0	29.8	20.6	9.2	5.8	196.8	13.4	23.1	55.4	35.4	23.6	35.8	23.0	9.2	8.4	227.2		
Apr 14	16.4	19.1	46.0	29.9	20.2	31.5	23.2	10.9	6.9	204.1	11.2	21.1	51.5	33.0	22.4	34.4	22.4	9.3	8.0	213.3		
May 12	13.1	18.1	41.0	25.9	17.5	26.0	18.9	8.9	6.8	175.1	13.2	22.3	55.2	35.2	23.9	36.5	23.8	9.8	8.4	228.2		
June 9	11.4	18.6	41.8	25.8	17.2	25.3	18.1	8.3	5.5	171.9	11.7	21.1	52.4	33.8	22.9	35.1	23.0	9.2	7.6	216.7		
July 14	11.2	24.1	67.4	29.6	18.0	26.0	18.0	8.6	5.6	208.5	11.3	21.2	53.2	32.6	22.1	33.6	21.7	8.3	7.0	211.0		
Aug 11	10.2	22.1	52.3	28.1	17.7	25.9	18.3	8.8	5.5	188.9	9.9	20.2	54.5	30.5	20.3	30.9	20.3	7.9	6.7	201.4		
<b>FEMALE</b>																						
1987 Aug 13	10.7	20.2	44.4	21.4	12.2	18.6	11.1	3.6	—	142.1	9.6	19.3	42.1	21.8	12.0	15.6	9.6	3.2	0.1	133.1		
Sept 10	31.2	33.3	39.1	20.4	11.9	17.2	10.7	4.0	—	167.8	11.4	21.4	49.9	24.1	14.5	21.1	12.2	3.6	0.1	158.4		
Oct 8	20.7	25.3	39.8	21.2	11.6	16.5	10.8	3.7	—	149.5	19.9	34.9	54.5	26.2	15.1	20.9	12.0	3.7	0.1	187.3		
Nov 12	13.7	18.3	35.3	20.3	11.1	16.3	11.1	3.8	—	129.9	14.6	21.5	39.2	22.5	12.8	17.7	10.9	3.4	0.1	142.8		
Dec 10	11.0	14.3	28.6	17.3	9.7	14.2	9.4	3.1	—	107.6	9.3	15.0	28.9	16.6	9.2	12.5	8.2	2.5	0.1	102.5		
1988 Jan 14	12.9	16.8	33.3	19.6	11.3	17.1	10.7	3.5	—	125.2	8.2	13.4	27.7	17.8	10.5	14.3	8.8	2.9	0.1	103.7		
Feb 11	12.3	16.4	31.8	19.7	11.3	15.5	10.4	3.2	—	120.5	11.5	17.2	34.2	21.3	12.1	16.4	10.5	3.2	0.1	126.6		
Mar 10	9.8	13.7	27.6	17.5	10.1	14.7	10.0	3.2	—	106.6	10.0	16.6	33.5	20.9	11.9	16.6	10.6	3.3	0.1	123.6		
Apr 14	12.0	12.6	26.7	17.4	10.4	15.8	10.9	3.6	—	109.4	8.6	15.5	31.6	19.8	11.5	15.8	10.3	3.4	0.1	116.6		
May 12	9.4	11.4	23.6	15.0	8.6	12.6	9.1	3.1	—	92.7	9.7	15.9	32.3	20.4	11.9	16.5	10.9	3.4	0.1	120.9		
June 9	8.0	12.0	23.8	14.8	8.3	12.8	8.6	2.7	—	91.1	8.7	14.7	29.9	18.9	10.9	15.1	10.2	3.3	0.1	111.7		
July 14	8.5	17.8	46.0	17.5	9.7	14.9	9.4	3.0	—	126.8	8.8	15.2	30.9	17.9	10.3	13.9	9.4	2.8	0.1	109.5		
Aug 11	7.7	15.8	33.8	16.7	9.9	15.7	10.1	3.2	—	112.8	7.8	15.0	34.8	18.0	9.9	13.6	9.1	2.9	0.1	111.2		
<b>Changes on a year earlier</b>																						
<b>MALE</b>																						
1987 Aug 13	-6.4	-0.6	+1.9	-0.5	-0.4	-1.9	-1.9	-1.0	-2.4	-12.2	-4.4	-0.5	+3.5	+3.4	+1.9	+3.0	+2.2	+1.2	+0.2	+10.3		
Sept 10	-19.0	-6.8	-0.6	+0.7	-0.4	-1.5	-1.9	-1.2	-2.4	-33.1	-10.9	-2.3	+1.0	+2.1	+0.7	+0.8	+1.2	+0.8	-0.7	-7.3		
Oct 8	-1.8	-1.5	-3.6	-1.6	-2.0	-3.9	-2.8	-1.8	-2.7	-21.8	-7.4	-4.5	+2.8	+3.0	+2.4	+2.6	+1.8	+1.2	-0.2	-1.5		
Nov 12	-3.0	-1.8	-3.0	-2.2	-2.7	-4.3	-3.6	-2.3	-2.6	-25.4	-3.3	-1.1	+1.0	+2.6	+0.9	+1.6	+1.6	+0.8	-0.5	+3.7		
Dec 10	-2.0	-1.8	-3.1	-0.7	-1.4	-3.2	-2.8	-0.9	-1.3	-17.4	-2.8	-2.5	-2.8	+0.3	-0.3	-0.7	+0.1	+0.4	-0.6	-9.0		
1988 Jan 14	-2.0	-0.7	-1.3	-0.3	-1.2	-3.4	-4.2	-1.9	-1.6	-16.6	+1.2	+1.9	+6.1	+5.2	+3.0	+3.3	+2.1	+1.1	+0.2	+24.1		
Feb 11	-2.8	-3.8	-7.8	-5.3	-4.5	-8.0	-5.6	-2.1	-1.7	-41.6	-3.0	-3.0	-6.6	-2.4	-2.9	-5.7	-2.4	-0.6	-1.3	-28.0		
Mar 10	-1.5	-2.3	-3.3	-0.8	-1.1	-3.1	-3.4	-1.3	-1.3	-18.4	-2.3	-3.1	-4.0	-0.8	-1.7	-3.2	-2.2	-0.4	-1.5	-19.3		
Apr 14	+3.0	-3.4	-6.0	-1.8	-1.8	-3.1	-4.8	-2.2	-1.7	-21.9	-1.3	-2.9	-2.7	-0.1	-1.0	-1.9	-1.3	-0.3	-1.5	-13.0		
May 12	-7.7	-2.1	-3.9	-1.7	-1.5	-2.8	-1.6	-0.8	-1.1	-23.3	—	-2.5	-2.8	-0.2	-0.2	-1.1	-0.8	-0.6	-1.3	-9.6		
June 9	-3.2	-3.5	-6.0	-2.3	-1.5	-2.9	-1.8	-1.1	-1.2	-23.3	-1.3	-3.7	-5.1	-1.8	-1.6	-2.8	-1.5	-0.7	-1.8	-20.3		
July 14	-4.1	-6.5	-15.9	-4.3	-3.4	-5.4	-3.7	-2.1	-1.9	-47.4	-2.5	-6.1	-8.9	-3.7	-2.6	-4.5	-2.7	-1.4	-2.3	-34.6		
Aug 11	-4.2	-5.7	-13.0	-5.1	-3.5	-5.0	-3.2	-1.5	-1.4	-42.7	-2.5	-5.8	-10.2	-4.6	-2.9	-4.5	-2.7	-1.3	-2.4	-36.6		
<b>FEMALE</b>																						
1987 Aug 13	-4.0	-1.0	-0.4	-1.2	-1.0	-0.7	-0.6	-0.3	—	-9.3	-3.8	-1.0	+0.9	+1.3	+0.7	+1.4	+1.0	+0.6	—	+1.0		
Sept 10	-15.5	-9.1	-3.8	-3.0	-1.9	-1.8	-0.8	-0.7	—	-36.6	-7.9	-2.9	-1.9	-0.5	-0.5	-0.3	+0.8	+0.3	—	-12.9		
Oct 8	-1.0	-1.3	-5.5	-3.6	-1.9	-1.9	-1.0	-0.6	—	-16.9	-5.2	-0.6	+0.2	-0.2	+1.0	+1.1	+0.5	0.0	—	-9.4		
Nov 12	-1.9	-1.7	-3.6	-2.7	-1.4	-1.6	-0.8	-0.3	—	-14.1	-2.9	-2.2	-2.3	-1.4	-1.0	-0.3	+0.7	+0.2	—	-8.9		
Dec 10	-1.5	-2.6	-2.8	-1.8	-0.8	-0.6	-0.4	-0.2	—	-9.8	-2.6	-3.3	-4.6	-2.8	-1.6	-1.4	-0.2	-0.1	—	-16.5		
1988 Jan 14	-1.7	-1.3	-1.9	-0.6	-0.7	-0.8	-0.2	-0.1	—	-7.3	+0.3	+0.1	+0.2	-0.8	-0.4	—	+0.8	+0.2	—	+0.3		
Feb 11	-1.8	-2.2	-3.2	-1.5	-0.8	-0.9	-0.0	-0.1	—	-10.5	-2.1	-2.9	-5.3	-4.4	-2.9	-2.3	-0.6	-0.2	—	-20.6		
Mar 10	-0.8	-1.5	-2.9	-1.8	-1.2	-1.6	-0.4	—	—	-10.3	-1.7	-2.5	-4.1	-2.9	-1.8	-1.3	-0.3	+0.1	—	-14.4		
Apr 14	+2.3	-2.1	-4.5	-3.2	-1.6	-1.4	-0.5	-0.1	—	-11.0	-0.7	-1.8	-2.9	-2.0	-0.9	-0.2	+0.6	+0.3	—	-7.6		
May 12	-5.3	-1.9	-3.9	-3.1	-1.9	-2.5	-0.5	+0.1	—	-19.1	-0.3	-2.6	-5.1	-3.9	-2.2	-2.2	-0.3	-0.2	—	-17.0		
June 9	-2.4	-2.7	-5.2	-2.9	-1.8	-1.6	-0.8	-0.4	—	-17.8	-1.3	-2.7	-4.8	-3.1	-1.7	-1.6	-0.2	-0.1	—	-15.3		
July 14	-3.3	-5.8	-12.9	-3.7	-2.3	-2.8	-1.0	-0.5	—	-32.3	-1.6	-4.5	-6.6	-5.0	-2.5	-2.2	-0.5	-0.5	—	-23.2		
Aug 11	-3.0	-4.4	-10.6	-4.7	-2.3	-2.9	-1.0	-0.4	—	-29.3	-1.8	-4.3	-7.3	-3.8	-2.1	-2.0	-0.5	-0.3	—	-21.9		

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

† The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

## 2.21 UNEMPLOYMENT Likelihood\* of becoming unemployed and ceasing to be unemployed by age and sex

GREAT BRITAIN										
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
<b>MALE</b>										
<b>Unemployment rates§ (per cent)</b>										
July 1987	11.9	18.5	16.6	12.6	10.8	8.8	10.3	16.8	6.6	11.9
July 1988	8.2	13.6	13.0	10.2	8.7	7.0	8.5	14.3	4.6	9.4
<b>Likelihood of becoming unemployed†</b>										
April 1987-July 1987	9.6	9.6	7.7	4.2	3.2	2.4	2.2	2.4	2.2	4.0
April 1988-July 1988	6.6	8.2	6.9	3.9	2.9	2.1	2.0	2.1	1.7	3.5
Change	-3.0	-1.4	-0.8	-0.3	-0.3	-0.3	-0.2	-0.3	-0.5	-0.5
<b>Likelihood of ceasing to be unemployed‡</b>										
April 1987-July 1987	61.2	53.7	47.3	43.2	39.0	36.4	28.8	24.8	49.7	39.9
April 1988-July 1988	72.9	61.1	54.4	49.2	44.5	41.2	32.1	26.8	56.5	44.9
Change	+11.7	+7.4	+7.1	+6.0	+5.5	+4.8	+3.3	+2.0	+6.8	+5.0
<b>FEMALE</b>										
<b>Unemployment rates§ (per cent)</b>										
July 1987	9.6	14.4	12.8	10.2	6.6	4.1	5.3	5.8		7.6
July 1988	6.8	10.6	9.9	8.0	5.2	3.4	4.6	5.1		6.0
<b>Likelihood of becoming unemployed†</b>										
April 1987-July 1987	7.5	7.5	6.8	4.3	2.8	1.7	1.4	0.8		3.3
April 1988-July 1988	5.2	6.2	5.9	3.6	2.3	1.5	1.3	0.7		2.8
Change	-2.3	-1.3	-0.9	-0.7	-0.5	-0.2	-0.1	-0.1		-0.5
<b>Likelihood of ceasing to be unemployed‡</b>										
April 1987-July 1987	61.2	55.6	52.7	53.6	54.1	50.2	32.6	21.3		48.3
April 1988-July 1988	70.4	61.9	57.7	56.0	56.8	52.7	35.6	22.8		51.6
Change	+9.2	+6.3	+5.0	+2.4	+2.7	+2.5	+3.0	+1.5		+3.3
<b>MALE AND FEMALE</b>										
<b>Unemployment rates§ (per cent)</b>										
July 1987	10.8	16.5	15.0	11.7	9.2	6.8	8.2	10.0		10.1
July 1988	7.5	12.2	11.7	9.4	7.3	6.8	11.6	8.2		8.0
<b>Likelihood of becoming unemployed†</b>										
April 1987-July 1987	8.6	8.6	7.4	4.3	3.0	2.1	1.9	1.8		3.7
April 1988-July 1988	5.9	7.3	6.5	3.8	2.6	1.8	1.7	1.5		3.2
Change	-2.7	-1.3	-0.9	-0.5	-0.4	-0.3	-0.2	-0.3		-0.5
<b>Likelihood of ceasing to be unemployed‡</b>										
April 1987-July 1987	61.2	54.5	49.2	46.7	43.1	39.9	29.9	28.9		42.5
April 1988-July 1988	70.7	61.4	55.6	51.4	47.8	44.1	33.1	30.7		47.0
Change	+9.5	+6.9	+6.4	+4.7	+4.7	+4.2	+3.2	+1.8		+4.5

\* These likelihoods provide a relative guide to the prospects of an individual becoming or ceasing to be unemployed. They cannot be taken as actual probabilities for these events.  
 † The likelihood of becoming unemployed is the inflow expressed as a percentage of the average number of employees in employment, the unemployed and self employed and HM Forces.  
 ‡ The likelihood of ceasing to be unemployed is the outflow expressed as a percentage of the average number unemployed over the quarters.  
 § While the figures for unemployment rates are presented to one decimal place, they should not be regarded as implying precision to that degree. The rates for those under 20 are subject to the widest error.  
 Note: The unemployment rates and likelihood of becoming unemployed by age are expressed as a percentage of the whole working population at mid 1987 and the rates are consistent with tables 2.1 to 2.3 and 2.23.

## 2.22 UNEMPLOYMENT Median\* duration of unemployment by age and sex (weeks)

GREAT BRITAIN										
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
<b>MALE</b>										
<b>Completed spells (computerised records only)</b>										
April 1987-July 1987	6.6	16.4	17.6	18.7	18.9	18.2	17.0	18.9	28.9	17.3
April 1988-July 1988	6.4	13.4	15.7	18.1	19.0	18.9	16.8	18.0	24.6	16.2
Change	-0.2	-3.0	-1.9	-0.6	+0.1	+0.7	-0.2	-0.9	-4.3	-1.1
<b>Uncompleted spells (all records)</b>										
July 1987	16.3	24.4	28.7	45.8	56.7	68.4	79.2	97.6	32.1	46.6
July 1988	18.0	21.0	24.3	37.5	48.8	62.7	87.0	118.1	29.8	43.2
Change	+1.7	-3.4	-4.4	-8.3	-7.9	-5.7	+7.8	+20.5	-2.3	-3.4
<b>FEMALE</b>										
<b>Completed spells (computerised records only)</b>										
April 1987-July 1987	7.4	16.5	17.7	23.9	21.1	14.2	16.2	21.2	43.3	17.2
April 1988-July 1988	7.5	14.0	15.4	21.0	19.8	15.0	16.7	19.5	41.0	15.5
Change	+0.1	-2.5	-2.3	-2.9	-1.3	+0.8	-0.5	-1.7	-2.3	-1.7
<b>Uncompleted spells (all records)</b>										
July 1987	16.8	25.8	22.3	26.1	27.6	33.1	58.4	103.5	188.5	31.1
July 1988	18.8	22.2	19.7	24.3	25.2	29.2	55.4	117.4	196.1	28.1
Change	+2.0	-3.6	-2.6	-1.8	-2.4	-3.9	-3.0	+13.9	+7.6	-3.0
<b>MALE AND FEMALE</b>										
<b>Completed spells (computerised records only)</b>										
April 1987-July 1987	6.9	16.4	17.6	20.5	19.6	17.1	16.8	19.4	29.1	17.3
April 1988-July 1988	6.9	13.6	15.6	19.1	19.2	17.7	16.8	18.4	24.8	16.0
Change	0.0	-2.8	-2.0	-1.4	-0.4	+0.6	0.0	-1.0	-4.3	-1.3
<b>Uncompleted spells (all records)</b>										
July 1987	16.5	24.9	25.7	36.7	44.1	53.6	72.0	99.0	32.8	40.8
July 1988	18.3	21.5	22.6	31.7	38.5	48.2	76.0	117.9	30.5	37.3
Change	+1.8	-3.4	-3.1	-5.0	-5.6	-5.4	+4.0	+18.9	-2.3	-3.5

\* The median duration is the length of time spent unemployed, which has been exceeded by 50 per cent of the unemployed.  
 † These medians are affected by the small number of observations in these cells.

## Likelihood\* of becoming unemployed and ceasing to be unemployed by region and sex 2.23

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
<b>MALE</b>												
<b>Unemployment rates (per cent)</b>												
July 1987	8.4	10.0	7.5	9.0	13.2	10.7	14.1	16.1	17.6	15.1	16.5	11.9
July 1988	6.2	7.9	5.1	6.8	10.1	8.6	11.5	13.3	14.8	12.5	14.0	9.4
<b>Likelihood of becoming unemployed†</b>												
April 1987-July 1987	3.3	3.4	3.2	4.0	3.5	3.5	4.3	4.8	5.4	5.0	5.3	4.0
April 1988-July 1988	2.6	2.9	2.5	3.3	3.0	3.1	4.0	4.4	5.1	4.5	4.9	3.5
Change	-0.7	-0.5	-0.7	-0.7	-0.5	-0.4	-0.3	-0.4	-0.3	-0.5	-0.4	-0.5
<b>Likelihood of ceasing to be unemployed‡</b>												
April 1987-July 1987	45.1	37.9	53.3	53.5	32.6	39.6	36.9	34.8	36.6	39.3	38.2	39.9
April 1988-July 1988	51.2	43.2	63.4	59.9	37.5	44.8	42.5	39.1	41.2	45.3	41.5	44.9
Change	+6.1	+5.3	+10.1	+6.4	+4.9	+5.2	+5.6	+4.3	+4.6	+6.0	+3.3	+5.0
<b>FEMALE</b>												
<b>Unemployment rates (per cent)</b>												
July 1987	5.5	6.2	6.0	7.0	8.9	7.4	8.6	9.2	9.7	9.2	10.1	7.6
July 1988	4.1	4.9	4.4	5.3	7.2	5.8	7.2	7.6	8.2	7.7	8.5	6.0
<b>Likelihood of becoming unemployed†</b>												
April 1987-July 1987	2.6	2.7	3.1	3.3	3.2	3.2	3.7	3.8	3.9	4.3	4.4	3.3
April 1988-July 1988	2.0	2.2	2.4	2.7	2.7	2.7	3.1	3.3	3.5	3.7	4.0	2.8
Change	-0.6	-0.5	-0.7	-0.6	-0.5	-0.5	-0.6	-0.5	-0.4	-0.6	-0.4	-0.5
<b>Likelihood of ceasing to be unemployed‡</b>												
April 1987-July 1987	52.3	46.3	58.4	56.6	39.8	48.3	46.3	45.2	44.2	51.4	46.1	48.3
April 1988-July 1988	56.7	50.2	64.8	61.2	43.6	51.2	48.7	47.6	47.1	55.3	48.9	51.6
Change	+4.4	+3.9	+6.4	+4.6	+3.8	+2.9	+2.4	+2.4	+2.9	+3.9	+2.8	+3.3
<b>MALE AND FEMALE</b>												
<b>Unemployment rates</b>												
July 1987	7.2	8.4	6.9	8.1	11.5	9.3	11.8	13.2	14.4	12.7	13.8	10.1
July 1988	5.3	6.7	4.9	6.2	9.0	7.5	9.7	10.9	12.2	10.6	11.7	8.0
<b>Likelihood of becoming unemployed†</b>												
April 1987-July 1987	3.0	3.1	3.2	3.7	3.4	3.4	4.1	4.4	4.8	4.7	4.9	3.7
April 1988-July 1988	2.4	2.6	2.5	3.1	2.9	2.9	3.6	3.9	4.4	4.2	4.5	3.2
Change	-0.6	-0.5	-0.7	-0.6	-0.5	-0.5	-0.5	-0.5	-0.4	-0.5	-0.4	-0.5
<b>Likelihood of ceasing to be unemployed‡</b>												
April 1987-July 1987	47.4	40.4	55.0	54.6	34.9	42.4	39.7	37.8	38.6	42.8	40.6	42.5
April 1988-July 1988	53.0	45.3	63.9	60.4	39.5	46.8	44.3	41.6	42.8	48.1	43.7	47.0
Change	+5.6	+4.9	+8.9	+5.8	+4.6	+4.4	+4.6	+3.8	+4.2	+5.3	+3.1	+4.5

\* See footnote to table 2.21.  
 † See footnote to table 2.21.  
 ‡ See footnote to table 2.21.  
 \*\* Included in the South East.  
 Note: See note to table 2.21

## Median\* duration of unemployment by region and sex 2.24

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
<b>MALE</b>												
<b>Completed spells (computerised records only)</b>												
April 1987-July 1987	14.2	16.1	14.4	15.2	20.9	17.2	18.3	19.9	18.3	20.1	18.3	17.3
April 1988-July 1988	14.1	16.5	12.5	13.5	19.6	15.2	16.1	18.3	16.9	18.9	17.2	16.2
Change	-0.1	+0.4	-1.9	-1.7	-1.3	-2.0	-2.2	-1.6	-1.4	-1.2	-1.1	-1.1
<b>Uncompleted spells (all records)</b>												
July 1987	40.1	43.8	38.4	36.8	58.3	45.1	50.7	53.2	51.1	45.4	45.6	46.6
July 1988	37.6	41.4	36.6	33.2	52.6	43.6	46.6	47.0	46.1	39.7	44.1	43.2
Change	-2.5	-2.4	-1.8	-3.6	-5.7	-1.5	-4.1	-6.2	-5.0	-5.7	-1.5	-3.4
<b>FEMALE</b>												
<b>Completed spells (computerised records only)</b>												
April 1987-July 1987	14.8	15.6	15.5	16.9	20.9	17.5	17.9	17.9	19.2	16.8	18.0	17.2
April 1988-July 1988	13.9	15.0	12.9	15.0	18.8	15.8	15.5	16.2	16.7	14.8	16.5	15.5
Change	-0.9	-0.6	-2.6	-1.9	-2.1	-1.7	-2.4	-1.7	-2.5	-2.0	-1.5	-1.7
<b>Uncompleted spells (all records)</b>												
July 1987	28.6	31.1	26.9	28.7	36.7	30.2	32.4	34.1	34.0	29.7	29.0	31.1
July 1988	26.0	28.1	25.5	26.0	33.2	26.5	29.3	30.2	30.1	25.5	26.9	28.1
Change	-2.6	-3.0	-1.4	-2.7	-3.5	-3.7	-3.1	-3.9	-3.9	-4.2	-2.1	-3.0
<b>MALE AND FEMALE</b>												
<b>Completed spells (computerised records only)</b>												
April 1987-July 1987	14.4	15.9	14.8	15.8	20.9	17.3	18.1	19.2	18.6	19.0	18.2	17.3
April 1988-July 1988	14.0	16.0	12.6	14.0	19.3	15.4	15.9	17.6				



### 3.1 VACANCIES UK vacancies at jobcentres: seasonally adjusted (excluding Community Programme vacancies)

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
1983	137.3			181.7		179.5		137.0	
1984	150.2			193.9		193.7		149.8	
1985	162.1			201.6		200.5		154.6	
1986	188.8			212.4		208.3		157.4	
1987	235.0			226.2		222.1		159.3	
1986	Aug 8	200.5	7.1	219.2	3.0	210.9	0.7	157.9	-0.7
	Sept 5	202.0	1.5	222.3	4.7	215.6	6.8	160.5	3.7
	Oct 3	209.5	7.1	220.9	5.4	217.8	3.1	162.4	1.8
1987	Nov 7	212.5	3.0	225.4	2.1	220.8	3.3	164.5	2.2
	Dec 5	210.6	-1.9	222.4	2.9	224.0	2.8	165.6	1.7
	Jan 9	212.0	1.4	218.9	0.8	217.0	-0.3	161.2	-0.4
1988	Feb 6	207.0	-5.0	209.2	-5.4	213.9	-2.3	159.0	-1.8
	Mar 6	214.2	7.2	232.0	3.2	227.9	1.3	168.0	0.8
	Apr 3	217.7	3.5	230.2	1.9	225.0	2.7	162.4	0.4
1988	May 8	230.5	12.8	213.3	1.4	202.3	-3.9	147.6	-3.8
	June 5	233.7	3.2	229.9	-0.7	223.5	-1.5	162.5	-1.8
	July 3	235.2	1.5	220.0	-3.4	217.9	-2.4	154.3	-2.7
1988	Aug 5	236.9	1.7	222.7	2.1	218.5	5.4	154.8	2.4
	Sept 4	246.6	9.7	228.8	4.3	215.9	-2.5	154.5	-2.7
	Oct 2	261.4	14.8	235.9	5.3	224.2	2.1	158.0	1.2
1988	Nov 6	268.2	6.8	237.5	4.9	230.9	4.1	159.7	1.6
	Dec 4	256.6	-11.6	236.1	2.4	247.9	10.7	169.5	5.0
	Jan 8	249.5	-7.1	223.6	-4.1	229.0	1.6	164.1	2.0
1988	Feb 5	247.9	-1.6	237.9	0.1	243.9	4.3	168.6	3.0
	Mar 4	245.5	-2.4	237.3	0.4	238.6	-3.1	164.4	-1.7
	Apr 8	253.7	8.2	228.2	-1.4	225.0	-1.3	154.0	-3.4
1988	May 6	255.5	1.8	231.7	-2.1	227.4	-5.5	158.8	-3.3
	June 3	255.2	-0.2	231.2	-2.0	225.8	-4.3	155.3	-3.0
	July 8	249.4	-5.8	229.0	0.3	231.9	2.3	155.1	0.4
1988	Aug 5	241.1	-8.3	224.3	-2.5	231.8	1.5	155.4	-1.1

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 one-third of all vacancies are notified to jobcentres; and about one-quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4 1/2 week month.

### 3.2 VACANCIES Regions: vacancies at jobcentres: seasonally adjusted (excluding Community Programme vacancies)

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland†	United Kingdom
1986 Aug 8	75.0	32.0	6.5	18.5	16.9	10.9	12.3	20.1	10.6	10.1	17.3	198.4	2.1	200.5
1986 Sept 5	76.3	32.5	6.6	18.5	16.6	10.9	12.5	20.0	10.8	10.5	17.0	200.3	2.0	202.0
1987 Oct 3	79.8	34.1	7.1	18.5	17.5	11.3	13.5	20.9	11.5	10.8	16.6	206.0	2.1	209.5
1987 Nov 7	81.8	35.2	6.8	18.7	17.4	11.3	13.8	21.4	11.7	10.3	17.0	210.5	2.1	212.5
1987 Dec 5	81.6	35.5	7.1	18.1	17.4	10.7	13.3	21.5	11.4	10.4	16.9	208.6	2.0	210.6
1988 Jan 9	81.9	36.1	6.8	18.1	17.6	10.8	13.7	21.8	11.4	10.4	17.2	210.1	2.1	212.0
1988 Feb 6	79.6	35.4	6.9	18.0	18.1	10.9	14.1	21.2	11.1	10.6	17.3	205.2	2.1	207.0
1988 Mar 6	81.7	35.5	7.3	18.6	17.9	10.6	14.8	22.0	10.0	10.1	17.6	212.6	2.0	214.2
1988 Apr 3	82.7	35.3	7.4	19.3	18.4	11.6	14.9	22.7	11.5	9.7	17.2	215.1	2.1	217.1
1988 May 8	87.1	35.7	7.9	21.5	20.6	12.8	15.9	24.5	11.7	10.5	18.1	229.2	2.0	230.5
1988 June 5	87.5	35.8	7.9	20.4	20.9	12.6	15.6	24.6	12.1	11.8	18.2	232.0	2.0	233.7
1988 July 3	89.5	36.9	8.0	19.4	21.5	12.4	15.1	25.2	12.3	11.0	18.3	233.2	2.0	235.2
1988 Aug 7	89.9	36.3	8.1	19.4	21.5	12.5	15.7	25.4	12.3	11.2	18.7	234.9	2.0	236.9
1988 Sept 4	93.9	38.5	8.3	19.9	22.8	13.1	16.3	25.8	12.4	11.5	19.6	244.5	2.1	246.6
1988 Oct 2	101.6	41.9	8.9	21.1	24.6	13.3	17.1	26.7	12.9	12.4	20.7	259.2	2.2	261.4
1988 Nov 6	108.3	44.0	9.1	20.4	25.2	12.9	17.1	26.3	12.9	12.1	21.4	265.7	2.5	268.2
1988 Dec 4	104.0	41.5	8.8	19.9	24.3	12.6	16.5	23.5	12.2	11.1	20.8	253.6	3.0	256.6
1988 Jan 8	100.9	39.2	8.8	20.1	24.4	12.5	15.8	22.2	11.3	11.1	19.4	246.3	3.2	249.5
1988 Feb 5	100.1	36.5	8.7	19.5	24.5	12.9	15.8	21.9	11.4	11.0	19.2	244.9	3.0	247.9
1988 Mar 4	97.7	34.1	8.9	19.4	23.5	12.8	15.5	23.3	11.3	10.9	19.5	242.7	2.9	245.5
1988 Apr 8	100.6	34.6	9.4	20.6	23.8	13.7	15.7	23.6	11.5	11.4	20.6	250.8	2.9	253.7
1988 May 6	100.2	33.7	9.8	21.3	23.6	14.0	15.2	24.1	11.6	11.6	20.2	252.8	2.6	255.5
1988 June 3	100.3	33.0	9.9	21.3	23.7	14.1	15.1	24.1	11.9	12.7	19.5	252.7	2.6	255.2
1988 July 8	95.0	29.5	10.6	21.4	23.9	13.8	15.0	23.5	11.2	12.5	19.6	246.7	2.7	249.4
1988 Aug 5	91.5	28.7	10.2	19.8	22.4	13.6	14.9	23.3	10.9	12.1	20.0	238.6	2.6	241.1

† Community Programme vacancies are excluded from the seasonally adjusted vacancies except in Northern Ireland.  
\* Included in South East.

### VACANCIES 3.3 Regions: vacancies at jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland†	United Kingdom
<b>Vacancies at jobcentres: total (including Community Programme vacancies)</b>														
1983	52.9	22.9	5.3	13.6	11.5	8.7	10.5	15.3	7.5	7.8	17.1	150.2	1.2	151.4
1984	62.5	27.5	5.8	14.8	12.5	8.8	10.3	16.6	8.2	8.2	16.5	164.1	1.5	165.6
1985	65.6	28.2	6.3	17.8	14.5	9.8	10.7	18.1	9.7	9.3	17.0	178.7	1.6	180.3
1986	75.6	32.4	6.8	21.1	18.6	11.6	14.1	22.6	13.4	12.2	19.8	216.0	2.0	218.0
1987	95.3	40.1	8.6	22.3	24.8	13.6	18.3	27.4	15.7	13.6	22.2	261.7	2.0	263.8
1987 Aug 7	95.2	37.8	9.0	22.8	25.5	13.9	18.5	29.0	16.4	14.1	23.4	267.7	2.1	269.9
1987 Sept 4	106.1	43.4	9.6	24.3	28.5	15.5	20.3	30.9	17.9	14.9	25.0	293.1	2.1	295.2
1987 Oct 2	115.6	48.7	10.2	24.8	31.1	16.0	21.5	32.0	17.8	15.6	25.4	309.9	2.2	312.2
1987 Nov 6	116.0	48.3	9.8	22.7	30.7	15.0	20.4	30.1	17.4	14.5	24.6	301.3	2.3	303.6
1987 Dec 4	104.2	42.2	8.8	20.0	28.0	13.3	18.6	25.0	15.6	13.2	22.0	268.6	2.7	271.4
1988 Jan 8	98.1	39.1	8.5	19.3	27.3	12.8	17.6	23.5	14.4	13.3	20.2	255.0	2.9	257.9
1988 Feb 5	96.7	36.5	8.4	19.5	27.6	13.1	17.3	23.3	14.2	13.5	20.5	254.0	2.8	256.9
1988 Mar 4	96.6	34.5	9.0	21.2	26.7	13.8	17.5	25.2	14.3	13.8	21.9	260.1	2.8	263.0
1988 Apr 8	102.8	36.1	10.0	24.2	27.6	15.2	17.9	26.5	15.4	14.8	24.2	278.8	3.0	281.8
1988 May 8	106.8	36.6	10.8	25.9	27.7	15.7	18.1	28.1	15.6	16.2	24.9	289.7	2.8	292.5
1988 June 3	110.3	37.2	11.1	26.5	28.6	16.2	18.4	28.5	16.0	16.5	24.5	296.5	2.8	299.3
1988 July 8	102.3	31.9	11.7	25.3	28.6	15.3	17.9	27.0	15.4	16.0	24.6	284.1	2.8	286.9
1988 Aug 5	95.6	29.4	11.0	22.4	26.7	14.8	17.2	25.7	14.7	15.2	24.1	267.4	2.6	270.1
<b>Community Programme vacancies††</b>														
1983	2.1	0.8	0.2	0.9	1.9	0.7	1.8	2.0	1.7	0.9	1.7	14.0		14.0
1984	3.0	1.5	0.3	1.2	1.8	0.7	2.0	2.1	1.6	0.9	1.7	15.4	0.3	15.7
1985	3.3	1.6	0.5	1.7	2.3	0.8	2.0	2.0	1.9	1.3	2.4	18.2	0.4	18.6
1986	4.8	2.4	0.6	3.0	3.2	1.3	2.8	3.6	3.6	2.8	3.6	29.2	0.6	29.9
1987	4.6	2.3	0.6	2.7	3.7	1.4	2.7	3.2	3.7	2.5	3.4	28.5	0.5	29.0
1987 Aug 7	4.6	2.3	0.6	2.8	3.8	1.5	2.6	3.6	3.7	2.4	4.1	29.7	0.5	30.2
1987 Sept 4	4.8	2.4	0.6	2.7	4.0	1.6	2.9	3.8	4.3	2.7	3.9	31.5	0.5	31.9
1987 Oct 2	5.2	2.7	0.6	2.7	4.4	1.6	3.0	3.5	4.0	2.9	3.4	31.5	0.5	32.0
1987 Nov 6	5.1	2.6	0.6	2.6	4.6	1.5	2.9	3.5	4.1	2.9	3.2	31.1	0.5	31.6
1987 Dec 4	5.2	2.7	0.6	2.6	4.4	1.5	2.9	3.0	4.2	3.1	3.1	30.6	1.0	

# 4.1 INDUSTRIAL DISPUTES

## Stoppages of work

### Stoppages: July 1988

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	58	36,400	344,000
of which, stoppages:			
Beginning in month	42	17,000†	47,000
Continuing from earlier months	16	19,400‡	297,000

† includes 16,900 directly involved.  
‡ includes 800 involved for the first time in the month.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see 'Definitions' page at the end of the Labour Market Data section. The figures for 1988 are provisional.

### Stoppages: cause

United Kingdom	12 months to July 1988		
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels—extra-wage and fringe benefits	283	210,200	1,081,000
Duration and pattern of hours worked	19	33,100	515,000
Redundancy questions	30	19,100	43,000
Trade union matters	38	52,500	225,000
Working conditions and supervision	24	6,900	26,000
Manning and work allocation	76	19,100	32,000
Dismissal and other disciplinary measures	201	76,700	197,000
<b>All causes</b>	<b>775</b>	<b>462,000</b>	<b>2,225,000</b>

# 4.2 Stoppages of work\*: summary

United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)							
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services (All other orders)	
<b>SIC 1968</b>												
1976	2,016	2,034	666†	668†	3,284	78	1,977	65	570	132	461	
1977	2,703	2,737	1,166	1,166	10,142	97	6,133	264	297	301	3,050	
1978	2,471	2,498	1,001	1,041	9,405	201	5,985	179	416	360	2,264	
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	
<b>SIC 1980</b>												
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	1,820	143	895	38	33	190	622	
1987	1,004	1,016	884	887	3,546	217	458	50	22	1,705	1,095	
1986 July	82	100	18	22	67	10	32	3	—	6	15	
Aug	77	92	26	28	67	4	38	3	1	6	15	
Sept	90	102	57	67	154	11	110	—	—	6	26	
Oct	128	148	41	48	167	19	74	—	7	39	27	
Nov	89	107	88	117	16	28	10	1	18	43	43	
Dec	73	91	43	58	97	16	23	—	1	7	50	
1987 Jan	99	111	168	171	889	9	55	3	—	787	35	
Feb	102	123	44	148	928	24	59	17	5	778	45	
Mar	104	120	209	215	251	20	54	3	1	8	164	
Apr	114	135	131	155	336	28	49	4	1	10	244	
May	78	95	88	126	222	13	30	—	2	20	158	
June	84	104	45	157	345	14	23	4	1	9	295	
July	72	93	40	61	214	70	22	8	6	55	54	
Aug	57	71	16	22	43	2	19	1	1	11	8	
Sept	63	84	16	19	56	6	24	8	2	3	15	
Oct	79	96	22	24	76	7	41	1	2	7	23	
Nov	97	108	79	80	127	15	55	2	1	5	38	
Dec	57	72	27	35	60	10	16	—	1	17	15	
1988 Jan	77	87	43	45	105	40	21	6	3	9	27	
Feb	95	119	116	144	650	146	380	1	1	58	64	
Mar	66	93	34	48	257	6	141	5	—	57	47	
Apr	30	40	14	17	86	—	10	—	3	63	10	
May	48	59	41	43	115	—	20	33	—	39	22	
June	52	66	31	47	308	2	229	39	2	20	16	
July	42	58	18	36	344	7	282	2	1	17	36	

\* See page of "Definitions and Conventions" for notes on coverage. Figures for 1988 are provisional.  
† Figures exclude workers becoming involved after the end of the year in which the stoppages began.

## Stoppages—industry

SIC 1980	12 months to July 1988			12 months to July 1987		
	Stoppages in progress	Workers involved	Working days lost	Stoppages in progress	Workers involved	Working days lost
Agriculture, forestry and fishing	—	—	—	390	122,900	242,000
Coal extraction	127	97,200	241,000	—	—	—
Coke, mineral oil and natural gas	1	100	†	—	—	—
Electricity, gas, other energy and water	6	2,700	20,000	7	1,600	8,000
Metal processing and manufacture	10	2,800	15,000	7	1,000	5,000
Mineral processing and manufacture	10	1,600	4,000	12	2,400	18,000
Chemicals and man-made fibres	10	2,400	27,000	7	1,500	8,000
Metal goods nes	17	3,800	35,000	14	3,400	31,000
Engineering	61	13,900	67,000	95	47,200	322,000
Motor vehicles	80	99,300	616,000	70	62,300	69,000
Other transport equipment	32	28,300	516,000	43	62,300	141,000
Food, drink and tobacco	27	7,600	54,000	33	7,800	37,000
Textiles	8	20,000	79,000	6	2,100	19,000
Footwear and clothing	16	3,500	18,000	21	8,000	33,000
Furniture	3	300	†	2	200	1,000
Paper, printing and publishing	10	1,100	5,000	14	2,100	25,000
Other manufacturing industries	13	1,800	6,000	17	2,000	10,000
Construction	17	2,800	17,000	28	5,100	25,000
Distribution, hotels and catering, repairs	10	600	1,000	15	2,000	11,000
Transport services and communication	175	77,100	287,000	155	207,100	1,726,000
Supporting and miscellaneous transport services	16	6,200	14,000	33	4,300	17,000
Banking, finance, insurance, business services and leasing	3	300	†	5	800	3,000
Public administration, education and health services	122	80,600	169,000	134	431,100	995,000
Other services	14	8,000	34,000	24	3,600	40,000
<b>All industries and services</b>	<b>775**</b>	<b>462,000</b>	<b>2,225,000</b>	<b>1,125**</b>	<b>980,700</b>	<b>3,787,000</b>

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

# EARNINGS 5.1

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

GREAT BRITAIN	Whole economy (Division 0-9)		Manufacturing industries (Revised definition) (Division 2-4)		Production industries (Revised definition) (Divisions 1-4)		Service industries (Divisions 6-9)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
<b>SIC 1980</b>								
1983	86.9	84.0	84.3	85.1	85.1	88.1	1985 = 100**	
1984	92.2	85.5	91.7	85.1	89.9	93.8		
1985	100.0	85.4	100.0	85.1	100.0	100.0		
1986	107.9	85.4	107.7	85.1	108.3	107.7		
1987	116.4	85.4	116.4	85.1	117.0	116.0		
1983 Jan	83.1	84.0	80.5	81.0	81.4	81.9	84.5	85.5
Feb	84.7	85.5	80.9	81.5	81.8	82.4	87.1	88.1
Mar	85.1	85.4	81.7	81.7	82.8	82.6	86.7	86.9
April	85.0	85.7	82.6	83.0	83.7	83.8	85.9	86.1
May	86.4	86.5	84.0	83.9	84.7	84.6	87.7	87.9
June	87.2	86.6	84.6	83.4	85.4	84.3	88.3	88.3
July	88.4	87.5	85.1	84.2	86.2	85.2	89.8	88.8
Aug	87.6	87.4	84.4	85.1	85.4	85.9	89.1	88.5
Sept	87.7	87.6	85.0	85.6	85.9	86.7	88.6	88.4
Oct	88.4	88.5	86.3	86.7	87.5	87.9	88.7	89.2
Nov	89.0	88.7	88.1	87.4	88.4	87.8	89.3	89.4
Dec	90.3	89.3	88.4	88.0	88.5	88.2	91.8	90.4
1984 Jan	88.9	90.0	87.8	88.3	87.9	88.4	90.0	91.2
Feb	89.6	90.5	88.7	89.3	88.8	89.5	90.1	91.2
Mar	89.8	90.0	89.7	89.7	87.6	87.4	91.3	91.5
April	90.1	90.6	89.0	89.4	87.1	87.2	92.1	92.3
May	90.7	90.8	90.4	90.3	88.4	88.3	92.4	92.5
June	91.7	91.2	92.2	91.0	89.9	88.8	92.6	92.6
July	93.0	92.1	92.7	91.7	90.5	89.5	94.6	93.6
Aug	92.7	92.6	91.7	92.5	89.5	90.1	94.9	94.2
Sept	93.1	93.1	92.6	93.3	90.6	91.4	94.7	94.5
Oct	95.6	95.8	94.1	94.7	92.1	92.6	98.4	98.9
Nov	94.8	94.5	95.2	94.5	93.3	92.7	96.0	96.1
Dec	96.3	95.2	95.7	95.2	93.6	93.3	98.2	96.8
1985 Jan	95.2	96.3	96.0	96.5	94.2	94.6	96.3	97.4
Feb	95.9	97.0	96.1	96.7	94.4	95.1	97.0	98.2
Mar	97.9	98.0	97.9	97.9	97.4	97.3	98.1	98.3
April	98.7	99.1	99.1	99.5	98.9	99.1	98.5	98.8
May	98.7	98.8	98.9	98.8	98.9	98.8	98.7	98.8
June	100.1	99.5	100.8	99.5	101.1	99.9	99.1	99.1
July	101.2	100.2	101.5	100.4	102.1	100.9	100.4	99.3
Aug	101.0	100.9	99.7	100.5	100.2	100.9	101.5	100.7
Sept	102.6	102.5	101.2	101.9	102.0	102.9	102.6	102.5
Oct	101.3	101.4	101.2	102.0	101.8	102.4	100.6	101.1
Nov	103.0	102.6	103.6	102.7	104.1	103.5	102.0	102.1
Dec								



GREAT BRITAIN	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 engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
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)	(43)
														1985 = 100
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	105.5	113.3	109.5	106.9	105.5	107.8	107.9	106.9	108.0	108.7	107.9	107.4	108.7	107.2
1987	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	116.1
1985 Jan	88.9	50.3	95.5	95.7	97.7	94.5	95.4	95.3	95.3	101.2	94.7	95.5	95.8	96.2
Feb	92.4	53.1	96.9	96.3	93.4	96.0	95.1	96.1	96.3	96.1	96.3	96.7	97.2	96.8
Mar	92.4	83.2	97.2	96.3	96.8	97.7	96.6	98.1	99.5	99.3	98.6	98.7	96.0	98.2
April	95.1	93.7	97.1	95.1	103.5	98.6	97.0	98.0	101.6	99.0	98.4	98.5	98.3	98.5
May	94.1	94.8	99.8	96.3	96.3	98.8	97.5	99.0	99.4	99.9	97.7	100.2	99.2	99.6
June	102.1	100.5	99.2	99.9	96.8	101.6	99.8	100.6	100.4	99.6	107.3	100.2	100.9	101.5
July	105.0	101.6	99.9	105.7	109.5	100.3	101.4	101.4	100.7	102.3	100.7	100.4	100.9	101.4
Aug	110.1	102.4	99.2	101.1	97.3	99.8	100.9	99.7	99.3	98.8	98.2	99.4	98.9	99.4
Sept	111.9	103.9	102.9	106.5	108.2	102.4	100.4	101.2	100.2	98.0	99.9	100.9	100.5	101.0
Oct	108.7	104.3	101.7	102.4	97.3	101.9	100.7	101.9	101.2	99.0	102.0	101.5	101.2	101.7
Nov	99.2	102.2	103.9	103.1	97.5	102.4	109.0	104.5	102.2	104.0	101.4	104.6	104.4	102.9
Dec	100.1	107.2	106.4	101.2	105.7	105.6	106.1	104.3	104.0	102.5	104.5	103.4	106.7	102.9
1986 Jan	97.3	116.8	103.6	101.5	103.7	102.3	102.4	103.1	103.9	102.1	105.1	103.4	105.8	104.5
Feb	96.5	113.0	104.9	103.8	99.1	102.7	102.8	104.9	104.1	104.5	104.3	104.0	104.8	104.2
Mar	97.3	115.6	105.4	103.6	101.6	103.7	104.0	105.9	105.7	110.1	106.0	105.9	104.6	105.8
April	99.3	111.9	105.3	103.7	111.6	105.9	103.9	106.8	109.4	105.4	105.2	104.9	107.1	104.5
May	100.9	108.4	111.8	104.6	102.4	106.3	105.8	106.2	106.2	107.9	104.5	107.1	107.9	106.1
June	104.8	108.3	109.4	104.8	105.5	111.1	107.6	106.8	109.5	112.8	108.1	107.4	110.3	108.5
July	107.0	109.2	109.1	112.0	113.2	108.2	107.4	108.6	108.0	109.2	106.6	107.8	108.6	108.2
Aug	115.7	109.9	108.7	113.4	104.5	107.6	107.4	106.2	107.4	108.1	110.5	107.4	106.7	106.7
Sept	118.2	114.7	110.5	108.4	104.5	110.5	107.8	106.7	107.8	108.5	107.6	108.1	109.3	107.8
Oct	115.9	116.2	108.9	109.0	114.5	109.5	109.8	107.7	109.7	108.5	108.9	108.6	109.2	108.3
Nov	107.4	117.3	122.8	109.3	105.1	110.8	118.1	109.7	110.9	112.3	114.0	112.6	114.3	111.4
Dec	106.1	118.3	113.7	109.0	112.3	114.4	117.6	111.1	113.7	115.2	113.8	111.2	115.6	110.6
1987 Jan	102.4	118.6	114.1	113.7	113.1	110.3	110.8	109.8	111.9	112.4	113.0	110.4	115.2	111.1
Feb	102.1	119.4	114.1	111.2	108.0	111.7	112.1	111.4	112.2	115.3	113.2	112.5	111.7	113.4
Mar	102.8	121.3	114.9	110.7	108.4	113.4	111.1	112.2	114.4	116.4	118.0	113.0	112.0	114.9
April	108.0	125.7	117.5	110.2	121.3	113.6	113.7	111.4	117.1	115.3	112.1	112.7	115.8	110.8
May	106.7	117.3	123.3	111.1	113.3	114.0	114.9	112.4	115.7	117.4	112.1	114.0	117.7	114.2
June	111.7	120.9	119.8	111.0	112.8	119.1	116.6	115.3	119.3	123.5	115.3	116.6	117.0	118.2
July	114.0	120.2	124.9	116.0	129.1	118.9	118.9	116.5	118.9	119.5	114.9	117.1	117.3	119.0
Aug	118.2	121.3	119.0	123.9	110.9	116.7	117.0	115.4	117.8	116.9	114.5	116.3	116.2	116.5
Sep	124.2	120.9	117.2	118.3	114.6	119.6	114.6	115.7	118.8	118.3	115.8	118.0	118.4	117.3
Oct	122.3	123.5	118.1	117.9	130.0	118.2	117.4	116.7	119.6	119.5	115.8	118.5	117.6	118.1
Nov	120.7	124.7	133.5	119.8	114.5	119.9	127.9	119.0	121.2	120.1	118.4	122.4	120.5	120.9
Dec	113.5	125.9	124.1	116.2	122.1	127.0	128.2	120.3	124.4	120.8	125.4	120.4	123.8	118.8
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	119.6
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	120.0
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	122.6
April	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	122.6
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	123.7
June	111.7	133.1	128.2	122.5	124.0	127.9	126.8	123.9	129.1	137.0	112.5	126.3	128.6	125.8
[July]	..	139.7	134.2	125.5	141.4	127.8	125.8	126.9	128.6	136.3	113.9	128.1	125.6	124.8

\* England and Wales only.

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

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	GREAT BRITAIN
(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.)		SIC 1980 CLASS
													1985 = 100
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1985 } Annual average
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	1986 } Annual average
114.5	116.5	116.2	116.9	116.5	114.9	115.7	114.9	121.8	112.8	117.9	115.3	116.4	1987 } Annual average
96.4	99.8	94.2	96.6	93.3	96.6	97.3	95.6	94.5	97.2	95.8	100.1	95.2	1985 Jan
97.3	97.0	94.7	96.8	95.6	96.7	95.1	95.7	94.3	100.1	97.4	97.6	95.9	1985 Feb
99.2	95.8	97.1	97.8	99.9	97.8	96.2	97.7	103.0	98.5	96.7	98.5	97.9	1985 Mar
99.1	98.6	99.0	98.4	98.9	101.3	97.2	99.0	96.3	97.9	97.0	98.0	98.7	1985 April
99.3	95.4	99.5	100.1	97.6	99.3	99.4	99.0	100.2	97.8	98.0	97.6	98.7	1985 May
101.7	98.4	101.9	100.9	101.3	99.9	99.4	98.9	100.1	101.1	97.3	94.7	100.1	1985 June
99.9	100.4	101.2	100.8	101.2	100.4	99.7	101.2	101.2	99.2	100.8	97.2	101.2	1985 July
99.1	106.6	100.6	100.3	98.6	99.3	101.7	102.3	97.9	99.1	106.6	99.6	101.0	1985 Aug
100.7	102.6	102.5	100.0	102.7	101.2	101.9	100.5	98.9	102.2	106.7	107.7	102.6	1985 Sept
100.4	103.4	102.1	101.1	101.8	99.8	101.7	100.1	99.2	101.9	101.0	101.8	101.3	1985 Oct
101.9	103.0	104.2	103.5	104.1	101.5	101.5	106.8	100.4	102.4	99.4	102.2	103.0	1985 Nov
105.2	99.0	103.2	103.8	105.3	105.9	108.8	103.1	113.6	102.8	103.0	105.2	104.8	1985 Dec
104.4	105.4	102.6	104.1	102.5	103.0	100.8	102.5	102.4	102.0	100.7	105.1	103.0	1986 Jan
105.0	105.2	103.2	104.7	103.1	104.0	101.7	102.7	104.8	103.4	101.2	104.3	103.6	1986 Feb
106.8	100.0	105.2	105.1	106.7	104.7	101.7	104.0	114.0	104.0	110.7	102.7	106.2	1986 Mar
106.9	103.8	106.3	106.2	106.1	108.7	104.1	104.8	104.6	103.5	114.2	103.9	107.2	1986 April
105.6	102.9	107.0	106.2	105.4	105.5	107.8	106.6	109.5	103.7	106.3	106.7	106.2	1986 May
108.0	103.7	109.6	109.9	109.3	106.8	108.2	105.8	108.9	107.8	109.2	107.0	108.2	1986 June
107.4	106.5	108.1	109.8	110.0	107.0	106.7	107.6	112.4	106.5	115.6	110.7	109.4	1986 July

## 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)
<b>MALE (full-time on adult rates)</b>										
<b>Weekly earnings</b>										£
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
<b>Hours worked</b>										
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	41.9	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
<b>Hourly earnings</b>										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	393.7	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
<b>FEMALE (full-time on adult rates)</b>										
<b>Weekly earnings</b>										£
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
<b>Hours worked</b>										
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
<b>Hourly earnings</b>										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
<b>ALL (full-time on adult rates)</b>										
<b>Weekly earnings</b>										£
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
<b>Hours worked</b>										
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
<b>Hourly earnings</b>										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

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

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

Leather, footwear and clothing (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
113.94	133.35	184.22	140.51	146.19	169.13	139.99	162.43	£ 148.63
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	159.30
129.72	154.00	214.42	162.57	170.58	193.34	160.37	..	..
134.81	163.40	235.17	177.70	182.25	208.70	171.25	..	..
142.55	174.76	253.77	190.88	197.92	222.22	180.62	..	..
42.0	43.0	42.1	43.1	42.5	40.8	43.6	46.5	43.3
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
42.0	44.1	42.4	43.4	43.0	41.1	44.0	..	..
41.7	43.6	42.1	43.4	42.7	41.3	44.0	..	..
42.0	44.4	43.0	43.7	43.5	41.4	44.1	..	..
271.6	309.8	437.7	325.9	343.6	415.0	321.2	349.5	pence 343.5
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	366.7
309.0	348.9	506.1	374.5	397.1	470.0	364.8	..	..
323.6	374.7	558.6	409.6	426.8	504.9	389.3	..	..
339.7	393.9	590.7	436.3	455.1	536.3	409.4	..	..
73.60	97.36	112.07	87.52	90.32	112.46	77.98	118.08	£ 91.26
78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	97.34
85.22	113.18	129.16	98.23	103.21	124.17	95.86	..	..
89.55	121.09	139.81	107.39	110.48	157.49	98.55	..	..
96.51	128.43	152.00	113.63	118.79	163.79	104.68	..	..
37.1	38.4	38.6	38.6	38.1	36.1	39.2	40.8	38.2
37.0	38.4	38.8	38.6	38.1	37.5	38.8	41.5	38.2
37.1	38.7	38.5	38.6	38.1	36.9	39.3	..	..
36.8	38.4	38.7	38.5	38.1	39.4	37.8	..	..
37.2	39.1	39.2	38.7	38.4	38.6	38.0	..	..
198.6	253.7	290.6	226.6	237.2	311.4	199.0	289.4	pence 239.1
212.6	267.2	308.3	239.8	252.9	336.1	226.6	305.4	254.9
229.9	292.4	335.9	254.5	271.0	336.4	250.4	..	..
243.3	315.5	361.3	278.8	289.7	399.4	260.8	..	..
259.8	328.3	387.7	293.7	309.5	424.7	275.8	..	..
82.96	129.37	170.39	127.29	132.98	168.43	139.80	160.58	£ 138.74
88.13	136.00	182.49	136.87	143.09	179.22	147.59	171.39	148.69
95.10	149.83	198.21	145.72	155.04	192.65	160.11	181.06	160.39
99.31	159.09	215.74	161.91	164.74	208.03	170.99	193.47	171.02
106.78	170.20	233.61	171.85	178.54	221.48	180.30	206.73	184.10
38.2	42.5	41.4	42.0	41.5	40.7	43.6	46.2	42.4
38.1	42.4	41.7	42.1	41.7	40.7	43.3	46.5	42.5
38.2	43.6	41.6	42.2	41.8	41.1	43.9	46.4	42.8
37.9	43.1	41.4	42.3	41.6	41.3	44.0	47.0	42.7
38.2	43.8	42.2	42.5	42.2	41.4	47.0	..	43.1
217.2	304.2	411.4	303.1	320.5	413.9	320.9	347.3	pence 327.3
231.4	320.7	437.2	324.9	343.0	440.5	341.0	368.7	349.5
249.2	343.8	476.2	345.7	370.6	468.9	364.4	390.0	374.7
262.4	369.4	521.0	382.9	396.1	503.6	388.8	411.3	400.6
279.3	388.2	553.3	404.4	422.7	535.0	409.0	439.5	426.7

\* Except sea transport.

## 5.5 EARNINGS Index of average earnings: non-manual workers

Great Britain April of each year	Manufacturing Industries								
	Weights	1980	1981	1982	1983†	1984†	1985†	1986†	1987†
Men	689	404.0	451.4	506.2	547.3	604.5	657.5	724.7	776.8
Women	311	494.1	559.5	625.3	681.4	743.9	807.2	869.4	947.0
Men and women	1,000	418.7	469.1	525.6	569.3	627.3	682.0	748.4	804.6

† 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.  
Source: New Earnings Survey.

## EARNINGS 5.5 Index of average earnings: non-manual workers

# 5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (pence)	Weekly earnings (£)		Hours	Hourly earnings (pence)		
	excluding those whose pay was affected by absence				excluding those whose pay was affected by absence					
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours		
April of each year										
<b>FULL-TIME MEN†</b>										
Manual occupations										
1981	119.3	124.7	43.5	286.0	279.8	118.4	121.9	44.2	275.3	269.1
1982*	134.8	138.1	43.8	315.1	307.9	131.4	133.8	44.3	302.0	294.7
1983†	142.8	147.4	43.7	336.7	329.2	140.3	143.6	43.9	326.5	319.0
1984	141.0	145.5	43.6	333.0	325.5	138.4	141.6	43.8	322.7	315.2
1985	153.6	158.9	44.4	358.1	348.5	148.8	152.7	44.3	345.0	336.1
1986	167.5	172.6	44.6	386.8	373.8	159.8	163.6	44.5	368.0	356.8
1987	178.4	183.4	44.5	411.6	398.5	170.9	174.4	44.5	392.6	380.8
	191.2	195.9	44.7	437.6	423.8	182.0	185.5	44.6	416.5	404.3
Non-manual occupations										
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1	419.7
1982*	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5	462.3
1983†	178.5	179.8	38.9	453.4	452.5	177.9	178.9	38.2	462.5	462.3
1984	193.2	194.6	39.1	491.6	491.0	193.7	194.9	38.4	503.4	502.9
1985	191.4	192.9	39.1	487.3	486.6	190.6	191.8	38.4	494.8	494.2
1986	211.7	213.5	39.3	537.8	537.1	207.3	209.0	38.5	537.4	536.4
1987	230.7	232.0	39.3	582.0	580.7	223.5	225.0	38.6	574.7	573.2
	254.4	255.7	39.3	641.0	640.0	243.4	244.9	38.6	627.3	625.8
	271.9	273.7	39.4	684.1	684.0	263.9	265.9	38.7	679.9	679.3
All occupations										
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0	331.2
1982*	148.8	152.6	42.2	357.0	354.0	151.5	154.5	41.7	365.6	364.6
1983†	147.9	151.8	42.3	354.2	351.4	151.5	154.5	41.7	365.6	364.6
1984	158.6	163.3	42.2	383.0	380.0	163.8	167.5	41.5	399.1	398.0
1985	156.4	161.2	42.2	378.1	375.0	161.1	164.7	41.4	392.6	391.2
1986	171.2	176.8	42.8	409.9	406.2	174.3	178.8	41.7	423.0	421.4
1987	187.2	192.6	42.9	444.3	438.6	187.9	192.4	41.9	452.5	449.9
	202.3	207.8	42.9	479.1	474.0	203.4	207.5	41.8	488.9	486.6
	217.0	222.3	43.0	511.0	506.5	219.4	224.0	41.9	527.3	526.2
<b>FULL-TIME WOMEN‡</b>										
Manual occupations										
1981	72.5	76.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8	188.2
1982*	79.9	82.9	39.6	209.5	207.1	78.3	80.1	39.3	205.0	202.7
1983†	79.6	82.6	39.6	208.9	206.6	78.3	80.1	39.3	205.0	202.7
1984	86.7	90.3	39.7	227.3	224.9	85.6	87.9	39.3	224.3	222.0
1985	86.7	90.4	39.7	227.7	225.3	85.8	88.1	39.3	224.9	222.6
1986	91.9	96.0	39.9	240.9	238.1	90.8	93.5	39.4	238.0	235.1
1987	100.1	104.5	40.0	261.7	257.3	98.2	101.3	39.5	256.9	252.9
	107.0	111.6	40.0	274.9	274.6	104.5	107.5	39.5	273.0	269.2
	113.8	119.6	40.3	297.2	291.9	111.4	115.3	39.7	292.0	287.4
Non-manual occupations										
1981	86.4	87.3	37.1	234.2	233.4	95.6	96.7	36.5	259.7	259.2
1982*	97.2	97.6	37.2	260.3	259.0	104.3	104.9	36.5	283.0	282.2
1983†	97.0	97.4	37.2	259.8	258.5	104.3	104.9	36.5	283.0	282.2
1984	105.5	106.2	37.2	283.3	281.9	114.2	115.1	36.5	310.0	309.0
1985	106.2	107.0	37.2	285.4	284.0	115.1	116.1	36.5	312.9	311.9
1986	115.8	117.2	37.4	310.2	308.7	123.0	124.3	36.5	334.3	333.1
1987	125.5	126.8	37.4	336.5	334.7	132.4	133.8	36.6	359.1	357.6
	135.8	136.7	37.4	363.2	361.2	144.3	145.7	36.7	390.6	388.8
	147.7	149.1	37.5	391.6	389.4	155.4	157.2	36.8	418.0	415.9
All occupations										
1981	78.1	81.5	38.4	211.6	210.6	89.3	91.4	37.2	241.8	241.2
1982*	87.1	89.7	38.5	232.1	230.4	97.5	99.0	37.2	263.1	263.1
1983†	86.8	89.4	38.5	231.4	229.7	97.5	99.0	37.2	263.1	263.1
1984	94.5	97.6	38.6	251.8	250.1	106.9	108.8	37.2	288.5	287.5
1985	94.7	97.9	38.6	252.7	251.0	107.6	109.5	37.2	290.6	289.5
1986	101.7	105.5	38.8	270.9	268.8	114.9	117.2	37.2	310.3	309.1
1987	110.6	114.7	38.8	294.4	291.5	123.9	126.4	37.3	334.0	332.4
	119.2	123.2	38.8	316.1	313.3	134.7	137.2	37.3	362.5	360.7
	128.2	133.4	39.0	339.2	335.9	144.9	148.1	37.5	388.4	386.2
<b>FULL-TIME ADULTS</b>										
(a) MEN, 21 years and over AND WOMEN, 18 years and over										
All occupations										
1981	118.6	124.3	41.2	299.0	295.6	121.6	124.9	40.3	305.1	303.2
1982*	134.0	138.0	41.3	329.6	325.4	134.1	136.5	40.2	334.6	332.1
1983†	133.3	137.2	41.4	327.2	323.1	134.1	136.5	40.2	334.6	332.1
	143.2	148.0	41.4	354.1	349.9	145.4	148.3	40.0	365.1	362.5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1981	116.8	122.5	41.2	294.7	291.2	119.8	123.1	40.3	300.4	298.4
1982*	132.0	135.9	41.3	324.6	320.3	132.1	134.5	40.2	329.3	326.7
1983†	131.2	135.2	41.4	322.3	318.2	132.1	134.5	40.2	329.3	326.7
	141.2	146.0	41.4	349.1	344.8	143.2	146.1	40.1	359.5	356.8
(c) MALES AND FEMALES on adult rates										
1983	142.2	147.0	41.4	351.5	347.3	144.5	147.4	40.1	362.6	360.0
1984	155.2	160.8	41.9	380.6	375.4	155.8	159.3	40.3	389.9	386.7
1985	169.2	174.7	41.9	411.8	404.8	167.4	171.0	40.4	416.8	412.7
1986	183.1	188.6	41.9	444.4	437.7	181.2	184.7	40.4	450.8	446.8
1987	196.0	202.0	42.0	474.1	467.6	194.9	198.9	40.4	484.7	481.1

Notes: New Earnings Survey estimates.

\* Results for manufacturing industries for 1981 and the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification (SIC). Results for manufacturing industries for 1983 to 1987 inclusive and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.

† Results for 1981-82 inclusive and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 to 1987 inclusive and the second row of figures for 1983 relate to males or females on adult rates.

‡ Results for 1981-82 inclusive and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 to 1987 inclusive and the second row of figures for 1983 relate to males or females on adult rates.

# LABOUR COSTS 5.7

## All employees: main industrial sectors and selected industries

	Total labour costs (pence per hour)	Percentage shares of labour costs*							
		Total wages and salaries	of which holiday, sickness and maternity pay	National insurance	Redundancy payments	Voluntary social welfare payments	All other labour costs†		
Manufacturing	1975	161.68	88.1	9.4	6.5	0.6	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	
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	
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	
SIC 1980	1986	597.60	84.2	10.5	6.7	1.3	5.8	2.0	
	1987	625.00	84.5	10.6	6.7	0.9	5.8	2.1	
	1988 Q1	625.00	84.5	10.6	6.7	0.9	5.8	2.1	
	1988 Q2	625.00	84.5	10.6	6.7	0.9	5.8	2.1	
	1988 Q3	625.00	84.5	10.6	6.7	0.9	5.8	2.1	
Labour costs per unit of output §	1980	84.8	22.2	105.4	89.0	73.5	86.1	78.0	22.9
	1981	92.8	9.4	112.6	95.7	87.6	94.1	86.6	11.0
	1982	96.0	3.5	111.7	97.7	90.3	96.1	90.2	4.2
	1983	94.8	-1.2	105.2	95.5	93.3	94.9	93.4	3.5
	1984	96.7	2.0	8					

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

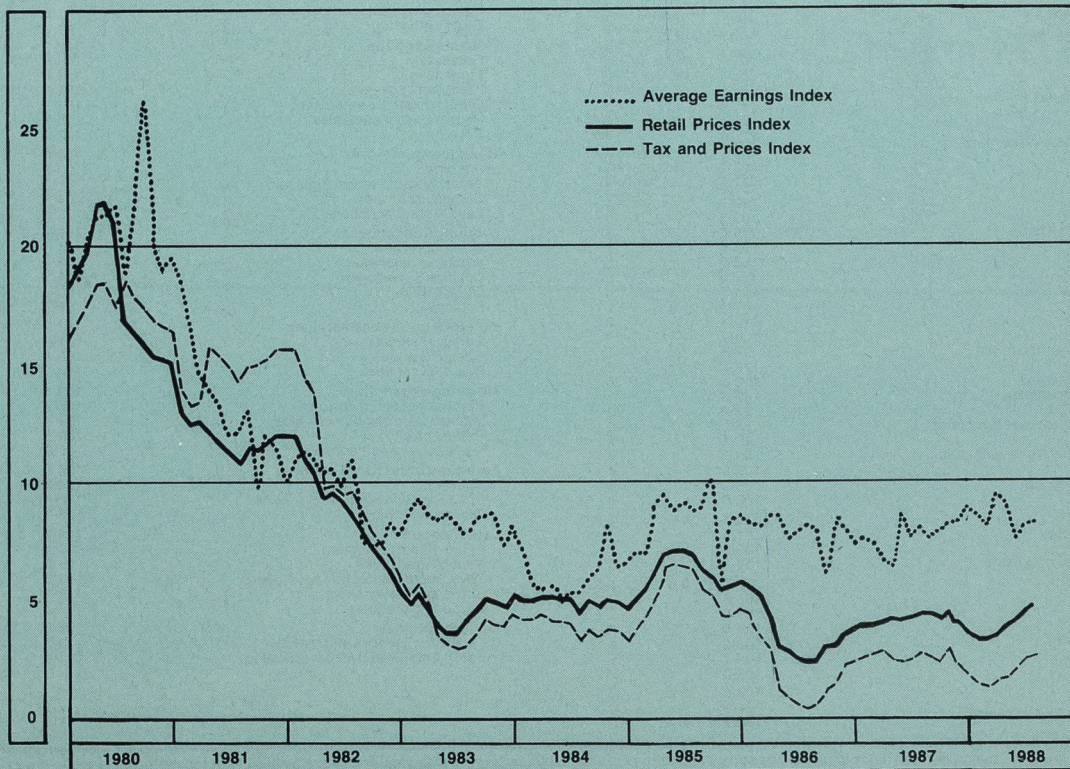
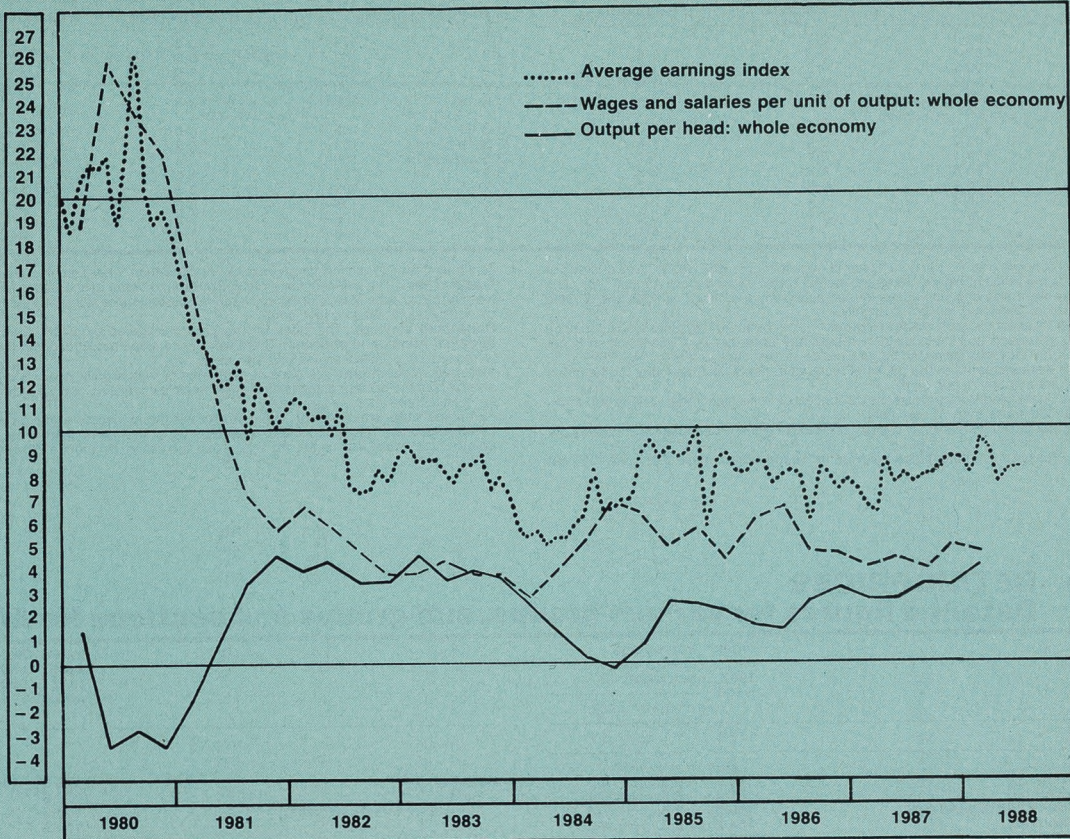
EARNINGS 5.6

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(2) (5) (6)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
<b>Annual averages</b>																	
1977	64.2	82.9	79	78	73.2	68.1	84	53	62	59.1	..	87	82	..	78.5	90.0	78
1978	73.4	87.6	85	83	80.7	76.9	89	65	71	68.6	..	92	89	..	85.3	93.1	85
1979	84.9	92.1	92	91	89.9	86.9	94	79	83	81.9	..	96	91	..	91.9	95.1	92
1980	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	..	100	100	..	100.0	100.0	100
1981	113.3	106.2	110	112	109.5	112.3	105	127	116	123.1	..	103	110	..	110.5	105.1	110
1982	126.0	112.7	117	125	120.4	131.9	110	170	133	144.1	..	110	121	..	119.2	111.6	121
1983	137.4	117.8	122	130	128.3	146.7	114	203	149	172.3	..	113	132	..	128.6	119.2	117
1984	149.3	123.7	128	136	134.4	158.0	117	256	165	192.0	118.1	114	143	185.6	140.9	..	126
1985	162.9	131.2	133	142	141.0	167.1	122	307	179	212.9	121.7	120	153	204.2	151.5	..	131
1986	175.4	137.0	136	146	147.7	174.0	126	346	193	223.1	123.5	122	169	226.5	162.7	..	134
1987	189.5	141.3	139	150	161.5	179.6	132	379	..	237.5 R	125.6	124	196	243.6	173.2	..	136
<b>Quarterly averages</b>																	
1987 Q2	186.9	140.8	139	148	162.3	178.3	131	377	203	236.5	124.6	124	195	243.1 R	174.2	..	136
Q3	191.1	142.0	137	149	162.7	179.6	133	377	205	238.8	125.7	124	197	240.3	172.4	..	136
Q4	196.2	144.0	142	152	166.2	181.0	133	392	..	243.7 R	127.4	124	203	253.2 R	175.8	..	138
1988 Q1	199.0	144.9	137	155	166.1	182.1	134	..	..	246.5	129.7	124	..	247.4	177.4	..	138 R
Q2	203.6	..	..	..	..	..	..	..	..	..	130.4	..	..	..	..	..	139
1987 Nov	195.0	142.8	..	153	165.5	..	..	..	..	244.8	127.7	124	..	..	175.3	..	138
Dec	198.8	146.2	142	153	168.4	..	..	..	..	245.1	126.7	124	..	..	177.7	..	139
1988 Jan	198.8	139.6	..	155	164.8	182.1	134	..	..	246.0	129.0	124	..	..	178.0	..	139
Feb	197.4	147.4	137	155	165.1	..	..	..	..	246.0	129.8	124	..	..	176.5	..	138
Mar	200.7	147.8	..	156	168.3	..	..	..	..	247.6	130.4	124	..	..	177.2	..	139
Apr	205.1	142.0	..	156	172.6	..	..	..	..	..	130.4 R	125	..	..	182.9	..	139
May	202.0	..	..	156	..	..	..	..	..	..	129.5	125	..	..	187.6	..	139
June	203.7	..	..	..	..	..	..	..	..	..	131.3	..	..	..	..	..	140
<b>Increases on a year earlier</b>																	
<b>Annual averages</b>																	
1977	10	9	9	11	10	13	7	21	15	28	..	7	10	..	7	2	9
1978	14	6	7	7	10	13	5	24	15	16	..	5	8	..	9	3	8
1979	16	6	8	9	11	13	6	20	15	19	..	4	3	..	8	2	9
1980	18	8	9	10	11	15	6	27	21	22	..	4	10	..	9	5	9
1981	13	6	10	12	9	12	5	27	16	24	..	3	10	..	11	5	9
1982	11	6	11	12	10	17	5	33	15	17	..	7	10	..	11	5	9
1983	9	5	4	4	7	11	3	19	12	20	..	3	9	..	8	6	7
1984	9	5	5	5	5	8	3	26	11	11	..	1	11	..	10	7	4
1985	9	6	4	4	5	7	4	20	8	11	3	5	7	..	10	8	4
1986	8	4	2	3	5	4	3	13	8	5	1	12 R	11	11	7	..	2
1987	8	3	2	3	9	3	5	10	..	6 R	2	2	16	8	6	..	1
<b>Quarterly averages</b>																	
1987 Q2	8	3	3	2	10	3	5	10	..	7 R	1	1	17	11	7	..	2
Q3	8	3	2	2	10	3	4	9	..	7 R	3	1	14	6 R	6	..	1
Q4	8	4	2	2	10	3	3	9	..	7 R	4	1	15	9	6	..	2
1988 Q1	8	5	0	4	7	3	4	..	..	7	4	1	15	5	4	..	3
Q2	9	..	..	..	..	..	..	..	..	5	..	..	..	..	..	..	..
<b>Monthly</b>																	
1987 Nov	8	5	..	3	11	..	..	..	..	..	..	1	..	..	6	..	2
Dec	8	4	3	2	9	..	..	..	..	..	..	1	..	..	6	..	2
1988 Jan	8	2	..	4	6	3	4	..	..	7	..	1	..	..	6	..	2
Feb	7	7	..	4	8	..	..	..	..	7	..	1	..	..	3	..	2
Mar	9	5	0	5	8	..	..	..	..	7	..	1	..	..	4	..	2
Apr	9	1	..	4	7	..	..	..	..	6	5	1	..	..	5	..	2
May	9	1	..	4	..	..	..	..	..	..	4	1	..	..	7	..	2 R
June	8	..	..	..	..	..	..	..	..	5	..	..	..	..	..	..	3

Source: OECD—Main Economic Indicators.

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

Percentage changes on a year earlier



# 6.1 RETAIL PRICES

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

	All items				All items except seasonal foods			
	Index Jan 13, 1987 = 100	Percentage change over			Index Jan 13, 1987 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1987 Aug	102.1	0.3	1.7	4.4	102.2	0.3	1.9	2.0
Sept	102.4	0.3	1.8	4.2	102.6	0.3	2.0	1.5
Oct	102.9	0.5	1.1	4.5	103.1	0.5	1.5	1.5
Nov	103.4	0.5	1.5	4.1	103.6	0.5	1.9	1.9
Dec	103.3	-0.1	1.4	3.7	103.3	-0.3	1.5	1.5
1988 Jan	103.3	0.0	1.5	3.3	103.3	0.0	1.4	1.4
Feb	103.7	0.4	1.6	3.3	103.6	0.3	1.4	1.4
Mar	104.1	0.4	1.7	3.5	104.0	0.4	1.4	1.4
Apr	105.6	1.6	2.9	3.9	105.7	1.6	2.5	2.5
May	106.2	0.4	2.7	4.2	106.1	0.4	3.2	3.2
June	106.6	0.4	3.2	4.6	106.6	0.5	3.2	3.2
July	106.7	0.1	3.3	4.8	106.9	0.3	3.5	3.5
August	107.9	1.1	4.1	5.7	108.1	1.1	4.3	4.3

The overall level of prices was 1.1 per cent higher in August than in July. Nearly three quarters of this increase was the result of higher mortgage interest rates, effective from August 1 for most borrowers. There were also price increases for non-seasonal food, motor vehicles and durable goods. The price of seasonal foods fell slightly.

**Food:** The index for seasonal products fell by around 1/2 per cent. Among other foods, the price of delivered milk increased, and the index for non-seasonal foods rose by a little less than 3/4 per cent. The index for all foods went up by just under 1/2 per cent.

**Catering:** There were increases in the prices of restaurant meals, and the index for the group rose by a little more than 1/2 per cent.

**Alcoholic drink:** There were further increases in prices of "on sales" beer. The group index increased by a little more than 1/2 per cent.

**Tobacco:** Cigarette prices were slightly higher. The index for the group rose by around 1/4 per cent.

**Housing:** An increase of 1 3/4 percentage points in mortgage interest rates to around 11 1/2 per

cent was the main reason for an increase of more than 5 per cent in the index for this group.

**Fuel and light:** The index for the group fell by around 1/4 per cent. Heating oil was lower in price.

**Household goods:** Many prices recovered from the summer sales. The index for the group rose by a little more than 1/2 per cent.

**Household services:** The index for this group increased by a little more than 1/4 per cent.

**Personal goods and services:** There were price increases throughout the group. The index increased by a little less than 1/2 per cent.

**Motoring expenditure:** The price of petrol and oil was slightly lower, and maintenance costs also fell, but the price of purchasing a motor vehicle increased, and the index for the group rose by a little more than 1/4 per cent.

**Fares and other travel costs:** The index for this group rose by a little more than 1/2 per cent.

**Leisure goods:** The group index increased by a little more than 1/4 per cent.

**Leisure services:** The index for this group increased by around 1/4 per cent.

# 6.2 RETAIL PRICES

## Detailed figures for various groups, sub-groups and sections for Aug 16

	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)	
		1	12		1	12
		All items				
All items	107.9	1.1	5.7			
<b>Food and Catering</b>	105.7	0.5	4.3			
Alcohol and tobacco	106.4	0.5	5.1			
Housing and household expenditure	110.5	2.6	7.8			
Personal expenditure	104.7	0.1	4.0			
Travel and leisure	108.3	0.4	4.7			
All items excluding seasonal food	108.1	1.1	5.8			
All items excluding food	108.5	1.2	6.0			
Seasonal food	97.5	-0.4	-1.1			
Food excluding seasonal	105.7	0.7	4.7			
All items excluding housing	106.4	0.4	4.6			
Nationalised industries	108.3	0.1	6.9			
Consumer durables	103.4	0.3	3.1			
<b>Food</b>	104.4	0.4	3.7			
Bread	108.7	8	8			
Cereals	108.6	7	7			
Biscuits and cakes	104.6	2	2			
Beef	111.3	11	11			
Lamb	103.8	1	1			
of which, home-killed lamb	104.9	1	1			
Pork	100.5	0	0			
Bacon	103.5	4	4			
Poultry	101.6	-2	-2			
Other meat	99.6	-1	-1			
Fish	103.3	0	0			
of which, fresh fish	106.2	5	5			
Butter	105.4	7	7			
Oil and fats	102.8	6	6			
Cheese	107.0	6	6			
Eggs	101.7	0	0			
Milk, fresh	107.8	7	7			
Milk products	110.1	7	7			
Tea	106.7	7	7			
Coffee and other hot drinks	93.5	-1	-1			
Soft drinks	117.2	13	13			
Sugar and preserves	110.5	6	6			
Sweets and chocolates	101.2	1	1			
Potatoes	94.4	2	2			
of which, unprocessed potatoes	86.0	0	0			
Vegetables	96.5	-2	-2			
of which, other fresh vegetables	89.5	-7	-7			
Fruit	107.5	4	4			
of which, fresh fruit	109.2	5	5			
Other foods	106.0	4	4			
<b>Catering</b>	110.4	0.6	6.6			
Restaurant meals	111.1	7	7			
Canteen meals	109.6	7	7			
Take-aways and snacks	109.8	6	6			
<b>Alcoholic drink</b>	107.7	0.6	5.5			
Beer	108.8	7	7			
—on sales	109.0	7	7			
—off sales	107.5	4	4			
Wines and spirits	106.2	4	4			
—on sales	107.7	6	6			
—off sales	105.0	2	2			
<b>Tobacco</b>	103.6	0.2	4.1			
Cigarettes	104.0	4	4			
Tobacco	100.9	2	2			
<b>Housing</b>	115.8	5.1	11.2			
Rent	112.8	8	8			
Mortgage interest payments	118.8	19	19			
Rates	116.8	8	8			
Water and other charges	115.6	9	9			
Repairs and maintenance charges	107.3	6	6			
Do-it-yourself materials	108.4	6	6			
<b>Fuel and light</b>	103.4	-0.2	4.4			
Coal and solid fuels	95.8	-3	-3			
Electricity	108.6	9	9			
Gas	101.2	3	3			
Oil and other fuel	86.5	-13	-13			
<b>Household goods</b>	106.5	0.6	4.5			
Furniture	106.5	5	5			
Furnishings	106.9	5	5			
Electrical appliances	104.3	2	2			
Other household equipment	107.3	5	5			
Household consumables	110.6	7	7			
Pet care	102.4	3	3			
<b>Household services</b>	107.4	0.3	4.9			
Postage	100.6	0	0			
Telephones, telemessages, etc	101.2	1	1			
Domestic services	109.3	7	7			
Fees and subscriptions	113.0	8	8			
<b>Clothing and footwear</b>	103.3	0.0	3.5			
Men's outerwear	104.0	4	4			
Women's outerwear	100.7	3	3			
Children's outerwear	104.1	5	5			
Other clothing	104.9	3	3			
Footwear	104.7	4	4			
<b>Personal goods and services</b>	107.5	0.4	5.0			
Personal articles	101.8	3	3			
Chemists goods	108.4	5	5			
Personal services	112.0	8	8			
<b>Motoring expenditure</b>	109.5	0.3	4.5			
Purchase of motor vehicles	113.3	6	6			
Maintenance of motor vehicles	109.9	6	6			
Petrol and oil	100.8	0	0			
Vehicles tax and insurance	115.9	9	9			
<b>Fares and other travel costs</b>	108.6	0.6	6.2			
Rail fares	107.8	7	7			
Bus and coach fares	112.4	7	7			
Other travel costs	105.9	5	5			
<b>Leisure goods</b>	104.7	0.3	2.9			
Audio-visual equipment	93.4	-4	-4			
Records and tapes	99.7	0	0			
Toys, photographic and sport goods	106.3	4	4			
Books and newspapers	113.1	7	7			
Gardening products	107.2	7	7			
<b>Leisure services</b>	108.5	0.2	7.0			
Television licences and rentals	103.3	3	3			
Entertainment and other recreation	112.4	10	10			

Note: 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.)

# 6.3 RETAIL PRICES

## Average retail prices of selected items

Average retail prices on August 16 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 August 16, 1988

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
<b>FOOD ITEMS</b>		p	p	<b>Butter</b>		p	p
<b>Beef: home-killed</b>				Home-produced, per 250g	290	54	50-60
Sirloin (without bone)	248	347	250-410	New Zealand, per 250g	267	53	51-55
Silverside (without bone) †	317	240	218-268	Danish, per 250g	276	59	57-64
Best beef mince	323	133	104-174	<b>Margarine</b>			
Fore ribs (with bone)	213	176	129-228	Soft 500g tub	280	36	28-58
Brisket (without bone)	274	176	145-199	Low fat spread 250g	294	40	38-44
Rump steak †	317	321	279-360	<b>Lard, per 250g</b>	318	16	14-22
Stewing steak	299	162	145-195	<b>Cheese</b>			
<b>Lamb: home-killed</b>				Cheddar type	298	135	114-169
Loin (with bone)	295	232	180-289	<b>Eggs</b>			
Shoulder (with bone)	273	111	89-150	Size 2 (65-70g), per dozen	253	103	80-125
Leg (with bone)	281	183	158-229	Size 4 (55-60g), per dozen	212	91	78-110
<b>Lamb: imported</b>				<b>Milk</b>			
Loin (with bone)	187	156	138-179	Pasteurised, per pint	293	27	24-27
Shoulder (with bone)	184	87	78-109	Skimmed, per pint	292	26	23-27
Leg (with bone)	187	152	138-174	<b>Tea</b>			
<b>Pork: home-killed</b>				Loose, per 125g	298	42	32-53
Leg (foot off)	236	108	89-150	Tea bags, per 250g	315	103	85-112
Belly †	255	84	72-98	<b>Coffee</b>			
Loin (with bone)	324	143	128-165	Pure, instant, per 100g	571	133	82-178
Fillet (without bone)	249	203	139-288	Ground (filter fine), per 1/2lb	267	139	105-162
<b>Bacon</b>				<b>Sugar</b>			
Collar †	134	115	98-140	Granulated, per kg	306	54	52-56
Gammon †	257	188	153-216	<b>Fresh vegetables</b>			
Back, vacuum packed	201	163	139-198	Potatoes, old loose			
Back, not vacuum packed	226	165	145-180	White	164	11	9-12
<b>Ham (not shoulder), per 1/2lb</b>	303	59	48-75	Red	44	11	8-15
<b>Sausages</b>				Potatoes, new loose			
Pork	337	88	69-105	Tomatoes	327	42	35-50
Beef	249	82	60-96	Cabbage, greens	252	26	16-38
<b>Pork luncheon meat, 12oz can</b>	185	46	39-54	Cabbage, hearted	270	25	18-35</

# 6.4 RETAIL PRICES

## General index of retail prices

UNITED KINGDOM January 15, 1974 = 100	ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food			Meals bought and consumed outside the home	Alcoholic drink									
					All	Seasonal food	Non-seasonal food											
										Weights	1974	1975	1976	1977	1978	1979	1980	1981
1974	1,000	747	951.2-925.5	80	253	47.5-48.8	204.2-205.5	51	70	108.5	109.3	108.8	108.4	106.1	103.0	106.9	108.2	109.7
1975	1,000	768	961.9-966.3	77	232	33.7-38.1	193.9-198.3	48	82	134.8	135.3	135.1	147.5	133.3	129.8	134.3	132.4	135.2
1976	1,000	772	958.0-960.8	90	228	39.2-42.0	186.0-188.8	47	81	157.1	156.4	156.5	185.4	159.9	177.7	156.8	157.3	159.3
1977	1,000	753	953.3-955.8	91	247	44.2-46.7	200.3-202.8	45	83	182.0	179.7	181.5	208.1	190.3	197.0	189.1	185.7	183.4
1978	1,000	767	966.5-969.6	96	233	30.4-33.5	199.5-202.6	51	85	197.1	195.2	197.8	208.1	203.8	227.3	208.4	207.8	196.0
1979	1,000	768	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	77	223.5	222.2	224.1	246.7	228.3	211.1	231.7	239.9	217.1
1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82	295.0	295.0	295.0	307.9	255.9	224.5	262.0	290.0	261.8
1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79	320.4	326.2	327.0	417.6	308.8	277.5	318.9	318.0	341.0
1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	38	77	335.1	342.4	337.1	440.9	326.1	299.3	303.5	341.7	341.0
1983	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	39	78	351.8	358.9	353.1	454.9	326.1	319.0	327.8	390.8	387.7
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	373.2	383.2	375.4	478.9	336.3	314.1	340.9	413.3	412.1
1985	1,000	810	970.3-973.2	86	190	26.8-29.7	160.3-163.2	45	75	385.9	396.4	387.9	496.6	347.3	336.0	350.0	439.5	430.6
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	1975 Jan 14	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2
1975 Jan 14	119.9	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2	1976 Jan 13	147.9	147.6	172.8	148.3	158.6	146.6	146.2	149.0
1976 Jan 13	147.9	147.9	147.6	172.8	148.3	158.6	146.6	146.2	149.0	1977 Jan 18	172.4	170.9	198.7	183.1	214.8	177.1	172.3	173.7
1977 Jan 18	172.4	169.3	170.9	198.7	183.1	214.8	177.1	172.3	173.7	1978 Jan 17	189.5	187.6	190.2	220.1	173.9	200.4	199.5	188.9
1978 Jan 17	189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	188.9	1979 Jan 16	207.2	204.3	207.3	234.5	217.5	207.6	219.5	218.7
1979 Jan 16	207.2	204.3	207.3	234.5	217.5	207.6	219.5	218.7	198.9	1980 Jan 15	245.3	245.5	246.2	274.7	244.8	223.6	248.9	267.8
1980 Jan 15	245.3	245.5	246.2	274.7	244.8	223.6	248.9	267.8	241.4	1981 Jan 13	277.3	280.3	279.3	348.9	266.7	225.8	274.7	307.5
1981 Jan 13	277.3	280.3	279.3	348.9	266.7	225.8	274.7	307.5	277.7	1982 Jan 12	310.6	314.6	311.5	387.0	296.1	287.6	297.5	329.7
1982 Jan 12	310.6	314.6	311.5	387.0	296.1	287.6	297.5	329.7	321.8	1983 Jan 11	325.9	332.6	328.5	441.4	301.8	256.8	310.3	353.7
1983 Jan 11	325.9	332.6	328.5	441.4	301.8	256.8	310.3	353.7	353.7	1984 Jan 10	342.6	348.9	343.5	445.8	319.8	321.3	319.8	378.5
1984 Jan 10	342.6	348.9	343.5	445.8	319.8	321.3	319.8	378.5	376.1	1985 Jan 15	359.8	367.8	361.8	465.9	330.6	306.9	335.6	401.8
1985 Jan 15	359.8	367.8	361.8	465.9	330.6	306.9	335.6	401.8	397.9	1986 Jan 14	379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7
1986 Jan 14	379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7	423.8	Feb 11	381.4	391.4	383.3	489.5	343.6	328.2	346.9	428.9
Feb 11	381.4	391.4	383.3	489.5	343.6	328.2	346.9	428.9	425.9	Mar 11	381.6	391.5	383.4	489.5	345.2	337.5	347.3	429.9
Mar 11	381.6	391.5	383.4	489.5	345.2	337.5	347.3	429.9	426.5	Apr 15	385.3	395.6	387.0	497.8	347.4	343.7	348.7	434.3
Apr 15	385.3	395.6	387.0	497.8	347.4	343.7	348.7	434.3	427.6	May 13	386.0	395.8	387.3	495.9	349.8	356.8	349.4	436.2
May 13	386.0	395.8	387.3	495.9	349.8	356.8	349.4	436.2	428.8	June 10	385.8	395.3	387.0	496.8	351.4	361.8	350.3	439.3
June 10	385.8	395.3	387.0	496.8	351.4	361.8	350.3	439.3	429.4	July 15	384.7	394.9	386.8	498.3	347.4	332.2	350.7	440.4
July 15	384.7	394.9	386.8	498.3	347.4	332.2	350.7	440.4	431.0	Aug 12	385.9	396.1	387.9	499.8	348.6	336.5	351.4	442.6
Aug 12	385.9	396.1	387.9	499.8	348.6	336.5	351.4	442.6	432.5	Sept 16	387.8	398.5	390.0	500.5	348.3	331.7	351.8	445.3
Sept 16	387.8	398.5	390.0	500.5	348.3	331.7	351.8	445.3	434.6	Oct 14	388.4	399.6	390.9	500.4	347.6	324.9	352.2	447.8
Oct 14	388.4	399.6	390.9	500.4	347.6	324.9	352.2	447.8	436.6	Nov 11	391.7	403.7	394.3	500.7	347.5	322.8	352.4	449.5
Nov 11	391.7	403.7	394.3	500.7	347.5	322.8	352.4	449.5	436.0	Dec 9	393.0	404.7	395.3	499.7	349.8	333.3	353.4	452.9
Dec 9	393.0	404.7	395.3	499.7	349.8	333.3	353.4	452.9	434.6	1987 Jan 13	394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8
1987 Jan 13	394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7									

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

# 6.4 RETAIL PRICES

## General index of retail prices

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services	1974 Weight				
									Food		Meals bought and consumed outside the home	Alcoholic drink
									All	Seasonal food		
43	124	52	64	91	63	135	54	1974				
46	108	53	70	89	71	149	52	1975				
46	112	56	75	84	74	140	57	1976				
46	112	58	63	82	71	139	54	1977				
48	113	60	64	80	70	140	56	1978				
44	120	59	64	82	69	143	59	1979				
40	124	59	69	84	74	151	62	1980				
36	135	62	65	81	75	152	66	1981				
41	144	62	64	77	72	154	65	1982				
39	137	69	64	74	75	159	63	1983				
36	149	65	69	70	76	158	65	1984				
37	153	65	65	75	77	156	62	1985				
40	153	62	63	75	81	157	58	1986				
115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8	1974				
147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5	1975				
171.3	143.2	182.4	144.2	139.4	161.3	166.0	159.5	1976				
209.7	161.8	211.3	166.8	157.4	188.3	190.3	173.3	1977				
226.2	173.4	227.5	182.1	171.0	206.7	207.2	192.0	1978				
247.6	208.9	250.5	201.9	187.2	236.4	243.1	213.9	1979				
290.1	269.5	313.2	226.3	205.4	276.9	288.7	262.7	1980				
358.2	318.2	380.0	237.2	208.3	300.7	322.6	300.8	1981				
413.3	358.3	433.3	243.8	210.5	325.8	343.5	331.6	1982				
440.9	367.1	465.4	250.4	214.8	345.6	366.3	342.9	1983				
489.0	400.7	478.8	256.7	214.6	364.7	374.7	357.3	1984				
532.5	452.3	499.3	263.9	222.9	392.2	392.5	381.3	1985				
584.9	478.1	506.0	266.7	229.2	409.2	390.1	400.5	1986				
124.0	110.3	124.9	118.3	118.6	125.2	130.3	115.8	Jan 14 1975				
162.6	134.8	168.7	140.8	131.5	152.3	157.0	154.0	Jan 13 1976				
193.2	154.1	198.8	157.0	148.5	176.2	178.9	166.8	Jan 18 1977				
222.8	164.3	219.9	175.2	163.6	198.6	198.7	186.6	Jan 17 1978				
231.5	190.3	233.1	187.3	176.1	216.4	218.5	202.0	Jan 16 1979				
269.7	237.4	277.1	216.1	197.1	258.8	268.4	246.9	Jan 15 1980				
296.6	285.0	355.7	231.0	207.5	293.4	299.5	289.2	Jan 13 1981				
392.1	350.0	401.9	239.5	207.1	312.5	330.5	325.6	Jan 12 1982				
426.2	348.1	467.0	245.8	210.9	337.4	353.9	337.6	Jan 11 1983				
450.8	382.6	469.3	252.3	210.4	353.3	370.8	350.6	Jan 10 1984				
508.1	416.4	487.5	257.7	217.4	378.4	379.6	369.7	Jan 15 1985				
545.7	463.7	507.0	265.2	225.2	402.9	393.1	393.1	Jan 14 1986				
549.9	465.7	507.0	267.8	225.7	406.1	391.2	394.1	Feb 11				
553.2	467.5	507.0	268.8	227.9	405.8	386.8	394.7	Mar 11				
580.8	483.5	506.8	267.6	227.4	408.7	386.3	399.1	Apr 15				
594.4	482.7	504.2	269.3	227.8	408.5	383.6	400.5	May 13				
597.3	471.6	504.8	268.7	227.5	409.3	387.9	401.2	June 10				
597.1	472.8	505.0	265.5	226.8	408.2	386.7	401.5	July 15				
597.5	475.2	505.8	264.2	229.7	410.1	387.0	402.0	Aug 12				
598.3	477.3	506.7										

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

UNITED KINGDOM	All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1987 Aug 11	4.4	2.3	6.5	4.0	0.4	10.1	-0.9	2.7	4.9	0.3	4.0	8.4	4.5	1.8	1.9
Sept 8	4.2	2.1	6.5	4.2	0.5	9.9	-1.6	3.0	5.3	1.5	3.0	6.8	4.4	2.6	2.1
Oct 13	4.5	3.0	6.3	4.5	1.0	10.2	-2.1	3.0	5.5	1.3	3.4	7.1	4.8	3.3	3.3
Nov 10	4.1	3.6	6.5	4.4	1.2	6.7	-1.7	3.2	4.9	1.5	4.4	6.5	5.2	3.6	3.8
Dec 8	3.7	3.7	6.2	4.5	1.2	4.2	-1.6	3.3	4.8	1.9	3.9	5.8	5.1	3.6	3.6
1988 Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
Feb 16	3.3	2.9	6.7	3.9	1.7	4.0	-2.0	3.5	5.2	1.6	4.4	4.0	5.9	3.1	3.6
Mar 15	3.5	3.2	6.6	4.0	1.7	4.0	-2.0	3.5	5.1	2.1	4.4	4.2	5.7	3.0	3.7
Apr 19	3.9	2.8	7.0	5.3	3.4	4.7	-0.8	3.4	4.8	2.1	4.6	4.8	5.6	3.0	6.7
May 17	4.2	2.4	7.0	5.3	3.9	5.6	1.3	3.4	4.5	3.8	4.8	4.4	5.3	2.7	7.2
June 14	4.6	3.1	7.0	5.3	3.8	6.2	3.0	3.6	4.5	4.5	4.6	4.8	5.3	2.2	7.0
July 19	4.8	3.6	6.6	5.3	3.7	6.2	4.5	4.2	5.0	4.1	5.1	4.6	5.6	2.8	6.8
Aug 16	5.7	3.7	6.6	5.5	4.1	11.2	4.4	4.5	4.9	3.5	5.0	4.5	6.2	2.9	7.0

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			103.1	104.8			103.6	105.5		

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

# RETAIL PRICES 6.7

Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services			
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	JAN 15, 1974 = 100			
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	311.5			
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	321.3			
1986	382.0	340.1	432.7	428.4	587.2	510.4	281.3	231.0	468.4	472.1	343.1			
1987 January	386.5	344.6	448.5	438.4	605.5	510.5		231.7			357.0			
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1983	333.3	296.7	358.2	377.3	440.6	461.2	257.4	223.8	383.9	393.1	320.6			
1984	350.4	315.6	384.3	399.9	488.5	479.2	264.3	223.9	405.8	407.0	331.1			
1985	367.6	325.1	406.7	425.5	531.6	503.1	275.8	232.4	438.1	429.9	353.8			
1986	379.2	334.6	432.9	445.3	584.4	511.3	281.2	239.5	456.0	428.5	368.4			
1987 January	384.2	338.8	448.8	456.0	602.3	512.2		240.5						
GENERAL INDEX OF RETAIL PRICES														
1983	329.8	308.8	364.0	366.5	440.9	465.4	250.4	214.8	345.6	366.3	342.9			
1984	343.9	326.1	390.8	387.7	489.0	478.8	256.7	214.6	364.7	374.7	357.3			
1985	360.7	336.3	413.3	412.1	532.5	499.3	263.9	222.9	392.2	392.5	381.3			
1986	371.5	347.3	439.5	430.6	584.9	506.0	266.7	229.2	409.2	390.1	400.5			
1987 January	377.8	354.0	454.8	440.7	602.9	506.1		230.8						
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	JAN 13, 1987 = 100	
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
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

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

## GENERAL NOTES—RETAIL PRICES

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

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

### Calculations

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

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

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

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

### Structure

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

### Definitions

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

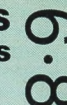
**Nationalised industries:** Index for goods and services mainly produced by nationalised industries. These are coal and solid fuels, electricity, water, sewerage and environmental charges (from August 1976), rail and bus fares and postage. Telephone charges were included until December 1984 and gas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

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



# RETAIL PRICES

## Selected countries: consumer prices indices



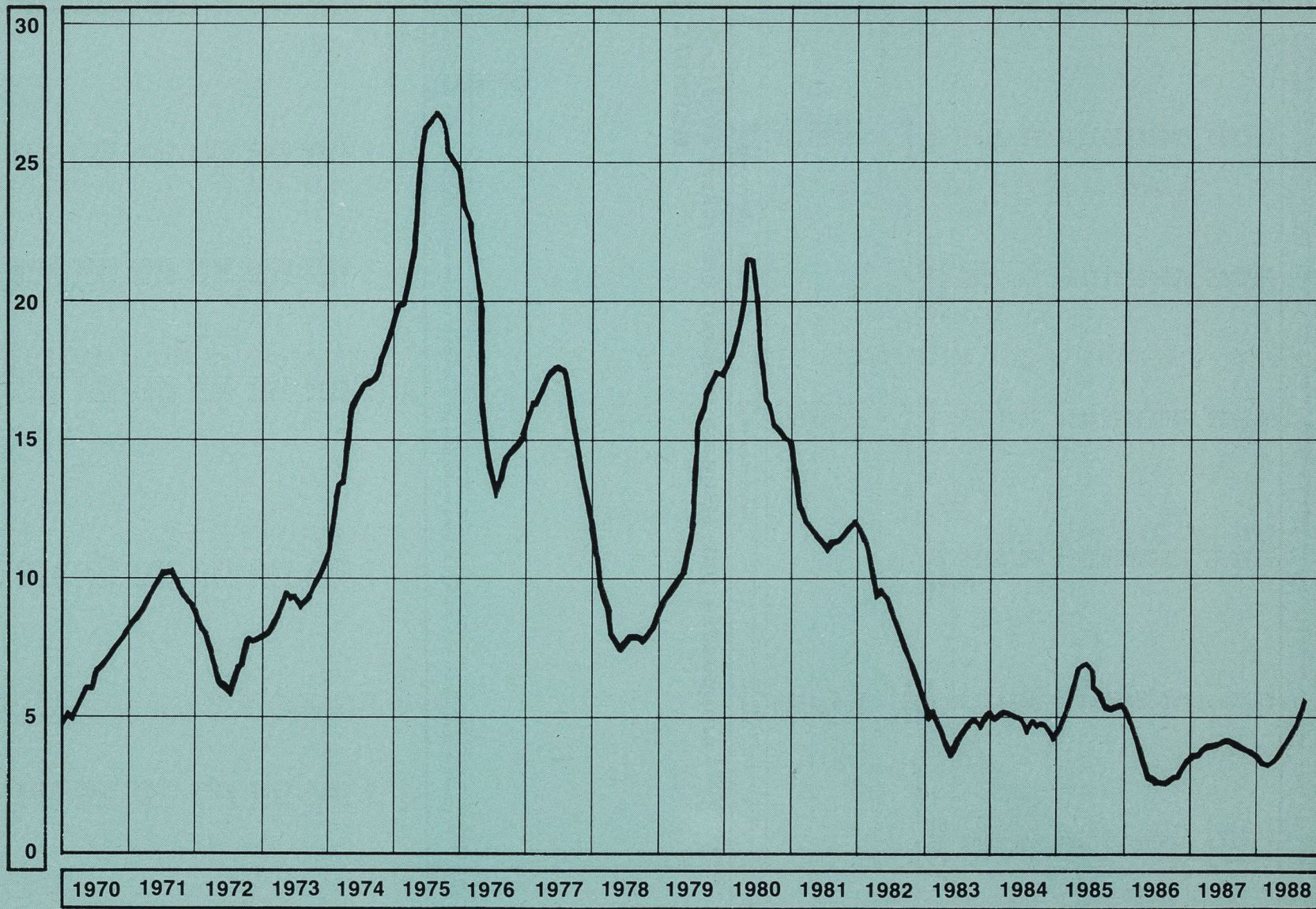
	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD*	
																			Indices 1980 = 100	
<b>Annual averages</b>																				
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2	
1976	59.6	68.7	83.0	80.2	70.7	96	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7	
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.3	69.4	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8	
1978	74.7	83.2	90.7	89.8	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	90.1	86	74.8	82	92.8	79.2	80.7	
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1	88.1	88.6	
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1981	111.9	109.6	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	112	106.5	110.4	110.5	
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	131.1	122	112.5	117.1	119.1	
1983	127.1	134.1	116.3	126.0	131.9	132	139.0	115.6	181.0	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.3	
1984	133.4	139.4	122.9	134.0	137.6	140	149.3	118.4	214.4	169.3	174.3	112.1	120.0	146	163.6	143	119.3	126.1	131.7	
1985	141.5	148.8	126.9	140.5	143.1	146.4	158.0	121.0	255.8	178.5	190.3	114.4	122.7	154	178.0	153.7	123.3	130.5	137.6	
1986	146.3	162.4	129.0	142.3	149.0	151.7	162.2	120.7	314.7	185.2	201.4	114.9	122.9	165	193.7	160.3	124.2	133.0	141.1	
1987	152.4	176.1	130.9	144.5	155.5	157.8	167.3	121.0	366.4	191.1	211.0	114.6	122.3	180	203.9	167.0	126.0	137.9	145.8	
<b>Quarterly averages</b>																				
1987 Q2	152.4	174.6	130.5	144.5	154.8	157.5	166.9	121.1	365.5	190.8	209.6	115.1	122.1	178	202.3	165.1	125.7	137.2	145.4	
Q3	152.7	177.5	132.2	145.3	156.6	158.5	167.9	121.1	367.1	191.8	211.8	114.7	122.3	181	204.9	168.0	126.0	138.6	146.4	
Q4	154.4	180.5	131.4	144.9	157.7	160.4	168.7	121.2	386.8	191.9	215.3	115.0	123.1	183	207.3	170.5	126.8	140.0	147.7	
1988 Q1	155.1	183.8	132.2	144.9	159.0	162.4	169.5	121.7	393.0	193.3	217.9	114.4	122.1	188	209.9	172.7	127.8	140.8	148.7	
Q2	158.9	187.7	132.7	145.9	161.0	164.7	171.1	122.4	410.8	194.3	..	115.1	122.9	191	210.5	175.8	..	142.6	150.5	
<b>Monthly</b>																				
1988 Feb	155.1	183.8	132.1	145.0	158.9	162.6	169.4	121.8	388.5	193.3	217.9	114.2	122.1	187	209.6	172.9	127.9	140.8	148.6	
Mar	155.7	..	132.5	145.1	159.7	163.2	169.0	121.9	400.2	..	218.8	114.6	122.5	190	211.0	173.6	128.3	141.4	149.3	
Apr	158.2	..	132.7	145.7	160.3	163.8	170.7	122.2	408.4	..	219.4	115.1	122.9	191	210.3	175.2	128.5	142.1	150.1	
May	158.8	187.7	132.4	145.9	161.3	165.2	171.1	122.4	409.4	194.3	220.0	115.2	123.0	191	210.2	175.8	128.1	142.6	150.5	
June	159.5	..	133.2	146.1	161.5	165.1	171.6	122.6	414.7	..	..	115.0	122.9	192	211.0	176.3	128.4	143.2	151.0	
July	159.6	..	134.8	146.6	162.6	164.4	172.1	122.5	413.7	..	..	114.0	123.1	192	213.8	177.1	127.9	143.8	..	
Aug	161.4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Increases on a year earlier</b>																				
<b>Annual averages</b>																				
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	12.1	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
1981	11.9	9.6	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5	
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8	
1983	4.6	10.1	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3	
1984	5.0	4.0	5.7	6.3	4.3	6.3	7.3	2.4	18.1	8.7	10.8	2.2	3.3	6.6	11.3	7.5	2.8	4.3	5.1	
1985	6.1	6.7	3.3	4.9	4.0	4.7	5.8	2.2	19.3	5.4	9.2	2.1	2.3	5.5	8.8	7.4	3.4	3.5	4.5	
1986	3.4	9.1	1.7	1.3	4.1	3.6	2.7	-0.2	23.0	3.8	5.8	0.4	0.2	7.1	8.8	4.3	0.7	1.9	2.6	
1987	4.2	8.4	1.5	1.5	4.4	4.0	3.1	0.2	16.4	3.2	4.8	0.3	-0.5	9.1	5.3	4.2	1.5	3.7	3.3	
<b>Quarterly averages</b>																				
1987 Q2	4.2	9.3	1.4	1.6	4.6	3.3	3.4	0.1	17.8	2.8	4.2	-0.2	-1.0	9.2	5.6	3.4	1.0	3.8	3.9	
Q3	4.3	8.3	2.3	2.1	4.5	3.9	3.4	0.6	16.0	3.2	4.9	0.1	0.2	7.9	4.6	4.7	1.8	4.2	3.7	
Q4	4.1	7.1	1.7	1.6	4.2	4.0	3.2	1.0	15.4	3.1	5.3	0.4	-0.1	7.0	4.6	4.9	1.9	4.5	4.0	
1988 Q1	3.3	6.9	2.2	1.0	4.1	4.8	2.4	0.8	13.6	1.9	5.2	0.6	0.5	6.8	4.4	5.0	2.2	4.0	3.4	
Q2	4.3	7.5	1.7	1.0	4.0	4.6	2.5	1.1	12.4	1.8	..	0.0	0.7	7.3	4.1	6.5	..	3.9	3.5	
<b>Monthly</b>																				
1988 Feb	3.3	6.9	2.2	1.0	4.1	5.2	2.4	0.9	13.4	1.9	5.0	0.6	0.5	6.8	4.3	5.2	1.7	3.9	3.5	
Mar	3.5	..	2.3	1.0	4.1	4.7	2.5	1.0	13.2	..	5.2	0.5	0.6	7.2	4.5	5.4	1.8	3.9	3.6	
Apr	3.9	..	2.2	1.0	4.0	4.7	2.5	1.0	13.0	..	5.1	0.0	0.7	7.2	3.9	6.1	1.9	3.9	3.5	
May	4.2	7.5	1.7	1.0	4.1	4.6	2.5	1.1	12.5	1.8	4.9	-0.1	0.7	7.1	3.9	6.4	2.2	3.9	3.5	
June	4.6	..	1.4	1.1	3.9	4.6	2.6	1.1	11.8	..	..	0.0	0.7	7.1	4.3	6.9	2.1	4.0	3.6	
July	4.8	..	2.1	1.0	3.8	4.1	2.7	1.0	13.2	..	..	-0.5	1.0	6.8	4.6	6.1	1.7	4.1	..	
Aug	5.7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	

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

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

RETAIL PRICES INDEX C2

Per cent



## 8.1 TOURISM Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotel trade 665	Other tourist, etc accommodation 667	Libraries, museums art galleries, etc 977	Sports and other recreational services 979
<b>Self-employed *</b>							
1981	48.1	51.7	1.6	32.6	3.8	0.6	19.7
<b>Employees in employment †</b>							
1982 March	180.6	225.0	137.3		219.5		309.4
June	194.1	236.0	138.5		267.4		336.8
September	194.9	234.0	134.7		268.2		327.0
December	184.3	230.8	134.8		209.6		309.2
1983 March	174.0	226.7	131.3		203.2		307.0
June	197.7	237.1	133.0		262.2		312.8
September	203.6	245.3	135.3		265.3		334.9
December	200.3	243.8	138.3		211.0		314.1
1984 March	200.5	239.5	136.6		202.1		311.2
June	213.1	251.7	137.6		265.7		333.6
September	216.2	259.8	137.0		262.0		330.1
December	209.3	259.8	139.5		228.9		315.3
1985 March	207.1	258.3	138.0		226.8		320.6
June	222.2	271.5	142.4		276.3		379.0
September	225.4	266.1	142.9		280.5		372.3
December	219.9	267.0	145.7		244.4		335.8
1986 March	214.2	260.1	142.5		242.1		334.0
June	228.0	271.8	144.5		288.6		384.9
September	226.3	278.0	145.7		289.1		378.0
December	223.6	278.7	147.3		255.6		349.2
1987 March	222.0	274.1	147.4		246.8		348.6
June	238.1	281.8	146.6		293.0		396.0
September	238.9	284.2	150.3		299.0		388.1
December	230.0	286.1	155.0		270.1		354.4
1988 March	233.1	280.2	151.8		268.8		359.0
Change March 1988 on March 1987							
Absolute (thousands)	+11.1	+6.1	+4.4		+22.0		+10.4
Percentage	+5.0	+2.2	+3.0		+8.9		+3.0

\* Based on Census of Population.

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

1981	145
1983	142
1984	169
1985	170
1986	185
1987	180

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

## 8.2 TOURISM Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
	Actual	Seasonally adjusted R	Actual	Seasonally adjusted R	Actual	Seasonally adjusted R
1980	2,961		2,738		+223	
1981	2,970		3,272		-302	
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		+571	
1986	5,553		6,083		-530	
1987 P	6,237		7,255		-1,018	
Percentage change 1987/1986	+12		+19			
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted R	Actual	Seasonally adjusted R	Actual	Seasonally adjusted R
1987 P Q1	1,014	1,489	1,081	1,687	-67	-198
Q2	1,491	1,576	1,798	1,868	-307	-292
Q3	2,358	1,597	2,977	1,895	-619	-298
Q4	1,373	1,575	1,398	1,805	-25	-230
1988 P Q1 R	1,061	1,532	1,342	2,054	-281	-522
Q2 (e)	1,460	1,541	2,010	2,051	-550	-510
1987 P January	412	523	356	554	+56	-31
February	265	485	316	570	-51	-85
March	337	481	408	563	-71	-82
April	413	499	480	615	-67	-116
May	474	501	605	632	-131	-131
June	604	576	714	621	-110	-45
July	741	531	840	638	-99	-107
August	920	539	1,128	625	-208	-86
September	697	527	1,009	632	-312	-105
October	583	751	630	630	-168	-102
November	396	478	369	577	+27	-99
December	394	569	278	598	+116	-29
1988 P January R	407	509	416	643	-9	-134
February R	288	494	416	713	-128	-219
March R	366	529	510	698	-144	-169
April (e) R	450	533	560	688	-110	-155
May (e) R	445	468	595	629	-150	-161
June (e)	565	540	855	734	-290	-194

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

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

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted R			
1976	10,808		2,093	6,816	1,899
1977	12,281		2,377	7,770	2,134
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987 P	15,445		3,394	9,196	2,855
1987 P Q1	2,620	3,819	502	1,632	486
Q2	4,018	3,776	938	2,445	635
Q3	5,576	3,799	1,283	3,158	1,135
Q4	3,231	4,051	672	1,960	599
1988 P Q1 R	2,746	4,000	519	1,704	524
Q2 (e)	4,040	3,804	880	2,490	670
1987 P January	1,031	1,374	174	640	216
February	672	1,195	127	410	135
March	917	1,250	200	582	135
April	1,304	1,254	191	944	168
May	1,295	1,254	343	746	207
June	1,419	1,268	404	755	260
July	1,869	1,241	428	1,105	336
August	2,210	1,270	479	1,316	414
September	1,497	1,288	376	738	385
October	1,338	1,351	338	740	260
November	940	1,298	163	595	181
December	954	1,402	170	626	158
1988 P January R	1,009	1,326	158	637	214
February R	783	1,373	140	497	146
March R	954	1,301	220	570	164
April (e) R	1,330	1,285	210	930	190
May (e) R	1,200	1,204	290	700	210
June (e)	1,510	1,315	380	860	270

Notes: See table 8.2.

## TOURISM 8.4 Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted R			
1976	11,560		579	9,954	1,027
1977	11,525		619	9,866	1,040
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,382	14,455	1,671
1981	19,046		1,514	15,862	1,670
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 P	27,430		1,559	23,661	2,210
1987 P Q1	4,237	6,915	254	3,400	584
Q2	7,311	6,900	347	6,432	532
Q3	10,646	6,869	583	9,506	558
Q4	5,236	6,746	375	4,324	537
1988 P Q1 R	4,426	7,179	250	3,514	662
Q2 (e)	7,440	6,990	490	6,320	630
1987 P January	1,305	2,199	120	975	209
February	1,291	2,452	53	81	152
March	1,642	2,264	81	1,086	222
April	2,072	2,273	104	1,722	142
May	2,390	2,332	130	2,118	142
June	2,848	2,295	114	2,592	142
July	3,147	2,340	118	2,921	108
August	4,039	2,270	258	3,540	242
September	3,460	2,259	207	3,045	208
October	2,537	2,204	227	2,124	186
November	1,602	2,326	77	1,323	201
December	1,097	2,216	71	876	150
1988 P January R	1,393	2,306	126	1,012	255
February R	1,371	2,522	54	1,109	207
March R	1,662	2,351	70	1,392	200
April (e) R	2,120	2,280	160	1,670	290
May (e) R	2,160	2,162	150	1,850	160
June (e)	3,160	2,548	180	2,800	180

Notes: See table 8.2.

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

THOUSAND

	1985	1986	1987 P	1987 P				1988 P
				Q1	Q2	Q3	Q4	
<b>Total all countries</b>	14,449	13,897	15,445	2,620	4,018	5,576	3,231	2,746
<b>North America</b>								
USA	3,166	2,288	2,800	409	790	1,041	560	420
Canada	631	555	594	93	147	242	111	99
<b>Total</b>	3,797	2,843	3,394	502	938	1,283	672	519
<b>European Community</b>								
Belgium/Luxembourg	503	496	491	104	124	154	109	124
France	1,620	1,756	2,008	327	665	684	332	345
Federal Republic of Germany	1,484	1,599	1,644	291	482	534	338	294
Italy	494	494	683	104	110	343	126	109
Netherlands	762	769	855	156	212	265	223	155
Denmark	201	250	242	57	59	79	48	45
Greece	118	94	130	31	27	35	30	30
Spain	342	366	456	80	81	174	120	93
Portugal	64	81	67	19	14	22	120	21
Irish Republic	968	1,037	1,033	158	263	397	215	199
<b>Total</b>	6,557	6,941	7,610	1,326	2,039	2,685	1,560	1,416
<b>Other Western Europe</b>								
Austria	108	117	127	18	25	58	25	14
Switzerland	339	348	403	67	101	120	115	73
Norway	237	285	296	65	81	84	65	63
Sweden	380	407	417	83	125	103	106	72
Finland	70	67	116	26	30	34	25	18
Others	179	189	227	47	44	74	65	48
<b>Total</b>	1,313	1,413	1,586	306	406	473	401	288
<b>Other countries</b>								
Middle East	588	535	526	96	82	239	108	87
North Africa	119	100	100	16	26	39	19	17
South Africa	147	141	157	26	36	64	31	20
Eastern Europe	68	66	101	15	16	36	34	22
Japan	211	205	297	69	57	99	72	109
Australia	473	467	508	86	129	194	99	80
New Zealand	83	92	122	15	24	61	22	19
Latin America	166	181	160	38	36	59	29	22
Rest of World	927	912	884	127	229	344	185	148
<b>Total</b>	2,782	2,699	2,855	486	635	1,135	599	524

Notes: See table 8.2.

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

THOUSAND

	1985	1986	1987 P	1987 P				1988 P
				Q1	Q2	Q3	Q4	
<b>Total all countries</b>	21,610	24,949	22,430	4,237	7,311	10,646	5,236	4,426
<b>North America</b>								
USA	722	946	1,245	223	299	388	335	214
Canada	193	221	314	32	49	195	39	36
<b>Total</b>	914	1,167	1,559	254	347	583	375	250
<b>European Community</b>								
Belgium/Luxembourg	755	761	642	149	158	154	182	167
France	4,523	5,188	5,321	910	1,310	2,085	1,016	839
Federal Republic of Germany	1,321	1,258	1,397	249	410	440	297	238
Italy	1,066	1,103	1,155	185	331	524	148	165
Netherlands	949	868	940	160	321	255	205	223
Denmark	151	154	152	35	42	46	29	22
Greece	1,319	1,520	1,843	13	527	1,095	207	15
Spain	4,175	5,887	6,559	753	1,969	2,542	1,296	777
Portugal	709	956	903	111	198	427	167	133
Irish Republic	1,462	1,425	1,528	228	390	597	314	256
<b>Total</b>	16,430	19,120	20,472	2,791	5,656	8,165	3,860	2,834
<b>Other Western Europe</b>								
Yugoslavia	566	661	644	8	193	404	39	15
Austria	557	587	624	277	104	204	39	335
Switzerland	488	520	540	170	126	177	67	161
Norway/Sweden/Finland	346	339	307	47	83	105	71	63
Gibraltar/Malta/Cyprus	475	534	863	96	200	355	211	91
Other	82	116	211	11	69	96	37	15
<b>Total</b>	2,514	2,757	3,189	609	775	1,341	464	679
<b>Other countries</b>								
Middle East	189	221	201	41	52	64	44	53
North Africa	273	280	380	85	115	82	97	91
Eastern Europe	237	194	225	28	45	85	66	43
Australia/New Zealand	154	188	203	87	42	32	42	60
Commonwealth Caribbean	122	162	188	46	45	48	48	60
Rest of World including Cruise	777	860	1,013	297	233	246	240	324
<b>Total</b>	1,752	1,905	2,210	584	532	558	537	662

Notes: See table 8.2.

## 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	2,556	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 P	15,445	10,235	5,209	6,797	3,522	3,141	1,984
Percentage change 1987/1986	+11	+16	+3	+15	+7	+7	+14
1986 Q1	2,579	1,734	844	934	718	593	334
Q2	3,319	2,069	1,250	1,401	895	682	341
Q3	5,065	3,025	2,041	2,510	797	1,030	729
Q4	2,933	2,022	911	1,074	876	641	342
1987 P Q1	2,620	1,875	745	902	771	627	320
Q2	4,018	2,439	1,578	1,923	923	729	443
Q3	5,576	3,478	2,097	2,838	823	1,091	824
Q4	3,231	2,443	788	1,135	1,005	694	397
1988 P Q1	2,746	2,087	660	943	884	641	279

Notes: See table 8.2.

## 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 P	27,430	19,323	8,107	19,694	3,625	3,057	1,054
Percentage change 1987/1986	+10	+18	-5	+10	+12	+10	+2
1986 Q1	3,705	2,639	1,066	2,216	721	572	196
Q2	6,344	4,191	2,153	4,598	881	671	193
Q3	9,923	6,220	3,703	7,915	767	993	248
Q4	4,977	3,329	1,647	3,167	880	537	392
1987 P Q1	4,237	3,070	1,167	2,669	793	579	197
Q2	7,311	5,241	2,070	5,329	967	758	256
Q3	10,646	7,213	3,433	8,404	812	1,116	314
Q4	5,236	3,799	1,436	3,292	1,053	604	286
1988 P Q1	4,426	3,430	996	2,756	885	641	144

Notes: See table 8.2.

## TOURISM Visitor nights

MILLION NIGHTS

	Overseas visitors to the UK		UK residents going abroad	
	Overseas visitors to the UK	UK residents going abroad	Overseas visitors to the UK	UK residents going abroad
1978	149.1	176.4	1986 Q1	25.7
1979	154.6	205.0	Q2	33.2
1980	146.0	227.7	Q3	67.4
1981	135.4	251.1	Q4	31.2
1982	136.3	261.7	1987 P Q1	28.6
1983	145.0	264.4	Q2	37.8
1984	154.5	277.5	Q3	75.7
1985	167.0	270.0	Q4	33.9
1986	158.2	310.2	1988 P Q1	28.7
1987 P	176.0	345.8		54.3
Percentage change 1987/1986	+11.3	+11.5		

Notes: See table 8.2.

## 9.1 OTHER FACTS AND FIGURES YTS entrants: regions

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 1988-March 1989	36,359	20,211	23,939	39,712	38,578	38,102	51,988	23,276	19,487	42,710	334,362
Entrants to training April-August 1988	14,663	6,365	12,288	21,618	22,109	20,863	26,623	13,910	8,406	17,297	164,142
Total in training August 31, 1988	43,677	21,749	33,251	51,359	51,934	50,673	66,748	32,550	24,734	49,166	425,841

## 9.2 OTHER FACTS AND FIGURES Numbers of people benefiting from Government employment measures

Measure	Great Britain		Scotland		Wales	
	August	July	August	July	August	July
Community Industry	7,000	7,000	1,621	1,559	798	779
Community Programme	202,000	208,000	28,635	29,900	18,490	19,208
Enterprise Allowance Scheme	93,000	94,000	8,398	8,448	6,009	5,905
Job Release Scheme	12,000	13,000	820	911	471	497
Jobshare	478	524	25	29	69	75
Jobstart Allowance	2,000*	2,000†	339*	341†	201*	205†
New Workers Scheme	10,000	11,000	1,050	1,151	1,131e	1,255e
Restart interviews (cumulative total)	604,391**	523,649††	91,957**	68,516††	45,817**	30,919††

\* Live cases as at July 29, 1988.  
† Live cases as at June 24, 1988.  
\*\* March 28 to July 29, 1988.  
†† March 28 to June 24, 1988.

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

Registered† for employment at jobcentres, August 5, 1988	49,907
Employment registrations† taken at jobcentres, July 11 to August 5, 1988	7,133
Placed into employment by jobcentre advisory service, July 11 to August 5, 1988*	2,967
Placed into employment by jobcentre and local authority careers offices, April 11, 1988 to July 8, 1988	10,825
Of which Section 1**	9,699
Of which Section 2** (337 open; 789 sheltered)	1,126

† For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.  
\* Not including placings through displayed vacancies or onto the Community Programme.  
\*\* Section 1 classifies those people suitable for ordinary employment. Section 2 classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment.

## 9.4 OTHER FACTS AND FIGURES Jobseekers and unemployed people with disabilities registered† for work at jobcentres and local authority careers offices THOUSAND

GREAT BRITAIN	Disabled people*							
	Suitable for ordinary employment				Unlikely to obtain employment except under sheltered conditions			
	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed
1987 July	23.6	20.5	48.7	37.4	4.3	3.8	2.7	2.1
Oct	22.4	19.1	48.4	35.5	4.1	3.6	2.6	2.0
1988 Jan	21.5	18.4	45.6	32.9	4.1	3.6	2.5	1.8
Apr	20.3	16.8	46.6	34.0	4.2	3.6	3.0	2.3
July	20.3	17.1	45.6	33.5	4.0	3.5	2.7	1.9

\* Includes registered disabled people and those who, although eligible, choose not to register.  
† For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.  
Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 18, 1988, the latest date for which figures are available, 374,238 people were registered under the Acts.

## DEFINITIONS

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

### EARNINGS

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

### EMPLOYEES IN EMPLOYMENT

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

### FULL-TIME WORKERS

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

### GENERAL INDEX OF RETAIL PRICES

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

### HM FORCES

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

### HOUSEHOLD SPENDING

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

### INDUSTRIAL DISPUTES

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

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

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

### MANUAL WORKERS (OPERATIVES)

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

### MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

### NORMAL WEEKLY HOURS

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

### Conventions

The following standard symbols are used:

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

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

### OVERTIME

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

### PART-TIME WORKERS

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

### PRODUCTION INDUSTRIES

SIC 1980, Divisions 1 to 4 inclusive.

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

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

### SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

### SHORT-TIME WORKING

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

### STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

### TAX AND PRICE INDEX.

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

### TEMPORARILY STOPPED

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

### UNEMPLOYED

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

### UNEMPLOYED SCHOOL LEAVERS

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKFORCE

Workforce in employment plus the unemployed as defined above.

### WORKFORCE IN EMPLOYMENT

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

### WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

R revised

e estimated

nes not elsewhere specified

SIC UK Standard Industrial Classification, 1980 edition

EC European Community

# Regularly published statistics

Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce GB and UK				Average weekly and hourly earnings and hours worked (manual workers)			
Quarterly series	M [Q]	Oct 88:	1-1	Manufacturing and certain other industries			
Labour force estimates, projections		Mar 88:	117	Summary (Oct)	B (A)	Oct 88:	5-4
Employees in employment				Detailed results	A	Apr 88:	229
Industry: GB				Manufacturing			
All industries: by Division class or group	Q	Oct 88:	1-4	International comparisons	M	Oct 88:	5-9
: time series, by order group	M	Oct 88:	1-2	Aerospace	D	Aug 86:	340
Manufacturing: by Division class or group	M	Oct 88:	1-3	Agriculture	A	Apr 88:	256
Occupation				Coal-mining	A	Apr 88:	255
Administrative, technical and clerical in manufacturing	A	Dec 87:	1-10	Average earnings: non-manual employees	M (A)	Oct 88:	5-5
Local authorities manpower	Q	Oct 88:	1-7	Overtime and short-time: manufacturing			
Region: GB				: Latest figures: industry	M	Oct 88:	1-11
Sector: numbers and indices	Q	Aug 88:	1-5	Region: summary	Q	Sept 88:	1-13
Self-employed: by region		Mar 88:	162	Hours of work: manufacturing	M	Oct 88:	1-12
: by industry		Mar 88:	161	Output per head			
Census of Employment: Sept 1984		Jan 87:	31	Output per head: quarterly and annual indices	M (Q)	Oct 88:	1-8
GB and regions by industry		Sept 87:	444	Wages and salaries per unit of output			
UK by industry		Oct 88:	1-9	Manufacturing index, time series	M	Oct 88:	5-7
International comparisons	M			Quarterly and annual indices	M	Oct 88:	5-7
Apprentices and trainees by industry:				Labour costs			
Manufacturing industries	A	July 88:	1-14	Survey results 1984	Triennial	June 86:	212
Apprentices and trainees by region:				Per unit of output	M	Oct 88:	5-7
Manufacturing industries	A	July 88:	1-15	Retail prices			
Employment measures	M	Oct 88:	9-2	General index (RPI)			
Registered disabled in the public sector	A	Feb 88:	65	Latest figures: detailed indices	M	Oct 88:	6-2
Labour turnover in manufacturing	Q	Sept 88:	1-6	percentage changes	M	Oct 88:	6-2
Trade union membership	A	May 88:	275	Recent movements and the index excluding seasonal foods	M	Oct 88:	6-1
Unemployment and vacancies				Main components: time series and weights	M	Oct 88:	6-4
Unemployment				Changes on a year earlier: time series	M	Oct 88:	6-5
Summary: UK	M	Oct 88:	2-1	Annual summary	A	Apr 88:	222
GB	M	Oct 88:	2-2	Revision of weights	A	Apr 88:	248
Age and duration: UK	M (Q)	Oct 88:	2-5	Pensioner household indices			
Broad category: UK	M	Oct 88:	2-1	All items excluding housing	M (Q)	Oct 88:	6-6
Broad category: GB	M	Oct 88:	2-2	Group indices: annual averages	M (A)	Oct 88:	6-7
Detailed category: GB, UK	Q	Sept 88:	2-6	Revision of weights	A	June 88:	332
Region: summary	Q	Sept 88:	2-6	Food prices	M	Oct 88:	6-3
Age time series UK	M (Q)	Oct 88:	2-7	London weighting: cost indices	D	May 82:	267
: estimated rates	Q	Sept 88:	2-15	International comparisons	M	Oct 88:	6-8
Duration: time series UK	M (Q)	Oct 88:	2-8	Household spending			
Region and area				All expenditure: per household	Q	Sept 88:	7-1
Time series summary: by region	M	Oct 88:	2-3	: per person	Q	Sept 88:	7-1
: assisted areas, travel-to-work areas	M	Oct 88:	2-4	Composition of expenditure			
: counties, local areas	M	Oct 88:	2-9	: quarterly summary	Q	Sept 88:	7-2
(formerly table 2-4)				: in detail	Q (A)	June 88:	7-3
: Parliamentary constituencies	M	Oct 88:	2-10	Household characteristics	Q (A)	June 88:	7-3
Age and duration: summary	Q	Sept 88:	2-6	Industrial disputes: stoppages of work			
Flows:				Summary: latest figures	M	Oct 88:	4-1
GB, time series	D	May 84:	2-19	: time series	M	Oct 88:	4-2
UK, time series	M	Oct 88:	2-19	Latest year and annual series	A	July 88:	372
GB, Age time series	M	Oct 88:	2-20	Industry			
GB, Regions and duration	Q	Oct 88:	2-23/24/26	Monthly: Broad sector: time series	M	Oct 88:	4-1
GB, Age and duration	Q	Oct 88:	2-21/22/25	Annual Detailed	A	July 88:	372
Students: by region	M	Oct 88:	2-13	Prominent stoppages	A	July 88:	380
Disabled jobseekers: GB	M	Oct 88:	9-3/4	Main causes of stoppage			
International comparisons	M	Oct 88:	2-18	Cumulative	M	Oct 88:	4-1
Ethnic origin	M	Mar 88:	164	Latest year for main industries	A	July 88:	377
Temporarily stopped: UK				Size of stoppages	A	July 88:	379
Latest figures: by region	M	Oct 88:	2-14	Days lost per 1,000 employees in recent years by industry	A	July 88:	376
Vacancies				International comparisons	A	June 88:	335
UK unfilled, inflow outflow and placings seasonally adjusted	M	Oct 88:	3-1	Tourism			
Region unfilled excluding Community Programme seasonally adjusted	M	Oct 88:	3-2	Employment in tourism: industries GB	M	Oct 88:	8-1
Region unfilled unadjusted	M	Oct 88:	3-3	Overseas travel: earnings and expenditure	M	Oct 88:	8-2
Redundancies				Overseas travel: visits to the UK by overseas residents	M	Oct 88:	8-3
Confirmed: GB latest month	M	Oct 88:	2-30	Visits abroad by UK residents	M	Oct 88:	8-4
Regions	M	Oct 88:	2-30	Overseas travel and tourism			
Industries	M	Oct 88:	2-31	Visits to the UK by country of residence	Q	Oct 88:	8-5
Detailed analysis	A	Dec 86:	500	Visits abroad by country visited	Q	Oct 88:	8-6
Advance notifications	Q (M)	Nov 87:	573	Visits to the UK by mode of travel and purpose of visit	Q	Oct 88:	8-7
Payments: GB latest quarter	D	July 86:	284	Visits abroad by mode of travel and purpose of visit	Q	Oct 88:	8-8
Industry	A	Dec 86:	500	Visitor nights	Q	Oct 88:	8-9
Earnings and hours				YTS			
Average earnings				YTS entrants: regions	M	Oct 88:	9-1
Whole economy (new series) index							
Main industrial sectors	M	Oct 88:	5-1				
Industry	M	Oct 88:	5-3				
Underlying trend	Q (M)	Mar 88:	197				
New Earnings Survey (April estimates)							
Latest key results	A	Nov 87:	567				
Time series	M (A)	Oct 88:	5-6				
Basic wage rates: manual workers							
Normal weekly hours	A	Apr 88:	230				
Holiday entitlements	A	Apr 88:	257				

Notes: \* Frequency of publication, frequency of compilation shown in brackets (if different).

A Annual. Q Quarterly. M Monthly. B Bi-monthly. D Discontinued.

# Special Feature



Jennifer Graham's qualifications as a draughtswoman enabled her to reach the heights with British Telecom.

Photo: British Telecom

## Economic activity and qualifications

This article presents an analysis of the 1987 Labour Force Survey information about the relationship between the level of people's formal qualifications and their economic activity. Summary results for other recent years are also included.

The 1987 Labour Force Survey provides evidence about the distribution of formal qualifications among the population of working age in Great Britain and their relationship with factors such as employment and unemployment.<sup>1</sup> The information about qualifications is derived from answers given by, or on behalf of, people of working age, to standard questions about educational,

business or technical qualifications gained. The questions are reproduced in the Technical note on p 563.

For analytical purposes the detailed responses to the

<sup>1</sup> Further analysis of LFS data may be obtained from Statistics Branch C4, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (tel 01-273 5585). A general selection of preliminary results from the 1987 survey was published in *Employment Gazette*, March 1988, pp 144-158, and a note on the availability of final results followed in August (p 473).



Some gain qualifications at home through the Open College.

Table 1 Highest qualification held by people of working age

Great Britain, Spring 1987  
Per cent

	All	Males	Females		
			All	Married	Non-married
All of working age (thousands = 100 per cent)	33,620	17,549	16,070	11,139	4,932
<b>Highest qualification held</b>					
All qualifications	100	100	100	100	100
GCE A-level or equivalent or higher	36	46	25	24	27
of which:					
Degree or equivalent	8	10	5	5	5
of which:					
Higher degree	1	2	1	1	1
First degree	5	6	4	4	4
Member of professional institution	2	3	1	1	1
Higher education below degree level	6	4	7	8	5
of which:					
HNC/HND/BEC (higher)/TEC (higher)	2	3	1	1	1
Secondary teaching qualification	1	0	1	1	1
Primary teaching qualification	1	0	1	2	1
Nursing qualification	2	0	4	5	3
A-level or equivalent	22	32	13	11	16
of which:					
ONC/OND/BEC (NATGEN)/TEC (NATGEN)	2	3	1	1	2
City and Guilds	8	13	3	3	4
A-level or direct equivalent	6	6	6	5	9
Trade apprenticeship completed	6	10	2	2	1
GCE O-level or equivalent	17	13	22	19	29
CSE below grade 1	5	4	6	5	8
Other qualifications	6	5	6	7	4
No qualification	36	32	41	44	32

Source: LFS estimates

questions have been grouped into bands containing qualifications at a similar level; details of the standard groupings used are also given in the note.

The various percentage distributions quoted in this article are, unless otherwise stated, based on the population for whom data are available, excluding any respondents who did not answer the relevant questions.

The first section of this article summarises the distribution of qualifications among the population of working age. This is followed by a presentation of the information relating to economic activity, including recent trends, job characteristics and unemployment.

These results from the 1987 Labour Force Survey show that:

- For both men and women, the proportion of people holding formal qualifications at the different levels considered was in most cases greater among the younger age groups (after allowing for those still studying or training) than among older people, and fewer younger people have no educational or vocational qualification at all.

- Possession of a formal qualification is associated with a greater probability of having a job and with a lesser probability of being unemployed, for both men and women.

- Among employees of working age, those in higher-level non-manual occupations, particularly those in the professional service sector, were much more likely to possess higher level qualifications. Conversely, those working in lower level, unskilled jobs were more likely to be without formal qualifications.

- Poorly qualified and unqualified people (in all age groups, but especially young people) were much more likely to be unemployed, and if unemployed were more likely than those with higher qualifications to have been seeking work for long periods.

- Many of the unemployed possessed no formal qualifications, but just over half reported that they did hold educational or vocational qualifications of some kind, including many at the higher levels.

### Distribution of qualifications

Overall, about two out of three people of working age have a formal qualification at some level. This includes all vocational and educational qualifications gained at or after leaving school, and recognised trade apprenticeships.

Table 1 and figure 1 show some significant differences between men and women in the level of highest qualification typically held. Nearly half of men of working age had a qualification usually gained following study or training after normal school-leaving age (that is, higher than GCE O-level, CSE, or equivalents), compared with only a quarter of women of working age: much of this difference is accounted for by the higher incidence among men of City and Guilds qualifications and of completed trade apprenticeships.

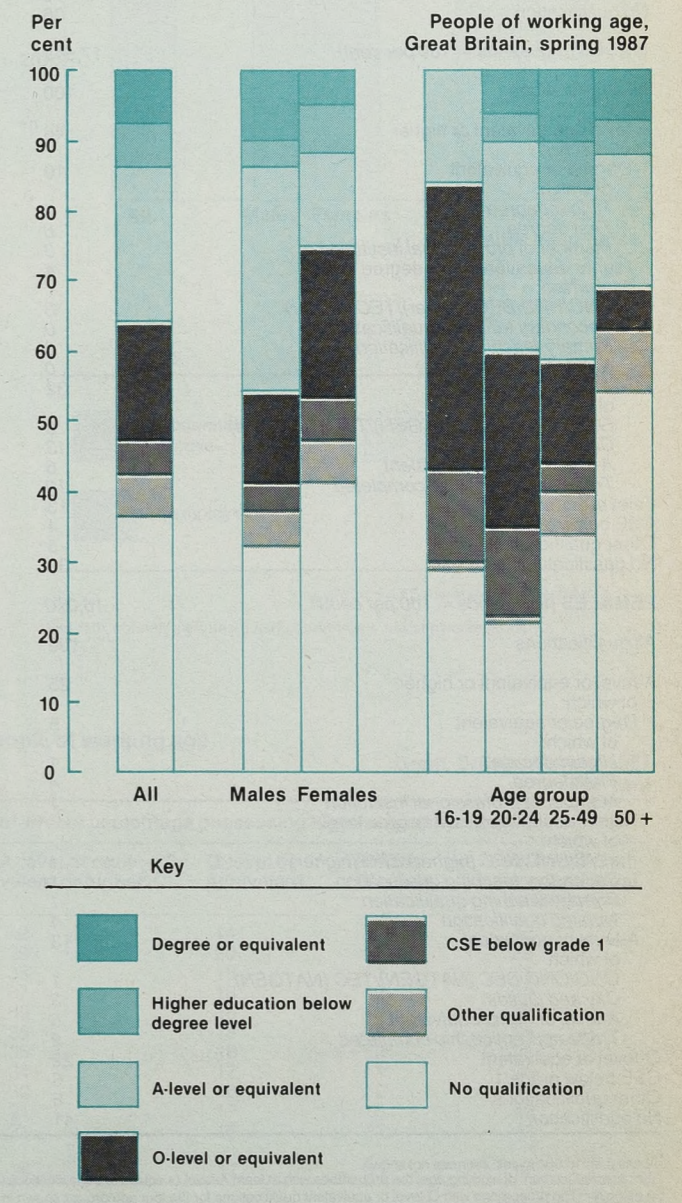
Men were also twice as likely as women to have a qualification at degree or equivalent level (held by 10 per cent of men and 5 per cent of women of working age). Conversely, more women than men had qualifications (such as CSE or O-levels) normally gained on leaving school, but at no higher level, and also higher education qualifications below degree level (such as those in teaching and nursing).

A greater proportion of women than men had no formal vocational or educational qualifications at all. Table 1 suggests that this largely reflects the high proportion (44 per cent) of married women lacking qualifications; among



Computer-based training at a technical college.

Figure 1 Highest qualification held by sex and age group



Source: LFS estimates (see also tables 1 and 2)

Table 2 Highest qualification held by people of working age, by age group

Great Britain, Spring 1987  
Per cent

Highest qualification held	All	Age group			
		16-19	20-24	25-49	50 and over
<b>ALL (thousands = 100 per cent)</b>	<b>33,620</b>	<b>3,350</b>	<b>4,542</b>	<b>18,504</b>	<b>7,223</b>
All qualifications	100	100	100	100	100
A-level or equivalent or higher	36	16	40	41	31
of which:					
Degree or equivalent	8	—	6	10	7
of which:					
Higher degree	1	—	0	2	1
First degree	5	—	5	6	3
Member of professional institution	2	—	1	2	3
Higher education below degree level	6	0	5	7	5
of which:					
HNC/HND/BEC (higher)/TEC (higher)	2	—	3	2	1
Secondary teaching qualification	1	—	—	1	1
Primary teaching qualification	1	—	—	1	1
Nursing qualification	2	—	2	3	2
A-level or equivalent	22	16	30	23	19
of which:					
ONC/OND/BEC (NATGEN)/TEC (NATGEN)	2	2	4	2	1
City and Guilds	8	5	10	10	5
A-level or direct equivalent	6	8	13	6	3
Trade apprenticeship completed	6	1	3	6	11
O-level or equivalent	17	41	25	15	6
CSE below grade 1	5	13	12	4	0
Other qualifications	6	1	2	6	9
No qualification	36	29	21	34	54
<b>MALES (thousands = 100 per cent)</b>	<b>17,549</b>	<b>1,705</b>	<b>2,303</b>	<b>9,277</b>	<b>4,265</b>
All qualifications	100	100	100	100	100
A-level or equivalent or higher	46	17	48	54	40
of which:					
Degree or equivalent	10	—	6	14	9
of which:					
Higher degree	2	—	—	3	2
First degree	6	—	5	8	4
Member of professional institution	3	—	1	3	4
Higher education below degree level	4	—	4	5	4
of which:					
HNC/HND/BEC (higher)/TEC (higher)	3	—	4	4	3
Secondary teaching qualification	0	—	—	1	1
Primary teaching qualification	0	—	—	0	—
Nursing qualification	0	—	—	0	0
A-level or equivalent	32	16	38	35	27
of which:					
ONC/OND/BEC (NATGEN)/TEC (NATGEN)	3	2	5	3	1
City and Guilds	13	7	15	17	7
A-level or direct equivalent	6	8	14	6	3
Trade apprenticeship completed	10	1	5	10	16
O-level or equivalent	13	38	19	10	5
CSE below grade 1	4	14	11	3	—
Other qualifications	5	1	2	5	8
No qualification	32	31	21	28	47
<b>FEMALES (thousands = 100 per cent)*</b>	<b>16,070</b>	<b>1,646</b>	<b>2,239</b>	<b>9,227</b>	<b>2,959</b>
All qualifications	100	100	100	100	100
A-level or equivalent or higher	25	15	33	27	17
of which:					
Degree or equivalent	5	—	5	7	3
of which:					
Higher degree	1	—	—	1	0
First degree	4	—	4	5	2
Member of professional institution	1	—	1	1	1
Higher education below degree level	7	—	6	9	7
of which:					
HNC/HND/BEC (higher)/TEC (higher)	1	—	2	1	—
Secondary teaching qualification	1	—	—	1	2
Primary teaching qualification	1	—	—	2	2
Nursing qualification	4	—	4	5	4
A-level or equivalent	13	15	22	12	7
of which:					
ONC/OND/BEC (NATGEN)/TEC (NATGEN)	1	2	3	1	—
City and Guilds	3	4	5	3	1
A-level or direct equivalent	6	8	12	6	2
Trade apprenticeship completed	2	—	1	2	3
O-level or equivalent	22	44	31	21	9
CSE below grade 1	6	12	14	5	0
Other qualifications	6	2	2	7	9
No qualification	41	27	21	40	65

Source: LFS estimates

\* For married women of working age, the proportions with at least A-level or equivalent qualifications were 25 per cent for 20-24 year olds, 27 per cent for 25-49 year olds and 16 per cent for those aged 50 and over. The proportions with O-level or equivalent qualifications for the four age groups shown in the table were 31, 33, 21 and 9 per cent respectively, while the corresponding figures for those with no formal qualification were 40, 25, 41 and 65 per cent. For non-married women of working age, the proportions holding at least A-level or equivalent qualifications for the four age groups shown were 16, 39, 31 and 19 per cent respectively, with the corresponding figures for O-level or equivalent qualifications 44, 30, 20 and 7 per cent and for no formal qualification 26, 17, 38 and 66 per cent. For all age groups combined, see table 1.

non-married women, the proportion without any qualifications was similar to that among men, although those non-married women who did have qualifications were more likely to have them at a lower level than men. Five per cent of married women held a nursing qualification, compared to 3 per cent of non-married women.)

Table 2 and figure 1 show how the highest qualification held varies with age. The most notable feature is the much greater prevalence of qualifications among younger people (except for those aged 16-19, many of whom will still be studying or training) for both men and women (and summary results, reported in a footnote to table 2, show that a similar pattern also generally applied among both married and non-married women).

In particular, more than half of people aged 50 and over (including nearly two-thirds of the women) report no formal qualifications, compared with about a third of those aged 25-49 and only one in five of those aged 20-24. Generally speaking, people aged 50 and over were less likely than the younger age groups to hold any particular educational or technical qualification. For example, among women 7 per cent of those aged 50 and over had A-level or equivalent qualifications compared to 12 per cent of those aged 25-49 and 22 per cent of 20-24 year olds, while among men 5 per cent of those aged 50 and over had O-level or equivalent qualifications compared to 10 per cent of 25-49 year olds and 19 per cent of those aged 20-24.

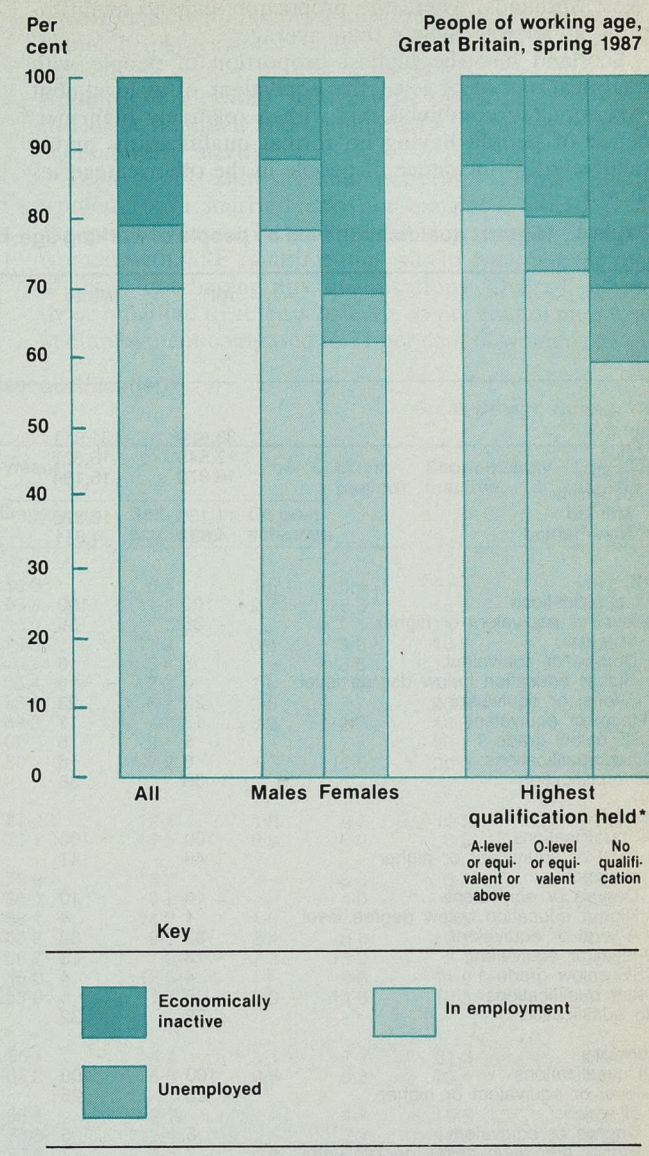
There was one notable exception to this—the traditional trade apprenticeship: 11 per cent of those aged 50 and over (mostly men) said they had completed an apprenticeship, nearly twice the proportion among those aged 25-49, which was in turn twice the proportion among the 20-24 age group.

Nationally, an average of 36 per cent of those of working age had a qualification equivalent to GCE A-level or higher and a further 17 per cent possessed an O-level or equivalent qualification, while another 36 per cent had no vocational or educational qualifications.

These proportions vary to some extent across the country, as shown in table 3. Within England and Wales, the regions with the highest proportion of well qualified people were London and the South East. These regions also had lower than average proportions of unqualified people.

On the other hand, the proportion of the population

Figure 2 Economic activity by sex and highest qualification held



Source: LFS estimates (see also table 5)

\*The "all" column includes qualification levels not shown separately.

Table 3 Regional variations in highest qualification held by people of working age

Great Britain, Spring 1987  
Per cent

Standard region*	Number of people of working age (thousands)	of which: percentage possessing highest qualification			
		A-level or equivalent or higher	O-level or equivalent	Below O-level†	No vocational or educational qualification
Scotland	3,133	42	14	4	40
South East (excluding Greater London)	6,391	39	20	12	29
Greater London	4,179	38	18	11	34
South West	2,697	37	18	12	32
North West	3,858	35	16	10	38
East Anglia	1,201	35	18	13	35
North	1,878	35	16	12	38
Yorkshire and Humberside	2,977	34	17	11	39
East Midlands	2,418	32	16	12	40
Wales	1,694	31	17	10	42
West Midlands	3,194	31	16	11	42
<b>Great Britain</b>	<b>33,620</b>	<b>36</b>	<b>17</b>	<b>11</b>	<b>36</b>

Source: LFS estimates

\* Regions are listed ranked on the second column of the table.  
† Includes those with CSE (below grade 1) or "other" qualifications.



who possessed an A-level or equivalent or higher qualification was relatively low in Wales and the East and West Midlands, where the proportion with no qualifications at all was higher than average.

Scotland had the highest proportion of people with qualifications of at least the equivalent of A-level, but exceptionally combined this with a relatively high incidence of people having no formal qualifications and a relatively low incidence of people in the other categories shown.

Table 4 shows the distribution of qualification levels possessed by members of different ethnic groups. This shows that people of white ethnic origin tend to be better qualified than those from other ethnic groups, although overall the differences were not large and the proportion of the ethnic minority population with the highest (above A-level) qualifications was the same as the proportion of whites.

Among married women, the proportion without qualifications was 54 per cent for the ethnic minorities,

Table 4 Highest qualification held by people of working age, by ethnic origin

Great Britain, Spring 1987

	All*	White	Ethnic minorities	of which:				All other origins†
				West Indian/Guyanese	Indian	Pakistani/Bangladeshi		
								Thousands
All	33,620	31,811	1,554	346	502	274	432	
Males	17,549	16,627	794	169	254	146	225	
Females	16,070	15,184	760	177	248	128	207	
of which:								
Married	11,139	10,573	484	66	194	103	120	
Non-married	4,932	4,611	276	111	54	25	87	
								Per cent
All	100	100	100	100	100	100	100	
All qualifications	36	36	30	28	29	13	42	
A-level or equivalent or higher of which:								
Degree or equivalent	8	8	9	—	10	5	15	
Higher education below degree level	6	6	5	7	4	—	7	
A-level or equivalent	22	23	16	19	16	7	19	
O-level or equivalent	17	17	17	17	18	11	19	
CSE below grade 1	5	5	5	7	4	—	4	
Other qualifications	6	6	7	4	8	6	8	
No qualification	36	36	42	43	41	68	27	
Males	100	100	100	100	100	100	100	
All qualifications	46	47	36	33	35	18	50	
A-level or equivalent or higher of which:								
Degree or equivalent	10	10	11	—	12	—	20	
Higher education below degree level	4	4	3	—	—	—	5	
A-level or equivalent	32	32	21	28	20	11	25	
O-level or equivalent	13	13	15	11	17	12	16	
CSE below grade 1	4	4	4	—	—	—	—	
Other qualifications	5	5	7	—	9	—	8	
No qualification	32	32	38	46	36	60	22	
Females	100	100	100	100	100	100	100	
All qualifications	25	25	23	24	23	—	33	
A-level or equivalent or higher of which:								
Degree or equivalent	5	5	6	—	8	—	10	
Higher education below degree level	7	7	7	12	4	—	9	
A-level or equivalent	13	13	10	11	11	—	13	
O-level or equivalent	22	22	19	23	20	9	22	
CSE below grade 1	6	6	5	9	5	—	—	
Other qualifications	6	6	6	—	7	—	8	
No qualification	41	40	46	40	46	76	33	
Married females	100	100	100	100	100	100	100	
All qualifications	24	24	21	22	19	—	35	
A-level or equivalent or higher of which:								
Degree or equivalent	5	5	7	—	7	—	12	
Higher education below degree level	8	8	7	17	—	—	13	
A-level or equivalent	11	11	6	—	8	—	10	
O-level or equivalent	19	20	14	—	16	—	18	
CSE below grade 1	5	5	3	—	—	—	—	
Other qualifications	7	7	8	—	8	—	11	
No qualification	44	44	54	50	52	82	35	
Non-married females	100	100	100	100	100	100	100	
All qualifications	27	27	28	25	36	—	30	
A-level or equivalent or higher of which:								
Degree or equivalent	5	5	5	—	—	—	—	
Higher education below degree level	5	5	6	9	—	—	—	
A-level or equivalent	16	16	17	15	24	—	18	
O-level or equivalent	29	29	28	28	31	—	28	
CSE below grade 1	8	8	8	10	—	—	—	
Other qualifications	4	4	—	—	—	—	—	
No qualification	32	32	32	34	23	53	29	

Source: LFS estimate

— Less than 10,000 in cell: estimate not shown.  
\* Includes those who did not state origin.  
† Includes people of mixed origin.

compared to 44 per cent for whites.

There were substantial differences between groups within the ethnic minority population, the most striking being the low proportion possessing any qualification among those of Pakistani/Bangladeshi origin. Overall, two-thirds of all people of working age among the Pakistani/Bangladeshi ethnic group had no formal qualifications—nearly twice the proportion among whites. A similar pattern occurred among both men and women.

#### Qualifications and economic activity

People with qualifications were more likely to have a job than those with no qualifications. This can be seen from table 5 and figure 2.

The proportion of the population of working age who were in employment ranged from more than 80 per cent among those with qualifications higher than A-level, and about 70 per cent for those with CSEs or O-levels or equivalents, down to less than 60 per cent for those without qualifications. Conversely, higher proportions of the lower qualified and unqualified were unemployed or economically inactive.

Table 5 also shows similar patterns for men and for women (both married and non-married), although an exceptional feature is that a smaller proportion of married women with CSE qualifications was in employment than of those not having any qualifications. Overall, among those qualified to at least A-level, 85 per cent of men were in employment compared to 71 per cent of women (69 per

Table 5 Economic activity of people of working age, by highest qualification

Great Britain, Spring 1987  
Per cent

Highest qualification held	All of working age		In employment				Unemployed†	Economically inactive	Economic activity rate*
	Thousands	Per cent	All	Employees	Self-employed	On govt schemes			
All									
All qualifications	33,620	100	70.2	60.3	8.4	1.5	8.4	21.4	78.6
A-level or equivalent or higher of which:	11,919	100	80.7	68.8	11.2	0.7	5.8	13.5	86.5
Degree or equivalent	2,594	100	85.9	73.5	11.9	0.4	3.6	10.5	89.5
Higher education below degree level	1,861	100	81.7	76.1	5.4	—	3.6	14.7	85.3
A-level or equivalent	7,464	100	78.7	65.4	12.3	1.0	7.1	14.2	85.8
O-level or equivalent	5,727	100	72.1	63.4	6.1	2.5	7.7	20.3	79.7
CSE below grade 1	1,667	100	69.1	59.3	4.7	5.2	12.6	18.3	81.7
Other qualifications	1,874	100	72.1	62.5	9.1	—	7.7	20.2	79.8
No qualification	11,989	100	58.7	50.2	7.2	1.3	11.0	30.3	69.7
Males									
All qualifications	17,549	100	78.1	64.2	12.1	1.8	9.7	12.2	87.8
A-level or equivalent or higher of which:	7,948	100	85.4	71.1	13.5	0.8	6.0	8.6	91.4
Degree or equivalent	1,776	100	90.4	76.8	13.2	—	3.3	6.4	93.6
Higher education below degree level	698	100	89.2	80.1	8.7	—	4.0	6.8	93.2
A-level or equivalent	5,474	100	83.3	68.1	14.2	1.0	7.2	9.5	90.5
O-level or equivalent	2,201	100	79.5	66.2	9.9	3.4	8.0	12.5	87.5
CSE below grade 1	737	100	81.8	66.7	7.9	7.3	15.0	3.1	96.9
Other qualifications	879	100	78.5	65.3	12.6	—	9.6	11.9	88.1
No qualification	5,517	100	66.6	53.0	11.7	2.0	14.8	18.5	81.5
Females									
All qualifications	16,070	100	61.6	56.1	4.4	1.1	7.1	31.3	68.7
A-level or equivalent or higher of which:	3,972	100	71.4	64.2	6.6	0.6	5.3	23.4	76.6
Degree or equivalent	818	100	76.1	66.4	9.1	—	4.4	19.5	80.5
Higher education below degree level	1,163	100	77.2	73.8	3.4	—	3.4	19.4	80.6
A-level or equivalent	1,991	100	66.0	57.8	7.4	0.8	6.7	27.3	72.7
O-level or equivalent	3,526	100	67.4	61.7	3.7	2.0	7.4	25.1	74.9
CSE below grade 1	930	100	59.1	53.4	2.1	3.5	10.7	30.3	69.7
Other qualifications	995	100	66.3	59.9	6.0	—	6.1	27.6	72.4
No qualification	6,472	100	52.0	47.8	3.5	0.7	7.7	40.4	59.6
Married females									
All qualifications	11,139	100	60.3	55.0	5.2	0.2	5.9	33.8	66.2
A-level or equivalent or higher of which:	2,667	100	69.4	61.7	7.5	—	4.7	26.0	74.0
Degree or equivalent	559	100	72.2	61.9	10.2	—	4.0	23.8	76.2
Higher education below degree level	901	100	75.1	71.6	3.5	—	3.3	21.6	78.4
A-level or equivalent	1,207	100	63.8	54.2	9.3	—	6.0	30.2	69.8
O-level or equivalent	2,132	100	63.4	57.9	5.3	—	7.1	29.5	70.5
CSE below grade 1	517	100	50.5	47.4	3.0	—	10.5	38.9	61.1
Other qualifications	807	100	65.4	59.3	5.9	—	5.0	29.6	70.4
No qualification	4,896	100	54.2	50.1	4.0	—	5.7	40.1	59.9
Non-married females									
All qualifications	4,932	100	64.3	58.6	2.5	3.2	9.8	25.9	74.1
A-level or equivalent or higher of which:	1,305	100	75.4	69.5	4.6	1.3	6.5	18.1	81.9
Degree or equivalent	259	100	84.4	76.2	6.8	—	5.1	10.5	89.5
Higher education below degree level	262	100	84.6	81.2	—	—	3.8	11.5	88.5
A-level or equivalent	783	100	69.3	63.3	4.4	1.6	7.9	22.8	77.2
O-level or equivalent	1,395	100	73.6	67.5	1.4	4.7	7.9	18.5	81.5
CSE below grade 1	413	100	69.7	61.0	—	7.8	10.8	19.5	80.5
Other qualifications	187	100	70.3	62.8	6.1	—	10.7	19.0	81.0
No qualification	1,576	100	44.9	40.6	1.8	2.5	13.7	41.4	58.6

Note: For definitions concerning economic activity, see Technical Annex.

— Less than 10,000 in cell: estimate not shown.  
† ILO/OECD definition (see Technical Annex).  
\* Numbers economically active as a proportion of all persons of working age with the relevant highest qualification.

Source: LFS estimates

cent for the married and 75 per cent for the non-married); while among those without qualifications, 67 per cent of men were in employment against 52 per cent for women (54 per cent for the married and 45 per cent for the non-married).

### Economic activity rates

Similar patterns are exhibited by the economic activity rates in the last column of *table 5*, although somewhat belied by the highest economic activity rate shown being for men with CSE qualifications, 97 per cent. (The economic activity rate is the number of people in employment or unemployed as a percentage of all people in the group being considered; for a more detailed definition of people in employment or unemployed, see Technical note.)

There were other very high economic activity rates (87-94 per cent) for both men and non-married women having qualifications above A-level and for men with A-level, O-level or 'other' qualifications. Overall, nearly 79 per cent of people of working age were economically active in the spring of 1987, and among those with a degree or equivalent qualification, the economic activity rate reached almost 90 per cent; among those with no qualifications, the rate was under 70 per cent.

The lowest activity rate for men (81 per cent for the unqualified) was similar to the highest rates for women (for those with qualifications above A-level), while the lowest rates shown in *table 5* (60 per cent or so) were for unqualified women (and for married women with CSE qualifications).

### Distributions of qualifications

*Table 6* shows distributions of the highest qualification level obtained by economically active men and women of working age, for those in employment and those unemployed. The table covers 1987 and other recent years.

In spring 1987, two-fifths of the economically active population (including nearly half the men) had qualifications of at least A-level or equivalent, while a further group of more than a quarter (including over a third of the women) possessed other formal qualifications, and the remaining third reported none.

Among those in employment (including those on Government schemes), the distributions were broadly similar but with a slightly greater incidence of the higher qualifications. Conversely, figures for the unemployed show that the incidence of qualifications was lower at each level down to O-level or equivalent, with nearly half reporting no qualifications held.

Between 1984 and 1987 the proportion of economically active people of working age reporting no formal qualifications fell from 36 per cent to 32 per cent; and this overall drop was mirrored by similar falls for both men and women, and for those in employment and the unemployed.

### Older people

It has already been seen that older people are less likely to be qualified and *table 7* also shows that the broad pattern of lower economic activity rates among the less qualified persists within each age group (except for those

**Table 6 Highest qualification held by economically active people of working age, 1984-87**

Great Britain, Spring each year  
Per cent

	Economically active				In employment				Unemployed*			
	1984	1985	1986	1987	1984	1985	1986	1987	1984	1985	1986	1987
<b>All</b>												
All qualifications (thousands = 100 per cent)	25,701	25,987	26,112	26,439	22,665	23,067	23,189	23,603	3,036	2,920	2,923	2,836
A-level or equivalent or higher	37.6	38.7	38.7	39.0	39.5	40.5	40.5	40.8	23.2	24.3	24.3	24.3
of which:												
Degree or equivalent	7.9	8.3	8.9	8.8	8.5	8.9	9.6	9.4	3.0	3.2	3.6	3.3
Higher education below degree level	5.8	6.1	5.9	6.0	6.2	6.6	6.3	6.4	2.5	2.3	2.5	2.4
A-level or equivalent	23.9	24.4	23.9	24.2	24.7	25.1	24.6	24.9	17.6	18.8	18.2	18.6
O-level or equivalent	15.3	15.9	16.5	17.3	15.5	16.1	16.7	17.5	14.1	14.3	15.3	15.4
CSE below grade 1	5.3	5.5	5.5	5.2	4.9	5.2	5.1	4.9	8.4	8.4	8.9	7.4
Other qualifications	3.7	3.8	4.9	5.7	3.8	3.8	4.9	5.7	3.4	3.8	4.6	5.1
No qualification	36.4	35.8	33.3	31.6	34.7	34.2	31.8	29.8	49.6	48.9	45.9	46.3
<b>Males</b>												
All qualifications (thousands = 100 per cent)	15,280	15,369	15,336	15,406	13,463	13,605	13,574	13,711	1,817	1,764	1,762	1,696
A-level or equivalent or higher	45.6	46.9	46.6	47.2	48.3	49.4	49.1	49.5	26.2	27.8	27.5	28.3
of which:												
Degree or equivalent	9.6	10.1	11.0	10.8	10.5	11.0	11.9	11.7	2.8	3.1	4.0	3.4
Higher education below degree level	4.2	4.4	4.0	4.2	4.6	4.9	4.3	4.5	1.3	1.2	1.2	1.6
A-level or equivalent	31.9	32.4	31.6	32.2	33.2	33.5	32.9	33.3	22.1	23.5	22.2	23.2
O-level or equivalent	11.1	11.5	12.2	12.5	11.2	11.6	12.3	12.8	10.5	10.2	11.4	10.4
CSE below grade 1	4.4	4.6	4.8	4.6	4.1	4.4	4.5	4.4	6.9	6.9	7.5	6.5
Other qualifications	2.8	3.0	4.0	5.0	2.9	2.9	4.0	5.0	2.5	3.3	4.2	5.0
No qualification	34.1	33.8	31.1	29.2	31.6	31.5	28.9	26.8	52.3	51.5	48.3	48.3
<b>Females</b>												
All qualifications (thousands = 100 per cent)	10,421	10,618	10,776	11,033	9,202	9,462	9,615	9,892	1,219	1,156	1,160	1,141
A-level or equivalent or higher	25.7	26.9	27.4	27.6	26.6	27.9	28.3	28.6	18.7	19.0	19.5	18.3
of which:												
Degree or equivalent	5.3	5.6	6.0	6.0	5.6	5.9	6.4	6.3	3.4	3.3	2.9	3.1
Higher education below degree level	8.2	8.5	8.5	8.5	8.7	9.1	9.0	9.1	4.3	4.1	4.4	3.5
A-level or equivalent	12.2	12.8	12.8	13.1	12.3	12.9	12.9	13.3	11.0	11.6	12.2	11.7
O-level or equivalent	21.5	22.4	22.6	23.9	21.7	22.6	22.7	24.0	19.5	20.6	21.2	23.0
CSE below grade 1	6.6	6.8	6.5	5.9	6.0	6.3	6.0	5.6	10.6	10.6	11.1	8.7
Other qualifications	5.0	5.1	6.2	6.5	5.0	5.2	6.3	6.7	4.7	4.6	5.2	5.3
No qualification	39.8	38.7	36.5	35.0	39.1	37.9	35.8	34.0	45.6	44.8	42.3	43.4

Source: LFS time series estimates

\* Data shown in the table are based on the ILO/OECD definition of the unemployed (and the economically active), with percentages based on excluding those not stating qualifications held, as elsewhere in this article. The analyses for 1984, 1985 and 1986 are therefore different from those in *Employment Gazette*, March 1988, p 141 (*table 9*).

aged 16-19, many of whom would still be in full-time education and not yet have joined the labour market). For example, among people aged 50 and over, some 38 per cent of those without qualifications were not economically active in spring 1987.

The analyses by sex and female marital status in *table 7* reveal that this same broad pattern also applies within each age group. However, economic activity rates are only modestly tapered across the qualifications spectrum for men aged 25-49 and are uniformly high for men aged 20-24 (apart from a dip for those with A-levels, many of whom will be economically inactive as higher education students).

Most of the highest activity rates shown (of 90 per cent

or more) relate to men aged 20-24 or 25-49 but others are for young men aged 16-19 with CSE qualifications, young married women graduates (aged 20-24) and their older non-married counterparts (aged 25-49), non-married women aged 20-24 and 25-49 with sub-degree higher education and non-married young women aged 20-24 with O-level qualifications.

The lowest activity rates in the table mostly relate to women without qualifications, for example 41 per cent for married 20-24 year olds and 56 per cent for women aged 50 or over. Among men, the lowest activity rates (under 70 per cent) were for the unqualified in the youngest and oldest age groups and for 16-19 year olds with O-level qualifications.

**Table 7 Economic activity rates for people of working age, by highest qualification and age group**

Great Britain, Spring 1987  
Per cent

Highest qualification held	Economic activity rates by age group				
	All of working age	16-19	20-24	25-49	50 and over
<b>All</b>					
All qualifications	78.6	72.2	81.7	82.8	69.0
A-level or equivalent or higher	86.5	75.9	83.3	90.5	78.2
of which:					
Degree or equivalent	89.5	-	85.1	92.0	82.4
Higher education below degree level	85.3	78.0	90.5	87.5	75.0
A-level or equivalent	85.8	76.0	81.7	90.7	77.6
O-level or equivalent	79.7	72.0	87.8	81.0	74.6
CSE below grade 1	81.7	88.9	81.4	77.6	74.8
Other qualifications	79.8	81.4	78.6	83.6	72.6
No qualification	69.7	62.5	71.6	74.9	62.5
<b>Males</b>					
All qualifications	87.8	73.0	90.5	95.6	75.2
A-level or equivalent or higher	91.4	76.6	85.5	97.2	80.9
of which:					
Degree or equivalent	93.6	-	87.0	97.5	84.0
Higher education below degree level	93.2	-	92.2	98.4	78.8
A-level or equivalent	90.5	76.9	84.6	96.9	80.1
O-level or equivalent	87.5	69.0	95.4	97.4	83.2
CSE below grade 1	96.9	93.9	98.3	98.2	-
Other qualifications	88.1	86.4	93.9	95.2	77.2
No qualification	81.5	66.6	92.9	91.8	69.1
<b>Females</b>					
All qualifications	68.7	71.4	72.6	70.0	60.1
A-level or equivalent or higher	76.6	75.1	80.0	77.3	69.1
of which:					
Degree or equivalent	80.5	-	82.6	80.9	74.7
Higher education below degree level	80.6	-	89.4	81.4	72.3
A-level or equivalent	72.7	74.9	76.7	72.1	63.2
O-level or equivalent	74.9	74.8	83.1	72.8	67.9
CSE below grade 1	69.7	83.3	67.2	65.0	-
Other qualifications	72.4	79.0	65.9	74.9	66.8
No qualification	59.6	57.7	49.6	63.2	55.6
<b>Married females</b>					
All qualifications	66.2	55.1	63.2	68.8	59.5
A-level or equivalent or higher	69.7	-	37.6	83.5	78.1
of which:					
Degree or equivalent	76.2	-	89.6	76.1	72.2
Higher education below degree level	78.4	-	83.9	79.5	71.1
A-level or equivalent	69.8	-	77.6	69.6	62.4
O-level or equivalent	70.5	65.7	73.2	70.6	66.6
CSE below grade 1	61.1	-	52.7	64.4	-
Other qualifications	70.4	-	55.0	73.1	65.4
No qualification	59.9	36.8	40.7	63.9	55.5
<b>Non-married females</b>					
All qualifications	74.1	72.3	80.5	75.7	62.0
A-level or equivalent or higher	81.9	74.9	79.7	89.6	73.9
of which:					
Degree or equivalent	89.5	-	80.6	95.9	81.3
Higher education below degree level	88.5	-	94.5	91.3	75.6
A-level or equivalent	77.2	74.8	76.2	83.7	66.4
O-level or equivalent	81.5	75.1	92.4	84.0	73.9
CSE below grade 1	80.5	85.0	81.2	68.1	-
Other qualifications	81.0	81.2	77.6	85.3	73.6
No qualification	58.6	59.5	60.9	59.0	55.8

= Less than 10,000 in cell: estimate not shown.

Source: LFS estimates

**Table 8 Industry division of employees of working age, by highest qualification held**

Great Britain, Spring 1987  
Per cent

Highest qualification held	Industry division (SIC 1980)										
	All industries*	0 Agriculture, forestry and fishing	1 Energy and water supply	2 Other mineral and ore extraction	3 Metal goods, engineering and vehicles	4 Other manufacturing industries	5 Construction	6 Distribution, hotels, catering, repairs	7 Transport and communication	8 Banking, finance, insurance, etc	9 Other services
All (thousands = 100 per cent)	20,278	259	562	718	2,347	2,078	1,129	3,931	1,305	2,008	5,890
All qualifications	100	100	100	100	100	100	100	100	100	100	100
A-level or equivalent or higher of which:	41	25	54	41	48	31	51	25	34	45	50
Degree or equivalent	10	-	12	10	7	4	7	3	4	17	16
Higher education below degree level	7	-	6	5	6	2	4	2	2	4	16
A-level or equivalent	24	20	36	27	35	25	40	20	27	25	18
O-level or equivalent	18	14	11	13	13	15	12	24	18	31	16
CSE below grade 1	5	7	3	5	5	7	5	8	5	4	3
Other qualifications	6	8	7	6	4	5	5	6	11	6	6
No qualification	30	46	26	35	30	42	28	39	32	13	25
<b>Males (thousands = 100 per cent)</b>	<b>11,263</b>	<b>187</b>	<b>484</b>	<b>552</b>	<b>1,854</b>	<b>1,286</b>	<b>988</b>	<b>1,677</b>	<b>1,018</b>	<b>977</b>	<b>2,206</b>
All qualifications	100	100	100	100	100	100	100	100	100	100	100
A-level or equivalent or higher of which:	51	27	58	47	57	41	56	37	38	63	61
Degree or equivalent	12	-	13	11	9	5	7	4	5	27	26
Higher education below degree level	5	-	7	5	7	2	4	2	2	5	9
A-level or equivalent	34	24	38	31	42	34	44	30	31	31	27
O-level or equivalent	13	11	7	9	9	11	8	21	13	20	13
CSE below grade 1	4	8	3	4	4	7	4	7	4	2	2
Other qualifications	5	9	7	5	3	4	3	5	11	3	6
No qualification	26	45	26	35	26	37	28	30	33	11	17
<b>Females (thousands = 100 per cent)</b>	<b>9,015</b>	<b>71</b>	<b>78</b>	<b>166</b>	<b>493</b>	<b>792</b>	<b>141</b>	<b>2,254</b>	<b>287</b>	<b>1,031</b>	<b>3,683</b>
All qualifications	100	100	100	100	100	100	100	100	100	100	100
A-level or equivalent or higher of which:	29	19	28	23	15	14	18	15	20	28	43
Degree or equivalent	6	-	-	-	3	3	-	2	-	7	10
Higher education below degree level	10	-	-	-	2	2	-	2	-	2	20
A-level or equivalent	13	-	19	13	9	10	12	12	15	19	13
O-level or equivalent	24	23	36	27	26	20	35	26	37	42	18
CSE below grade 1	6	-	-	7	8	9	-	8	7	6	3
Other qualifications	7	-	-	8	8	5	14	6	9	9	6
No qualification	35	48	24	35	43	52	28	45	28	15	30

Source: LFS estimates

- Less than 10,000 in cell: estimate not shown.

\* Includes those whose workplace was outside the United Kingdom and those who did not state the industry they worked in.

**Table 9 Broad occupation of employees of working age, by highest qualification**

Great Britain, Spring 1987  
Per cent

Highest qualification held	Occupation (broad grouping)						
	All occupation groups*	Managerial and professional	Clerical and related	Other non-manual	Craft and similar	General labourers	Other manual
All (thousands = per cent)	20,278	5,781	3,606	1,681	3,086	158	5,937
All qualifications	100	100	100	100	100	100	100
A-level or equivalent or higher of which:	41	72	25	26	56	9	18
Degree or equivalent	10	29	4	3	1	-	1
Higher education below degree level	7	19	3	2	3	-	2
A-level or equivalent	24	24	18	20	52	9	16
O-level or equivalent	18	13	39	28	8	10	13
CSE below grade 1	5	2	6	7	5	8	7
Other qualifications	6	3	10	5	4	-	7
No qualification	30	10	20	33	28	68	55
<b>Males (thousands = per cent)</b>	<b>11,263</b>	<b>3,643</b>	<b>727</b>	<b>759</b>	<b>2,726</b>	<b>143</b>	<b>3,239</b>
All qualifications	100	100	100	100	100	100	100
A-level or equivalent or higher of which:	51	75	44	40	61	10	21
Degree or equivalent	12	34	8	5	1	-	1
Higher education below degree level	5	11	3	3	3	-	1
A-level or equivalent	34	29	32	32	57	10	20
O-level or equivalent	13	12	31	29	7	8	12
CSE below grade 1	4	1	3	6	5	8	8
Other qualifications	5	3	4	6	4	-	9
No qualification	26	8	17	19	24	69	51
<b>Females (thousands = 100 per cent)</b>	<b>9,015</b>	<b>2,138</b>	<b>2,879</b>	<b>922</b>	<b>360</b>	<b>14</b>	<b>2,698</b>
All qualifications	100	100	100	100	100	100	100
A-level or equivalent or higher of which:	29	68	20	14	13	-	14
Degree or equivalent	6	21	3	1	-	-	0
Higher education below degree level	10	33	2	2	-	-	3
A-level or equivalent	13	14	15	11	11	-	11
O-level or equivalent	24	14	41	28	15	-	15
CSE below grade 1	6	2	6	8	9	-	6
Other qualifications	7	4	11	5	4	-	5
No qualification	35	12	21	45	59	-	60

Source: LFS estimates

- Less than 10,000 in cell: estimate not shown.

\* Includes those who did not state their occupation or whose occupation was inadequately described.

**Job characteristics**

This section examines how some of the characteristics of the jobs held by employees of working age vary according to the level of qualification held.

In table 8, the distribution by industry is shown, using the ten divisions of the Standard Industrial Classification (1980).

**Service sector**

Within the service sector (Divisions 6-9), there is a marked contrast between the 'professional' services of Divisions 8 and 9 (including banking, finance, insurance, education and health services, and national and local government), with a higher than average proportion of employees (about one in six overall, and one in four for

**Table 10 Unemployed people of working age, by age group and highest qualification: estimated numbers and rates**  
Great Britain, Spring 1987

Highest qualification held	All unemployed* of working age	Age group			
		16-19	20-24	25-49	50 and over
		Number unemployed* (thousands)			
<b>All</b>					
All qualifications†	2,836	434	523	1,442	437
A-level or equivalent or higher of which:	689	49	128	390	121
Higher education, above A-level (incl. degrees)	161	-	26	103	32
A-level or equivalent	527	49	102	288	89
O-level or equivalent	438	122	115	184	18
Below O-level††	355	63	89	164	38
No qualification	1,314	192	185	681	256
<b>Males</b>					
All qualifications†	1,696	243	304	830	318
A-level or equivalent or higher of which:	479	25	83	265	107
Higher education, above A-level (incl. degrees)	86	-	16	46	23
A-level or equivalent	393	24	67	219	83
O-level or equivalent	176	61	48	58	-
Below O-level††	195	39	49	81	27
No qualification	818	115	121	410	172
<b>Females</b>					
All qualifications†	1,141	191	219	612	119
A-level or equivalent or higher of which:	209	24	45	125	14
Higher education, above A-level (incl. degrees)	75	-	-	57	-
A-level or equivalent	134	24	35	69	-
O-level or equivalent	262	61	67	126	-
Below O-level††	160	24	41	83	11
No qualification	496	78	63	271	84
		Unemployment rate** (per cent)			
<b>All</b>					
All qualifications†	10.7	17.9	14.1	9.4	8.8
A-level or equivalent or higher of which:	6.7	12.2	8.5	5.8	7.1
Higher education, above A-level (incl. degrees)	4.1	-	6.3	3.6	4.8
A-level or equivalent	8.2	12.4	9.3	7.4	8.7
O-level or equivalent	9.6	12.5	11.7	8.1	5.3
Below O-level††	12.4	15.3	17.5	11.1	8.5
No qualification	15.7	32.2	27.9	14.5	10.6
<b>Males</b>					
All qualifications†	11.0	19.5	14.6	9.4	9.9
A-level or equivalent or higher of which:	6.6	11.6	8.9	5.6	7.9
Higher education, above A-level (incl. degrees)	3.7	-	7.8	2.8	5.2
A-level or equivalent	7.9	11.5	9.1	7.1	9.2
O-level or equivalent	9.1	13.7	11.7	6.4	-
Below O-level††	13.1	17.4	17.3	11.2	10.2
No qualification	18.2	33.3	27.8	17.4	12.7
<b>Females</b>					
All qualifications†	10.3	16.2	13.5	9.5	6.7
A-level or equivalent or higher of which:	6.9	12.9	7.8	6.5	4.2
Higher education, above A-level (incl. degrees)	4.7	-	-	4.9	-
A-level or equivalent	9.2	13.5	9.5	8.8	-
O-level or equivalent	9.9	11.4	11.7	9.2	-
Below O-level††	11.7	12.9	17.7	10.9	6.0
No qualification	12.8	30.6	28.1	11.7	7.9

- Less than 10,000 in cell: estimate not shown.

\* ILO/OECD definition (see Technical Annex).

† Includes those not stating qualification level.

†† Includes those with CSE (below grade 1) or 'other' qualifications.

\*\* Unemployed people expressed as a percentage of all economically active people in the age group concerned with the relevant highest qualification.

Source: LFS estimates

men) holding degrees; and those in Divisions 6 and 7 (distribution, hotels, catering, repairs, transport and communication), where only 3 or 4 per cent of employees had a degree or equivalent.

Likewise, there was a marked contrast within the service sector between the lower incidence of employees without formal qualifications in Divisions 8 and (for men) 9 and the higher proportions in Divisions 6 and 7.

The highest proportion of female employees having at least A-level qualifications (43 per cent) was in Division 9.

#### Production sector

Within the production sector, the highest proportional employment of qualified labour was seen in the energy and water supply industries, where 54 per cent of the predominantly male workforce had a qualification at least equivalent to A-level, compared with 41 per cent for the economy as a whole.

Likewise, a high proportion (57 per cent) of male employees in the large engineering, etc sector (Division 3) possessed at least A-level or equivalent qualifications.

Both of these groups of employees include substantial numbers of those possessing City and Guilds qualifications and those who have completed recognised trade apprenticeships.

#### Construction

Within the construction industry, a larger than average proportion of the workforce had qualifications equivalent to A-level. As with energy and water supply (and engineering, etc), this classification includes large numbers of employees with City and Guilds qualifications as well as those who have completed recognised trade apprenticeships.

#### Agriculture, forestry and fishing

The lowest incidence of formally qualified labour is seen to be in the agriculture, forestry and fishing industries. Only a quarter of employees in this sector had an A-level or equivalent or higher level qualification (a similar proportion to that in distribution, hotels, repairs and catering where there was an above average proportion of workers with O-level but not higher qualifications), compared with 41 per cent for the whole economy; while nearly half of employees in the sector had no qualifications.

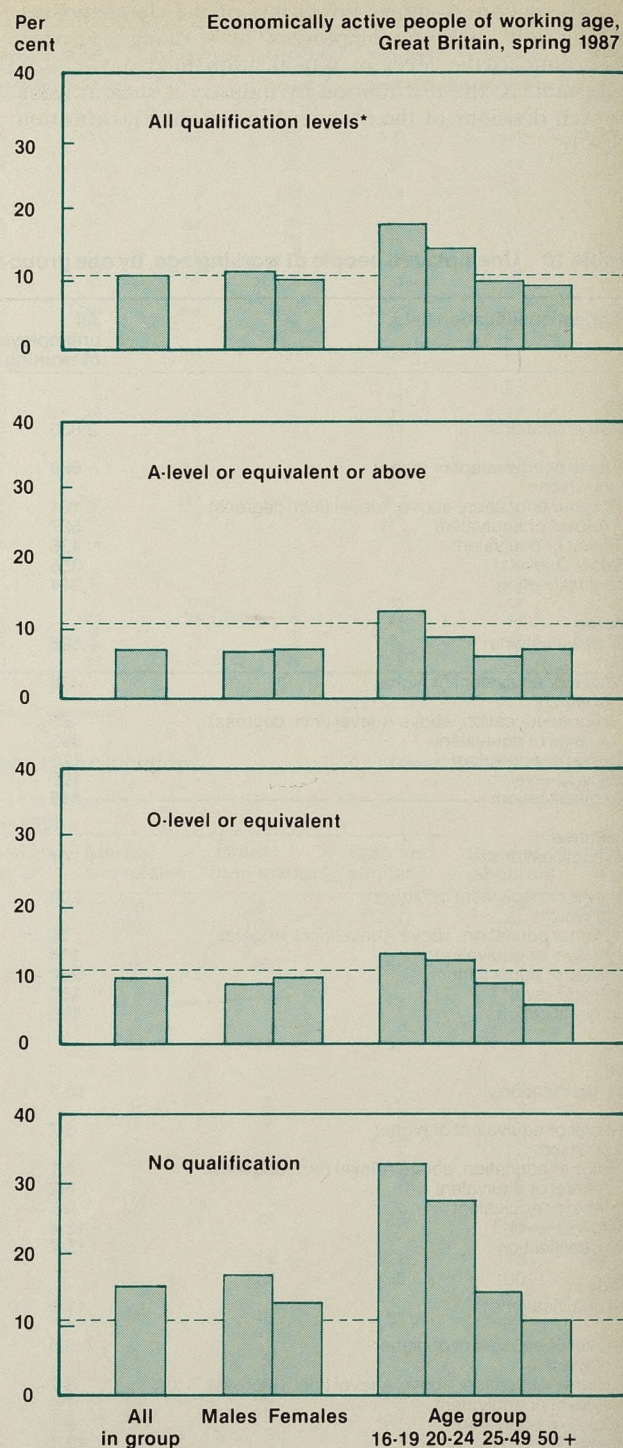
#### Occupation groups

Table 9 shows how the level of qualifications held by employees of working age varies with that of occupation. The occupational classification used in the table comprises six broad headings: three covering manual occupations and three covering non-manual occupations.

The highest proportion of higher level qualifications was found among those in managerial and professional jobs. Nearly three-quarters of employees in such occupations had at least an A-level or equivalent level qualification, compared with about 40 per cent overall; while 29 per cent had a degree or equivalent—three times the average for all employees. Not surprisingly, those in managerial and professional occupations also exhibited the lowest proportion with no qualifications at all—10 per cent, compared with the average of 30 per cent.

Among the other non-manual occupation groups, in-

Figure 3 Unemployment rates by sex and age group, by highest qualification held



Source: LFS estimates (see also table 10)

\*"All qualification levels" includes qualification levels not shown separately. Note: The dotted horizontal lines show the unemployment rate for all economically active people of working age (10.7 per cent).

cluding clerical and related occupations, the proportions with degree or A-level equivalents were somewhat lower, particularly for females. These occupations included a higher than average incidence of employees with O-level or equivalent qualifications.

Among the manual occupation groups, there was a sharp distinction between those working in craft or similar (mainly skilled) jobs and the remainder (predominantly

Table 11 Unemployment rates\* for economically active people of working age, by highest qualification, 1984-87 Great Britain, Spring each year Per cent†

Highest qualification held	All				Males				Females			
	1984	1985	1986	1987	1984	1985	1986	1987	1984	1985	1986	1987
All qualifications	11.8	11.2	11.2	10.7	11.9	11.5	11.5	11.0	11.7	10.9	10.8	10.3
A-level or equivalent or higher of which:	7.3	7.1	7.0	6.7	6.8	6.8	6.8	6.6	8.5	7.7	7.7	6.9
Degree or equivalent	4.6	4.3	4.5	4.1	3.5	3.5	4.2	3.5	7.4	6.4	5.2	5.5
Higher education below degree level	5.1	4.3	4.8	4.2	3.7	3.1	3.6	4.2	6.2	5.2	5.6	4.2
A-level or equivalent	8.7	8.7	8.5	8.2	8.2	8.3	8.1	7.9	10.6	9.9	10.2	9.2
O-level or equivalent	10.9	10.1	10.4	9.6	11.2	10.2	10.7	9.1	10.6	10.0	10.1	9.9
CSE below grade 1	18.7	17.1	18.1	15.4	18.6	17.1	17.9	15.5	18.9	17.0	18.2	15.3
Other qualifications	10.7	11.2	10.5	9.7	10.4	12.9	12.0	10.9	10.9	9.8	9.0	8.4
No qualification	16.1	15.3	15.4	15.7	18.2	17.5	17.8	18.2	13.4	12.6	12.5	12.8

\* Unemployed people (ILO/OECD definition) expressed as a percentage of all economically active people of working age with the relevant highest qualification. For unemployment rates based on the alternative "GB labour force" definition of unemployment, see *Employment Gazette*, March 1988, p 153 (tables 16 and 17).  
† Some information on the numbers of economically active and unemployed people from which the percentages in this table are derived appears in tables 6 and 10.

Table 12 Length of time seeking work and main method of seeking work for unemployed people\* of working age, by highest qualification Great Britain, Spring 1987

	All qualification levels**	A-level or equivalent or higher	O-level or equivalent	CSE below grade 1	Other qualifications	No qualification		
							Thousands	Per cent
All unemployed* of working age	2,836	689	438	210	145	1,314	Thousands	
All seeking work† (= 100 per cent) of which:	2,488	613	391	184	124	1,138	Per cent	
<b>Length of time seeking work</b>								
Less than 6 months	38	40	47	45	42	32		
6 months but less than 1 year	18	20	22	21	16	15		
1 year or more	44	39	30	34	42	53		
of which:								
Less than 18 months	9	9	10	10	9	9		
18 months but less than 2 years	5	6	6	—	—	5		
2 years but less than 3 years	8	7	5	7	9	9		
3 years but less than 4 years	6	6	3	—	—	8		
4 years or more	15	11	6	10	13	22		
All unemployed* of working age	2,836	689	438	210	145	1,314	Thousands	
All seeking work†† (= 100 per cent) of which:	2,771	667	424	208	142	1,291	Per cent	
<b>Main method of seeking work</b>								
Visiting jobcentre, employment office, etc	40	35	35	47	32	44		
Name on private agency books	1	3	—	—	—	—		
Answering adverts in newspapers/journals‡	10	13	12	9	12	8		
Studying situations vacant columns in newspapers	28	27	33	26	31	26		
Direct approach to firms/employers	8	7	7	9	8	8		
Personal contacts	10	10	8	7	12	10		
Awaiting job application results	2	2	—	—	—	1		
Other (incl. advertising in newspapers)	2	3	—	—	—	2		

— Less than 10,000 in cell: estimate not shown.  
\* ILO/OECD definition (see Technical Annex).  
\*\* Includes those not stating qualification level. Among the 2,795,000 unemployed who reported their highest qualification level, 24 per cent were at A-level or equivalent or above, 15 per cent O-level or equivalent, 7 per cent CSE below grade 1, 5 per cent other qualifications and 46 per cent none. Among the 1,080,000 unemployed who had been seeking work for 1 year or more, and who reported their highest qualification level, the corresponding percentages were 22, 11, 6, 5 and 55 respectively.  
† Excludes those who had not started looking (12,000 in total) or not stating duration (335,000). Note that the length of time seeking work does not necessarily coincide with length of time since last employment.  
†† Excludes those not seeking (49,000 in total) or not stating method (16,000).  
‡ Includes notices outside factories or in shop windows.

unskilled or semi-skilled workers).

Among skilled manual workers (the great majority of whom were men), more than half had a qualification classified as 'A-level or equivalent'. More detail for this group is also given in the table, from which it can be seen that among those in craft occupations, a high proportion had a City and Guilds qualification or had completed a recognised trade apprenticeship.

Among the lower skill manual occupation groups, the majority of employees had no formal qualifications at all.

#### Unemployment

Table 5 and figure 2 showed that people without formal qualifications, or with only low level qualifications, were

more likely to be unemployed than the better qualified. The percentages in that table and figure relate to all people of working age with the relevant qualification level, including those who were economically inactive, but the variations in the relative size of the latter group tend to confuse the picture regarding unemployment. In table 10 and figure 3, unemployment rates for various qualification levels have been calculated in the usual way, that is: the number unemployed as a percentage of all economically active (in employment or unemployed) with the relevant qualifications. Separate unemployment rates are given for four broad age bands and for males and females. Time series from 1984 to 1987 are shown in table 11.

Table 10 shows large differences between unemployment rates for different qualification levels in spring 1987,



Photo: Edward Lane

Formal qualifications are more likely among the younger age groups.

ranging from about 4 per cent among those with higher qualifications above A-level to nearly 16 per cent among those with no qualification.

A similar broad pattern can be seen for men and for women and within each of the age bands shown. The rate of unemployment was particularly high among unqualified young people, but was also well above average among poorly qualified young people and among unqualified men in the 25-49 age group.

Labour Force Survey respondents without a job and seeking work were asked how long they had been looking for work and which methods of job search they had used. The results for selected qualification groups are shown in table 12.

For length of time seeking work (which does not necessarily coincide with length of time since last employment or duration of unemployment), the most significant feature is the contrast between those with and without qualifications. More than half the unemployed people with no qualifications had been looking for work for a year or more, compared with a little over a third (36 per cent) of those with any sort of formal qualification.

Most of this difference is accounted for by the incidence of job search periods of at least three or four years. For example, those seeking work for four years or more accounted for over one in five of unemployed people without qualifications compared with about one in ten of those with a qualification.

However, the relationship with level of qualification is less clear-cut within the group of unemployed possessing qualifications, where nearly two-fifths of those with at least A-level or equivalent qualifications (including the craft based) had been seeking work for at least a year, a higher proportion than for those with O-level or equivalent or with CSE qualifications.

An alternative presentation of the relationship between unemployment and qualifications is given in a footnote to table 12. Among the unemployed group as a whole 46 per cent were without qualifications in spring 1987, while 24 per cent had qualifications of at least A-level or equivalent. Among the unemployed who had been seeking work for at least a year, however, a greater proportion had no

formal qualifications (55 per cent), while somewhat fewer had at least A-level or equivalent (22 per cent).

Table 12 also shows that visiting a jobcentre or employment office and looking through newspaper advertising were the main methods of job search most frequently reported, accounting together for at least three-quarters of those without a job and seeking work, both overall and in each of the qualification groups identified.

The use of personal contacts and direct approaches to firms or employers were the next most frequently mentioned main methods of job search.

Compared to people with higher qualifications, those with CSEs (below grade 1) or with no formal qualifications tended to make more use of jobcentres and employment offices and somewhat less use of newspaper advertising.

The time series of unemployment rates for economically active men and women of working age in table 11 show that these rates declined between spring 1984 and spring 1987 for women at all qualification levels and for men having O-level or CSE qualifications. At other qualification levels, however, the rates for men remained steady or even increased slightly, so that in both 1984 and 1987 the range of unemployment rates for men at different qualification levels extended from below 4 per cent for graduates to 18 per cent for those without qualifications.

The overall unemployment rates for men and women were very similar in 1984 and have both dropped since; but by 1987 that for women was clearly the lower of the two.

### Interpretation of statistics

In assessing the relationships presented here between qualifications held and economic activity, there are two important factors which should engender caution. First, each of the standard qualification groups adopted inevitably spans a range of disparate awards which may be comparable only in very broad terms; and second, for many people the formal qualifications they currently hold need not reflect their current competence at the workplace—for example, where academic qualifications do not have a specific relevance to their job. ■

## Technical note

### The survey

The 1987 Labour Force Survey estimates used in this article are based on interviews with members of about 60,000 private households throughout Great Britain during March, April and May 1987 (that is about one in every 350 private households in Great Britain). For a further description of the survey, see the note on p 157 of the March 1988 issue of *Employment Gazette*. The estimates quoted for 1984, 1985 and 1986 are based on similar surveys conducted in those years.

### Qualifications

The survey information about qualifications is derived from the responses to the two questions described below.

*"I am going to read out a list of qualifications. Please listen to the list and tell me if you have any of the qualifications mentioned, whether you are making use of them or not.*

*Do you have:*

*A qualification connected with work?*

*CSE, O-level or A-level?*

*City and Guilds?*

*A teaching or nursing qualification?*

*A degree or degree-level qualification such as membership of a professional institute?*

*Or any other educational, business or technical qualification?"*

Those who indicate that they do have a qualification of one or more of the types described, or do not know whether or not they have such a qualification, are then asked:

*"Which qualifications do (you think) you have: can you tell me about all the qualifications you possess (including the one(s) you have just told me about)?"*

and the interviewer checks that all qualifications held by the respondent are mentioned.

The qualifications are then coded as follows (at this stage all qualifications are recorded so several of the categories below can be recorded for a single individual):

- 1 Higher degree
- 2 First degree
- 3 Other degree level qualification such as graduate membership of professional institute
- 4 BTEC or SCOTBTEC/BEC or SCOTBEC, Higher TEC or SCOTEC/SCOTVEC or HNC, HND
- 5 Teaching qualification:
  - secondary
  - primary
- 6 Nursing qualification
- 7 BTEC or SCOTBTEC/BEC or SCOTBEC National TEC or SCOTEC/SCOTVEC and General or SCOTVEC National Certificate modules or ONC, OND
- 8 City and Guilds
- 9 A-level or equivalent/SLC (Higher), SCE (Higher), SUPE (Higher)/Certificate of Sixth Year Studies
- 10 O-level or equivalent (including CSE grade 1)/SLC (Lower), SCE (Ordinary), SUPE (Lower or Ordinary)
- 11 CSE (other than grade 1)
- 12 Any other professional/vocational qualification
- 13 None of these qualifications
- 14 Don't know

In the above coding frame, Bachelor of Education degrees are included with other first degrees (code 2) rather than counted as teaching qualifications (code 5).

The data used in this article relate to the highest qualification held. In arriving at this classification the qualifications listed above are grouped and ordered as follows:

### A-level or equivalent or higher

Degree or equivalent  
Higher degrees  
First degrees  
Other degree level qualifications such as graduate membership of a professional institute.

### Higher education below degree level

Higher level BTEC or SCOTBTEC, BEC or SCOTBEC, TEC or SCOTEC, SCOTVEC, HNC and HND  
Secondary teaching qualifications  
Primary teaching qualifications  
Nursing qualifications

### GCE A-level or equivalent

National or General level BTEC or SCOTBTEC, BEC or SCOTBEC, TEC or SCOTEC, and SCOTVEC; and SCOTVEC National Certificate modules, ONC and OND  
City and Guilds  
A-level or direct equivalent, including SLC (Higher), SCE (Higher), SUPE (Higher), and the Certificate of Sixth Year Studies  
Completed recognised trade apprenticeships.

### O-level or equivalent

Including: CSE Grade 1, SLC (Lower), SCE (Ordinary), SUPE (Lower or Ordinary)

### CSE below grade 1

### Other qualifications

Any other professional or vocational qualification. Foreign qualifications are also included.

### No qualifications

None of the formal qualifications listed above.

### Economic activity

The terms 'in employment', 'unemployed' and 'economically active' are used in this article with the following meanings.

**People in employment** comprise the following groups:

- People aged 16 and over who did some paid work in the reference week (either as an employee or as self-employed), other than under one of the Government's employment and training schemes, or who had a job that they were temporarily away from (on holiday, for example).
- People aged 16 and over participating in one of the Government's employment and training schemes (the YTS, Community Industry, Community Programme and the Voluntary Projects Programme), together with those on training courses under the Job Training Scheme, Training for Enterprise and Wider Opportunities Training Programme (successors to the Training Opportunities Programme or TOPS) who said they did some paid work in the reference week.

The measure of **unemployment** used is the ILO/OECD measure which comprises people without a job who were available for work and had either looked for work at some time in the last four weeks or were waiting to start a job they had already obtained.

People in employment and unemployed people together comprise the **economically active** population.

**People of working age** are males aged 16-64 and females aged 16-59.

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## Special Feature



Amanda Campbell, of Phoenix Antique Furniture Restoration Ltd organised a buy-out of her firm after a redundancy was threatened.

Photo: Christa Stadler

## Women in business

By Sara Carter and Tom Cannon  
*Scottish Enterprise Foundation*<sup>1</sup>

This article reports the findings of a research project<sup>1</sup> commissioned by the Department of Employment and Shell (UK) Ltd, in March 1987. The study documents the motivations of female entrepreneurs and the barriers which they face, while also investigating the strategies successful women use to overcome these problems<sup>2</sup>.

Business ownership for women can be a liberating experience. Often this is an initial motivation for proprietorship. Despite the problems which many women face, business ownership can often fulfill all expectations and provide women with social and economic independence.

Research into female entrepreneurship suggests that women confront certain gender-related problems when

starting and building businesses. A considerable number of women, however, have overcome these problems and created successful enterprises.

<sup>1</sup> The research project was conducted by a team of researchers at the Scottish Enterprise Foundation at the Department of Business and Management, University of Stirling. In the writing of this article the authors acknowledge the contribution made by other members of the research team: Lesley Baddon, Rosemary McClure and Peter Rosa.

<sup>2</sup> The full report will be published shortly as "Female entrepreneurs" by Sara Carter and Tom Cannon, DE Research Paper no 65.

## Trends in self-employment

Recent estimates of the number of self-employed men and women display a "sharply upward trend which has accelerated in the 1980's"<sup>1</sup>. Between 1981 and 1987 male self-employment had increased by 30 per cent, the number of self-employed women, however, increased by 70 per cent<sup>2</sup>. Women now account for a quarter of the self-employed in the UK.

Despite this rise in the number of women choosing self-employment, research has not kept pace with the growing importance of the issue and knowledge of female entrepreneurship is limited. As Curran states,<sup>1</sup> "To date there have been only two influential (British) studies (Watkins and Watkins 1984 and Goffee and Scase 1985)"<sup>3</sup>. This study was designed to build on previous work in documenting the barriers which women face, but also to emphasise the methods by which the problems facing women who wish to set up and operate businesses are overcome.

## Comparisons by sector

Table 1 compares the sample businesses with the self-employed population of women as a whole and illustrates the skew in the sample towards businesses in the "other manufacturing" and "banking and financial services" and away from "retail, distribution, hotel and catering" and "other services" sectors. This not only reflects the researchers' concentration on women in non-traditional sectors, but also the largely traditional patterns of business activity present in the three geographical areas.

Companies in the Nottingham area were dominated by those in the "other manufacturing" (clothing) sector, whereas financial services and service-based companies were predominant in London. Construction, chemicals and metals manufacturing were represented in Glasgow, however, the sample businesses were spread more evenly over a variety of sectors than is the case for the total population of female employers and self-employed.

Table 1 Respondents by industrial sector

Sector	No in sample	Per cent	Self-employed women in GB	
			Thousands	Per cent
Agriculture	2	3	28	4.8
Chemicals	4	6	4	0.7
Metals manufacturing	1	1	2	0.3
Other manufacturing	19	27	29	4.5
Construction	1	1	10	1.7
Retail and distribution				
Hotel and catering	16	23	266	45.4
Banking and financial services	15	21	55	9.4
Other services	12	17	185	31.6
<b>Total</b>	<b>70</b>	<b>100</b>	<b>586</b>	<b>98.4</b>

Table 2 Respondents by age

Age of respondent	No in sample	Percentage in sample	GHS female sample* percentage
16-25	13	19	1.8
26-40	37	53	75.5†
41-55	18	26	
Over 55	2	3	22.8
<b>Total</b>	<b>70</b>	<b>100**</b>	<b>100</b>

Source: Curran (1987). See footnote 4 opposite.

\* Based on female small business owners.

† Due to inconsistencies with age ranges, three age ranges of the GHS (26 to 55 years) have been rounded up to produce an aggregate figure.

\*\* Rounded percentages.

## Methodology and sample profile

The researchers adopted a case study method of investigation. This provided the opportunity to explore in depth the dynamics of development as well as the more specific and structural dimensions of the women owned businesses. The bulk of the fieldwork was undertaken in two rounds of personal interviews with the 70 respondents. The first interviews, conducted between July and August 1987, lasted between two and five hours. An in-depth, semi-structured questionnaire was used to elicit quantitative data; taped open-ended and non-directive questions provided qualitative aspects. Follow-up, fully taped interviews conducted between October and December 1987, were intended to fill gaps not covered in the first round and to explore more carefully issues of management style and growth. Unlike the first interviews the follow-up was mostly unstructured and conducted around a series of points outlined on a checklist. The short time span between first and second interviews did not allow for analysis of business development over time. Surprisingly, however, significant changes had taken place in many companies even within this short period.

The sample consisted of 60 female owner-managers† from London, Glasgow and Nottingham. Case studies of a further ten women who had ceased trading were also compiled. The sample was structured to reflect different business and industrial situations. As such, it is illustrative rather than representative of the variety of ways in which women participate in business. The businesses ranged from traditionally female activities such as catering and retailing, to non-traditional activities such as light engineering and manufacturing. Businesses from new sectors, such as new technology based industries and business services were deliberately included\*.

† Three of the photographs used to illustrate this feature article are of women who were in the sample.

\* Non-traditional sectors have been defined here as those where women constitute a minority of those employed in the industry, examples being heavy engineering, construction and manufacturing. Traditional sectors, conversely, are those where the majority of employees are female, such as, office services, retail and distribution. In the sample, companies in the new sectors (usually new technology or service based) operate across a variety of areas growing in importance in terms of employment and contribution to GNP.

## Comparisons by age group

Stratification by age produced a sample more closely related to that of the total population of female business owners. A comparison with results of the General Household Survey (GHS)<sup>4</sup> shows a similar proportion of women within the medial age ranges, but with a skew in the present sample towards young women and away from the older age ranges<sup>5</sup>.

Different age ranges ensured that the sample included women at a variety of stages in their lives. Deliberately included in the study were women who had moved into

<sup>1</sup> See Curran, J "Bolton Fifteen Years on: A Review and analysis of Small Business Research in Britain 1971-1986" Small Business Research Trust, London (1986). See also:

Creigh, S *et al* "Self-employment in Britain: Results from the Labour Force Surveys 1981-1984", *Employment Gazette*, May 1986 issue, pp 183-194.

Hakim, C "Trends in the Flexible Workforce", *Employment Gazette*, November 1987 issue, pp 549-560.

<sup>2</sup> OPCS (1982), Labour Force Survey, 1981 table 4, 6, p 15 and 1987 Labour Force Survey—preliminary results", *Employment Gazette*, March 1988 issue, table 3, p 147.

<sup>3</sup> See footnote 1, on page opposite.

<sup>4</sup> Curran, J, *et al* "Small Business Owners and the Self-employed in Britain: An Analysis of General Household Survey Data", Small Business Research Trust, London, 1987.

<sup>5</sup> While a comparison with GHS female small business owners and self-employed (18.3 per cent) produces a similar percentage to this sample, the high proportion of business owners (employers as opposed to self-employed) in this study still shows a large skew in favour of business owners, aged 16 to 25 years.



Liz Phillips of 'The Archduke' at Waterloo now employs 59 people in her restaurants and wine bars.

Photo: Christa Stadler

enterprise from economic inactivity; older women without children and young women with little experience of employment.

## Marital status

The marital status of the sample also differed in some ways from GHS results. A large proportion of the sample were either married (27) or in a stable relationship (13). Of the remaining 20 in the main sample, 12 were single, six were divorced, one separated and one widowed. While results from the GHS also report a high number of married women (75.4 per cent), differences do occur in the other groups. In particular, there is a significantly higher occurrence of single and divorced women and fewer widows than in the GHS results.

Similar studies<sup>1</sup> undertaken in this area have also noted a higher incidence of divorcees than found in the GHS study. While Curran associates this with non-random sampling techniques, the now frequently found incidence of divorcees in independent studies (with no deliberate skew of marital status) makes this a point worth exploring.

## Educational work experience

The educational background of the sample was, generally, exceptionally high. No less than 57 women took part in full-time or part-time further education, of these all obtained at least one qualification. Sampling techniques and an emphasis upon non-traditional and new sectors are probably responsible for this bias towards education and training. A comparison with the GHS data shows just how distinctive this bias is. Only 11 per cent of female and 8.6

per cent of male small business owners surveyed in the GHS reported any further education qualifications, compared with 81 per cent within the present study.

## Previous work experience

Previous work experience indicates that a majority of the sample were highly motivated towards a career of some kind and most have spent a large proportion of their lives at work. In addition, most had an exceptionally positive attitude towards working (although not necessarily positive employment). A high proportion of the sample (78 per cent) had some family connection with self-employment during their lifetime; 41 per cent of the sample had husbands or domestic partners who were self-employed, and 13 came from families where either their mother or father were self-employed. Of the total number of small businesses connected to the respondents, 42 were described as being very successful, 20 as moderately successful and only 13 described as not successful.

## Length of trading

The age of the companies in the sample varied between less than one year (18) and 23 years, although the majority

<sup>1</sup> Goffee, R and Scase, R, "Women In Charge: The Experience of Female Entrepreneurs", Allen and Unwin, London, 1985.

Watkins, D S and Watkins, J, "The Female Entrepreneur: Her Background and Determinants of Business Choice, Some British Data", *International Small Business Journal*, vol 2, no, 1984.

Watkins, D S and Watkins, J, "The Female Entrepreneur: American Experience and its Implications for the UK", in "Stanworth, J, *et al* (ed) "Perspectives on a Decade of Small Business Research", Gower, Aldershot, (1982).

had been trading for two years. While a variety of organisational structures were represented, sole traders and partnerships were especially common among the younger businesses; limited companies were favoured by the older, more established enterprises. Ten of the partnerships were run in conjunction with other women (usually in similar situations/life cycle). Of the eight run in conjunction with men, these were either husbands or domestic partners, usually brought into the business after a successful (female) start-up period.

**Table 3 Business organisation**

Business organisation	No in sample	Percentage
Sole trader	22	37
Partnership	18	30
Limited company	17	28
Co-operative	2	3
Franchise	1	2
<b>Total</b>	<b>60</b>	<b>100</b>

Note: "Ceased trading" group not included.

In total, 504 people were employed by the 60 respondents, the largest employing 62 members of staff. Just under half the respondents (27) took on their first employees within six months of starting up. Additionally, more than 50 per cent of the companies regularly employed staff on a subcontract or self-employed outworker basis.

### Perceptions of discrimination

Researchers, generally, face certain methodological problems when relying upon verbal reports and individual explanations to investigate prior or current experiences. Not only are there problems concerning the accuracy of retrospective recall, there are—especially in the case of small business-related research—also difficulties in distinguishing "perceived problems" from "real problems". Gender-based research is no exception: the social and political backgrounds of the interviewees often determine whether discrimination is perceived and recognised as such. In other instances, the interview itself may be a determining factor, by probing and encouraging the interviewee to discuss her experiences in terms of gender, the interviewer may raise the level of consciousness and recognition of gender discrimination among the sample.

Many interviewees in this study stated that they were not feminists and, moreover, appeared hostile to that philosophy. In contrast, a significant minority (40 per cent) did believe that aspects of business ownership were harder for female entrepreneurs, often despite their inability to identify broad areas in which discrimination exists. The lack of any previous opportunity to develop business skills and knowledge was often given as the key difference. This awareness of gender differences among the self-employed and entrepreneurs, may, in part, be a function of two particular factors: the general awareness of the constraints on labour force participation of female employees in the overall economy; and second, direct experience of gender discrimination as a self-employed woman.

Although impossible to isolate and address quantitatively, the issue of perception *versus* reality is central to many of the findings of the study, particularly in the attribution of certain business problems to gender-related barriers.

In order to overcome this methodological difficulty, the research team took a pragmatic approach and, without external evidence to support statements made, allowed the respondents' to determine their own beliefs.

### Starting in business

The respondents were first asked about their motivation for self-employment and business ownership. The search for independence was the most cited reason for starting in business. A single notion of independence, however, masks the complexities of the issue. Women at different stages of their lives defined independence differently, usually depending upon their background, experience and aspirations. A number of young women interviewed had moved straight into proprietorship from full-time education and saw self-employment as a career option.

As one woman said, "I have always thought, even back at school, that I would one day have my own business. Basically, it's independence, I just wanted to do what I wanted to do. Not wanting to be told what to do anymore. And this is the best time to do it, once you've left college because you have so little to survive on at the beginning. You are used to living on so little money."

Not all of the younger women were so motivated towards business ownership or were ambitious for business success, others had drifted into business for a variety of reasons. While there was often an acknowledged rejection of the conventional employee/employer relationships typified by the formal labour market, this often stemmed from a fear that they lacked the motivation and ambition necessary to compete. All were unemployed before starting up but unemployment was not the sole determining factor in the self-employment decision. More positive (pull) factors such as a "desire for autonomy" were also cited.

Other women interviewed had started in business after a successful career either in a managerial or professional capacity. Like many male entrepreneurs, they often found employment confining and sought independence and autonomy in self-employment. Many perceived that they had suffered the frustration of gender-related career blocks, the so-called "glass ceiling" effect<sup>1</sup>, demonstrated by a lack of recognition and progression within the company.

One architect described it thus: "When I first qualified, I expected problems in managing construction sites, but it was really very easy. The problems I didn't expect to find were my employers not seeing me as management potential. I found it very difficult to ask for pay rises and more seniority, though I found it easy to take on responsibility in the office."

Other women interviewed used proprietorship as a means of returning to economic activity after a period devoted to motherhood. Few of the 'returners' were stereotypical 'domestics'<sup>2</sup>, running small scale businesses in traditionally female sectors. While the businesses in the short term were designed to suit domestic responsibilities, all such women were ambitious for the business to grow. The time and money spent was seen as a long-term career investment, providing a salary and career prospects after motherhood.

The impetus to actually start in business was often a combination of circumstances coming together at a particular time. Only 15 women stated that, although they

<sup>1</sup> Hymounts, C. "The Corporate Women—The Glass Ceiling" *Wall Street Journal*, New York, 1986.

<sup>2</sup> Although this group share many similar characteristics with the "domestics" cited by Goffee and Sease, (see footnote 1 on p 567), they differed on one important point. They were highly aware of gender-related differences in the formal labour market and often the most radical in their feminist beliefs. This, in most cases, can be seen as a function of their previous experience as "high flyers" frustrated by gender-related career blocks.



Systems analyst and estimator, Marion Sharp, works from home.

Photo: Solo Agency Ltd

had harboured a desire for self-employment for a long period, the specific stimulus was a single event. Of these, most cited events such as redundancy or a specific career frustration as the impetus. Others cited a change in their personal circumstances, such as marriage, divorce or pregnancy as the event that led them to re-evaluate their working lives. Few, however, felt that proprietorship was a negative reaction, rather it was seen to be a positive step possibly after a negative experience.

For many respondents, especially those with management experience, there was a close link between work before and after self-employment. For other women, the move into self-employment (and the optimum strategy for those without experience of business ownership) was achieved by building the business from hobbies, for example, jewellery design, or unpaid domestic skills such as hairdressing or gardening, where relevant experience could be effectively exploited.

### Training for proprietorship

Most of the women interviewed had a positive attitude to training and used it as an effective strategy for business ownership. One woman who attended a New Enterprise Programme before start up expressed a typical view: "I found the financial and the tax side frightening and ended up seeking proper advice and finding someone who could do it for me. I think initially, if I'm honest, I thought that I would be doing it all myself and I think that is one of the things that you believe if you're going into business. I'm a positive person, but it wasn't easy. Things like the number of forms you gave to fill in, the VAT returns, people worrying you all the time about buying typewriters.

Basically, they were trivial things that meant you weren't even trying to sell the business let alone do it. The course helped a lot in that respect."

In contrast, the ten women who had ceased trading tended not to attend training courses prior to start up and also held negative views of the value of advice and assistance available to them. Whether these views were formed prior to failure or were brought about by their failure is unclear. In addition, few of the ten women in the sample had prior experience of either business ownership or employment. Of the ten women interviewed in this category, seven were either unemployed or not working (for example, housewives) for several years prior to start up.

The view that it is the lack of prior experience which differentiates women and men in business was frequently expressed by the respondents. For young women, without the benefit of either prior management or often work experience, this situation was exacerbated. Many reacted by consciously developing a management strategy which enabled them to compensate for youth as well as gender.

This generally consisted of rigorous planning prior to start-up, attendance at business training programmes and intensive and extensive use of the available external resources and advisory agencies. Formal training in business was only part of this. The more successful were very aware of the benefits of learning business and management skills by watching others. This built up confidence while reinforcing consciously developed individual styles of dealing with people.

### Raising capital

Capital used to start businesses varied from an overdraft



facility to supplement the Enterprise Allowance Scheme to an investment of over £50,000. Older, more established businesses, many of which operate in manufacturing sectors, reported a significantly higher amount of capital investment. Women were asked about the amount of capital required to start the business and about problems encountered in raising the finance. Tables 4 and 5 summarise their responses to these questions.

**Table 4 How much capital was the business started with? No of companies**

	Business age		
	Less than one year	One to five years	Over five years
Business with			
Less than £1,000	2	4	2
£1,000-£1,999	4	7	1
£2,000-£4,999	5	3	1
£5,000-£9,999	2	4	1
£10,000-£19,999	3	5	3
£20,000-£50,000	1	4	3
More than £50,000	1	3	1
<b>Total number of companies</b>	<b>18</b>	<b>30</b>	<b>12</b>

Over half the respondents reported difficulties in raising capital to start and continue the business. Greater problems were experienced the more established the businesses, 63 per cent of whom raised in excess of £10,000.

**Table 5 Did you have any problems in arranging start-up finance? Percentages**

Response	Business age		
	Less than one year	One to five years	More than five years
Yes	15	30	13
No	15	18	5
<b>Total</b>	<b>30</b>	<b>48</b>	<b>18</b>

There was a general perception that capitalisation problems were gender-related. Bank managers and other lenders sometimes gave the impression that they did not see women as credible business proprietors. Many women anticipated this and prepared well for interviews with potential lenders. They sent business plans in advance and wore business suits to interviews. High achieving women, particularly, seemed conscious that they needed to play down their femininity. They felt able to gain the confidence of the lender by emphasising conventional business practice.

For other women, a general lack of self-confidence was demonstrated by their cautious approach to borrowing. One woman said: "When we started in business three years ago we got £2,000 from the Enterprise Agency. We could have got £3,000 at the time, but we thought, it's too much to pay back if anything goes wrong".

Under-capitalisation was common throughout the sample. While cautious borrowing accounts for some instances, others were simply unable to raise the amount needed from institutional sources. Lack of security and track records were considered to be the major problem for most women; many perceived these to be gender-related difficulties.

What the women saw as the patronising attitude of bankers towards prospective entrepreneurs was frequently raised. Some women recognised a need for sympathetic

lenders and actively "shopped around" for a suitable banker. Many women found the creation of good relations with lenders problematic when confronted with patronising attitudes. For many, the only long-term solution lies in the establishment of specialist women-only banks, with female lending staff. Over half the respondents said that women-only banks would be useful for female proprietors and 40 per cent stated that they would use a woman-only bank if there was one in their vicinity<sup>1</sup>.

### Women as entrepreneurs

Two major questions addressed by the study were first: do problems commonly associated with business ownership have a gender dimension which exacerbates the effect of these problems for women in business? and second, do women face additional gender-related problems which do not affect men? Broadly the same operational problems; finding clients, marketing, finance and so on, are faced by all business owners and it is difficult to establish the extent to which these problems are exacerbated by gender.

Certain specific problems of business ownership were perceived by the respondents as being exacerbated by gender, notably late payment of bills, a tendency to undercharge, getting business and finding clients and, finally, the effect of proprietorship upon personal domestic circumstances. The effects of these operational problems and the strategies used to overcome them varied between firms.

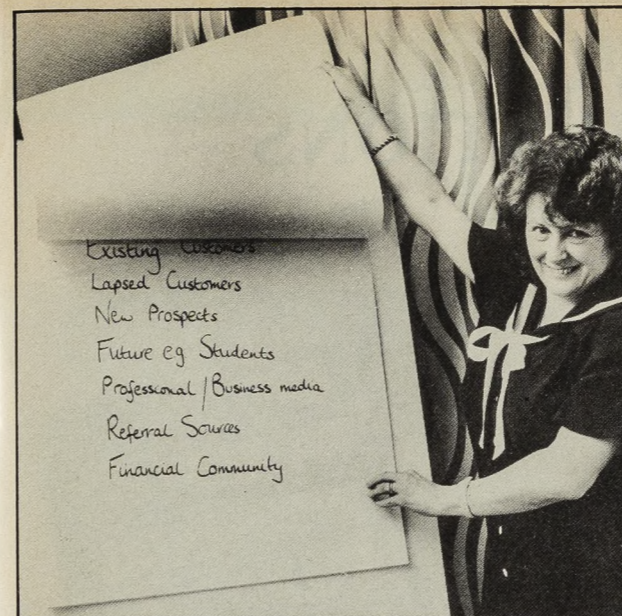
Younger women, running businesses with only a small capital base, were less able to cope with late payments. Lack of assertiveness in collecting debts was perceived by some respondents as a gender-related problem. Similarly, while price cutting is used by many proprietors as a market entry strategy, for many respondents undercharging often reflected a lack of confidence in both their products and their business skills.

Difficulties in accessing start up capital, coupled with delayed payments and undercharging had an inevitable impact on many companies. Few of the newer businesses were able to achieve the growth desired by the proprietor within the first two years. Older businesses, most of which invested heavily at start up, demonstrated an ability to access ongoing and growth capital and a subsequently greater rate of growth. It would seem, therefore, that once obstacles regarding finance have been overcome, usually at start-up, female proprietors have few problems with recurrent finance. The barriers seem to occur at certain key transitional-stages: the move from part to full-time working, the start-up and the move to a new market requiring large capital inputs.

### Women entrepreneurs as managers

Employee relations were perceived as posing the most difficult and intractable of all problems. Even respondents with management experience in larger companies felt a need to learn new skills. Older women often successfully used an overtly matriarchal style, characterised by a 'family' view of employee relations. Young women, inexperienced in management and lacking the age to develop a credible management style, struggled most. Some suggested that male employees were unwilling to accept female employers and dealt with this by channelling requests through a male manager or supervisor. One respondent referred to an 'assumed competence', which tends to be attributed to most men but not to most women.

<sup>1</sup> It must be noted that the establishment of women-only banks contravenes the Sex Discrimination Act 1975. The authors do not support the creation of women-only banking facilities.



Helen Vaughn of Company Solutions employs seven staff in a marketing and sales consultancy partnership. "I like my work immensely. The reason for having my own business was that it was something I could get involved in and could enjoy", she says.

Many stated that they had to earn credibility, not just with their business colleagues and customers, but also with their employees. Most women felt strongly that many of the problems of credibility were gender-related.

### Family support

There were wide variations in the effects of business ownership upon personal domestic lives. A surprisingly small proportion stated that spouse relationships had deteriorated since becoming business owners. More felt that their relationships had improved. Married women were the least likely to have suffered in terms of personal circumstances since becoming business owners. In the light of previous studies, this result was unexpected but may be explained by a number of factors. First many married respondents were second wage earners in their households. Providing they minimised risk to overall family capital, many were under less pressure to succeed financially than either single parents or single women. Many married women, some of whom were returning to economic activity, organised their businesses around their families. As long as the family was the clear priority, conflict between family and business affairs was minimised. Finally, the moral support provided by spouses was identified by many respondents as a major asset.

For the respondents whose relationships had deteriorated, lack of time was the most commonly cited cause. Others cited the lack of support which they had received from husbands and domestic partners. One woman, experiencing domestic conflict through proprietorship, had been forced to decide between proprietorship and her husband and child. For this woman the choice had been clear; she chose proprietorship.

In eight cases, husbands had joined the firm after a successful (female-led) start-up. Reasons for joining were varied; some businesses provided improved career prospects for husbands, other women needed managerial assistance but were reluctant to employ an unknown manager. Occasionally, husbands were needed to act as financial guarantors for recurrent finance. The effect of husbands joining the business was varied. In some cases, their moral support and business guidance was welcomed.

Elsewhere, they undermined the confidence and credibility of the female entrepreneur. Some women saw it as a sign of personal failure and felt ousted from their position as proprietors.

### Role model

In contrast, the effects of proprietorship upon relationships with children was mostly positive. Many women felt that the business had a 'role model' effect upon their children, especially daughters. Many hoped that their daughters would succeed them in business ownership.

Despite this, some women experienced a distinct conflict between their roles as wives or mothers and that of businesswomen. The attitudes often held by their families and the business institutions they dealt with, such as banks, posed problems. These views led to reduced support, required extra effort to overcome and tended to undermine the confidence and credibility of the respondents.

### The successful businesswoman

The respondents were asked to outline the various criteria upon which they measure success and to assess the relative performance of their companies. Externally, male and female-owned businesses seem very similar. Gender-related differences can be discerned in certain motivations that lead to business ownership, the problems faced by business owners and in the needs which businesses were designed to meet. Like male-owned businesses, the profit motive was not a central reason for starting in business. Definitions of success at start-up, however, did seem to differ in as much as it tended to be measured in terms of how well the business met individual needs rather than in conventional terms of profitability and advance orders. After individual financial needs were met, continuing or excess profitability was seen by most women as an external measure of success rather than of a primary goal.

### Conclusions

The results reported in this study have demonstrated that female business proprietors face certain problems. The extent to which these are either caused or exacerbated by gender is difficult to quantify. While many self-employed women perceive gender-related problems, others have either differing experiences or do not recognise problems as having a gender dimension. While monitoring of the applications, take-up and usage of certain schemes to help the self-employed can provide external evidence of possible gender discrimination, this cannot quantify the extent to which prior experience and indirect discrimination affects female prospective business proprietors.

The study also concludes that there are certain strategies which women adopt to counter either direct or indirect discrimination associated with proprietorship. These vary from firm to firm and are often dependent upon the age and experience of the proprietor. They are, undoubtedly, influential in the ultimate success of the enterprise. ■

#### Employment advice and information

Free Department of Employment leaflets are listed on page 522.

Enquiry office: Telephone 01-273 6969

# BRITISH WORKPLACE INDUSTRIAL RELATIONS 1980-1984

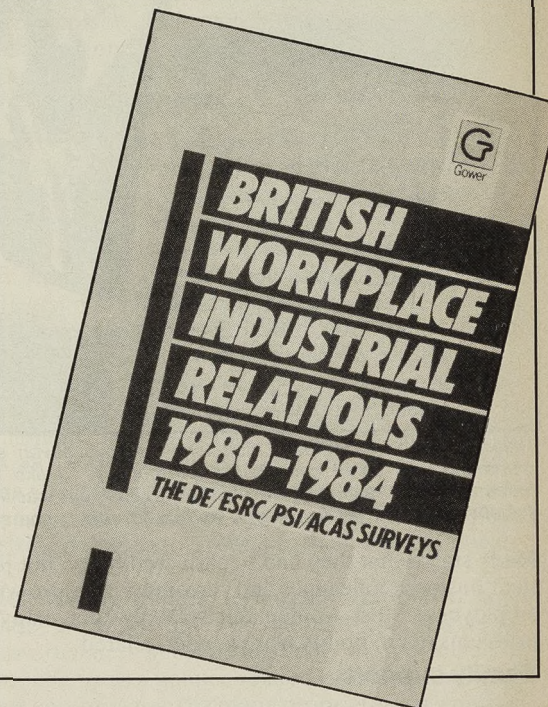
Neil Millward and Mark Stevens  
The DE/ESRC/PSI/ACAS Surveys

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## Employee involvement

Findings from the 1988 survey of the extent of employee involvement are compared with the 1986 survey. The practices reported by British companies are analysed and reveal the progress taking place in this area of industrial relations.

Employee involvement continues to grow, according to the latest<sup>1</sup> Government survey in 1988 of statements by companies in their annual reports of their employee involvement practices, which was completed earlier this year. The standard of companies' reporting has also improved, which in turn serves to give a fuller picture of the number and range of employee involvement arrangements.

Section 1 of the Employment Act, 1982 introduced a

requirement for directors of companies with more than 250 employees to include in their annual report a statement of action taken to promote employee involvement arrangements. Section 1 has since been consolidated as Section 235 and Schedule 7 Part V of the Companies Act, 1985.

The law requires the statement to describe action taken

<sup>1</sup> For a report of the previous survey entitled 'Involving the Staff', see *Employment Gazette*, March 1987 issue, pp. 147-149.

**Table 1 Employee involvement statements in company directors' reports: final results 1986 and 1988 Surveys compared**  
Number of reports

	Companies with:									
	251-1,000* employees		1,001-5,000* employees		over 5,000* employees		Total		Percentage	
	1986	1988	1986	1988	1986	1988	1986	1988	1986	1988
Reports referring specifically to at least three of the four subheadings of 'Section 1': backed up by detailed description or examples with little or no detail	18	20	25	41	62	66	105	127	36.8	45.0
Reports referring to one or two of the four subheadings of 'Section 1': backed up by detailed description or examples with little or no detail	16	30	15	26	20	18	51	74	17.9	26.2
Reports with a simple reference to employee involvement	9	10	9	6	5	2	23	18	8.1	6.4
Reports with no apparent reference to employee involvement	12	7	8	2	5	1	25	10	8.8	3.5
<b>Totals</b>	<b>85</b>	<b>89</b>	<b>93</b>	<b>96</b>	<b>107</b>	<b>97</b>	<b>285</b>	<b>282</b>	<b>100</b>	<b>100</b>

\* UK employees where known; otherwise worldwide.

to introduce, maintain or develop arrangements aimed at:

- providing employees systematically with information on matters of concern to them as employees;
- consulting employees or their representatives on a regular basis so that the views of employees can be taken into account in making decisions which are likely to affect their interests;
- encouraging the involvement of employees in the company's performance through an employees' share scheme or by some other means;
- achieving a common awareness on the part of all employees of the financial and economic factors affecting the performance of the company.

The current survey, in which the reports of 282 companies were examined, is the third of its kind conducted by the Department. It was designed to assess:

- the extent to which companies comply with the law;
- the number and variety of employee involvement practices reported by companies;
- any trends in employee involvement.

### Findings

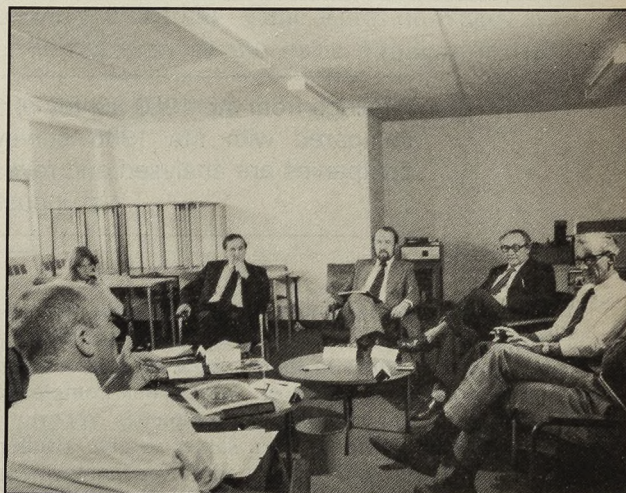
Table 1 gives the final results of the latest survey and those of the 1986 survey for comparison. It shows that there has been a marked increase in the proportion of companies giving a full report of action taken on employee involvement—45 per cent of reports referred specifically to at least three of the four subheadings set out in the Act and backed their references up with detailed description or examples. This compares with 37 per cent in 1986. Overall, 71 per cent of reports referred to at least three of the four subheadings compared with 55 per cent in 1986. There has also been a fall in the proportion of reports apparently making no reference to employee involvement—from 9 per cent to 3½ per cent.

However, 23 per cent of the reports examined referred, with little or no detail, to one or two of the subheadings, or made only a simple reference or no reference at all to employee involvement. While this is significantly lower than the percentage in the last survey, (33 per cent), it may indicate that about a quarter of companies are not fully responding to the encouragement given by the legislation to review their existing practices or to demonstrate the extent of the arrangements for employee involvement in their organisations.

The previous survey showed an increase in both the number and variety of employee involvement practices reported. That trend has continued as is shown in table 3. It is most marked in medium-sized companies (with between 1,001 and 5,000 employees) where the average number of practices reported per company has risen by 60 per cent. These findings need to be interpreted with caution. Increased reporting of a particular practice does not necessarily mean that its use has increased. It may simply mean better reporting of existing arrangements. However, where reported introductions are a substantial proportion of reported existing practices it is likely that the actual usage has increased. The figures do suggest that companies are developing a range of employee involvement practices to suit their own individual requirements.

Most individual practices received more frequent mention than in the previous survey see table 2. The biggest increase was in references to training and induction, which more than doubled. A high proportion of these references in the current survey were to new practices introduced in the past year. Another type of practice receiving more frequent mention was consultative committees, works committees and other joint committees. Mentions of these increased by nearly 50 per cent. However, very few of these were reported as new practices, which could indicate a greater tendency to report existing arrangements of this type.

There were, overall, slightly fewer mentions of briefing or discussion groups; but this drop was restricted to the larger companies, with medium-sized companies showing



Briefings or discussion groups are one way in which companies involve employees.

**Table 2 Employee involvement practices mentioned in companies reports: the 1986 and 1988 surveys compared**

	No of employees* in companies			
	251-1,000	1,001-5,000	More than 5,000	Total
<b>The 1986 Survey</b>				
<b>Practices†</b>				
Share schemes, incentive and bonus arrangements	29	58	85	172
Magazines, journals, newspapers, newsletters etc	15	28	98	141
Meetings/management line communications (formal and informal)	59	62	98	219
Employee reports/accounts	23	28	62	113
Consultative councils/works committees or other joint committees	11	26	35	72
Briefing or discussion groups	10	23	51	84
Circulars, bulletins, handbooks, etc	7	6	23	36
Trade union, staff association channels	25	25	43	93
Local consultative systems (formal and informal)	47	47	90	184
Pension scheme involvement	4	5	26	35
Presentations/audio visuals	1	4	23	28
Noticeboards	2	10	7	19
Quality circle/suggestions and problems solving schemes	3	5	15	23
Access to senior management, visits, chairmans's consultation meetings etc	4	5	8	17
Training/induction	2	6	23	31
Other	17	16	55	88
<b>Totals</b>	<b>259</b>	<b>354</b>	<b>742</b>	<b>1,355</b>
<b>The 1988 Survey</b>				
<b>Practices†</b>				
Share schemes, incentive and bonus arrangements	54	83	102	239
Magazines, journals, newspapers, newsletters etc	12	54	85	151
Meetings/management line communications (formal and informal)	69	79	85	233
Employee reports/accounts	22	54	55	131
Consultative councils/works committees or other joint committees	14	37	56	107
Briefing or discussion groups	11	26	44	81
Circulars, bulletins, handbooks, etc	9	25	27	61
Trade union, staff association channels	28	38	49	115
Local consultative systems (formal and informal)	66	71	81	218
Pension scheme involvement	10	12	22	44
Presentations/audio visuals	4	5	30	39
Noticeboards	4	13	4	21
Quality circle/suggestions and problems solving schemes	6	11	11	28
Access to senior management, visits, chairman's consultation meetings etc	8	7	13	28
Training/induction	21	23	44	88
Safety	14	21	25	60
Annual meetings, seminars, employee involvement reports	1	7	8	16
Other	11	20	46	77
<b>Totals</b>	<b>364</b>	<b>586</b>	<b>787</b>	<b>1,737</b>

\* UK employees where known; otherwise worldwide.

† Where a company reports more than one practice in a category then each practice is recorded.

a slight increase. There was a substantial increase in references to the use of circulars, bulletins, handbooks etc and a substantial percentage increase (although absolute numbers remain quite low) in references to access to senior management etc. However, both of these areas appeared to consist largely of increased reporting of existing practices rather than newly introduced practices.

### Financial participation

Employee involvement through financial participation was the most frequent type of practice mentioned in the 1988 survey and continued to increase. A majority of reports in the 1988 survey mentioned share ownership schemes and about a fifth of these were said to have been recently introduced. Other financial arrangements such as incentive schemes were mentioned in a quarter of reports, but few of these were reported as new schemes. Thus share schemes appear to be the most common innovation of a financial type. The recent introduction of tax relief on profit-related pay will provide employers with more

**Table 3 Employee involvement practices**

	1986 Survey Average no. of practices per company	1988 Survey Average no. of practices per company
Total number of practices reported in companies with:		
251-1,000 employees	259 (3.0)	364 (4.1)
1,001-5,000 employees	354 (3.8)	586 (6.1)
over 5,000 employees	742 (6.9)	787 (8.1)
<b>Total</b>	<b>1,355 (4.8)</b>	<b>1,737 (6.2)</b>

opportunities in this area.

### Increasing variety

It seemed sensible, in view of the increasing variety of reported practices, to subdivide the former 'others' category. Two new substantive categories of 'safety' and 'annual meetings, seminars, employee involvement reports' were created. Mentions of 'safety' arrangements occurred in over a fifth of reports.

Finally, more mentions were made of the use of trade unions and staff associations as channels of communication or consultation or as partners in joint decision-making. This was referred to in two-fifths of the reports. However, there were no reports that mentioned these as newly introduced practices, again implying an increased reporting of existing arrangements rather than an increase in the practices themselves.

The survey findings add to the weight of evidence that companies are continuing to upgrade or extend their employee involvement arrangements, and are seeing the value in making public those improvements.

There is, of course, no single blue print for employee involvement, and examples which the Department has studied of companies where increased productivity and profitability have gone hand in hand with better employee involvement show that each has worked out the details of its approach to suit its own needs and circumstances. Employee involvement unlocks the potential of people at work and thereby enhances both company performance and the quality of working life. A message which is clearly getting home.

## Case Study

### Training for 1992

by Steve Reardon

Put together five teams of managers from five industrial companies; assume they are all operating in a single market with the same products. Then set them down somewhere in Europe for a weekend and make them compete for market share and maximised profits. What you have is the basic recipe for the single European market of 1992.

Fortunately for the survivors of what started six months ago as a knockout competition between 250 of Europe's and North America's top companies, their single market extended no further than the boundaries of the Hotel Martinez in Cannes; their wheeling and dealing was all carried out using Markops, a computerised marketing training simulation; and winners and losers all survived to compete in the real world of Monday morning.

But, says Mark Spelman, managing director of Strat\* X, the international business training company which has developed the Markops package, the one certainty about 1992 and the single European market is that there will be winners and losers for real.

#### Costs of competing

He maintains that as the costs of competing in Europe go down for some companies and up for others, the competition strategy for those companies must change and take on, what is for many, a totally new international perspective.

New competitors will be enticed into the single European market with new products or different ranges. Other companies, says Spelman, will find themselves handicapped by lower profit margins than similar firms in other European countries (which will become potential competitors).

He cites the example of the pharmaceutical industry in the UK, with cost overheads of around 40 per cent and so in theory better placed to

<sup>1</sup>For a further discussion of this subject see "The role of computers in training" by Jerry Leese in the January 1988 issue of *Employment Gazette* pp 23-26.



compete with similar companies in West Germany whose overheads are as much as 52 per cent.

In Spelman's view "the key differentiator" between the successful 1992 companies and the unsuccessful will be the people they employ. He sees success as requiring essentially an enlarged skill base, with both managers and workforce having "a commitment to quality in everything they do".

The Markops computer simulation offers a very low cost package (£95) which can be used for individual experimentation in marketing decision-taking or applied in groups. Because it is reusable, it is capable of providing far more cost-effective training than the traditional management seminar approach.

#### Variable market

It creates on-screen an artificial market environment and a product with variable quality and appeal. By calling up market and sales information from a data store, trainees learn how to take decisions in the market over a set period of time. There are no 'right' answers at the end—just the success or failure of their own judgement. But unlike marketing for real, Markops lets you have as many chances as you need.

Spelman is convinced that present and past success cannot be relied on to bring the same rewards in a

business environment that will change irrevocably in the 1990s.

#### International attitudes

European companies that already treat Europe as one single market will be one jump ahead, he says, and they tend to be the Americans and the Japanese. Those whose marketing attitudes remain firmly national will be one step behind. In a revealing statistic he points out that 70 per cent of the top 120 companies in Europe have no foreign board member.

Like the more go-ahead companies, Mark Spelman sees training, and particularly training in marketing, as the way into Europe. But he points out that while nearly 90 per cent of UK companies have a finance director, only a paltry 40 per cent have marketing directors.

The Markops system embraces the new thinking on training by providing senior and middle management training with a distance-learning solution.

"It's fun to do too," says Spelman, "so you rarely encounter problems motivating people to take part, even in their spare time". And of course you can always ask Strat\* X to organise a company competition.

The Markops kit is available from Strat\* X, 1 Garrick House, Carrington Street, London W1Y 7LF. A French language version is also available.

## Topics

### Tighter control of the major hazards

Amendments to the Control of Industrial Major Accident Hazards Regulations 1984 (CIMAH) have made a further 50 industrial installations subject to top level safety requirements. This follows consultations by the Health and Safety Commission with interested parties.

The amendments are to Schedules 2, 3 and 4 of CIMAH, which outline the processes and dangerous substances with threshold quantities to which the

regulations apply. The changes are mostly corrections of previous technical inaccuracies and omissions, plus other modifications included in the light of the Bhopal disaster in India.

Most of the 50 additional 'top tier' installations now brought within scope of the regulations are chlorine plants operated by water authorities.

They will become subject to the more rigorous CIMAH requirements which only apply to

installations holding listed dangerous substances above specified threshold quantities.

However, many installations using nickel and cobalt will be removed from the confines of CIMAH completely.

These substances are now considered to be less of a major hazard risk. □

*Control of Industrial Major Accident Hazards (Amendment) Regulations 1988 (SI 1988/1462) is available from HMSO or booksellers. Price £0.85. ISBN 0 11 087462 5.*

### Company pensions

The Occupational Pensions Board has received nearly 400 responses to its appeal for views on company pensions. "We have received a great number of interesting ideas and opinions," said Jeremy Rowe, chairman of the Occupational Pensions Board. "The excellent response to our consultation means that we are on target to report to the Secretary of State by the end of the year." □

### After Chernobyl: what is an acceptable risk?

Is there such a thing as a tolerable level for the chance — 'risk' — of a major nuclear accident in the UK?

This question was posed in a discussion of nuclear power after Chernobyl during the 150th meeting of the British Association for the Advancement of Science.

Chernobyl, and many other non-nuclear catastrophes, have confirmed that no human activity can ever be completely risk-free.

Dr Sam Harbison, deputy chief nuclear inspector, and Dr Adrian Cohen, both of the Health and Safety Executive, believe that it is necessary to estimate the likely chance (risk) of each adverse consequence and ensure that it is tolerable — that is, that it is less than 'the outer limit of acceptable risk' beyond which the risk cannot be tolerated. Below this maximum tolerable level, risks must be kept under review and reduced still further if possible.

In their paper, they refer to a HSE document which suggested a maximum tolerable annual risk of death for individual workers on nuclear power stations no more than that currently experienced in high risk sectors of other industries, that is, one in 1,000 per year of exposure. For individual members of the public living nearby, the paper suggests that the maximum risk should be ten times lower, to take account of the greater vulnerability of the young or the sick, and of lack of direct benefit.

There will be heightened public concern about the 'societal risk' of a major accident; for example, an accident which might cause around

100 delayed deaths.

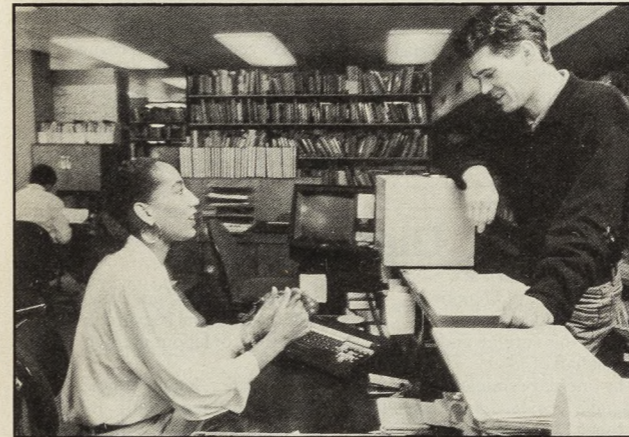
The proposed maximum tolerable level for this size of accident from an entire national programme of reactors is one in 10,000 a year—a good deal stricter than the risk predicted for a major non-nuclear disaster (one in 5,000 a year) which might kill 1,000 or more people immediately and which society seems to tolerate. HSE sees this additional stringency as necessary to allow for the public's aversion to possible nuclear accidents.

The paper says that a properly designed and operated modern nuclear power station should have little difficulty in meeting the proposed tolerable levels for individual risk.

The stringent societal risk criterion poses a greater challenge to a possible UK reactor programme, however. How can HSE be satisfied that the nuclear industry can show that the challenge is met in practice?

The authors believe that the best methods of risk assessment cannot quantify every eventuality, such as management failure.

Therefore, confidence in nuclear operations must also be based on a design approach which aims to 'frustrate in advance' possible failures in plant or management systems; on a safety culture that permeates the whole operation from the most senior levels of management to the operators at the control desk; and on an independent regulatory body that takes nothing for granted in probing all aspects of the plant's design, management, and operating procedures. □



The LRC Research Library contains a wide range of material, including nearly 20,000 references on urban issues on two computerised databases.

### Research services

The London Research Centre (LRC) was set up by the London boroughs in 1987 to meet their own research and information needs. Now, however, the centre is increasingly undertaking commercial projects for the public and private sector—both inside and outside London.

The Centre provides a wide range of services backed up by 130 permanent staff, including information scientists, statisticians, specialists in survey design and analysis, economists, and computing specialists. This broad spectrum of expertise facilitates multi-disciplinary studies which cross traditional service sector boundaries.

The organisation's Employment and Training Group provides data, information and research on employment, education and training, and on economic and business development issues. It also covers skill shortages, equal opportunity employment issues,

local area investigations to assist in business or other investment plans; and the availability of EEC and local authority assistance for economic development and training.

Recent studies by the Employment and Training Group include *Small Businesses in London*—a guide to local authority assistance, *Construction Training Directory*—a listing of 300 training courses for the construction industry in London, and the *Directory of Unemployment Research*.

Other parts of the LRC, include an extensive Research Library and an Environmental and Developmental Studies Group (a recent assignment has been office development trends), a social and community service, and a population and statistics service.

For further information about the Centre's services, contact the Public Relations Unit on 01-735 4250. □



Fishing for answers? The Cortco survey will help the retail industry as well as benefiting the students.

## Cortco retail survey

A 61-strong team of undergraduates, recruited from 50 universities and polytechnics, has been involved in a nationwide survey of retail store personnel.

The research—a Training Commission initiative—examined a range of different tasks and skills carried out by retail employees, assessing the perceptions and attitudes they hold of their performance and training.

The results will be made available to the National Council for Vocational Qualifications, contributing to its new NCVQ Retail Certificate.

The research programme was organised by the Consortium of Retail Teaching Companies (CORTCO), which includes many of the major multiples such as Boots, Woolworth and Gateway Foodmarkets.

To begin with, the students spent five weeks gaining in-store experience during which they were encouraged to observe the issues involved in the survey. Then they spent seven days at the Co-operative College, Stanford Hall, run by CORTCO.

This residential training period was intensive and challenging, says Stephen Cotter of the CORTCO secretariat: "They were put under pressure immediately, divided into groups, and asked to put together presentations on the merchandising, image and customer relations aspects of retailing."

The following days brought visits to local manufacturing and distribution centres. Other areas of the training covered market analysis, data communications and the development of national brands and own-label products. At the end of the week, the students

themselves interviewed some of the CORTCO companies about the future of the retail industry and career paths.

The following four to five weeks were spent back in the retail outlets; and it was only at this point that the students actually carried out the survey, with each student interviewing a minimum of 11 personnel using a questionnaire constructed by CORTCO.

This is believed to be the world's first undergraduate retail work experience programme. More than 1,000 applications were received for the 61 places and CORTCO was very impressed by the undergraduates' standard of performance.

"If they come into the retail industry," commented Bob Houlton, who is principal of the Co-operative College, "they should have successful and exciting careers." □

## Human rights at work

All international human rights law provisions which have a bearing on British industrial relations are being brought together under the title *Human Rights at the Workplace*. Written by Angela Byre and published by the Policy Studies Institute, the handbook will be launched on Friday, October 28.

As well as collating the wide range of legal and regulatory provisions, the book aims to explain and illustrate their practical and potential applications for unions, employers and government in the UK.

On the eve of publication, there will be a one-day seminar to discuss

## Industry captains put to sea

Tomorrow's captains of industry will receive a unique lesson in leadership this month, when they attend a course which combines theory with practical experience on the ocean waves.

### Training supremo

Roy Ackerman has been appointed chairman of the Hotel and Catering Training Board.

Mr Ackerman is chairman of Alfresco Leisure Publications Ltd, the Restaurateurs Association of Great Britain, and the Finance and Marketing Committee of the National Advisory Council. He is also former deputy chairman of Kennedy Brookes plc. □

The five-day course will see delegates sailing the 72 ft schooner 'Hoshi' from Salcombe, Devon to Dartmouth. There they will be led by Royal Navy officers in two days of practical leadership exercises at the Britannia Royal Naval College before returning aboard Hoshi to Salcombe.

The course is run by the Industrial Society—and course tutor Colin Chase, the Society's leadership director and a former naval lieutenant commander, sees a double advantage in the floating classroom: "At sea, things can happen very fast which require speedy decisions. Therefore, it is an effective training ground for developing leadership and it also provides an opportunity for industry to learn from the navy and vice versa." □

## Diary dates

• The Institute of Manpower Studies is holding a series of seminars this autumn and during the first half of 1989.

The one-day seminars, *Planning Graduate Demand and Recruitment* (October 12 and November 15) and *Graduate Recruitment and the Labour Market* (October 13 and November 16) are designed for graduate recruiters and management development agents. Both seminars will be held in London.

*Labour Market Analysis: Techniques and Applications* (October 19-21 and June 27-29, 1989, to be held at a hotel in

Sussex) aims to equip participants with the essential background and basic tools of labour market analysis.

For further details, contact Training Administration, Institute of Manpower Studies, Mantell Building, University of Sussex, Falmer, Brighton BN1 9RF (tel 0273 678181).

• *Intro Recruitment Fairs*. Intro UK Ltd is running two fairs in London—one aimed at sales and marketing professionals in hi-tech industries and one for qualified accountants.

The sales and marketing fair takes place from October 7 to 8 in the Novotel, Hammersmith and the accountants' fair will be held from October 21 to 22 at the Kensington Rainbow Exhibition Centre.

• *The Enterprise Training Centre* is running a one-day course on *Dismissal—the Legal Aspects*. It is aimed at all those involved in disciplining and dismissing staff. Held on October 24, it will include recent case law and good industrial practice.

On November 4, the Centre presents *How to Control Sickness and Absence from Work—the Legal Issues and Practical Guidance*.

Each event costs £120. For further information contact: Enterprise Training Centre, 63-67 Newington Causeway, London, SE1 6BD (tel 01-403 0300). □

*Human Rights in the Workplace* is available from the Policy Studies Institute, 100 Park Village East, London, NW1 3SR. Price £17.95. For details of the seminar please ring the PSI on 01-388 0914.

## Unemployed do well from energy efficiency projects

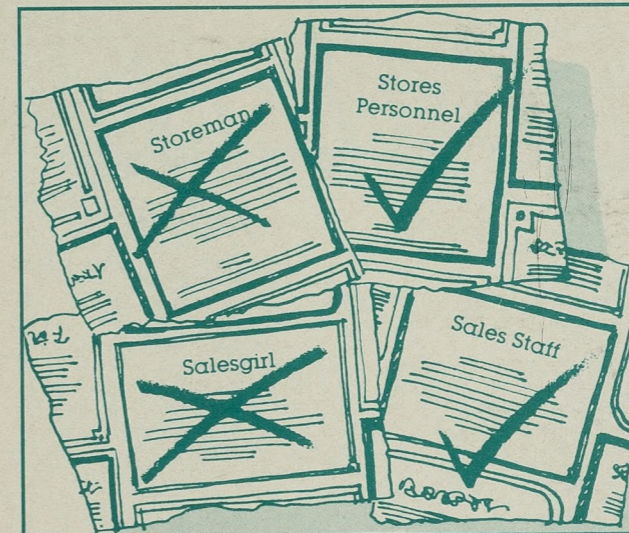
"The record of Energy Projects operating under the Energy Efficiency Initiative is impressive," Employment Minister Patrick Nicholls told the Neighbourhood Energy Action Conference last month. "All of you who have contributed to the development of Energy Projects can be proud of your achievement."

To date, a network of more than 400 projects has been set up, providing training opportunities for as many as 8,000 people at any one time.

Energy efficiency services have been delivered to half a million low income households, and many unemployed people involved in the scheme have moved on to permanent jobs.

Originally established under the Community Programme, Energy Projects now fall under the auspices of the Employment Training programme, and Mr Nicholls is certain their success will continue: "Energy Projects have already demonstrated that the objectives of Employment Training can be reached.

"The commitment to training achievement has been shown by the development by many projects of structured training functions. The numbers of people moving on from participation in Energy Projects have been encouraging in the past, and I am sure that this record of success will be built upon under Employment Training." □



One of the illustrations from the Advertising Handbook

## How to advertise and avoid sex discrimination

The Equal Opportunities Commission for Northern Ireland has published a booklet on sex discrimination and advertising practice, called the *Advertising Handbook*.

The 16-page publication deals specifically with advertising in the fields of employment, education, training opportunities, and the provision of goods, facilities and services or premises. It also outlines the main provisions of the Sex Discrimination (Northern Ireland) Order 1976 that relate to advertising.

The booklet offers clear

guidelines on the legal status of potential advertising material and includes a useful checklist to ensure that advertisements are free from sexual bias.

Mary Clark-Glass, chairman and chief executive of the EOC for Northern Ireland, says: "The examples it contains are taken from typical inquiries received by the Commission and it should prove useful for all those who have occasion to advertise." □

The *Advertising Handbook* is available, free of charge, from the Equal Opportunities Commission for Northern Ireland, Chamber of Commerce House, 22 Great Victoria Street, Belfast BT2 2BA (tel 0232 242752).

## Burgermasters are first to achieve transferrable credits

Wimpy International, the fast food chain, has become the first industrial company to obtain

formal recognition for its in-house training methods from the Committee for National

Academic Awards (CNAA).

Its training scheme, known internally as ARMD (Assistant Restaurant Manager Development) For Success, is tailor-made for the specific needs of its assistant restaurant managers.

Under the Credit Accumulation Transfer Scheme operated by the CNAA, people receive credits for the skills and experience they acquire at work. Courses of study are allocated points—a university degree, for example, is worth 360 points.

The Wimpy course has been granted 120 points, the equivalent of a Higher National Diploma. □



Photo: Wimpy International

## Marketing awards

British businesses are being urged to enter the 1989 National Marketing Awards.

The awards—organised by the Institute of Marketing in association with the *Daily Telegraph*—this year gives greater opportunities to small firms, with the restructuring of categories. These now represent the following turnover bands: £50 million and above; £10-49 million; £1-9 million; and below £1 million.

There will be an additional award made to one of the four winners, which in the opinion of a *Daily Telegraph* judging panel, has shown outstanding marketing innovation and creativity.

The awards will be presented at a lunch in March 1989 at the Inn on the Park Hotel, London.

Entry is free of charge and companies should apply for an application form to the Institute of Marketing at Moorhall, Cookham, Maidenhead, Berkshire SL6 9QH. The closing date for entries is October 24, 1988. □

## Specialist job agencies

Two employment agencies—Alfred Marks and Drake—have expanded their specialist services.

Alfred Marks Technical now provides site supervisors who, for the duration of a contract, will visit client sites on a day-to-day basis to ensure the total success of a project.

Additionally, the company offers a four-hour trial period, which is not chargeable if the client is dissatisfied with the staff provided. All applicants must have both verbal and written references before being put forward for a contract.

Alfred Marks Technical has now expanded its network to 13 branches providing a specialist service in the major towns and cities of the South of England.

Drake International has set up a new division called Drake Catering to supply all grades of catering staff—temporary and permanent—to the food industry.

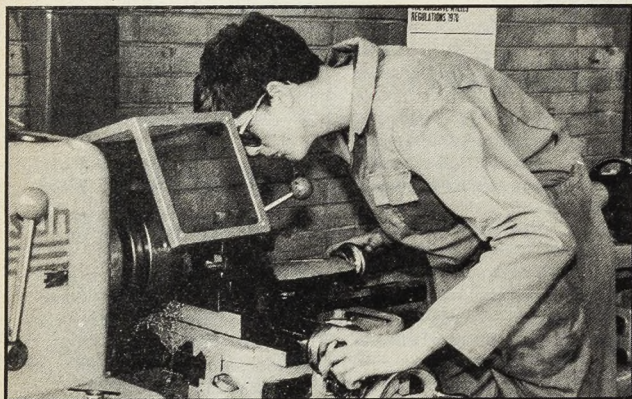
Based at 8 Little Turnstile, London WC1 (tel 01-831 1908), this latest venture will be managed by Sarah Littlewood, a professional caterer, and John Doyle, who has 13 years experience in employment consultancy. □

## Engineering profiles

The Engineering Industry Training Board (EITB) has built up a unique databank of information on the engineering industry, based on its statutory returns from engineering employers. This information has been collated in a series of profiles which give details of recent trends in the industry.

The profiles cover a number of distinct areas:

- Occupational profiles concentrate specifically on employment and training trends—where people work, where skill shortages lie, the most effective ways of attracting the right people into engineering.
- Industry profiles report on the engineering industry as a whole. Sample titles include *Trends in Manpower and Training in the Engineering Industry*, and *Women in*



Precision is important in engineering, both on the shopfloor and in boardroom planning.

# REVIEWS

*Engineering: Trends in Employment and Training.*

- Educational profiles draw upon data gathered from a variety of sources, highlighting the key issues facing education and industry alike. *Trends in Computing Qualifications in Secondary, Further and Higher Education*, and *Trends in A-Levels* are available in this category.

The EITB regularly publishes updated supplements to all its profile reports.

For further information contact: EITB Publications, PO Box 75, Stockport, Cheshire SK4 1PH. Standard prices: profiles £10; updates on profiles £5. □

## Statistics

From abscissa to z-value by way of Buffon's needle, Pascal's triangle and much more . . . the *Dictionary of Statistics* illustrates and explains 126 statistical terms.

The book is aimed at the A-level student, and at those faced with a statistics option course in higher education; but many other people could find a need to refer to the book. There is an increasing number of professional and business applications of statistics. This reference book may well be handy when the next report lands on your desk, be it market research, business forecast or social survey results.

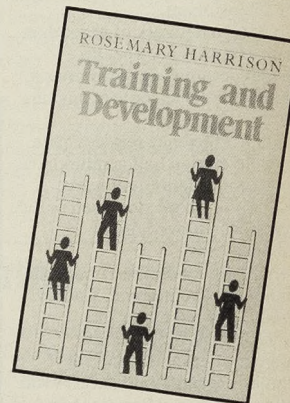
The style of the dictionary reflects its primary educational aim. The majority of entries are encyclopedic, in that simple worked examples and illustrations are included. However, the book is neither a full statistical encyclopedia nor a text book. There is no explanation, for instance, of why or in what circumstances one particular statistic is used in preference to another. There are useful appendices of symbols, formulae and statistical tables. In summary, an entertaining, easy to read and potentially useful book. □

*Dictionary of Statistics* by Roger Porkess, published as a Collins Reference paperback. Price £3.95. ISBN 0 00 434354 9.

## Handbook for trainers

Help in building up basic knowledge and skills and positive attitudes relating to training and development in the workplace are the main themes of *Training and Development*.

Although the book looks at the major theoretical approaches, it concentrates on practical issues: the roles and skills of those responsible for learning in the workplace; how to organise the training function and manage training resources; and how to design, run and evaluate learning events.



Moreover, the author encourages students and trainers to develop their own insights and knowledge through a wide range of exercises and activities using real-life case studies. □

*Training and Development* by Rosemary Harrison is available from the Institute of Personnel Management, IPM House, Camp Road, Wimbledon, London SW18 4UW. Price £14.95 (£11.96 IPM members) plus £1.13 p and p. ISBN 0 85292 392 9.

## Guides to the Employment Act 1988

Hard on the heels of the publication of the Department of Employment's guide to the industrial relations and trade union law provisions of the Employment Act 1988 (available free from the Department and any regional office of ACAS, see p 522), come two additional guides to the Act: *Guide to the Employment Act 1988* by Simon Honeyball and *Blackstone's Guide to the Employment Act 1988* by John Bowers and Simon Auerbach.

Both cover the provisions in the Act relating to training and employment matters (which the Department's guide does not), but they concentrate on the changes made by the Act to industrial relations and trade union law. Both

books also describe or speculate on the Government's motivation in respect of the particular matters covered by the Act; of the two, Honeyball's account is the more opinionated.

The reader who needs to find out what case law may be relevant to the interpretation of particular provisions of the Act will find Honeyball's the more useful. Bowers and Auerbach's commentary is more succinct, but it is also more comprehensive; for example, on the way in which considerations of retirement age may affect whether or not the holders of certain union offices will be required to face election. Their guide also provides appendices setting out the text of relevant

legislation as it is (or will be) amended by the Employment Act, and a useful "Checklist for claiming (union) membership and employment rights".

The reader should, however, be cautious about accepting every detail in either of these guides. For example, Bowers and Auerbach attempt a "flowchart" illustration intended to help determine whether votes in industrial action balloting can lawfully be aggregated across different places of work; this is in fact over-ambitious and might actually mislead if relied upon in isolation. And, at one point in his book, Honeyball appears to believe that it is still possible to have a ballot which could result in the

establishment of an "approved" closed shop.

Nonetheless, both guides are helpful in drawing attention to the significance of the 1988 Act in guaranteeing particular rights for union members. In the absence of actual experience of how its provisions are interpreted by courts and tribunals, it is perhaps inevitable that some of their conclusions can only, as yet, be speculative. □

*Guide to the Employment Act 1988* by Simon Honeyball, published by Butterworth Law Publishers Ltd, 88 Kingsway, London WC2B 6AB. Price £17.50. ISBN 0 406 50283 8. *Blackstone's Guide to the Employment Act 1988* by John Bowers and Simon Auerbach, published by Blackstone Press Ltd, Aldine Place, London W12 8AS. Price £12.95. ISBN 1 85431 024 0.

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