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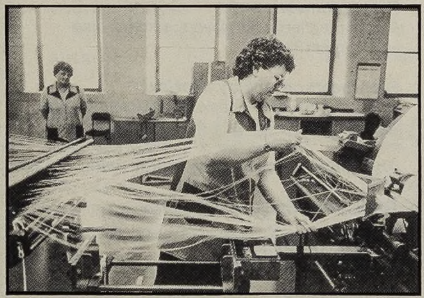
COVER PICTURE
How new recruits to self-employment measure up to the challenge is presented on p 286, while the characteristics of young and older workers are discussed on p 319.
Photo: Art Directors



Major shifts in British industry's approach to negotiating pay, hours and holiday settlements are revealed in the article on p 281.

A winning team in Nottingham—partnerships between private and public sector are examined on p 315.

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Free Department of Employment leaflets

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

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

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

General information

Your guide to our employment training and enterprise progammes
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 (1st rev)
5. ***Suspension on medical grounds under health and safety regulations*** — PL705 (1st rev)
6. ***Facing redundancy? Time off for job hunting or to arrange training*** — PL703
8. ***Itemized pay statement*** — PL704 (1st rev)
9. ***Guarantee payments*** — PL724 (3rd rev)
10. ***Employment rights on the transfer of an undertaking*** — PL699 (2nd rev)
11. ***Rules governing continuous employment and a week's pay*** — PL711
12. ***Time off for public duties*** — PL702
13. ***Unfairly dismissed?*** — PL712 (5th rev)
14. ***Rights of notice and reasons for dismissal*** — PL707 (2nd rev)
15. ***Union secret ballots*** — PL701 (1st rev)
16. ***Redundancy payments*** — PL808

Limits on payments — PL827

Union membership and non-membership rights — PL871

The Employment Act 1988
A guide to its industrial relations and trade union law provisions — PL854

A guide to the Trade Union Act 1984 — PL752

Industrial action and the law
A guide for employees and trade union members — PL869

Industrial action and the law
A guide for employers, their customers and suppliers — PL870

The law on unfair dismissal—guidance for small firms — PL715

Fair and unfair dismissal—a guide for employers — PL714

Individual rights of employees—a guide for employers — PL716

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

Code of practice—picketing

Code of practice—closed shop agreements and arrangements

Taking someone on?
A simple leaflet for employers, summarising employment law

Fact sheets on employment law
A series of ten, giving basic details for employers and employees

Unjustifiable discipline by a trade union — PL865

Trade union executive elections — PL866

Trade union funds and accounting records — PL867

Trade union political funds — PL868

Employment form (in packs of five)
A form to assist employers to provide a written statement of an employee's main terms and conditions.

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
Employers' guide to the work permit scheme — OW5

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

A guide for workers from abroad
Employment in the UK — OW17

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

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

Jobshare
A share opportunity for the unemployed — PL825

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

Prompt payment please
A guide for suppliers and buyers — PL832 (1st rev)

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

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

Alcohol in the workplace
A guide for employers — PL859

Careers guidance hits new heights

The Careers Service carried out over a million individual career guidance interviews in schools and colleges in 1988 and helped over 300,000 young people find jobs or YTS places, according to the Careers Service Annual Report.

In the report's foreword, Employment Secretary Norman Fowler says: "This latest Annual Report shows once again how many of the current developments in education, training and employment depend on a significant contribution from the Careers Service. Compacts, the Enterprise and Education Initiative, the extension of the Technical and Vocational Education Initiative, the new YTS guarantee, Employment Training—the Careers Service has been involved in them all."

Photo: Jim Stagg

Open house. The careers library at the Heart of England School, Solihull, is always available to pupils, with help and advice on offer.

Achievements

The Annual Report highlights other achievements:

- The Careers Service's contacts with employers are increasingly important as the number of school leavers begins to fall sharply. Careers Service staff visited over 176,000 employers and training providers during the year.
- With the new income support arrangements for young people under 18, the Careers Service has played a major role in ensuring that sufficient YTS places are available to meet demand and that young people are found jobs or YTS places as quickly as possible. The Careers Service now handles the recruitment of nearly 90 per cent of YTS trainees, a much higher proportion than in previous years.
- More careers information and guidance are being provided for adults. Many local Careers Services have become Training Agents to provide assessment, counselling and guidance for unemployed adults under the Employment Training programme.

Speaking at the conference, Employment Minister John Lee said the Government strongly supported the establishment of a Central London Careers Unit to work with employers and manage vacancies in inner London after the ILEA is abolished on April 1, 1990.

He said: "The centre of London—the West End, Westminster and the City—is the major centre of employment anywhere in this country with well over 30,000 employers or managing agents.

"A central unit is essential if young people in the London area are to be offered a decent standard of careers education and guidance. This is especially true for those parts of London which have very large numbers of disadvantaged young people."

Mr Lee said the two local education authorities (LEAs) at the heart of London—the City of Westminster and the City of London—were also committed to the project and together agreed to contribute 40 per cent of the cost."

He added that LEAs had a clear duty under the 1973 Employment and Training Act to co-operate in the exchange of information about jobs and training opportunities for young people.

Business leaders vie for TECs

Twenty-two groups of senior employers have applied for funding of up to £100,000 to establish Training and Enterprise Councils (TECs) and draw up business development plans.

The National Training Task Force will be studying the applications and its recommendations will go to Employment Secretary Norman Fowler for his decision.

TECs, launched in March by the Prime Minister and Mr Fowler, will be responsible for many of the Government's business development schemes and training programmes.

The TECs which will be given the go-ahead will need to reflect the business and sectoral composition of the local labour market, as well as the interests of the wider community. One of the ideas behind TECs is to establish a feeling of identity and local ownership.

About 80 TECs are expected to be set up in England and Wales in the next three or four years. Each will have a budget of between £20 and £50 million. Their responsibilities will include administrating the £1,400 million Employment Training programme, YTS, enterprise programmes and help to small businesses.

Mr Fowler commented: "This is a very good start. It shows the enthusiasm that there is around the country."

He said it was particularly encouraging that the groups of employers who have come forward with TEC ideas are at chief executive and managing director level.

The 22 applications are from Essex, Milton Keynes, Isle of Wight, Hertfordshire, Hampshire, Kingston, Dorset, Devon and Cornwall, Birmingham, North West Midlands, Warwickshire, Walsall, North West and South Norfolk, Sheffield, Calderdale/Kirklees, Oldham, South and East Cheshire, Rochdale, Cumbria, East Lancs, Teesside, and Tyneside.

Warning against EC labour regulations

Measures which impose unnecessary regulations and costs on employers, and which would destroy jobs will not be accepted by the Government, warned Employment Secretary Norman Fowler.

Speaking at the 13th national conference of the Small Business Bureau, he said the Government supported practical measures to encourage employment growth and to reduce unemployment, to improve training, and to encourage more labour mobility through the mutual recognition of professional qualifications throughout Europe and by ensuring there is better information on jobs.

"The single market," he said, "should bring employment gains which will improve working and living conditions. The real social dimension in 1992 is the opportunity to create new jobs and reduce unemployment. If we are serious about reducing unemployment in this country and in Europe as a whole, the last thing we should be thinking about is further and more detailed regulations."

Mr Fowler said the commitment to involve employees in their companies would continue through the encouragement of wider share-ownership and profit-related pay.

He added that the Government was not defensive on the issue of employee involvement.

Successful employee involvement depended on a spirit of co-operation not on formal machinery or legal requirements.

"Successful employee involvement has got to be suited to the circumstances of the particular firm and its employees. There is no single blueprint which is ideal for every company. If we try to force employee involvement into a legal straitjacket, we will destroy the diversity and flexibility which are among the greatest strengths of our voluntary system."

'A year of transformation'—ACAS report

Against a background of business confidence, exceptional labour productivity improvements, especially in manufacturing, and a continuing decline in unemployment, industrial action was low and rarely accompanied major pay negotiations, according to the 1988 annual report of the Advisory, Conciliation and Arbitration Service (ACAS).

But, it reports, there was a strong rise in earnings which, on average, continued to outpace price rises significantly. And towards the end of the year the level of pay settlements in the private sector was beginning to rise, while forecasts were of lower growth and prices were edging up.

Problems

The report said that the decline in unemployment had led to employers improving pay and conditions in order to recruit and retain employees. Overtime working had risen and for the first time for some years employers had faced problems of absenteeism and high turnover.

There had been intense competition for graduates and other young people, and in attracting women back into employment. Recruitment standards had been lowered, age restrictions eased, employees approaching retirement had been offered continuing employment, and there was a growing interest—and limited progress—in providing creche and other facilities.

Some employers had relocated, moving from Central London to Docklands and the suburbs, and also to East Anglia, the Midlands, the South West, South Wales and even further afield.

Despite this, ACAS had the clear impression that more workers were being attracted to jobs in the South East—often commuting weekly—than the number of jobs being transferred to areas of high unemployment.

On performance-related pay schemes the ACAS report warned: "There is a danger that changes introduced without a sufficiently full analysis of their objectives and without full preparation may prove self-defeating and short-lived.

"If introduced hurriedly, without full consultation and understanding, then far from providing benefits they may prove unstable and demotivate and discourage."

On ACAS's role in individual conciliation, the report shows a 9 per cent increase to 44,443, from the 40,817 of 1987. Unfair dismissal cases were up 5 per cent to 36,340, but the 1,016 sex discrimination cases were the highest number ever, representing a 54 per cent increase over 1987.

The race discrimination caseload also increased, with the record 896 cases up 24 per cent on 1987.

ACAS report is available free from any ACAS office.

SAFE scheme

A £225,000 scheme is to improve security for small firms in the Manchester and Salford areas.

Security Assistance for Enterprise (SAFE) is being tried out among firms employing up to ten people in the City Action Team (CAT) and Moss Side and Hulme Task Force areas.

It will allow qualifying firms in the CAT area to pay only half the cost of improving their security precautions against burglary, vandalism or arson, up to a maximum of £3,000. Firms based in the Moss Side and Hulme Task Force area will pay 25 per cent of the cost.

SAFE provides locks, bolts, window guards and even closed-circuit television systems.

Sponsored under the Action for Cities initiative by the CAT, which is contributing £150,000, and the Task Force which is to give £75,000, the scheme will be administered by the Greater Manchester Economic Development (GMED).

Cash help to develop careers

Ford's 44,000 employees are to be offered financial help for personal and career development through a programme presented jointly by the company and trade unions.

The Employee Development and Assistance Programme (EDAP) will give interested employees up to £200 a year to spend on training courses.

These may result in basic academic, higher educational or Open University qualifications, or training in vocational or career skills, and will not affect job-related training already provided by the company.

Programmes to encourage healthier life-styles will also be made available.

EDAP will be funded through £1·8 million a year from the company, and government contributions could add another £150,000.

The programme was established during the 1987 contract negotiations between Ford and the hourly paid and salaried staff unions. Joint working parties were set up and agreement to a tripartite programme was reached in autumn 1988.

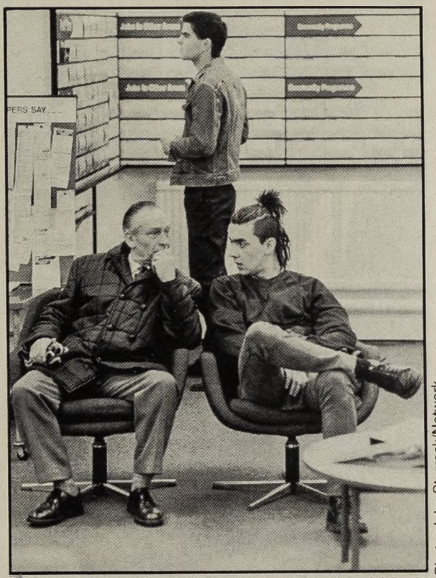
It will be run by a committee of representatives of the company and trade unions.

Ford's director of personnel John Hougham said: "EDAP will result in a better trained, fitter group of employees who will be well equipped to face the challenges of the future and developing technology. In addition, its existence demonstrates the constructive way in which the trade unions and Ford can work together for their mutual benefit and for that of all our employees."

Ageist bosses told 'look in the mirror'

Employers should look in the mirror before they turn down job applicants aged over 50.

If this was done by those deciding employment policies, age discrimination would quickly wither away, according to the all-party Commons Employment Committee.



Persuasion, rather than legislation should help older unemployed people.

Photo: John Sturrock/Network

Persuasive

The Committee's report recommended a persuasive approach to employers through a Government/Confederation of British Industries (CBI) campaign to 'sell' the potential worth of older workers. This, it felt, was preferable to making age discrimination illegal, as it is in the USA. Instead it agreed with the CBI's view that change could best be brought about by persuasion, example and encouragement.

But the report warned that if such measures did not work, pressure for legislation would inevitably grow from some quarters.

Enlightened

Some UK employers already have an enlightened attitude. Tesco recruits staff up to the age of 69 and finds that its most reliable employees are its oldest. The company says that older recruits respond well to training and have in many cases a better attitude to work than younger people. It had also attracted more applications from people a decade younger when advertising for workers over 55.

British Rail, which recently increased the recruiting age for engine drivers from 23 to 46 says that the older entrants are as good as, if not better, than younger ones.

The report commented that despite these good examples, most employers were still disinclined to take on older workers, citing that they expected higher wages, were less mobile, more likely to have health problems, too set in their ways, hard to train and "did not fit in". In fact, there was evidence that, at least in office work, they are more reliable and have less absenteeism.

Debate

The committee concluded that the whole subject of the employment of older people should be the subject of a national debate.

Commenting that attention has focused primarily on young people, the report added: "The time has come to pay equal attention to the problems and potential of those towards the other end of their working lives."

Peter Naylor, the Institute of Personnel Management's vice-president and chair of its equal opportunities committee, gave a qualified welcome to the report, pointing out that age discrimination occurred earlier—35-plus for women and 40-plus for men.

Recommendations

The committee recommended:

- A bi-annual report to the Commons on the progress made towards achieving "a decade of retirement".
- That the Employment Service should always ask employers seeking to impose age restrictions on recruitment if these are strictly necessary.
- That the Government should mount a campaign with the CBI to encourage employers' awareness of the potential worth of older people and to challenge the practice of discrimination.
- A Government review on its employees' retirement age and early pension entitlements to allow older people greater choice.
- A scheme for increasing the weekly "earnings disregard" from £15 for a man and dependent wife to £60 a week for six months, to encourage the over-50s to take on part-time work.
- That Employment Training should be opened up to unemployed people over 50 irrespective of how long they had been out of work.
- A pilot scheme which would give unemployed people over 55 £500 for an educational or training programme of their choice.

Long-term unemployment drops

Long-term unemployment has fallen below ¾ million, the lowest figure for more than six years.

In the quarter to April the number of long-term unemployed people has fallen by 77,000 and over the past two years there has been a record fall of over half a million.

Prospects

All age groups have benefited, with young people experiencing the biggest reductions. Among 18 to 24 year olds, long-term unemployment is down by a third compared with a year ago and has more than halved over the past two years. Prospects are also improving for other age groups. Long-term unemployment among those aged over 25 has fallen by a quarter over the past year and by 38 per cent over the past two years. Included in the latter figure is a 29 per cent reduction in long-term unemployment those aged 50 plus.

Also encouraging is the more noticeable fall being experienced by the very long-term unemployed. The number of unemployed people who have been unemployed for five years or more has fallen by 55,000 or 20 per cent over the past 12 months.

Sharp falls

Latest figures also show further sharp falls in total unemployment among young people. The total number of unemployed 18 to 24 year olds is now about half of what it was only three years ago. The unemployment rate among the under-25s is now lower than most other European Community countries and about half the Community average.

Electricity at work

People who risk injury from using electricity at work are to be protected by new regulations.

The Electricity at Work Regulations 1989, laid before Parliament by Employment Secretary Norman Fowler, are among the most far-reaching safety regulations produced by the Health and Safety Commission since 1974.

From April 1, 1990, they will replace inflexible and outdated legislation, which was limited to certain sectors of industry, with a comprehensive and systematic approach to the control of electrical hazards in the workplace.

A key requirement is for employers to adopt a 'switch-off-first' approach.

Electricity at Work Regulations, SI 1989 no 635, ISBN 0 11 096635 X, price £2.65, is available from HMSO or booksellers.

How to cheat the number one killer disease

Heart disease is Britain's number one killer according to the Health Education Authority (HEA).

Deaths from heart disease often deprive British companies of their most valuable and experienced staff, accounting for almost 40 per cent of all male deaths in the 35 to 64 age group. And 21 per cent of all absences from work are due to heart and circulation problems.

Women are just as much at risk as men—in 1985, over 23,000 women died prematurely from the disease.

The HEA has come up with some practical advice as part of its *Look After Your Heart!* campaign. Among its ideas are:

- Instead of heading for the pub at lunchtime, try a little gentle exercise, such as a brisk walk, or a swim. Twenty minutes exercise two or three times a week is enough to boost your overall fitness—and is better for you than an exhausting game of squash just once a week.
- Does your job involve long periods of sitting in one place? If so, try to sit upright rather than slouched, with shoulders back and head up, to avoid the build-up of stress. If you do feel stress creeping up on you, try to release the tension with deep breathing exercises, and by alternately clenching and releasing sets of muscles.

Photo: Jim Stagg

Signing on. Geoffrey Holland, the DE's Permanent Secretary takes on a health scheme for civil servants. Health Minister David Mellor shows a professional interest.

- Does your lunch consist of a hastily eaten helping of hamburger and chips? If you have a works canteen, check the menu for low-fat, high-fibre meals and choose those instead. Or, if you take a packed lunch, experiment with wholemeal bread and low fat fillings.
- Try to reach a workplace agreement on smoking. If colleagues around you smoke, try to have a designated area set aside where they can do so without affecting non-smokers. Remember, passive smoking puts everyone at risk. And make sure you encourage the efforts of any smokers at work who are trying to kick the habit.
- Relaxation is all-important, so make sure you take time to relax at the end of the day. Try to spend half an hour relaxing or in gentle exercise before facing up to the evening's activities.

Since the *Look After Your Heart!* campaign started in 1987, over 100 employers have signed up to adopt workplace based health schemes for their staff, among them British Telecom, British Coal and National Westminster Bank.

Employers who join commit themselves to adopt at least three of a series of ten measures, which range from distributing leaflets to implementing a full-scale health promotion strategy.

Action plans on smoking, alcohol, exercise and stress are made available.

In its first year the *Look After Your Heart!* campaign reached 2 million people through workplace initiatives alone.

If you are an employer and would like to know more about the *Look After Your Heart!* workplace programme, contact Glenys Row, Look After Your Heart Programme, HEA, Hamilton House, Mabledon Place, London WC1H 9TX.

Keeping people safe at work

Employers will, from October 18, have to display a poster or distribute leaflets to inform employees about health and safety law.

New regulations prepared by the Health and Safety Commission and laid before Parliament by Employment Minister Patrick Nicholls, will replace existing outdated abstracts of the Factories Act 1961 and the Offices, Shops and Railway Premises Act 1963.

Approved

A poster and a leaflet approved by the Health and Safety Executive (HSE), will soon be on sale through HMSO.

Under the regulations, employers must also make available local addresses of the enforcing authority for health and safety law (usually the HSE or the local authority) and of the HSE's Employment Medical Advisory Service.

The Health and Safety Information for Employees Regulations 1989, SI 1989 no 682, ISBN 0 11 096682 1 are available from HMSO, price £1.35.

Netting jobs with skills training

Skills training through the Community Industry Scheme is to be given to young people who because of personal and/or social problems are at a disadvantage in obtaining employment.

The scheme which caters for unemployed 16 to 19 year olds has made a significant shift from its traditional role of offering work experience to focus on providing training.

Training allowances will be paid instead of wages and the young people on the scheme will be classed as trainees rather than employees.

Sixteen year olds will receive the same allowance as YTS trainees—£29.50 a week, and 17 to 19 year olds will get £35 per week.

Employment Minister Patrick Nicholls said he was sure the new arrangement would help to equip the trainees with the skills they needed to gain jobs.

Funded by the Employment Department and run by the registered charity Community Industry Limited, the scheme provides full-time places for 7,000 trainees through a mix of employer placements, projects and CI workshops.

Training lasting up to a year will be offered in a wide variety of skills including construction, agriculture, printing, catering, retail sales, clerical and administration, mechanical engineering, metalwork, and social care.

Improving literacy and numeracy will be a prominent feature of the training and there will also be the chance to gain vocational qualifications.

Getting down to it. Patrick Nicholls (right) talks to trainee John Cordell (seated) and area manager Brian Dunn.

Work permit scheme to be reviewed

The work permit scheme is to be reviewed to make it more responsive to the labour market.

Employment Minister John Lee said: "We are concerned to see that the scheme, taking into account the interests of the resident labour force, provides as efficient a service as possible to employers who need to employ people from outside the European Community."

The plan, described in a consultative paper, would reduce the burden of making applications without reducing necessary safeguards and would rely on employers' judgement of their own needs. It should result in faster processing of applications, so reducing employers' compliance costs.

Minimum formalities

Under the proposals, work permits for certain highly qualified overseas nationals and for those who bring benefit to the UK economy would be granted with minimum formalities. The only checks would be those necessary to prevent abuse.

The main proposal would create a two-tier scheme for applications for ordinary employment. In the first tier, permits would be granted with the minimum of checks to employers known to the Department of Employment and would not be subject to a resident labour search. Overseas nationals in this tier must either

- be senior executives making transfers within firms known to the DE or who are taking part in recognised exchanges (at present about 3,500 people a year); or
- clearly bring substantial investment and job creation to the UK (at present about 500 a year); or
- have high level qualifications and experience recognised to be in short supply (at present about 3,000 a year).

Conditions

The second tier would cover all other applications (about 3,000 people a year) and would still be dependent on a search of the EC labour force. The employer would have to show the positive benefit that would arise from the overseas worker's presence in the UK. Conditions could be attached to their stay.

Other proposals include:

- Information other than that on the application form to be required by the DE only in exceptional circumstances.

Employers would be involved in the design of application forms.

- Work permits for permanent employment to be issued initially for four years (it is 12 months at present). Approval of employment following the Training and Work Experience Scheme[1] to date from the first examination. The Immigration Rules, would need an amendment.
- Commonwealth workers' permits to be sent direct to the employer rather than the High Commission.
- A "season ticket" permit to be introduced for established entertainers to save separate applications.

Amateur entertainers, sports people and those working without pay would enter permit free for a limited period. This also would require an amendment to the Immigration Rules.

The changes would probably result in more applications for work permits. This increase would need to be justified as meeting essential needs.

Entry to work in the UK would still be generally restricted to workers who meet an immediate need not satisfied by residents or the EC labour market.

Work permit approvals for new jobs in 1988 were ordinary employment 9,849; entertainments and sport 12,308; and training and work experience 3,817.

The consultation paper goes on to propose closer working between the Home Office and the DE to allow employers and employees more freedom to negotiate terms and conditions of employment.

Comments invited

Comments on the consultation paper should be sent to Peter Bellamy, HSL 3, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (tel 01-273 5484) by Friday, June 30.

[1]The Training and Work Experience Scheme allows overseas nationals from developing countries to gain on-the-job training leading to an occupational skill or qualification; it also allows young foreigners to take short periods of work experience here in a supernumerary capacity.

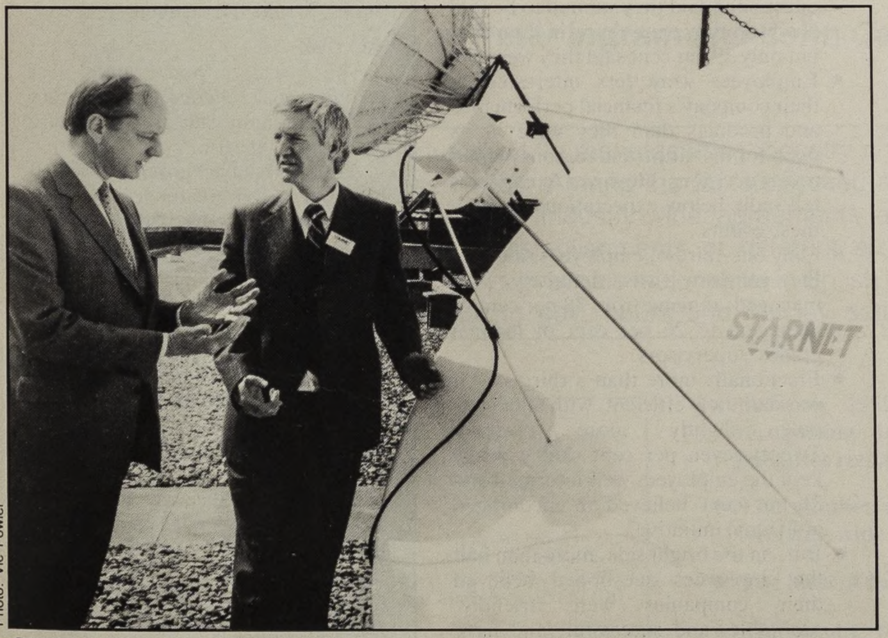


Photo: Vic Fowler

Dishing it out. John Cope (left) talks to Professor Martin Tomlinson of the satellite team.

Space-age training

Satellite-delivered training courses have been made available through a £450,000 Training Agency pilot scheme.

The "Starnet Project" will use the European Space Agency's £400 million communications satellite 'Olympus' due to go into orbit on June 22.

The project, based at Polytechnic South West, Plymouth, will transmit interactive courses to trainees through a low-cost, small diameter satellite dish and de-coder linked to a television set.

More than 60 hours of broadcasting will be delivered during the next two years to a minimum of 1,000 UK trainees per broadcast. They will be able to talk to the presenter and other trainees by phone.

Small Firms Minister John Cope said: "Training and vocational education are crucial to our continued success and it is very important that we use new technologies, such as satellites, wherever they can help to make learning more effective."

News Brief

Think big, buy small

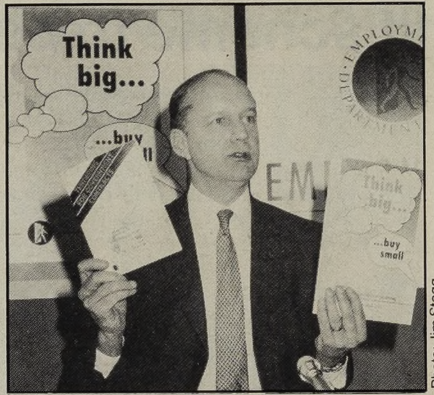


Photo: Jim Stagg

Helping hands. John Cope displays the booklets designed to help small businesses.

"Think big, buy small" is the message going to 8,000 government purchasing officers through a new booklet advising on buying practices when dealing with small businesses.

Small Firms Minister John Cope told them when introducing the booklet: "You can achieve better value for money by being willing to buy from small firms."

He quoted the example of a Bradford-based small firm, ISCO 5, which successfully bid to print and supply forms for the Department of Employment. Not only was it a less expensive contract than previously, but the company's monthly stock replenishment drastically reduced the need for storage space, so saving rental costs.

The new guide called *Think big, buy small* lists pointers such as "include a new firm on every bid", "keep documentation simple" and "pay bills on time".

It was launched with a revised and expanded publication *Tendering for Government Contracts* which lists contacts for small businesses.

Both booklets are available from: Department of Employment, Small Firms Division, Steel House, Tothill Street, London SW1 9NF. (tel 01-273 4746).

Could do better

One-third of British employees say they could work harder, while half of those doing unskilled jobs feel they could do more.

But they are unsatisfied with their jobs, feel uninvolved at work and unable to express ideas and contribute to solving problems.

These facts are revealed in *Blueprint for Success*, a MORI survey for the Industrial Society, which assesses values, attitudes and perceptions at work.

Industrial Society director Alistair Graham said: "This is not an indictment of the workforce but of those who lead it."

The 1,063 employees interviewed work for private sector companies and feel that having an interesting and enjoyable job is more important than pay.

Mr Graham commented: "It seems that once again many employers will respond to staffing difficulties by bidding up pay rates. From our survey findings and report, we can say that they appear to be spending money on the wrong priorities."

Another fact to emerge was that employees prefer face-to-face communication through formal or informal chats with the boss, or departmental or group meetings. They do not like the grapevine system, and noticeboards, memos, company newspapers and videos are all unpopular as means of communication.

Key points of the survey were:

- Twenty-nine per cent said they had no opportunity to express their ideas or that no one takes much notice of them when they do.
- Asked to identify the five most important things looked for in a job, 66 per cent included "having an interesting and enjoyable job"; 52 per cent put "job security" and "feeling that you have accomplished something worthwhile" was included in the top five (41 per cent). Pay came a poor fourth with only 37 per cent. (A recent survey of managers revealed that they thought pay was the key factor in recruiting and retaining employees and only 11 per cent thought job satisfaction was an important factor.)
- Sixty-one per cent of employees questioned said they wanted to be told how well they were doing in their job, but only 39 per cent said they were.
- Employees were less interested in their company's financial performance and products than they were in its plans for the future and reasons behind major decisions. However, companies fell sadly below expectations on both these counts.
- Only one-third of employees said that the company was definitely well managed, ranging from 38 per cent of managers to 26 per cent of manual grades' supervisors.
- Fractionally more than a third said it was definitely efficient, with managers only slightly more positive. Twenty-seven per cent said it really kept the employees well-informed and 31 per cent believed it encouraged individual initiative.
- But, on the bright side, more than half the employees questioned believed their companies were friendly, profitable, and successful, and have quality products and services.

'Industry must improve safety record'

A principal cause of industrial disasters and accidents is the failure of management to plan, says Health and Safety Commission chairman John Cullen.

At a press conference to launch the Commission's *Plan of Work for 1989–90 and Beyond*, Dr Cullen said: "Our prime task must be to encourage industry by every available means to improve its safety performance."

Dr Cullen recognised that many parts of British industry have a good safety record.

"But too often," he added, "our study of major disasters—or of smaller incidents causing death or serious injury—reveals a lamentable lack of precaution, a significant management failure to plan to meet risks which on any reasonable effort of the imagination, were foreseeable."

The financial provision agreed by the Government will enable an increase in the inspection and enforcement activities of the Health and Safety Executive (HSE) in each of the next three years.

"Management generally faces a challenge to plan in a much more systematic and thorough-going way, to protect employees and the public," said Dr Cullen.

At risk

The scale and pace of technological change means that increasing numbers of people are potentially at risk.

Against this background the need has never been greater for the wide sharing of knowledge about risk, and for a carefully-planned approach to risk management, including understanding the crucial human factor.

To that end, relevant findings from further study by the HSE of the human factor will be published.

Further guidance publications based on the HSC/E experience of accidents and ill-health, and means of prevention will also be issued.

The HSE's Accident Prevention Advisory Unit will continue its programme of safety audits of large undertakings.

Plan of Work for 1989–90 and Beyond, is available from HMSO and booksellers. Price £4.00. ISBN 0 11 885490 9

Special Feature

Drummond Textile Mill, Manningham, Bradford.

Photo: Denis Doran/Network

Pay determination in private manufacturing

Its structure and process, 1979–86

by Peter Ingram and John Cahill

Bargaining structures within manufacturing industry changed significantly between 1979 and 1986. Among the factors looked at in this article are trade union recognition, industry-wide agreements and the number of bargaining groups in establishments of different sizes. Based on two large-scale CBI surveys it reveals major shifts in British industry's approach to negotiating pay, hours and holiday settlements.

Peter Ingram is pay adviser at the Confederation of British Industry. John Cahill, who was formerly senior policy adviser to the CBI Employment Affairs Directorate and was responsible for much of the preparation of both the 1979 and 1986 surveys involved in this article, tragically died following an accident towards the end of last year.

This article represents a summary of a report recently published by the CBI drawing on a research project undertaken by staff in the Employment Affairs Directorate. The report, *The Structure and Processes of Pay Determination in the Private Sector, 1979–86*, is available at £20 to CBI members and academics and £40 to others.

- **Between 1979 and 1986 the proportion of plants recognising trade unions for collective bargaining purposes remained about the same.**
- **The number of employees covered by multi-employer, industry-wide agreements has declined markedly.**
- **The level of bargaining has shifted towards plant level.**
- **The number of bargaining groups in establishments with more than 1,000 employees has declined.**

Table 1 Sample of manufacturing establishments by size and sector, 1979

Sector	No of establishments	Size distribution of establishments (per cent)				Total number of employees
		20–99 employees	100–499	500–999	Over 1,000 employees	
Food, drink and tobacco	99	30	39	16	15	61,816
Chemicals and allied industries	159	39	31	17	14	87,196
Metals manufacture	77	31	51	10	8	27,078
Mechanical engineering	422	46	36	8	10	205,273
Instrument and electrical engineering	164	35	40	13	12	93,739
Textiles, clothing and footwear	179	31	57	8	5	49,529
Bricks, glass and timber	99	53	33	10	4	22,029
Paper, printing and publishing	120	40	44	9	7	36,495
All sectors	**1,319**	**39**	**40**	**11**	**10**	**583,155**

Table 2 Sample of manufacturing establishments by size and sector, 1986

Sector	No of establishments	Size distribution of establishments (per cent)				Total number of employees
		20–99 employees	100–499	500–999	Over 1,000 employees	
Food, drink and tobacco	57	7	51	16	26	51,811
Chemicals and allied industries	92	28	35	20	17	67,913
Metals manufacture	45	27	49	24	–	14,222
Mechanical engineering	158	39	40	10	11	96,815
Instrument and electrical engineering	77	20	57	10	13	56,848
Textiles, clothing and footwear	53	23	53	15	9	27,565
Bricks, glass and timber	26	30	58	–	12	14,139
Paper, printing and publishing	36	30	61	6	3	8,356
All sectors	**544**	**27**	**47**	**13**	**13**	**337,869**

The impact of bargaining structure on wage determination has long been an area of considerable interest in British industrial relations. In the 1960s and 1970s, the complexities of the structure of bargaining were widely thought to give rise to inflationary wage outcomes. Industry agreements appeared to overlap with company agreements and, within companies, different bargaining groups were in competition with each other.

The Donovan Commission was set up in the 1960s partly in recognition of the importance of bargaining structures and their implications for wage determination. The Commission's report, produced in 1968, made a number of recommendations. Central to these was the encouragement of formal factory or plant bargaining to replace what the report described as the 'chaotic' and 'piece-meal' bargaining arrangements then operating.

The 1979 and 1986 surveys

To assess the extent of change in bargaining structures in the 1980s, the CBI Employment Affairs Directorate undertook an extensive survey of the bargaining arrangements of companies in the CBI Pay Databank Survey in 1986 in order to contrast the results with an earlier survey carried out in 1979. The findings were reported in a recently published CBI Report[1]. This article summarises the key findings of the research.[2]

The two surveys used in this research are complementary to the CBI Pay Databank Survey of wage negotiations. The 1979 survey established the basis for the analysis of pay settlements in manufacturing by providing details, at the level of the establishment, on the structure of pay determination affecting individual bargaining groups within these establishments. The 1979 survey consisted of a structured sample of 4,000 establishments, drawn at random from the 1977 Census of Production, with a lower threshold of 20 employees. Usable responses were received from 33 per cent of the sample: 1,319 establishments.

In the years following 1979, due to the attraction of respondents to the pay survey, new participants were added where necessary to maintain both the size and the industrial composition of the sample. As with the original sample, new participants were not confined to CBI members. Although, as a result of these replacements, by 1986 the composition of the sample was significantly different from 1979, it nevertheless remained broadly illustrative of the situation in manufacturing plants of 20 or more employees.

The sample was therefore thought to provide a suitable basis for the 1986 survey and would encompass many of the original (1979) survey participants. The 1986 survey recorded a response rate of 50 per cent, giving a sample of 544 establishments covering more than 338,000 employees. *Tables 1* and *2* set out details of the size and industrial stratification of the two complete cross-sectional samples from 1979 and 1986.

As with the Workplace Industrial Relations Survey (WIRS), the unit of data collection is the establishment or plant and its constituent bargaining groups. Depending on establishment size, CBI survey respondents were asked to supply details of up to three bargaining or settlement groups within the plant. The data contain changes in the number of bargaining units per plant as well as the range of items determined by collective bargaining and the level at which they were determined.

Changes in bargaining structure manufacturing 1979–86

An important feature of the research for assessing the nature of change over the period was a panel of 381 establishments common to both surveys. A similar panel of establishments was included in the 1984 Workplace Industrial Relations Survey. The WIRS survey report draws attention to some of the methodological problems associated with such samples.[3] A particular problem is that

[1] *The structure and processes of pay determination in the private sector: 1979–86*, CBI, London (1988).
[2] A separate 1986 survey of private service sector companies was also undertaken. However, as this was the first time the CBI had examined bargaining structure in this sector, no comparison with the situation in 1978 could be made. The results of the private services survey are not therefore included in this article.
[3] *British workplace industrial relations 1980–84*, pp 65–9, by N Millward and M Stevens, Gower, Aldershot (1986).

Table 3 Panel of manufacturing establishments 1979-86 by size and sector (1986 employment)

Sector	No of establishments	Size distribution of establishments (per cent)				Total number of employees
		20–99 employees	100–499	500–999	Over 1,000 employees	
Food, drink and tobacco	39	17	37	18	28	28,955
Chemicals and allied industries	54	30	31	21	18	28,821
Metals manufacture	31	26	48	26	–	7,959
Mechanical engineering	122	36	38	13	12	68,604
Instrument and electrical engineering	49	28	54	10	8	40,942
Textiles, clothing and footwear	42	29	42	15	14	12,902
Bricks, glass and timber	19	37	48	–	15	5,381
Paper, printing and publishing	25	31	52	12	5	5,923
All sectors	**381**	**31**	**39**	**15**	**14**	**199,487**

such a panel is prone to bias through the inclusion of fewer smaller workplaces than the population of establishments as a whole.

Despite these reservations, the size and industrial stratification of the CBI matched sample, shown in *table 3*, shows only minor divergence in terms of the distribution of size of establishments between the matched sample and the two cross-sectional surveys. Thus the panel element facilitated an analysis of the amount of gross change within establishments, rather than net change between the two periods.

Table 4 The extent of collective bargaining by plant size in manufacturing, 1979 and 1986 (whole sample)

Per cent

Number of employees at establishment	Proportion of establishments with collective bargaining agreements	
	1979	1986
20–99	47	38
100–499	82	78
500–999	90	89
More than 1,000	95	96
All plants	**72**	**70**

Table 5 Changes in the extent of collective bargaining in manufacturing 1979–86 (matched sample)

	With collective agreements in 1986	Without collective agreements in 1986	All
With collective agreements in 1979	239	10	249*
Without collective agreements in 1979	9	123	132
All	**248***	**133**	**381**

*Representing 65 per cent of establishments.

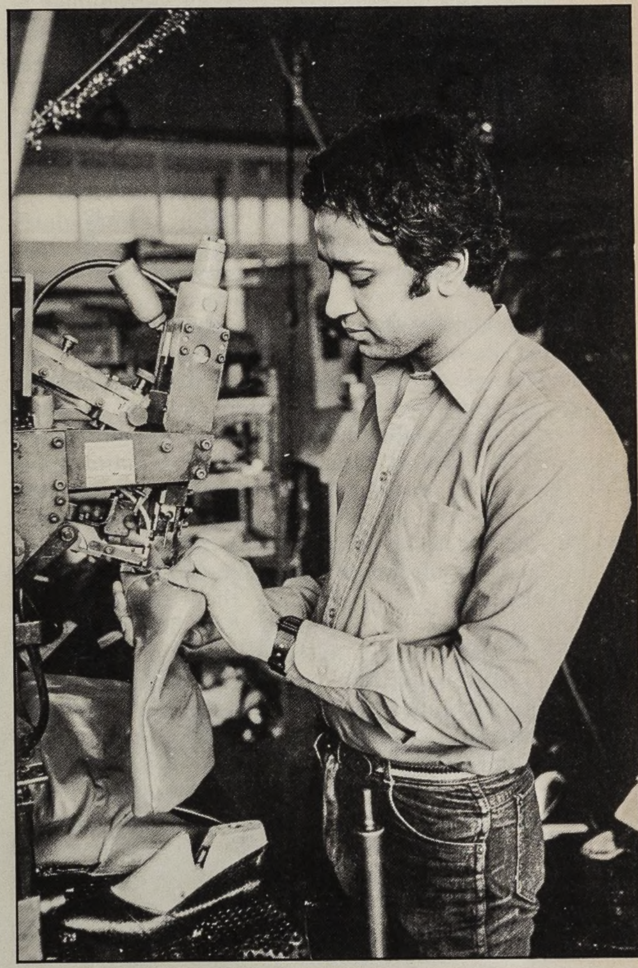
Comparing first the two cross-sectional surveys, *table 4* shows the proportion of establishments with collective bargaining by plant size in 1979 and 1986. Establishments are defined as having collective bargaining if trade unions were recognised for determining some element of the pay and conditions of at least some of the workforce.

Overall the proportion of plants with collective bargaining arrangements remained almost the same (72 per cent in 1979 and 70 per cent in 1986). In establishments with fewer than 100 employees the proportion fell from 47 per cent to 38 per cent.

This impression of little overall change in trade union recognition in large-scale manufacturing is endorsed by results from the panel sample. *Table 5* shows that of the 249 establishments with collective bargaining in 1979 only ten no longer had bargaining in 1986. On the other hand, by 1986 nine of those establishments previously without collective bargaining reported that they had introduced it. The proportion of establishments recognising trade unions in the panel therefore remained unchanged at 65 per cent. The discrepancy between this and the extent of recognition in the cross-sectional samples is because the panel survey contains a higher proportion of non-bargainers within most size bands. These results are consistent with the findings of the 1984 WIRS survey which used a panel to address the same issue[1].

Multi-level bargaining

The 1986 survey attempted to identify the extent of multi-level bargaining or vertical fragmentation after the recession of the early 1980s. Among those establishments with collective bargaining in 1986, details were sought on the level of bargaining which was associated with seven



Shoe factory, Shoreditch, London. Photo: Laurie Sparham/Network

[1] *British workplace industrial relations 1980–84*, pp 3–4, by N Millward and M Stevens, Gower, Aldershot (1986).

Table 6 Bargaining on individual items within bargaining groups in manufacturing, 1979 and 1986: level at which item bargained

Per cent of employees

Items	Proportion of employees bargaining collectively which bargains on each item		Single employer only		Multi-employer only		Two-tier level	
	1979	1986	1979	1986	1979	1986	1979	1986
Basic pay	99	100	53	87	12	4	35	9
Bonuses	83	87	78	98	6	0	16	2
Overtime	98	100	48	73	32	18	20	9
Shift pay	92	98	51	76	27	13	22	11
Sick pay	92	98	81	95	8	1	11	3
Hours of work	99	100	47	64	35	25	19	11
Holidays	98	100	48	67	35	20	18	13
Any item	**100**	**100**	**100**	**100**	**41**	**29**	**48**	**21**

individual items of pay and conditions (*table 6*). The combinations of possible levels for each item were categorised as follows: determination at the level of the single employer, at either establishment or company level; determination by a multi-employer agreement; or determination in a two-tier process involving both a multi-employer agreement and a local establishment or company level modification. *Table 6* contrasts the results obtained in 1986 with those of 1979.

The cross-sectional results in *table 6* show a marked diminution in the number of employees covered by multi-employer, industry wide agreements. This was matched by a corresponding growth in single employer bargaining, that is negotiations within the individual workplace or company. This growth was most evident for basic rates of pay (from 53 per cent in 1979 to 87 per cent in 1986), overtime (48 per cent to 73 per cent) and shift pay (51 per cent to 76 per cent).

Table 7 Change in settlement groups and the level of bargaining in manufacturing 1979–86

Per cent

Level at which item is determined	Change in number of groups 1979–86		
	Pay	Hours	Holidays
Establishment	+25	−7	−8
Company	+26	+53	+49
National	−4	−1	−6
Two tier level	−56	−34	−28

Table 7 addresses the issue of the shift in the locus of bargaining between 1979 and 1986 by means of the matched sample. Drawing information from 474 separate bargaining groups for which there were matched records in 1979 and 1986, the table shows the extent and direction of change in the level of bargaining for three major items: basic rates of pay, working hours and holiday entitlement.

Taking pay first, the number of individual settlement groups where determination of basic rates of pay were conducted at establishment level increased by 25 per cent over the period 1979–86, while their negotiation at company level was up by 26 per cent. The number of bargaining groups directly following a national agreement on rates of pay showed little change. The number of groups determining pay in a two-tier process fell by 56 per cent. The majority were likely to have switched to company bargaining only.

As for hours of work, the table shows these were determined predominantly at either establishment or national level. Little change is evident over the period in each of these categories. However, a noticeable shift appears to have occurred between two-tier and company level bargaining on hours of work, with company level bargaining appearing to increase at the cost of two-tier bargaining. The results could reflect the increasing tendency towards standardisation of hours of work throughout the company.

Holiday entitlement, like hours of work, was determined predominantly at establishment or national level. Over the period 1979–86, however, the role of both of these contracted slightly. A more pronounced reduction occurred among groups where holiday entitlement was determined by a two-tier combination of national and single employer bargaining; the number of such bargainers contracted by 28 per cent over the period. The extent of company level determination of holiday entitlement increased substantially. Although the shift over the seven-year period followed a similar pattern to the determination of hours, company level negotiation on holidays was more widespread. The results suggest a movement away from the potential impact of national or multi-employer agreements through their influence in two-tier bargaining and towards company level standardisation.

The shift in the level of bargaining described above refers to those groups which had any form of two-tier bargaining arrangement. A more restricted set of bargaining groups was drawn from those plants which followed multi-employer agreements *entirely* in 1979. These were the subject of an additional data collection exercise designed to assess the effectiveness of those multi-employer agreements by 1986. Of the 160 original respondents who in 1979 indicated that they followed a multi-employer agreement entirely, just over 60 per cent replied. The results indicated that only 54 per cent of those companies following a multi-employer agreement in its entirety in 1979 continued to do so by 1986.

The evidence above, although by no means conclusive

Photo: Denis Doran/Network

Table 8 The sample of "multi-employer agreement only" establishments by size of companies

	Companies		No of employees in 1979 (per cent)				
	Nos	Per cent	20–99	100–499	500–999	More than 1,000	Average plant size
Total sample	97	100	56	40	4	0	135
Establishments still with multi-employer bargaining only, 1986	52	54	29	23	3	0	134

Table 9 Changes in the average number of bargaining groups by establishment size: manufacturing (matched sample)

Number ofemployees size (as of 1979 survey)	Average number of bargaining groups among those companies with collective bargaining	
	1979	1986
20–99	1·3	1·5
100–499	2·2	2·2
500–999	3·0	2·8
Over 1,000	4·4	3·8
All plants	**2·7**	**2·5**

indicates a pronounced reduction in the role of multi-employer agreements by 1986.

In 1979, the contribution of multi-employer agreements to pay bargaining, although extensive among smaller firms in particular sectors, clearly played a broad role within manufacturing in the control and determination of non-pay matters such as working time and holiday entitlement.

By 1986, single employer bargaining was dominant across the whole remuneration package, although in some areas of manufacturing, multi-employer agreements remained of importance with respect to hours and holidays. The level of bargaining in private manufacturing has shifted towards plant level and a more localised determination of pay and conditions.

Number of bargaining groups

One of the principal areas of interest in the 1979 survey was the number of separate bargaining groups within the establishment. The question was included in 1986 to see if there had been a change over the period.

The panel sample of establishments was considered the most appropriate vehicle for this purpose. The results are given in *table 9*. This shows the change in the number of bargaining groups within establishments between 1979 and 1986 by the number of employees in 1979. A similar analysis by 1986 employment size shows very similar results.

While the results show a clear relationship between establishment size and the number of bargaining groups in both years, in the intervening period the reduction in the number of bargaining groups has been more pronounced among larger establishments. For example, in plants employing more than 1,000 employees in 1979, the average number of bargaining groups fell from 4·4 per plant to 3·8 per plant over the period to 1986. In plants with under 500 employees, by contrast, the number of groups per plant remained the same and indeed increased in those plants with less than 100 employees.

This would suggest that against a background of a decline in numbers employed at many establishments and other changes in the industrial relations climate, managements in larger establishments have been particularly likely to take steps to rationalise their bargaining arrangements.

Conclusions

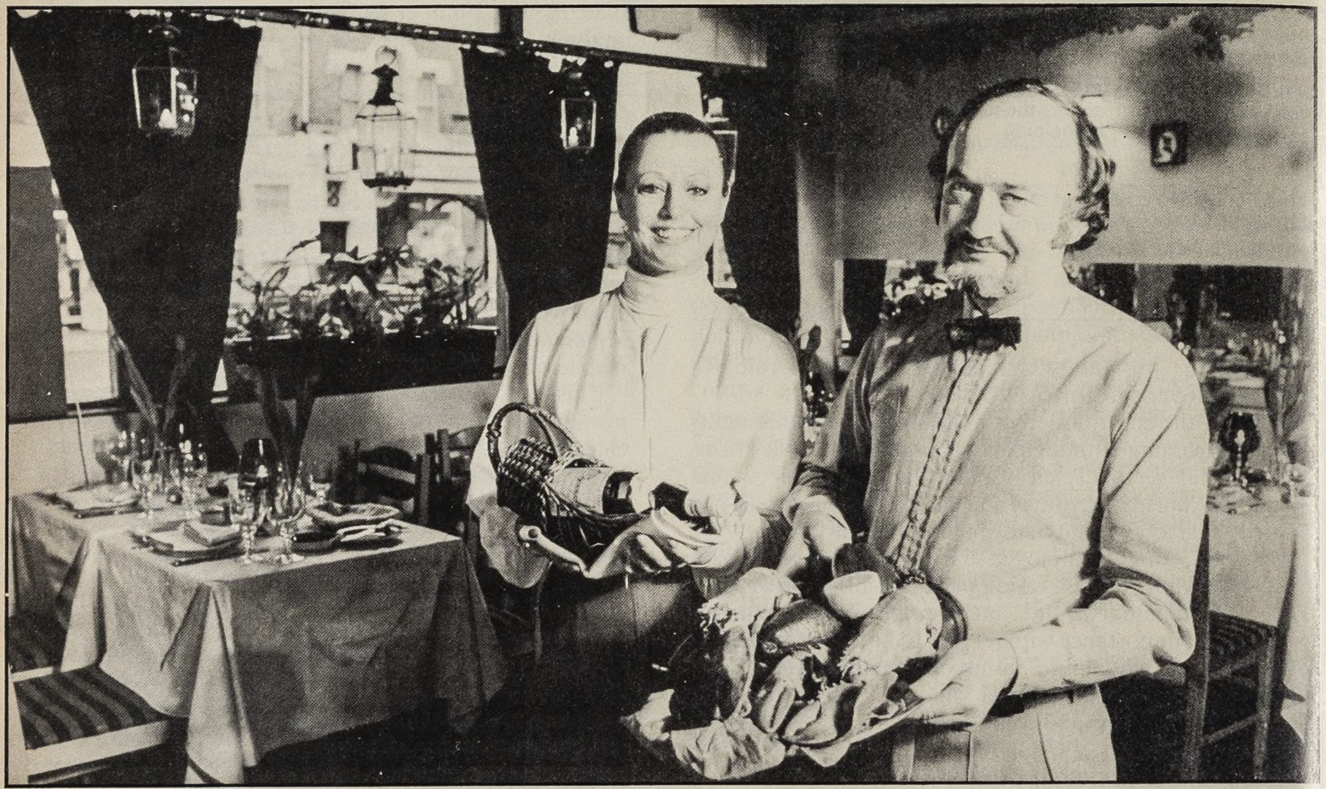
This article has looked at changes in bargaining structure in manufacturing plants (excluding the smallest) between 1979 and 1986. The picture appears to be one of both continuity and change.

The proportion of plants where trade unions are recognised for the purposes of determining an element of the pay and conditions package has remained largely unchanged. However, the locus of such bargaining appears to have shifted considerably towards company or establishment level. Larger establishments have also reduced the complexity of their bargaining arrangements by reducing the number of separate groups with which they negotiate within the plant.

The increased competitive pressures of the 1980s appear, therefore, to have led to a rationalisation of the structure of bargaining arrangements within firms. ■

Photo: Denis Doran/Network

Special Feature



One way of becoming self-employed is to open your own restaurant. Photo: Chris Davies/Network

New recruits to self-employment in the 1980s

by Catherine Hakim[1]

Social Science Branch, Department of Employment

The rapid increase in self-employment in the 1980s has focused attention on the experiences of new recruits to business ownership. This article presents key findings from a 1987 survey of new entrants to self-employment, and shows that the difficulties encountered are less significant than anticipated.

The rapid increase in self-employment and new business start-ups in the 1980s has focused attention on the experience of new owner-managers—in particular the difficulties and impediments they must overcome to establish their new business on a firm footing.

This article sets out some key findings from a spring 1987 survey of the experiences of these new recruits to self-employment. The results will inform the development and review of policies to help small firms and business start-ups, but they are also of wider interest to the numerous organisations—such as the Small Firms Service and local enterprise agencies—that provide information, advice and counselling to new and expanding small firms.

The 1 million rise in self-employment

Self-employment grew rapidly in the 1980s in Britain. Labour Force Survey estimates indicate that between 1981 and 1988, the number of people who were self-employed in their main job grew from just above 2 million to more than 3 million[1]. In the 1980s, the number of self-employed have grown by 136,000 each year on average—and most of the growth has consisted of one-person businesses without employees (Hakim, 1988). Similarly in other industrialised countries, the proportion of one-person businesses has been increasing among the self-employed (OECD, 1986, p 58).

The growth in self-employment has been paralleled by an increase in all other alternatives to the 'conventional' continuous full-time employee job which in fact occupies no more than two-thirds of the workforce (Hakim, 1987b). Among women the most important alternative is part-time work, either in temporary or permanent employee jobs, or in self-employment. Among men self-employment constitutes the most common alternative to an employee job (Department of Employment, 1989). But the numbers of women entering self-employment have expanded very rapidly in the 1980s—testifying to an untapped potential for enterprise (Carter and Cannon, 1988a, b). Overall, the 1 million increase in self-employment has been by far the most important single element of the 2 million growth in 'flexible' forms of work in the 1980s (Hakim, 1987b) and it is the only element that has continued a strong upward trend throughout the 1980s.

The characteristics of the new self-employed are much the same as those of the established self-employed, but with a higher proportion of very small businesses. About two-thirds of self-employed men and women work alone, without even a part-time assistant. Among the new entrants to self-employment the proportion rises to four-fifths working alone in what can be called microbusinesses.

Flows into and out of self-employment

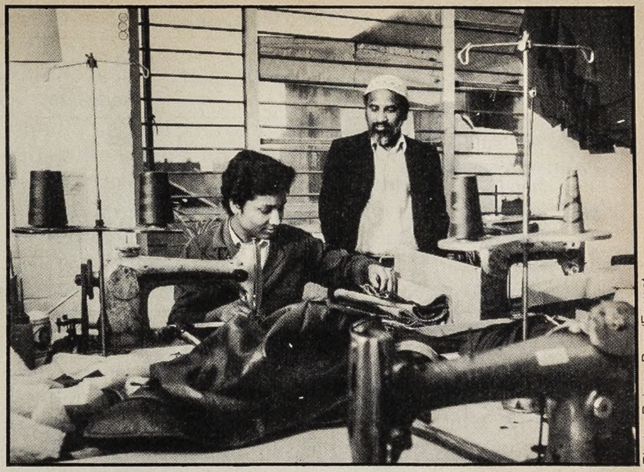
Regular annual reports from the spring Labour Force Surveys have accustomed analysts to seeing the self-employed as a static group which increases gradually year by year—at least throughout the 1980s. But the full picture is more dynamic, with large numbers of people moving into and out of self-employment each year, so that the self-employed workforce is constantly being renewed and replenished even when there is no visible change in the overall total.

In effect, the 136,000 average net annual increase in self-employment understates the total number of new recruits, whose numbers are partially offset by those leaving self-employment.

Table 1 Self-employment inflow and outflow

	1986–87		1987–88	
	Thousands	Per cent	Thousands	Per cent
Inflow				
Activity one year earlier				
Employee	231	53	280	58
Unemployed	96	22	101	21
Not in the labour market	101	23	99	20
Total inflow	**434**	**100**	**483**	**100**
Outflow				
Current activity of people who were self-employed one year earlier				
Employee	115	46	132	50
Unemployed	73	29	60	23
Not in the labour market	61	24	70	27
Total outflow	**251**	**100**	**266**	**100**
Net inflow	**183**		**218**	
Ratio between total inflow and net inflow	2.37		2.22	

Source: Spring 1987 and 1988 Labour Force Survey, data for Great Britain. Non-respondents to the question on activity one year earlier have been reallocated proportionately. Totals include those on government employment and training programmes. Figures for 1987–1988 are preliminary estimates.



Asian community leather workers at Spitalfields, London. Photo: Raissa Page/Format

The self-employment inflow and outflow are shown in *table 1*. Figures for the flows over the 12-month period 1986–87 are of interest for comparison with the 1987 special survey of the new self-employed reported in this article. Figures for the period 1987–88 are more up to date and show essentially the same picture of movement in and out of self-employment.

For example, the spring 1987 Labour Force Survey shows that some 440,000 people entered self-employment within the previous 12 months—half of them switching from employee jobs held one year earlier, the other half coming equally from among the unemployed and those outside the labour market (the 'economically inactive')—see *table 1*. The latter group includes school leavers, people completing higher education, married women returning to work after their children reach school age and people returning to work after a spell out of the labour force for any other reason[2].

Over the same 12-month period, about 250,000 people left a self-employment job they held in spring 1986. By spring 1987, about half were back in employee jobs, the other half moved into unemployment (presumably because their business failed) or else left the workforce completely, in roughly equal numbers (*table 1*). The latter group includes people retiring from work as well as the permanently sick, full-time housewives and people returning to full-time education.

It is clear there are very similar patterns in the labour market origins and destinations of the self-employed. And the pattern of origins and destinations has changed hardly at all in the 1980s. But new recruits have consistently outnumbered people leaving self-employment throughout the 1980s—pushing up the total number of self-employed every year.

Research on the new self-employed

Research on the self-employment inflow and outflow was carried out by the Department of Employment to identify the characteristics of the self-employed and any impediments encountered by the new businesses. In February and March 1987 interviews were carried out with

[1] Since writing this article, Dr Hakim has become Professor of Sociology and Director of the Economic and Social Research Council Data Archive at the University of Essex.

[1] Labour Force Survey estimates relate to spring of each year; estimates for spring 1988 used in this article are preliminary.

[2] The Labour Force Survey data for changes of employment status over the 12-month period between spring of each year understate movement into and out of self-employment to some extent, as people who enter and leave self-employment *within* the period between the spring surveys are not counted in the flow statistics.

Table 2 Self-employed with and without employees, Great Britain, 1988

	Men		Women		All	
	Thousands	Per cent	Thousands	Per cent	Thousands	Per cent
Working alone (no employees)	1,585	67	553	70	2,138	68
Working with employees						
Fewer than 25*	734	31	229	29	963	31
of which 1–2	323	14	98	12	421	13
3–9	315	13	106	13	421	13
10–24	87	4	24	3	112	4
25 or more	47	2	8	1	55	2
All self-employed	2,366	100	790	100	3,156	100

*Including those where exact number below 25 is not known.

Source: Spring 1988 Labour Force Survey data for people aged 16 and over.

a nationally representative sample[1] of such adults, defined as 'people who pay their own National Insurance contributions and are taxed as self-employed'. Interviews were focused on the past, present and future self-employed defined as follows:

- **Lapsed self-employed:** adults who had left self-employment within the previous three years, 1984–87, but excluding people who had simply retired from work (who constituted about 15 per cent of the outflow)—90 interviews, 19 per cent of them with women.
- **New self-employed:** adults who had become self-employed in the previous four years, 1983–87, were still self-employed and had fewer than six employees—243 interviews, 29 per cent of them with women.
- **Potential self-employed:** adults who said they were "seriously intending" to take up self-employment in the next 12 months—139 interviews, 36 per cent of them with women.

These 472 structured interviews were supplemented by another 33 interviews with new, lapsed and potential self-employed. The second group of interviews was designed to provide a more rounded picture of people in each of the three target groups, to flesh out the statistics obtained from the nationally representative survey with specific examples and illustrative quotes.

The results of the two studies are consistent. This summary draws mainly on the results of the national survey (which are reported more fully in Research Paper No 71 by Bevan and others). All tables are from the 1987 national survey unless otherwise specified. As noted elsewhere (Hakim, 1988, pp 422–426), there are difficulties and inconsistencies in the definition and classification of the self-employed, both within and between surveys, arising from the fact that some self-employed have incorporated their business and are therefore, strictly speaking, the employees of their own company. Thus there is no strict equivalence between the data on self-employment and small firms from different studies, for example between the spring 1987 Labour Force Survey data and the results of the Department of Employment's spring 1987 special survey.

The study focused on the self-employed (new and lapsed) with no more than five employees, if any. In practice, this definition encompasses almost all the self-employed identified by the regular household surveys—such as the Labour Force Survey, General Household Survey and Family Expenditure Survey—that provide information on the characteristics of the self-employed (see, for example, Curran and Burrows, 1988; Hakim, 1988; Curran and Burrows, 1989).

Two-thirds of the self-employed work alone, without employees. Among the one-third with employees, the great majority have between one and nine staff with tiny numbers of self-employed having between 10 and 24 and more than 25 employees (Hakim, 1989, *table 3*). Extrapolating from the results of the 1988 Labour Force Survey (*table 2*) one can estimate that roughly one-fifth of all self-employed have between one and five employees. In other words, the self-employed with six or more employees who were excluded from the 1987 special study constitute a small minority of only one in ten of all self-employed.

In other respects as well, the national survey sample was fairly representative of the self-employed generally, for example in terms of the proportion of women and home-based businesses.

The rising proportions of women in each of the three groups reflects the recent increase in women's share of self-employment. Women constituted one-fifth of the lapsed self-employed, one-quarter of the new self-employed and one-third of the potential self-employed group.

One-third of each group had continued with full-time education beyond school, and the same proportion had some experience of bookkeeping or accountancy before becoming self-employed.

Home-based work is far more common in Britain than is commonly thought, especially for the self-employed (Hakim, 1987a). The great majority of the businesses in the 1987 special survey (78 per cent or more) were home-based and only one-fifth had separate business premises. Women were far more likely than men to work mainly at home while men typically worked away from the home but used it as a base and as a business address. The hours worked varied enormously, as is also found in other national surveys (Department of Employment, 1988).

The majority of the self-employed in the 1987 survey were in business as sole traders, with partnerships far less common and incorporated companies fairly rare. The majority had relatives or friends who were also self-employed, and this emerged as a factor contributing to success in running the business.

Motivations for setting up in business

Both the national survey and the supplementary depth interviews show that self-employment has attractions of its own, quite separately from the desire to set up any particular kind of business, as noted also by previous research. Among both the lapsed and new self-employed the desire to be self-employed pre-dated any specific business idea in most cases. When asked about reasons for becoming self-employed, all three groups emphasised the attractions of independence and being one's own boss (38–65 per cent), the challenge of self-employment (9–18 per cent), the freedom to choose when to work (13–16 per cent), which was especially important among women, and the freedom to choose whom to work for (2–8 per cent).

Financial motivations were given less emphasis than the benefits of independence, flexibility, choice and freedom. Only a minority mentioned profit and reward for oneself instead of for an employer (11–25 per cent) and earning lots of money, or more money than in an employee job (23–27 per cent)—as shown in *table 3*.

Photo: The Trader Newspapers

Dreambirds, in Nuneaton, is a classic example of a good idea being turned into a thriving business. The company makes edible confetti, which can be eaten by wild birds once the wedding is over. The confetti is also biodegradable—a great boon to environmentally conscious brides and vicars alike.

As one respondent summed it up: "At the end of the day I suppose you hope for better money out of it. You hope. But the main thing for the time being is that it's mine. I do *my* business."

In the second part of *table 3* the diverse reasons given by people for setting up their own business are grouped into five broad categories. 'Independence' and 'financial rewards' are the two main *pull* factors, and unemployment (or redundancy) is the principal *push* factor, although a variety of other push factors were important for some people. The results show clearly that the attractions of independence and autonomy far outweigh financial rewards as the main pull factor—more so among women than men, and particularly among the potential self-employed, a group that includes a lot of younger people.

Only among the lapsed self-employed do the two motivations begin to carry equal weight, with a hint that the get-rich-quick motivation may be less robust and persistent than the search for a degree of control over one's work life. Unemployment falls clearly into third place in all three groups, with other push factors playing a negligible role.

Needless to say, there was a host of other reasons quoted by some people as the main motivating factor in their particular case, with family traditions of entrepreneurship and other family related reasons being the largest identifiable other motivator. These other reasons were a mixed category including some purely personal factors, which could not be reliably classified into push or pull factors.

Independence

It is notable that the ideology of self-employment, with its emphasis on being one's own boss, is an equally important motivating factor for both men and women. Despite the fact that self-employment has traditionally been concentrated among older age groups, the desire to be your own boss and the attractions of independence are greatest among the *younger* age groups. This hitherto untapped interest in and potential for entrepreneurship must help explain the strong growth in self-employment among women and young people—two groups that have always had a much lower propensity to enter self-employment than adult men.

Table 3 Reasons for transferring to self-employment* Per cent

	New self-employed	Lapsed self-employed	Potential self-employed	Sex	
				Male	Female
1 Own boss/independent/not told what to do, etc	41 (20)	38 (23)	65 (32)	47 (23)	48 (25)
2 Earn lots of/more money	23 (13)	34 (20)	27 (14)	28 (14)	22 (15)
3 Unlikely to/could not find employment	18 (10)	19 (12)	31 (14)	25 (14)	15 (5)
4 Profit/reward for self not someone else	11 (5)	20 (6)	25 (9)	17 (6)	16 (7)
5 Choose when to work	16 (6)	13 (2)	16 (4)	13 (3)	23 (9)
6 Challenge	9 (4)	11 (6)	18 (6)	10 (4)	18 (8)
7 Redundancy	9 (5)	2 (1)	2 (—)	7 (4)	1 (—)
8 Choose whom to work for	8 (1)	8 (1)	2 (—)	7 (1)	4 (1)
9 Work with family/friends	5 (1)	7 (4)	2 (1)	3 (1)	7 (4)
10 Tradition in family	4 (2)	7 (2)	2 (1)	4 (2)	4 (1)
11 Escape from large company	4 (1)	— (—)	3 (—)	2 (1)	4 (1)
12 Do job better than previous company	5 (2)	2 (—)	— (—)	4 (1)	1 (—)
13 Lack of prospects in last job	* (*)	2 (1)	3 (1)	2 (1)	1 (—)
14 Work and have children	2 (1)	2 (—)	— (—)	— (—)	5 (1)
15 Other reason(s)	23 (14)	21 (10)	16 (8)	19 (10)	25 (14)
16 Don't know/can't remember	3 (15)	1 (11)	— (10)	2 (14)	1 (9)
Independence (1, 5, 6, 8)	54 (31)	53 (32)	75 (42)	57 (31)	67 (42)
Financial rewards (2, 4)	31 (18)	43 (26)	44 (23)	38 (20)	35 (22)
Unemployment (3, 7)	26 (15)	21 (13)	31 (14)	31 (18)	17 (5)
Other push factors (11, 12, 13)	8 (3)	4 (1)	6 (1)	7 (3)	1 (1)
Family reasons (9, 10, 14)	10 (4)	14 (6)	4 (2)	7 (3)	14 (6)
Base = 100 per cent	*243*	*90*	*139*	*334*	*138*

* Percentage mentioning each reason on a multi-choice question and (in brackets) percentage giving that reason as the main motivating factor. Percentages add to more than 100 per cent for first column, and to 100 per cent for figures in brackets.

[1] The sample was identified through the household omnibus survey run by Research Services of Great Britain (RSGB). This is a weekly survey among a new sample of 2,000 people aged 16 and over across the whole of Great Britain which is identified by a random location sampling method that produces nationally representative results.

Photo: Sheila Gray/Format

A bricklayer involved in renovating an old house in Cornwall.

Redundancy and unemployment

Pull factors clearly outweigh the push factors. Push factors include the desire to escape from working in a large company, but the most important were redundancy and the view that employee jobs were no longer plentiful. Overall, only around one-quarter (ranging from one-fifth to one-third) of the new, lapsed and potential self-employed could be classified as involuntary or, at the least, reluctant entrants to self-employment. Even within this minority, push factors were often complemented by other, more positive reasons for setting up in business.

The supplementary depth interviews showed clearly that those becoming self-employed after redundancy or a period of unemployment were not necessarily 'reluctant' entrants: some took advantage of the situation, or at least were prompted by it, to do what they had long thought of doing, and regarded themselves as voluntary entrants to self-employment. So, for some people, redundancy and a spell of unemployment are better regarded as catalysts which prompt a change of direction and a change of work style. For others, self-employment represents a second-best alternative to an employee job—they are only looking for a means of generating a living wage, prefer to avoid responsibility and avoid risk as far as possible. Some have had a series of temporary or short-term jobs and become self-employed to avoid insecure employee jobs.

Two other studies carried out in 1987 also discovered that many people setting up their own business, including some very successful fast growth businesses, had been unemployed prior to start-up, but that unemployment was not necessarily the key motivating factor or direct cause of opting for self-employment as seen by the entrepreneurs themselves. Storey's study of fast growth businesses found that only a minority of the entrepreneurs who had in fact been unemployed prior to start-up quoted unemployment as a cause; most often there were other pull factors which they perceived as the real cause (Storey, 1988, pp 24–25).

Carter and Cannon's study of female entrepreneurs, many of them successful 'high achievers', also found that unemployment or redundancy were only catalysts, setting in motion, or reviving, aspirations for running their own business (and the autonomy and control that go with it) that might otherwise have remained dormant. They, too, distinguish between particular catalytic events, some of them traumatic, which prompted people to re-evaluate their working lives and the more long-standing ambitions and motivations which led to setting up their own business.

They conclude that the impetus actually to start in business was often a combination of circumstances coming together at a particular time; a combination of internal and external factors. They note also that most women saw proprietorship as a positive step after what had often been a negative experience (Carter and Cannon, 1988b, pp 10–13).

Enterprise culture

One possibility is that a decade of government support for the enterprise culture and small firms has had a cumulative impact on people's aspirations and motivations—or at least on the motivations of those who become self-employed or set up their own business. This would lead us to expect sharp differences between studies carried out in the 1970s and early 1980s (which often found unemployment and other push factors to be important) and more recent studies which reflect the pro-active and positive approach to self-employment promoted by the enterprise culture.

Such changing patterns of perception and motivation would also explain contradictions between the results of macro-level studies at the national level and micro-level studies of individual entrepreneurs, as noted in the section below on the impact of the business cycle.

Another possibility is that the self-employed do not make as much money as they originally hoped, and they discover this early on, so that financial rewards then rank lower as an attraction[1].

Misleading picture

To date, much of our information on the characteristics and motivations of new entrants to self-employment has come from studies of large scale redundancies and from people setting up businesses through the Enterprise Allowance Scheme (EAS) or with help from government sponsored training courses (see, for example, Johnson and Rodger, 1983; Lee, 1985; Fevre, 1986, 1987). All of these entrants were previously unemployed benefit claimants and it is not surprising that most say they go into business, with or without help from the EAS, because they cannot find paid work.

[1] A study of self-employment in the USA in the 1970s found that the returns from employee work experience in self-employment are smaller than the returns in employee jobs. In other words, the self-employed are effectively earning less than if they had stayed in an employee job. On the other hand, business experience has just about the same return in employee wage work as it does in self-employment for men under 40. This means that people who fail at self-employment can return to employee jobs with earnings at the level they would have had if they had not tried self-employment. So the loss of earnings while in self-employment is not irreversible (Evans and Leighton, 1987).

The results of the present study demonstrate that surveys of unemployed entrants yield a misleading picture of the new self-employed—misleading because it is very partial and incomplete.

Unemployment is not the most common route into self-employment. As can be seen from *table 1*, national data from the Labour Force Survey show that people transferring from unemployment to self-employment are the smallest group and therefore cannot be typical of all new entrants to self-employment. The 1987 national survey and the supplementary interviews demonstrate further that pull factors outweigh push factors in the decision to set up one's own business and that even among those with recent unemployment experience this can be seen as a positive turning point as well as an entirely negative factor.

Unfortunately, a technical weakness in the main report on the 1987 survey of the self-employment inflow and outflow (Bevan *et al*, 1988) helps to perpetuate the notion that unemployment is the main spur to becoming self-employed. The survey asked whether people had previously been in full-time or part-time employment, or 'not working'. Regrettably no distinction was made between the unemployed and people out of the labour market (including students, for example)—both of whom would report themselves as 'not working'.

Because the main report equates 'not working' with unemployment, it wrongly concludes that the significance of unemployment as a catalyst is considerable and is increasing. For example, it states that 'the theory that self-employment is increasingly being used as an answer to unemployment is supported by the fact that over half (54 per cent) of the potential self-employed said that they were currently not working'—a statement which is later summarised as over half the potential self-employed sample were unemployed in comparison with only 28 per cent of the new self-employed having been unemployed prior to starting their business (Bevan and others, 1988).

A subsequent analysis of the more detailed, reliable and representative data from the Labour Force Survey has shown there has been virtually no change in the composition of self-employment inflow in recent years, with a fairly constant 22 per cent coming from the unemployed, as shown in *table 1*, for the 12-month period spring 1986 to spring 1987, and for the 12-month period spring 1987 to spring 1988.

The reason for the large difference between the new and potential self-employed groups in the proportions not working prior to start-up is simply that survival rates in self-employment are higher for those who were previously in work (albeit as employees) than for those who were previously not working (whether unemployed, sick, studying or otherwise out of the labour force). The 1987 survey only covers survivors in the sample of new self-employed, with non-survivors being covered by the sample of lapsed self-employed. As there are no clear logical links between the two groups, survival rates for the period 1983–87 cannot be computed. For example, those who dropped out of self-employment in the period 1984–87 (and bothered to report it in 1987) did not necessarily enter self-employment in the period 1983–87.

Impact of the business cycle

There is no doubt that at the aggregate macro-level (national or regional) there is an association between the business cycle and small firm creation. Numerous studies attest to the fact that throughout the twentieth century in Britain, the United States and other industrialised countries, rising levels of unemployment are associated with a rising trend of new company registrations and rising levels of self-employment (see Binks and Jennings, 1986; Bannock and Doran, 1987, pp 73–76; Bannock and Peacock, 1989, p 63; Blau, 1987; OECD, 1986; Mason, 1988, p 2). Self-employment in the construction industry is particularly noted for counter-cyclical movement over the business cycle (Linder, 1983).

The results of a preliminary exercise in modelling aggregate self-employment led the Institute of Employment Research to conclude that most of the changes in self-employment over the period 1961–86 were associated with changes in industrial composition, a cyclical factor (the net effect of which was difficult to predict) and the unemployment rate (which the authors interpreted as a labour supply side factor). All three factors were found to contribute positively and significantly to changes in self-employment in the last two decades (Johnson, Lindley and Bourlakis, 1989).

This does not necessarily translate into unemployed individuals moving into self-employment while employees and others stay put. Rather, in recessionary periods everyone gives all the options and alternatives more active consideration than is otherwise the case. Hence employees are also encouraged to try self-employment at times of high levels of unemployment, while the unemployed may well cite pull factors instead as the main motivation for setting up their own business.

There is no simple correspondence between the results of macro-level studies which identify the national unemployment rate as a significant factor and the results of micro-level case studies and personal interview surveys inquiring about the decision-making process that each new entrepreneur went through. In addition, interview surveys normally exclude people who decided not to make the change, and are in this sense focused rather than comprehensive.

Business aspirations

The survey interviews revealed how people's views about the process leading to self-employment strongly colour their aspirations for the business.

Those who consider themselves to be involuntary entrants, forced into this option by the lack of alternatives, seek only to provide themselves with a job and adequate earnings, with no aspirations for growth and expansion. Although they may well refer to the bureaucratic complications of growth (in terms of employment law, VAT and income tax, for example) as well as the risk involved, it is clear these are primarily *post hoc* rationalisations for not expanding once their goal of getting themselves enough work for a living wage is achieved.

Those who consider themselves to be voluntary entrants to self-employment (including the small number who refer to unemployment and redundancy as the catalysts for their change of work) divide into those seeking only to 'own their own job' and those seeking to create a growing business. So even among those positively choosing self-employment in preference to an employee job, there are many who have no ambitions for building a business. The implication is that entrepreneurs with aspirations for building a business are in the minority—even among optimistic new entrants. Overall, half of the new self-employed plan to expand their business in the future and half have no plans for expanding beyond their current size.

This pattern is consistent with other studies of the self-employed and small firms with very few employees. For example, a study of small firms' growth aspirations found that three-quarters of one-person micro-businesses did not plan to take on any staff at all, and the majority of those with one or two employees similarly had no growth

Table 4 Aspirations for growth and previous experience Per cent

	Previous experience of running own business			
	None	Once	Twice or more	Total
No growth plans	53	40	35	49
Slow growth plans	38	46	48	40
Fast growth plans	9	14	17	11
Base = 100 per cent	*660,000*	*153,500*	*66,500*	*880,000*

Source: January 1989 Business Line Survey, data for single establishment firms with a business telephone line and fewer than 50 full-time employees (if any).

plans (Hakim, 1989, *table 11*). Only a tiny minority of small firms has plans for rapid expansion, with aspirations for slow growth being far more common. Overall, half of small firms with fewer than 50 employees (if any) have no intention of expanding their business.

A key factor in plans for business growth is whether the owner-managers have any previous experience of self-employment and running their own business. Few people do, so most are running their very first business on a suitably cautious basis. But among the minority who have some previous experience of working on their own account, aspirations for growth and building up the business are more prominent (*table 4*). The importance of previous work experience is readily recognised in relation to employees' achievements—in terms of increased earnings and promotion, for example. But the significance of previous experience for the self-employed as well is more easily overlooked. One interesting finding from the 1987 survey of new entrants is that family business experience can have the same helpful effects as previous personal business experience.

It also seems likely that the initial perception of self-employment as a second-best alternative to an employee job, or simply as an attractive alternative to working for a large company may linger on after the start-up phase, effectively blinding the self-employed person from perceiving the real growth potential of their new business. This may be an area where advice or business training can be specially influential and help widen horizons.

There is some indication of this among the lapsed self-employed, most of whom cited financial difficulties and not making enough money as the reasons for giving up self-employment. A clear majority of two-thirds of those who have tried self-employment and failed said they would do it again. The experience was clearly not wholly negative. And those who do try again are more optimistic about expanding the business beyond just 'owning your own job'.

Problems of setting up in business

Virtually all self-employed admit to having had anxieties and anticipating problems before setting up their business. People who have not yet started express more anxieties—in part because they are a younger group. But it also suggests that those who have been running their own business for a year or two have already forgotten their anxieties at the start.

This process is speeded up by the fact that most people actually encounter far fewer problems than they anticipated. Two-fifths (43 per cent) of the new self-employed said they had encountered no problems, or none they could remember. Not surprisingly the proportion was much lower at around one-fifth (22 per cent) among the lapsed self-employed. Becoming self-employed and running a business turns out to be a great deal easier than most people expect. In effect, lack of information about what is involved proves to be one of the biggest hurdles. The most common worries about business start-up are:

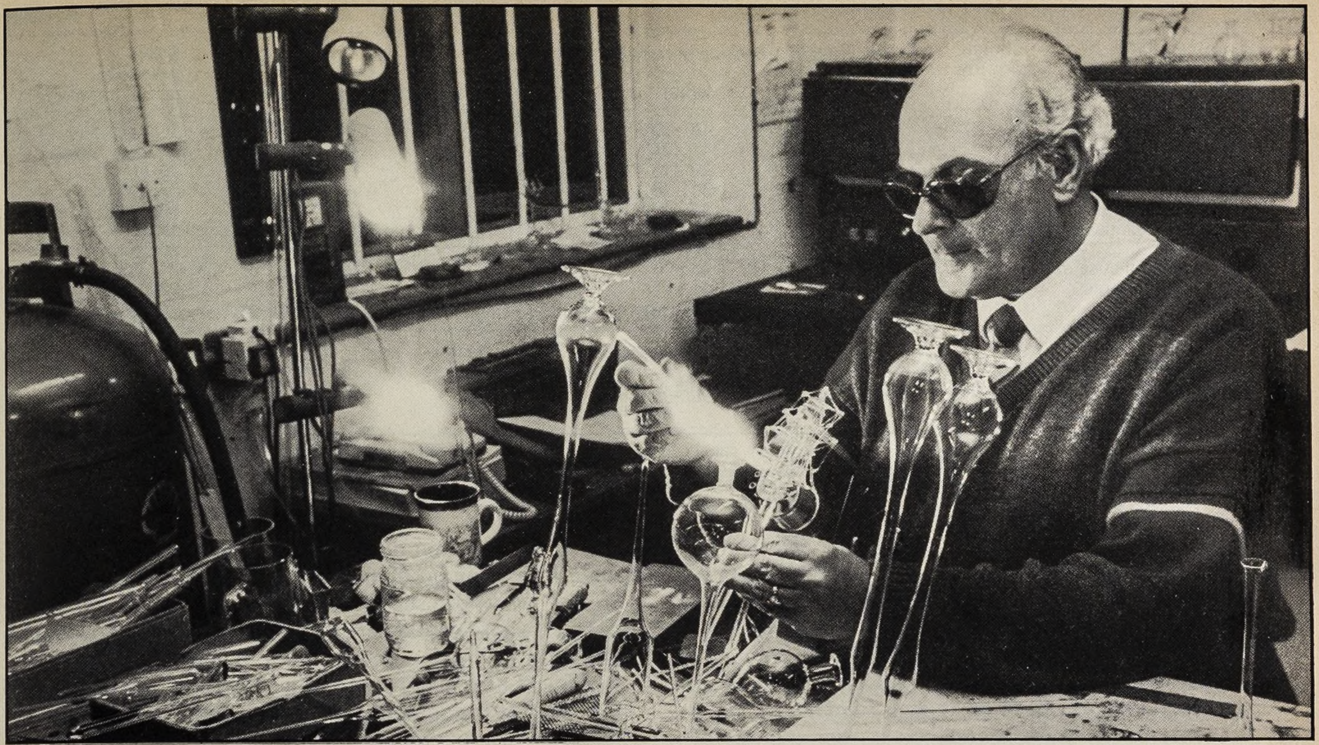
- Obtaining capital and financing the project, which was mentioned by about half but was the main concern of one-fifth.
- Tax, VAT, National Insurance and related bookkeeping, which was mentioned by over half and was the main concern of almost one-fifth.
- Not having a stable, guaranteed income, mentioned by two-fifths and of special concern to one in seven.
- Getting business and finding clients, mentioned by one-third and of most concern to one in ten of the self-employed.

People were also asked more specifically whether government regulations and red tape had caused them problems. Here again the main responses related to income tax, VAT and National Insurance, which were widely regarded as being difficult to understand, difficult to complete and difficult to budget for, especially with late payment of invoices by customers (*table 5*). Here too, there was a clear pattern of the regulations being somewhat less of a problem in reality than they were generally anticipated to be, but in some cases feelings ran strong.

Table 5 Government regulations and paperwork affecting the new, lapsed and potential self-employed Per cent

	New self-employed				Lapsed self-employed†		Potential self-employed†
	All†		With 1-5 employees†				
	a	b	a	b	a	b	a
Not affected by any regulations listed, or not sure	**36**	**60**	**25**	**48**	**33**	**44**	**11**
Affected by at least one of the following, in particular:	**64**	**40**	**75**	**52**	**67**	**56**	**89**
Income tax	46	21	42	10	50	30	61
National Insurance	36	6	38	8	38	12	40
VAT	19	7	44	17	28	14	37
Health and safety regulations	11	2	29	8	16	7	27
Rates	12	2	31	6	10	—	22
Fire regulations	12	2	25	2	9	1	16
Licensing/registration of business	9	1	23	2	8	1	29
PAYE	8	1	15	—	10	3	12
Employment protection	8	2	23	8	7	—	14
Planning	9	3	21	8	3	1	13
Company law	4	1	8	2	4	1	12
Consumer law	4	*	4	—	3	—	15
Sunday trading	2	1	8	4	6	1	9
Providing statistics	3	*	6	—	1	—	2
Base = 100 per cent	*243*		*52*		*90*		*139*

Note: Percentages add up to more than 100 per cent due to multiple response.
* Less than 0·5 per cent.
† Percentage (a) affected by the regulation, when prompted, and (b) who list it among the three most important sources of problems in practice.



Brittle existence or shaping a sound future? A Birmingham glassblower at work. Photo: Brenda Prince/Format

The interviews revealed much anger over VAT payments compounding problems of late payment by customers, with large companies being the latest payers. All respondents who were VAT registered[1] complained at having to pay VAT on the basis of invoicing rather than payment received, and one claimed that the practice of collecting VAT on bad debts had forced him to give up his business.

As one put it: "The worst thing was paying money for VAT before you received payment—and it was a lot of money. Then you've got to pay interest on that to the bank."

From October 1987, after the study was completed, Customs and Excise introduced a scheme which allows traders with an annual turnover of below £250,000 to account for VAT on the payments they receive and make, rather than the tax invoices they issue or receive.

Everyone in the second interview sample expressed anger over the volume and complexity of the records required for bookkeeping and accountancy purposes, especially when it was seen as a completely separate activity, unrelated to the central activities of the business, that had to be done in the evenings after a long hard day.

However, once the anger had subsided, virtually everyone admitted that bookkeeping was indispensable and, in some ways, quite satisfying. It was felt to be crucial to be able to monitor business development and know where you stood. And bookkeeping was an essential means of reconciling costs and income in order to maintain correct pricing levels. The interviews reveal clearly the ambivalence underlying general attitude statements obtained by national surveys: the necessity for paperwork is grudgingly accepted. The form of questioning can reveal the grudges or the reluctant acceptance.

It is worth emphasising that despite their initial anxieties, people starting up in business for the first time actually have fewer problems than people who are on their second or third attempt (*table 6*). A national survey of small firms with either no employees (apart from the owner-manager) or very few employees, also shows that the nature of the problems encountered by first-time businesses are not really different from those encountered by all small firms, with finance and interest rates widely seen as the biggest headache of all.

More interestingly, people who have already had two or more previous businesses give far more emphasis to government regulations and paperwork as a problem affecting small firms. Almost one-fifth (17 per cent) quoted this as the biggest problem, second only to finance and interest rates mentioned by one-quarter (28 per cent); whereas first-time businesses saw a range of problems as being almost equally significant as tax and VAT paperwork (*table 6*). This result was not due to second and third businesses being larger or more likely to be registered for VAT or in some way distinct different from the first-time businesses—so these business-owners appear simply to reflect their greater experience of the impact of compliance costs on the small firm, especially the new small firm.

On the other hand, the importance of government regulations and paperwork (most notably tax, VAT and National Insurance) as a problem for *all* small businesses as well as for *new* small businesses should not be underestimated. This point has not been picked up in recent years by the only regular survey of small business available so far in Britain—the Small Business Research Trust (SBRT) Quarterly Survey of small business which has been running for some five years. The results of this

[1] VAT is a tax on general consumer expenditure. Some businesses are exempt from VAT—the major ones being property investment, banking and insurance services. A business whose turnover is below the VAT threshold is not required to charge VAT on the goods and services it supplies, even if these are normally taxable. The business does, however, have to pay VAT on the supplies it purchases from VAT registered businesses and this cannot be recovered. It is possible for businesses whose turnover is below the VAT threshold to register for VAT voluntarily. This is useful for businesses that make mainly zero-rated supplies as it enables them to offset the VAT they have paid out on their purchases against that they charge on their supplies.

Table 6 Problems of small firms by previous experience*

Per cent

Problems	Previous experience of running own business				SBRT pressure group members†
	Total	None	Once	Twice or more	
Inflation	45 (9)	43 (9)	51 (8)	57 (6)	55 (4)
Finance and interest rates	49 (22)	47 (21)	52 (23)	66 (28)	61 (21)
Lack of skilled/trained employees	28 (13)	27 (13)	28 (11)	42 (10)	39 (15)
Total tax burden	35 (7)	34 (8)	36 (4)	40 (3)	37 (4)
Low turnover/lack of business	23 (8)	22 (8)	24 (8)	35 (10)	10 (2)
Government regulations and paperwork	38 (12)	35 (10)	43 (15)	54 (17)	59 (25)
High rates of pay	16 (1)	15 (1)	17 (2)	24 (2)	20 (2)
Competition from big business	24 (11)	23 (11)	27 (11)	23 (7)	24 (13)
Shortage of materials, etc	12 (5)	11 (5)	15 (8)	12 (5)	22 (8)
Other problems	5 (5)	5 (4)	6 (5)	6 (6)	4 (4)
No problems	17 (8)	20 (8)	11 (5)	8 (5)	6 (2)
Base = 100 per cent					
National estimate	*880,000*	*660,000*	*153,500*	*66,500*	*36,000*
Number of respondents	*1,240*	*939*	*208*	*93*	*51*

Source: January 1989 Business Line Survey, data for single establishment firms with a business telephone line and fewer than 50 full-time employees.

* Percentage mentioning each problem on a multiple-choice question and (in brackets) percentage giving that factor as the biggest problem facing the business.

† Those that are currently members of at least one of the three pressure groups that provide the sampling frame for the Small Business Research Trust Quarterly Survey of Small Business in Britain: National Federation of Self-Employed and Small Businesses; Forum of Private Businesses; and Association of Independent Businesses.

survey since 1987 consistently identify government regulations and paperwork as ranking only seventh out of a list of ten most important problems (SBRT, 1989, *table 2.1*) as shown also in *table 7* for the last quarter of 1988[1]. The national survey of small business demonstrates that this factor ranks third for *all* small business (*table 7*) and it is clearly important among new businesses (*table 5*).

A key reason for the discrepancy is that the SBRT quarterly survey under-represents very small and young businesses and sole proprietors; as SBRT reports themselves recognise, the 10 per cent achieved response rate means respondents are strongly self-selected (SBRT, 1989, p 12). There is evidence that a more representative cross-section of the members of the three small firms representative bodies providing the sampling frame for the SBRT survey yields a quite different picture of the biggest problems confronting small businesses. Government regulations and paperwork come top of the list of biggest problems, before finance and interest rates (*table 6*), and this factor comes within the top three problems among *all* small businesses (*table 7*). So the relatively low profile given to it by the SBRT Quarterly Survey results seems to be misleading.

VAT threshold

There are two administrative hurdles that have to be addressed by new businesses. One is the change from paying income tax and social security contributions as an employee to the somewhat different arrangements and rates applied to the self-employed. The second is the process of becoming a tax collector oneself if the business has a turnover above the VAT threshold, which was set at £20,500 a year at the time of the 1987 special survey of new start-ups (Department of Employment, 1987, p 182), but is currently set at £23,600.

The first hurdle is unavoidable, as it is part and parcel of the switch to self-employment. The second hurdle can be, and is avoided by some businesses—by artificially keeping turnover below the threshold so as to avoid the detailed accounts required for VAT purposes. Thus the VAT threshold can act as a barrier to business expansion and growth among the smallest firms[2].

In the survey of new start-ups, four-fifths stated they were *not* affected by VAT, so can be assumed to be below the threshold or operating a business that is exempt. But half of those within the VAT system reported it as one of their three main problems, along with income tax (*table 5*). So the VAT threshold emerges as a specific barrier to business start-up and expansion that is potentially open to intervention by government—for example, by easing the transition around and over the threshold. Easy-to-read information packs, starter packs and guides were suggested by some respondents, as a way to smooth the path.

This is confirmed further by the fact that the national survey of very small businesses shows that four-fifths *are* registered for VAT, a few of them on a voluntary basis rather than because they are over the threshold (*table 7*). Small businesses that are not registered for VAT are typical of the start-up firms covered by the 1987 special survey: home-based sole traders employing only one or two full-time people (including the owner-manager). So the transition from being a start-up business (only one-fifth at the outside being VAT-registered) to an established business with a business telephone line (four-fifths being registered for VAT) broadly equates with being incorporated into the VAT system.

Sources of advice

Overall, less than half of all new and lapsed self-employed sought advice around the time of business start-up, most commonly when they first thought of the idea but in some cases after start-up. This low level of advice-seeking may at first seem surprising. However a

Table 7 Most important problem facing small businesses*

	January 1989 Business Line Survey		Oct-Dec 1988 SBRT Survey	
	Rank order	Per cent	Rank order	Per cent
Finance and interest rates	1	22	1	25
Lack of skilled/trained employees	2	13	2	17
Government regulations and paperwork	3	12	7	6
Competition from big business	4	11	5	10
Inflation	5	9	9	3
Low turnover/lack of business	6	8	6	9
Total tax burden	7	7	3	13
Shortage of materials, etc	8	5	8	3
Other problems	9	5	4	11
High rates of pay	10	1	10	1
No problems	—	8	—	2
Base = 100 per cent				
National estimate		*880,000*		*na*
Number of respondents		*1,240*		*950*

Source: January 1989 Business Line Survey, data for single establishment businesses with a business telephone line and fewer than 50 full-time employees; Small Business Research Trust Quarterly Survey, data for the fourth quarter of 1988.

* Comparison of national survey data with views of pressure group members.

[1] The earliest sweeps of the SBRT Quarterly Survey show government regulations and paperwork ranking higher as the most important problem facing small business; this item did not settle down to seventh place until 1987, and was ranked second in two surveys prior to 1987.

[2] But see footnote 1 on p 293.

Table 8 VAT registration among very small firms

Per cent

	All	Home based	Separate workplace	With only one–two workers
Not registered for VAT	21	30	16	32
VAT registered (turnover above £22,100 threshold)	63	56	67	52
Registered voluntarily	16	14	17	16
Base = 100 per cent				
National estimate	*880,000*	*321,500*	*558,000*	*476,750*
Number of respondents	*1,240*	*411*	*829*	*636*

Source: January 1989 Business Line Survey, data for single establishment businesses with a business telephone line and fewer than 50 full-time employees (if any).

Table 9 Influence of family business experience and informal networks

Per cent

	Lapsed self-employed	New self-employed			Potential self-employed
		Working alone	With 1–5 employees	All	
Has self-employed family members*	38	46	62	49	50
Has self-employed friends	33	51	50	51	54
Has one or both	61	75	87	77	79
Has neither	39	25	13	23	21
Base = 100 per cent	*90*	*191*	*52*	*243*	*139*

* Excluding members of respondent's family who are involved in the respondent's self-employment business.

minority (one-quarter) of all small businesses claim *ever* to have sought advice and help in the past, and a similar proportion states they would consider seeking advice in the future (Hakim, 1989, *table 13*). So advice seeking is not in fact unusually low among new young businesses and appears even to be above average.

Sources of advice included both formal and informal contacts, public and private services. Among the new and lapsed self-employed who sought advice the most important sources they approached around the time of business start-up were accountants (47 per cent) and bank managers (27 per cent), friends (22 per cent), and family (18 per cent), the Small Firms Service (13 per cent) and local enterprise agencies (12 per cent), jobcentres (16 per cent and especially important among those out of work), solicitors (12 per cent) and the Department of Health and Social Security (as it then was), which was consulted at some point by 14 per cent.

Informal support networks

One finding of the study of new entrants to self-employment was the all pervasive influence of the family in providing a body of experience of running a small business; a ready source of free information, advice and guidance; and a source of reliable and trusted employees, partners and subcontractors. The influence of this factor was not realised when the study of new entrants to self-employment was designed, although it is now becoming well established (Stanworth *et al*, 1988).

A clear majority of four-fifths of the new and potential self-employed had family and/or friends who were themselves self-employed, and provided an information-sharing network and a ready source of support and help. The importance of this factor is indicated by the fact that the lapsed self-employed were less likely to have had such a network to call on, and those who had expanded their business to employ others were more likely to report having such a network (*table 9*). Employing family members offered one solution to the need for extra staff at a time when the business was too new and financially vulnerable to afford the long-term commitment of employees.

Subcontracting to other self-employed people was another solution. One-fifth of the new self-employed working alone gave work to subcontractors, and the proportion rose to one-third of new self-employed with employees. In contrast, far fewer of the lapsed self-employed reported giving work to subcontractors—about one in ten. The use of subcontractors is clearly associated with the success and expansion of a business, but it is used to complement the hiring of employees rather than being a substitute for directly employed labour (*table 10*).

There are clear implications for policy here. The advice and information offered by friends and family is free, readily accessible, available on request in an informal and hence non-threatening context—all of them key features for a new and possibly insecure business person. The survey of new businesses demonstrates that ready access to information, advice and guidance is an important contribution to the creation, survival, success and expansion of young businesses, and hence confirms (albeit indirectly) the value of support services currently provided

Table 10 Subcontracting among the self-employed

	Percentage who subcontract work to other self-employed
New self-employed	22
Working alone	19
1–5 employees	31
Lapsed self-employed	11
Men	20
Women	16
Sole traders	18
Partnerships	26
Limited companies	45
Age of business	
Less than one year	11
1–2 years old	15
2–3 years old	18
3–4 years old	29
Hours worked in business	
Up to 35 a week	14
35–50 per week	18
51 and over	26
Prior employment situation	
Full-time job	23
Part-time job	16
Not working	12
All new and lapsed self-employed	19

at relatively low or no cost to start-ups. These advisory and support services must be doubly important for people who do not have any family traditions of self-employment and enterprise to draw upon—and in that sense help to establish equal opportunities across all social groups for people who are intending to set up their own businesses.

Summary and conclusions

The 1 million increase in self-employment in the 1980s has been by far the most important single element of the 2 million growth in flexible forms of work. Each year, on average about 140,000 more people leave employee jobs or unemployment, or re-enter the labour market to become self-employed. This article provides new information about the characteristics of these new entrants to self-employment, and in the process dispels a few myths about the processes leading people to set up their own business.

Self-employment has attractions of its own, quite separate from any specific ideas for setting up a particular kind of business. And all the evidence points to the attractions of independence, flexibility, choice and freedom being more important for most people than the financial motivations. It is notable that the desire to be your own boss and the attractions of independence are greatest among younger age groups, and among women—testifying to untapped potential for entrepreneurship among two groups that have traditionally had the lowest propensity to become self-employed.

Unemployment is not the sole or main spur to becoming self-employed, as is so often argued. Clearly, unemployment is a trigger, forcing some to become self-employed for lack of any alternative. But for many other unemployed it is better seen as a catalyst which prompts them to do what they had long thought of doing, and they regard themselves as *voluntary* entrants to self-employment.

But transfers from unemployment to self-employment constitute the smallest and narrowest entry route of all. Many more become self-employed immediately on entering or re-entering the labour market—and this group includes housewives returning to work after their family has grown up as well as students and others looking for their first job. By far the largest group of all consists of people leaving employee jobs to set up their own business—every year about 200,000 do so.

The majority of those who tried self-employment and failed said they would do it again. Even those who dropped out considered the experience to have been a positive one, and did not wholly abandon the idea of running their own business. And those who do try again have far more optimistic views on the chances of moving beyond just owning their own job—working alone as self-employed without any employees—to expand the business. So the experience of early failures pays off later for those who go on to start a second or third business.

The study revealed the all-pervasive influence of family and friends for new entrants to self-employment. These informal networks provide a body of experience on running a small business, a ready source of information and advice, and a source of reliable and trusted employees, partners and subcontractors. Four-fifths of the new and potential self-employed mentioned family and friends who were themselves self-employed in quite separate businesses of their own. Those who have dropped out of self-employment are less likely to have such a supportive network.

Easy access to informal and free information and advice clearly makes an important contribution to the survival and success of the new small business. So the study offers support for the provision of advisory organisations—such as the Small Firms Service and local enterprise agencies—that help new start-ups, in particular those without family traditions of enterprise to draw on.


Photo: Raymonds

Former secretary Julia Maskell set up her own fashion model and photography agency with help from the Enterprise Allowance Scheme.

However, the biggest hurdle for the new business to surmount is simply coping with the basic paperwork of Schedule D income tax, National Insurance contributions paid on a different basis, and the detailed accounts required for VAT-registered small businesses. As few new businesses had any employees, PAYE was rarely a problem, but even in those cases it was far less of a problem than the owner-manager's general account problems. Other types of regulation and paperwork dwindled into insignificance in comparison with these three all-pervasive problems. These bookkeeping and paperwork responsibilities were felt to be onerous and resented, even when they were recognised to be indispensable functions for running the business properly.

There is some evidence that the problems connected with income tax and VAT experienced by new businesses have so far been under-estimated. This is largely due to the fact that existing sources of information give greater prominence to the views of established businesses, which are also for the most part larger and longer running, and well past the initial hurdle of learning the intricacies of VAT and business tax. One hurdle on which further information is required is the 'VAT trap'—the extent which the existence of a specific VAT turnover threshold encourages or forces small firms to stay below this turnover threshold (recently raised to £23,600) in order to avoid the problems of VAT accounts, thus acting as a barrier to business expansion and growth. This is somewhat separate, but related to the compliance costs of VAT for the small firm, and more especially for the new small firm. ■

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Special Feature

Mussel bottling in a Danish factory—a country with a high rate of part-time women workers. Photo: Maggie Murray/Format

Women at work in Europe

The potential and pitfalls of using published statistics

by Angela Dale and Judith Glover

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In the run up to 1992, labour force comparisons across the European Community will be of increasing interest. This article identifies main sources of international statistics and highlights the pitfalls and the potential for international analysis within the context of women's employment patterns[1].

International comparisons on employment-related topics have long been a prime concern of bodies such as the Organisation for Economic Cooperation and Development (OECD) and the European Community (EC), and statistics are regularly compiled and published in OECD *Labour Force Statistics* and by the Statistical Office of the European Community (SOEC) to enable such comparisons to be drawn. While the value of this comparative data is irrefutable, there are nonetheless a number of difficulties in making such comparisons which are important to recognise. This article is concerned with exploring the possibilities and problems of making international comparisons based on some of these statistics. It does this within the context of women's employment patterns. Three kinds of problem may be immediately identified:

[1] More detailed analysis of this topic is reported in a forthcoming Employment Department research paper. The views expressed in this article are not necessarily those of the Department.

Conceptual difficulties

These derive from the fact that countries have different historical and ideological backgrounds which affect the meaning of concepts concerned with employment. For example, in some countries 'unpaid family workers' are included as part of the labour force while in others they are not included in labour force statistics.

Substantive differences

Differing social and economic arrangements cause variations which affect comparative employment statistics. Age of entering and leaving the labour market, and whether or not conscription exists are factors specific to an individual country but which affect standardised statistics based upon an age range of, for example, 15–64.

Measurement difficulties

These are present in all social research, but may affect countries differently. For example, it is acknowledged that official surveys have difficulty in measuring employment that is undeclared or 'off the cards'. If the extent of such employment varies between countries, then this measurement error will vary in strength between countries.

Statistical sources

A priority of the EC has been to produce comparable statistics on employment and unemployment at the Community level, and to this end the Statistical Office of the European Community (SOEC) organised the first Community labour force survey of the six original Member States in 1960. From 1973 to 1981 biennial surveys were carried out and then, in 1983, the design of the survey was revised with the aim of increasing comparability between member states. In furtherance of this aim a definition of the 'labour force' was adopted which followed a recommendation from the Conference of Labour Statisticians in October 1982. The effect of this is that the Community Labour Force Surveys are comparable over time from 1983 onwards, but the changes in definition preceding the 1983 survey makes comparisons between 1983 and earlier years unreliable.

The sampling procedures used in the member states are not uniform but are determined independently by each State. However, the Council regulates the sample size which, for the Federal Republic of Germany, France, Italy and the UK is set at between 60,000 and 100,000 households; 30-50,000 households for Belgium, Greece, the Netherlands and Ireland, 30-40,000 households in Denmark and 10,000 households in Luxembourg. Details of the sample design for each member country at the time are contained in the Eurostat publication *Labour Force Sample Survey: Methods and Definitions*, 1985. (Spain and Portugal did not join the Community until 1986 and will be included in later editions.)

Each member state is required to send to the Statistical Office of the European Community a data tape containing the agreed information for each Labour Force Survey. These 'harmonised' surveys are then used to produce a series of publications on employment and unemployment.

The OECD also publishes an annual volume of *Labour Force Statistics* which contains an historical time series of statistics on the population and the labour force for the 24 member countries. However, the introduction to the report points out that "The standardised presentation of the tables does not imply that the series for the various countries are comparable. Important differences exist between countries in the matter of general concepts, classification and the methods used for obtaining data" (OECD's *Labour Force Statistics*, 1985).

In this article comparative data on employment patterns are drawn from both statistics published by OECD and also from the EC Labour Force Survey. For both OECD and EC data the nature of these differences will be discussed as the data are presented.

Table 1 Male and female civilian labour-force participation rates, 1985

Per cent

	Male	Female
Italy	76	41
Greece	78	42
Ireland	84	37
Luxembourg	84	43
Belgium	73	50
France	73	55
Germany	77	50
UK	87	60
Netherlands	76	41
Denmark	86	74
Spain	76	34
Portugal	85	57

Source: OECD Labour Force Statistics, 1987.

Labour force participation rates

From *table 1*, showing civilian labour force participation rates for 1985 for EC member states, it is clear that, as expected, there are considerable differences in the overall level of labour market participation between men[2] and women, but also substantial differences between women's rates for different countries. Within this context, a recent feature of the labour markets of most Western European countries has been a rise in levels of women's labour force participation while levels for men have remained stable or fallen.

For illustration, *figure 1* presents time series data for the UK and France from 1973 to 1983. OECD data, rather than SOEC data have been used in these figures because the former are available as a standardised time series over a longer time period and, additionally, contain data on the newer EC members, Spain and Portugal.

If the OECD maxim is adhered to—that these figures represent an approximation only—they can provide a useful backdrop to more detailed exploration of international differences. It is evident from *table 1* that while men's participation rates are relatively constant, varying between 73 and 87 per cent, women's rates are not only lower but also show greater variation, between 34 and 74 per cent. *Figure 1* illustrates the way in which men's labour force participation has fallen over time in France and the UK while women's participation has increased. This is a feature of almost all countries listed in *table 1*.

The civilian labour force rate is defined as the total number in the labour force excluding the armed forces, expressed as a percentage of the population aged 15–64. Data for the UK are obtained from the Census of Employment, with self-employed estimates from the

[2] There is also a certain amount of variation in male rates of civilian labour force participation, with the UK having highest levels. By examining total labour force participation rates (which include all members of the Armed Forces) for ages 15–64 it is possible to check whether this high level for the UK may be explained by the fact that it has no policy of conscription. Figures drawn from the OECD's *Labour Force Statistics* (1987) show that the UK still has the highest level of total labour force participation for men, although there is a slight narrowing of the gap between the UK and the other European Community countries.

population census and from the Labour Force Surveys; unpaid family workers are excluded.

By contrast, data for France, for example, come from official estimates based on the 1968, 1975 and 1982 Census, on special inquiries made by the Ministry of Labour, and on the Labour Force Surveys; unpaid family workers are included.

It is immediately apparent that data drawn from such a multiplicity of sources cannot give precise statistics but, as the OECD reports make clear, should be viewed as approximations. This is a particular problem when making comparisons for women because, despite the use of standard definitions for 'employment', and 'unemployment', women are more likely to be omitted from labour force statistics when unemployed and the variety of statistical sources used in the compilation of these figures makes this problem difficult to overcome. It is also important to recognise that the civilian labour force participation rate has been calculated, in line with standard OECD methods, by expressing the number in the civilian labour force as a percentage of the total population aged 15–64. Clearly, differences over time and between nations in the age of entering the labour force and the age of retirement, will influence the results obtained.

Female part-timers

It has been well established in the UK that women's labour force participation has risen as a result of increased numbers of women taking part-time work and this leads on to the question of whether there is a more general relationship between labour force participation rates and part-time working. *Table 2* shows the extent of part-time working for 1979–85 for those countries listed in *table 1* (with the exception of Spain and Portugal, for which equivalent data are not available).

Male part-timers

It has been well established in the UK that women's labour force participation has risen as a result of increased numbers of women taking part-time work and this leads on to the question of whether there is a more general relationship between labour force participation rates and part-time working. *Table 2* shows the extent of part-time working for 1979–85 for those countries listed in *table 1* (with the exception of Spain and Portugal, for which equivalent data are not available).

Such a detailed exploration is possible through the use of the harmonised EC Labour Force Surveys. As discussed above, these surveys, now carried out annually,

Table 2 Women in part-time* employment as a percentage of all women in employment

Per cent

	1979	1981	1983	1984	1985
Italy	11	10	9	10	10
Greece	–	7	12	9	10
Ireland	13	–	16	14	16
Luxembourg	18	–	18	15	16
Belgium	17	16	20	20	21
France	17	17	20	21	22
Germany	28	29	30	29	30
UK	39	40	42	44	45
Netherlands	32	49	50	–	52
Denmark	46	47	45	37	44

Source: Labour Force Sample Surveys, 1979, 1981, 1983, 1984 and 1985 (Eurostat: 1981, 1983, 1985a, 1986, 1987).

* Part-time working is based on self-definition except for the Netherlands, which is discussed in the text.

Photo: Maggie Murray/Format

West German hospital worker testing enzymes.

are designed to provide comparative data between the member states of the EC and therefore data collection is carried out within an agreed framework of concepts and definitions. Before discussing these figures we outline the definitions used and consider the extent to which countries are in fact comparable.

European Labour Force Survey definitions

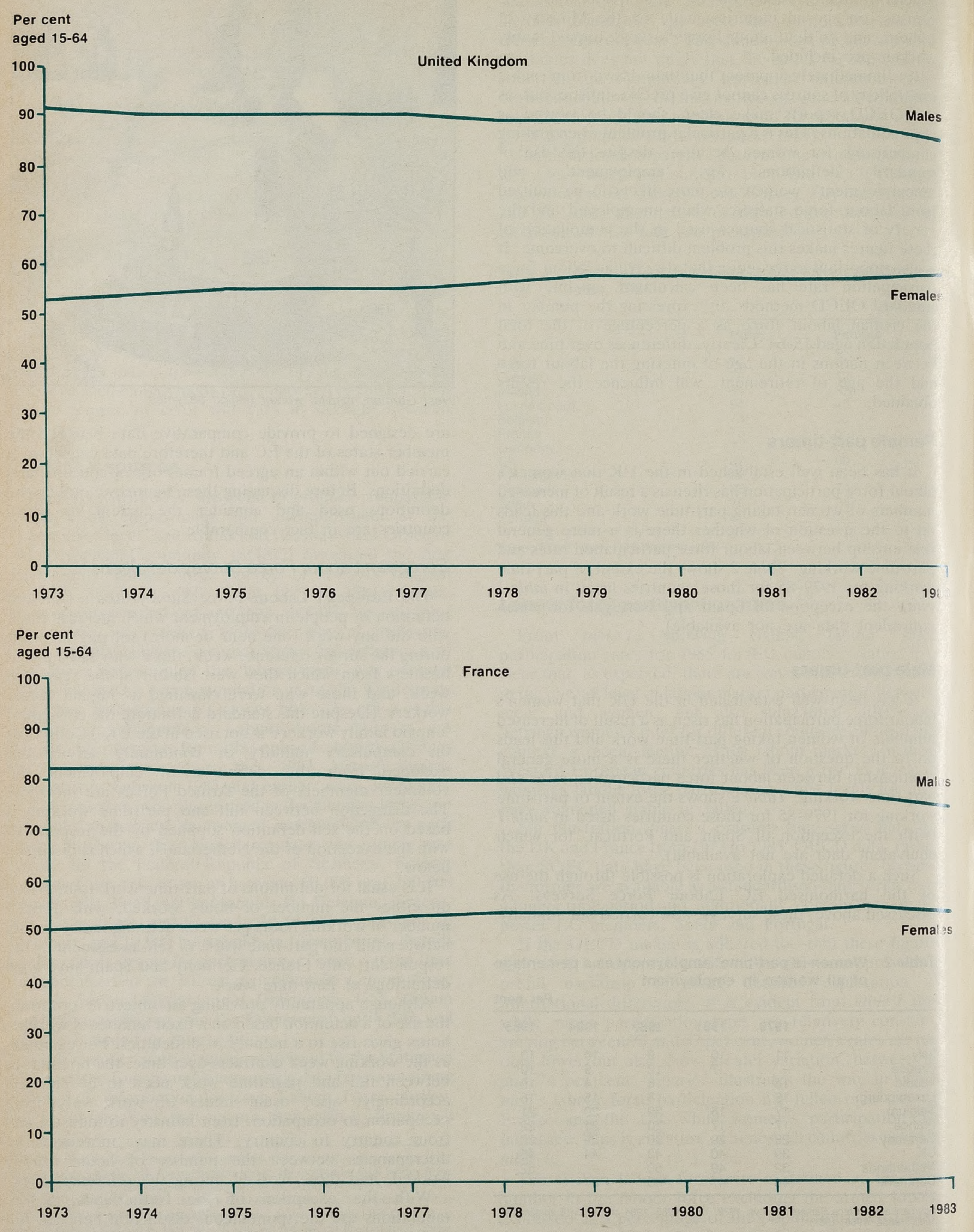
The European Labour Force Survey uses a standard definition of people in employment which includes those who did any work (one hour or more) for pay or profit during the survey reference week, those who had a job or business from which they were absent in the reference week, and those who were classified as unpaid family workers. (Despite this standard definition, the concept of 'unpaid family workers' is not used in the UK.) Conscripts on compulsory military or community service are excluded from this definition of employment but volunteer members of the Armed Forces are included. The distinction between full and part-time working is based on the self-definition supplied by the respondent with the exception of the Netherlands, which is discussed below.

It is usual for definitions of part-time work to be based on either the number of hours worked, with a fixed number of working hours per week defining the boundary between full and part-time work, or self-assessment by the respondent; only France, Germany and Spain have legal definitions of part-time work.

Although apparently providing an 'objective' criterion, the use of a definition based on a fixed number of working hours gives rise to a number of difficulties. For example, as the working week contracts over time, the boundaries between full and part-time work need to be changed accordingly; also, usual hours of work vary from occupation to occupation, from industry to industry and from country to country. There may, moreover, be discrepancies between the number of hours usually worked, and those worked during the reference week.

With the exception of the Netherlands, SOEC tabulations use the spontaneous distinction between full and part-time working given by the respondent. While this goes some way towards overcoming the problem of

Figure 1 Labour force participation: males and females, 1973-83



Source: OECD Labour Force Statistics

Cotton mill near Belfast. In the UK women have increased their labour force participation largely through part-time work.

comparisons between countries, there are difficulties.

Firstly, in the Netherlands, only pre-determined definitions are available, and these have the added problem of changing over time. In 1979 the criterion used was 'less than 40 work-hours a week and less than would be usual in a given job'. In 1981 this changed to simply 'less than 40 hours a week', a change which is likely to have been at least one factor explaining the considerable increase in part-time working between 1979 and 1981 (as apparent from *table 2*).

In the 1983 survey there was a further change to '35 hours or less for family workers and the self-employed, and contractual hours of less than 31 hours a week for employees, or between 31 and 34 hours if this is fewer than normal for the job'. This means there will be variation in the incidence of part-time working between 1979 and 1983 due solely to the definition change. However, the 1983 definition is similar in concept to that of 1979 (that is it precludes full-time workers) and, as 1983 figures show no drop in part-time working by comparison with 1981, it may be concluded that there has, in fact, been a real and substantial increase in part-time working in the Netherlands, over the period 1979–83, an increase that is not simply due to changes in the precision applied to the definition.

Part-time—definition danger

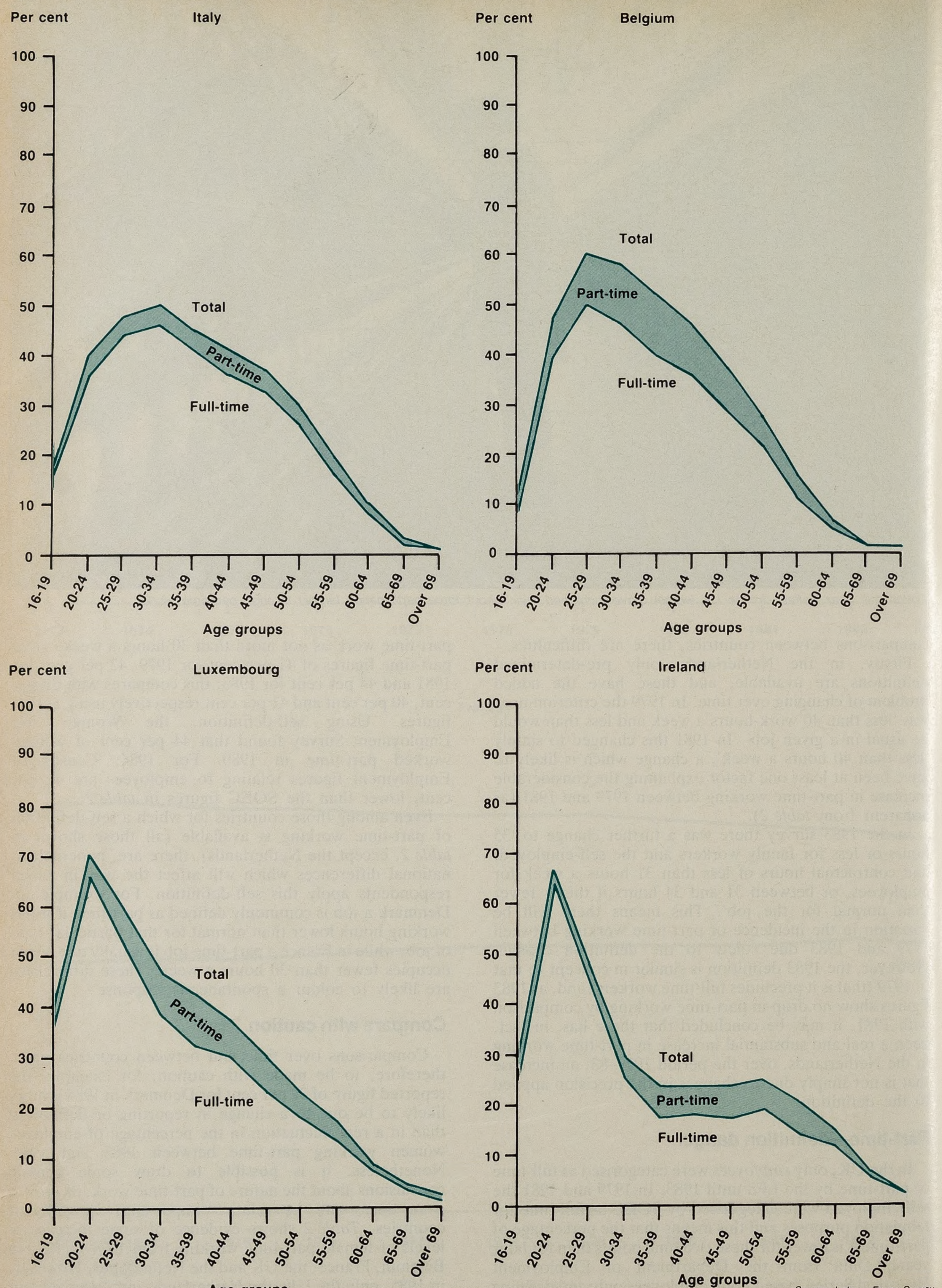
In the UK, only *employees* were categorised as full-time or part-time by the LFS until 1983. In 1979 and 1981 the self-employed were categorised by SOEC as full-time for tabulation purposes and this means that the percentage of part-timers is lower for these two time points than for later years. Data from the Department of Employment Historical Series, based upon employees only and defining part-time work as not more than 30 hours a week, gives part-time figures of 41 per cent for 1979, 42 per cent for 1981 and 44 per cent for 1983; this compares with 39 per cent, 40 per cent and 41 per cent respectively using SOEC figures. Using self-definition, the Women and Employment Survey found that 44 per cent of women worked part-time in 1980. For 1984, Census of Employment figures relating to employees are 42 per cent, lower than the SOEC figures in *table 2*.

Even among those countries for which a self-definition of part-time working is available (all those shown in *table 2*, except the Netherlands), there are, nonetheless, national differences which will affect the way in which respondents apply this self-definition. For example, in Denmark a job is commonly defined as part-time if it has working hours lower than normal for that particular type of job, while in France a part-time job is usually one which occupies fewer than 30 hours a week. These differences are likely to colour a spontaneous response.

Compare with caution

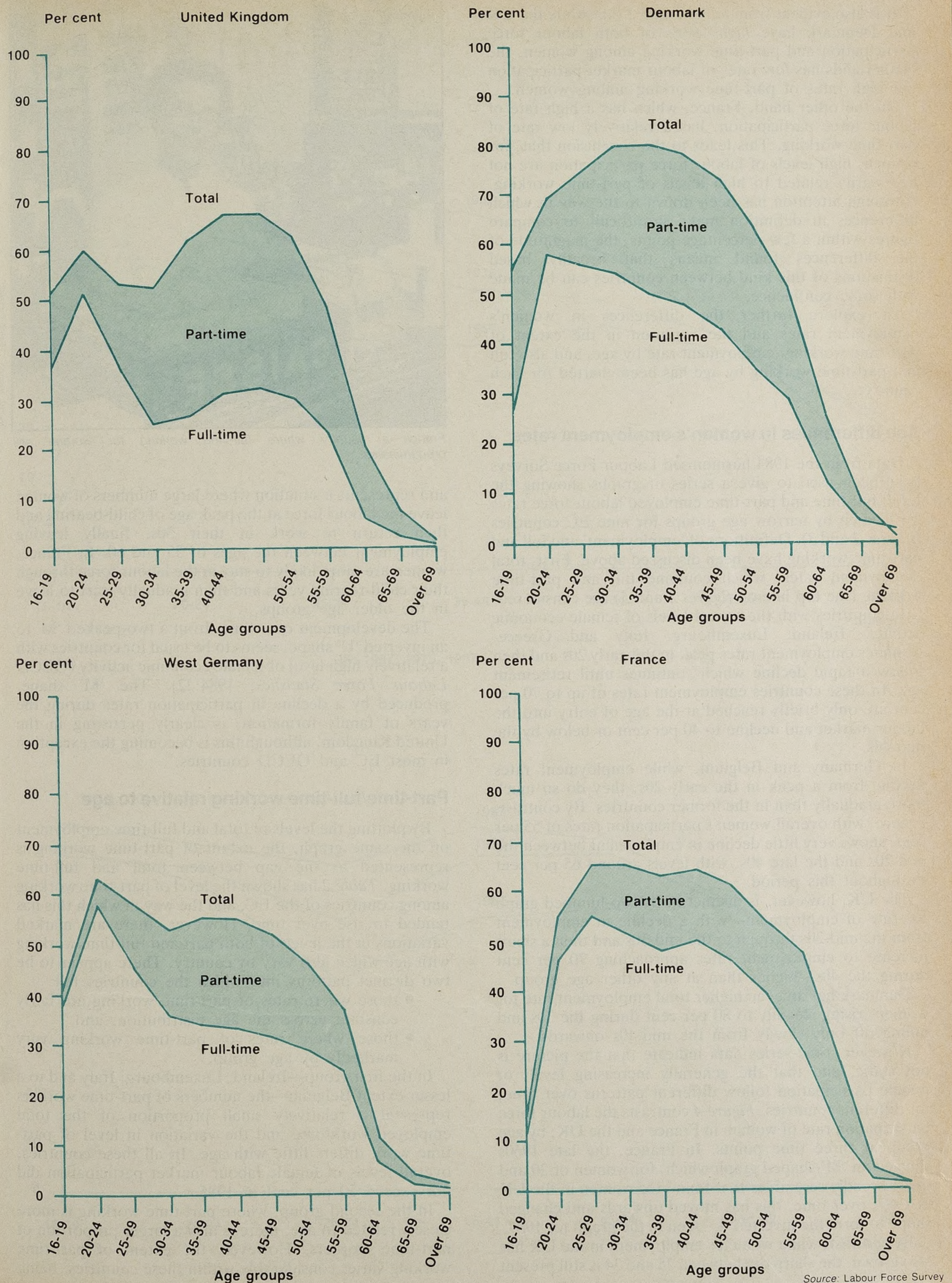
Comparisons over time and between countries need, therefore, to be made with caution; for example, the reported figure of 37 per cent for Denmark in 1984 is more likely to be due to a change in reporting or definitions than in a real fluctuation in the percentage of employed women working part-time between 1983 and 1985. Nonetheless, it is possible to draw some general conclusions about the nature of part-time work, its growth over time, and its relative importance in different countries. *Table 2* shows evidence of some increase in levels of female part-time working from 1979 to 1985 in Belgium, France, the UK and the Netherlands. However, in 1985, only the UK, the Netherlands and Denmark had

Figure 2 Total, full-time and part-time female employed workforce participation rates, 1984



Source: Labour Force Survey

Figure 3 Total, full-time and part-time female employed workforce participation rates, 1984



Source: Labour Force Survey

more than 40 per cent of employed women in part-time work.

It is also evident from *tables 1* and *2* that while the UK and Denmark have *high* levels of both labour force participation and part-time working among women, the Netherlands has *low* rates of labour market participation but high rates of part-time working among women.

On the other hand, France, which has a high rate of labour force participation, has a relatively low rate of part-time working. This leads to the conclusion that, for women, high levels of labour force participation are not necessarily related to high levels of part-time working. Although attention has been drawn to the way in which differences in definition make it difficult to compare figures within a few percentage points, the magnitude of the differences found means that broadly based distinctions of this kind between countries can be made with some confidence.

To explore further the differences in women's employment rates and the variation in the extent of part-time working, employment rate by age, and also full and part-time working by age has been charted for each country.

Age differences in women's employment rates

Data from the 1984 harmonised Labour Force Surveys have been used to give a series of graphs showing the total, full-time and part-time employed labour force rates for women by narrow age groups for nine EC countries (*figures 2* and *3*). Definitions of 'employment' and full and part-time working have been discussed above. First, total employment rates, which combine full and part-time working (the top line on *figures 2* and *3*) are considered.

In countries with the lowest levels of female economic activity, Ireland, Luxembourg, Italy and Greece, women's employment rates peak in the early 20s and then follow a rapid decline which continues until retirement age. In these countries employment rates of up to 70 per cent are only briefly reached at the age of entry into the labour market and decline to 40 per cent or below by the mid-40s.

In Germany and Belgium, while employment rates decline from a peak in the early 20s, they do so much more gradually than in the former countries. By contrast, France, with overall women's participation rates of 55 per cent, shows very little decline in employment between the mid-20s and the late 40s, with levels around 65 per cent throughout this period.

The UK, however, is distinct in its two-humped graph for rate of employment—with a decline in employment from the mid-20s through to the mid-30s and then a sharp increase to employment rates approaching 70 per cent during the 40s—higher than at any other age group.

Denmark has an even higher total employment rate for women: rising steadily to 80 per cent during the 30s and falling off only slowly from the mid-40s onwards.

However, time-series data indicate that the picture is not static, and that the generally increasing levels of female participation follow different patterns over time, for different countries. *Figure 4* contrasts the labour force participation rate of women in France and the UK, by age group at three time points. In France, the late 1960s showed an 'M'-shaped graph which, for women of 20 and over, broadly resembles that found for women in the UK in 1987; over time, this has moved upwards and changed shape to form the inverted 'U' seen in the graph for 1987.

By contrast, while women's employment in the UK has also grown, the sharp dip between 25 and 34 is still present

France—a country where full-time working for women still predominates..

Photo: Joanne O'Brien/Format

and represents a situation where large numbers of women leave the labour force at the peak age of child-bearing and then return to work in their 30s, finally leaving employment between the ages of 55 and 60. In France, women are more likely to stay in the labour force through their child-rearing years and then gradually start to leave in the older age groups.

The development over time, from a two-peaked 'M' to an inverted 'U' shape, seems to be usual for countries with a relatively high level of female economic activity (OECD *Labour Force Statistics*, 1984:22). The 'M' shape, produced by a decline in participation rates during the years of family formation, is clearly persisting in the United Kingdom, although this is becoming the exception in most EC and OECD countries.

Part-time/full-time working relative to age

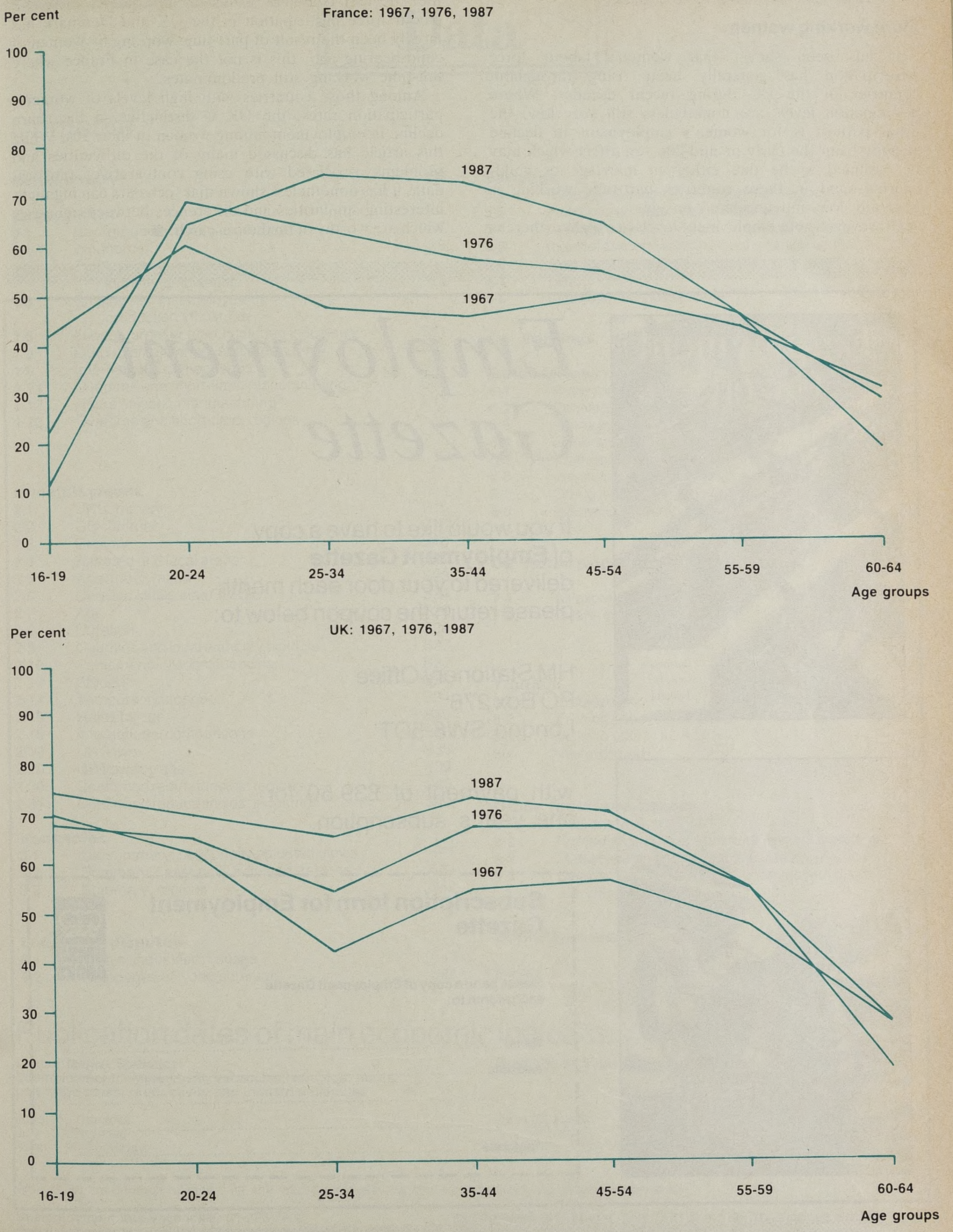
By plotting the levels of total and full-time employment on the same graph, the extent of part-time working is represented as the gap between total and full-time working. *Table 2* has shown the level of part-time working among countries of the EC, and the way in which this has tended to rise over time. However, there are marked variations in the levels of both part and full-time working with age which also vary by country. There appear to be two distinct patterns into which the countries fall:

- those where rates of part-time working are fairly constant across the age distribution; and
- those where rates of part-time working vary markedly by age group.

In the first group—Ireland, Luxembourg, Italy and to a lesser extent Belgium—the numbers of part-time workers represent a relatively small proportion of the total employed workforce and the variation in level of part-time work differs little with age. In all these countries, overall levels of female labour market participation did not exceed 50 per cent in 1985.

In the second group, where part-time working is more closely related to age, there is also a larger proportion of part-time workers. However, the extent of part-time working varies considerably within these countries, being

Figure 4 Female civilian labour force, by age



Source: OECD Labour Force Statistics 1965-85 and 1966-86 particularly high in the United Kingdom and Denmark, somewhat lower in Germany, and considerably lower in France.

More working women

It has been shown that women's labour force participation has generally been rising throughout countries of the EC during recent decades. Where participation levels are nonetheless still very low, the usual pattern is for women's employment to decline steadily from the early or mid-20s—an effect which may be assumed to be due either to marriage or child-bearing—and in these countries part-time working is generally low and unrelated to age.

However, where employment levels are higher, there is also more likely to be a greater degree of part-time working, although considerable variation is found—as evident from the difference in patterns shown by France, the UK and Denmark. Thus while women's increased labour force participation in the UK and Denmark has largely been the result of part-time working by women of child-bearing age, this is not the case in France where full-time working still predominates.

Among those countries with high levels of women's participation rates, the UK is distinctive in the sharp decline in employment among women in their 20s. While this article has discussed many of the difficulties and problems associated with using comparative statistical data, it has nonetheless shown that such data can highlight interesting similarities and differences between countries which are worthy of further research. ■

Labour Market Data

Contents

Publication dates of main economic indicators 1989

Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes	Retail Prices Index	Tourism
June 15, Thursday	June 16, Friday	July 5, Wednesday
July 13, Thursday	July 14, Friday	August 2, Wednesday
August 17, Thursday	August 18, Friday	August 30, Wednesday

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

Unemployment and vacancies: 01-273 5532.
Retail Prices Index: 0923 815281 (Ansafone Service).
Tourism: 01-273 5507
Employment and hours: 0928 715151 ext. 2570 (Ansafone Service).
Average Earnings Index: 0923 815208/815214

Commentary

Trends in labour statistics

Summary

Manufacturing employment (seasonally adjusted) is estimated to have fallen by 8,000 in March. This follows a fall of 7,000 in February and a rise of 10,000 in January. Over the year to March 1989 the estimated number in employment in manufacturing fell by 3,000.

The workforce in employment in the United Kingdom rose by an estimated 143,000 (seasonally adjusted) in the fourth quarter of 1988, and by 641,000 in the year to December 1988.

Unemployment in the UK (seasonally adjusted) fell sharply by more than 60,000 between March and April, to reach 1,856,400, the lowest level since December 1980. The unemployment rate fell to 6·5 per cent of the workforce. Unemployment has now fallen by 1·277 million over 33 consecutive months since the peak in July 1986.

The underlying increase in average earnings in the year to March 1989 was 9¼ per cent (provisional estimate). This is the same as the rate for the year to February.

Latest productivity figures for the whole economy show that output per head in the fourth quarter of 1988 was ½ per cent higher than in the corresponding quarter of 1987. Within the manufacturing sector, productivity growth rates in recent months have been close to 6 per cent per annum.

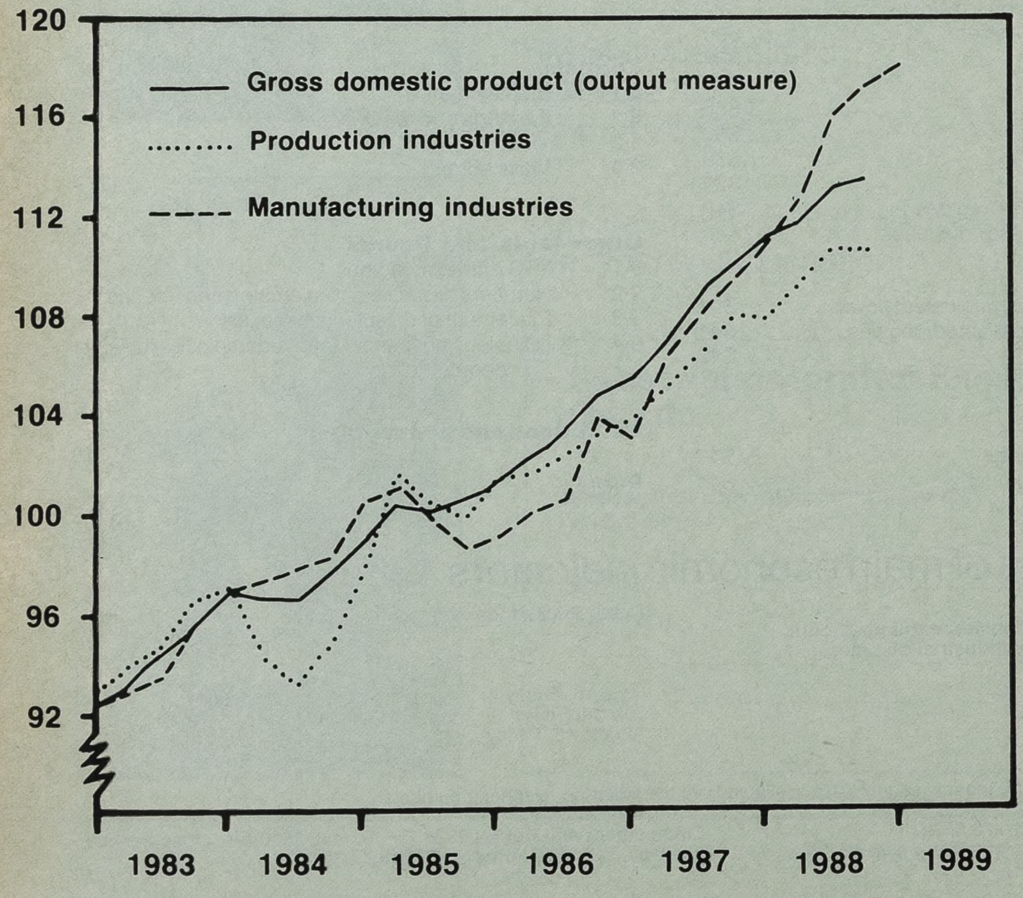
The annual rate of price inflation was 8·0 per cent in April, compared with 7·9 per cent for March. The rate excluding mortgage interest payments rose from 5·7 per cent to 5·9 per cent.

It is provisionally estimated that 2·9 million working days were lost through stoppages of work due to industrial disputes in the 12 months to March 1989. This compares with 2·5 million days lost in the previous 12-month period, and an annual average of 10·2 million days over the ten-year period ending March 1988.

Overseas residents made an estimated 890,000 visits to the United Kingdom in February 1989, while United Kingdom residents made about 1·57 million visits abroad.

OUTPUT INDICES
1985 = 100

Seasonally adjusted



Economic background

The latest estimates of *Gross Domestic Product* (GDP) suggest that the level of economic activity in 1988 was 4 per cent higher than in 1987. Between 1987 and 1988 the expenditure measure of GDP at constant factor cost rose 2½ per cent while the income based measure and the output based measure both increased by 4½ per cent. The average measure, which is the Central Statistical Office's preferred measure for comparisons of a year or more, increased by 4 per cent between these two years. In the fourth quarter of 1988 the average measure of GDP at constant factor cost was 3 per cent higher than in the fourth quarter of 1987 and ½ per cent higher than in the third quarter of 1988. The estimates of the average measure were calculated in the usual way as the average of the three independent GDP measures, including the expenditure measure which, exceptionally, was excluded when the average measure for the third quarter of 1988 was first calculated last December.

Output of the production industries in the first quarter of 1989 is provisionally estimated to have fallen by 1½ per cent compared with the previous quarter but was still 1 per cent higher than in the same period a year earlier. *Manufacturing output* in the first quarter was ½ per cent higher than in the previous quarter and 6½ per cent higher than in the same period a year earlier. Within manufacturing, between the two latest quarters, there were increases of 3 per cent in the output of the chemicals and 'other manufacturing' industries, and 2 per cent in the output of the metals industry and of 'other minerals'. The output of the engineering and allied industries and of food, drink and tobacco fell by 1 per cent. There was little change in the output of textiles and clothing. Output of the energy sector in the first quarter, which was affected by the loss of production from Piper Alpha, its associated fields and other interruptions to oil extraction fell by 7 per cent compared with the previous quarter and was 12 per cent lower than in the corresponding period a year earlier.

Preliminary estimates suggest that in the first quarter of 1989 *consumers' expenditure* was ½ per cent above the level of the fourth quarter of 1988 and 4½ per cent above the same period last year.

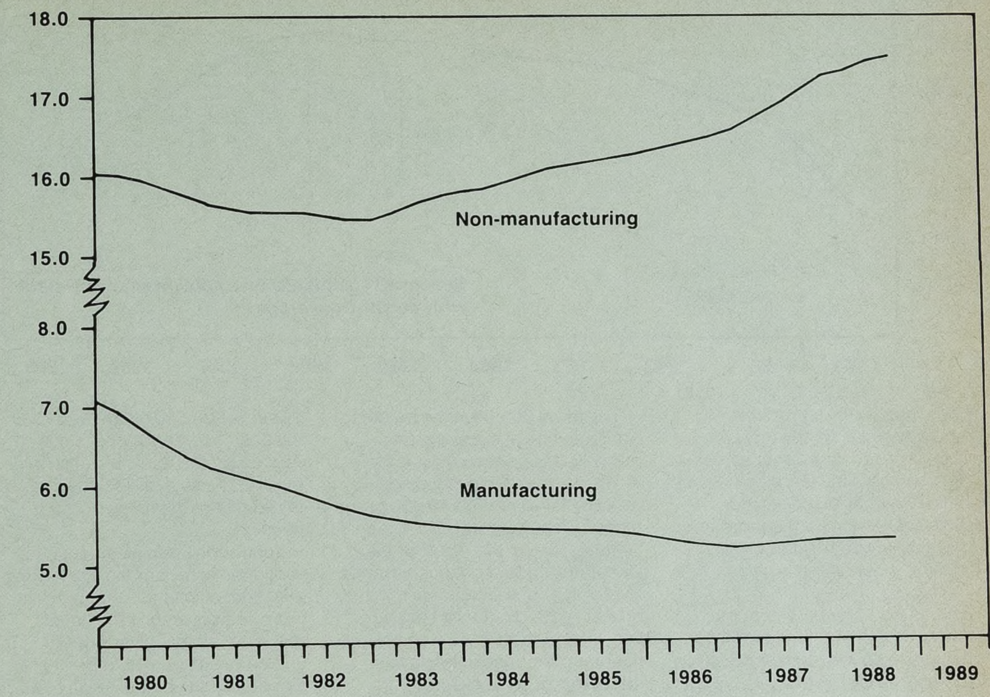
The provisional estimate of the rebased seasonally adjusted index of the volume of *retail sales* in April 1989 was 120·9 (1985 = 100), below the levels in February and March. In the three months February to April the level of sales was more than 1 per cent above that in the previous three months (after seasonal adjustment) and 4 per cent higher than in the corresponding period a year earlier.

The provisional estimate of *capital expenditure* by the manufacturing, construction, distribution and financial industries in the first quarter of 1989 was nearly 3 per cent higher than in the preceding quarter, and over 16 per cent higher than in the first quarter of 1988. (The series has been revised since the publication of figures for the fourth quarter of 1988.) Within the total, investment (including leased assets) by manufacturing industry rose by nearly 5 per cent between the latest two quarters, and was more than 8½ per cent higher than in the first quarter of 1988. Investment by the construction, distribution and financial industries was 1½ per cent higher than in the previous quarter, and over 20 per cent higher than in the first quarter of 1988.

Provisional figures indicate that the level of *stocks held by manufacturers, wholesalers and retailers* fell by £108 million, at 1985 prices and seasonally adjusted, in the first quarter of 1989. Retailers and wholesalers reduced their stocks by £267 million and £46 million respectively, while the stock level of the manufacturing sector rose by £205 million.

First quarter figures for other industries are not yet available. During 1988 as a whole the level of stocks held by UK industry (all sectors) rose by £1,964 million at 1985 prices—over 2 per cent of the level at the start of the year.

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom
Million **Seasonally adjusted**



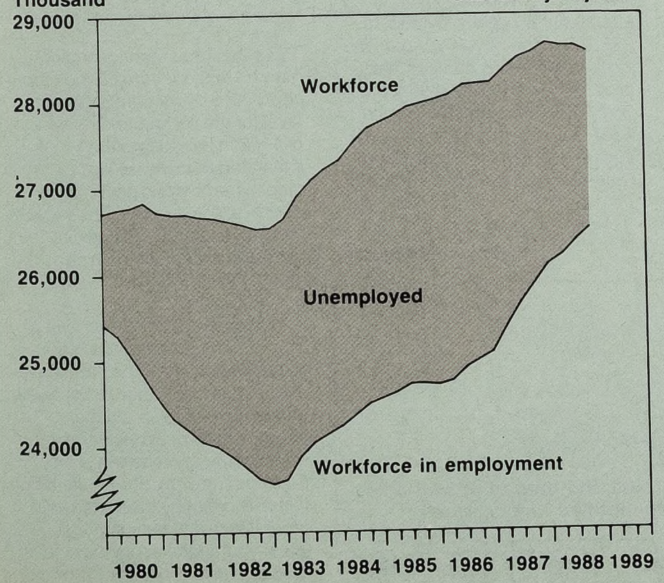
The current account of the *balance of payments* in the first quarter of 1989 is estimated to have been in deficit by £4·5 billion, compared with a £5·5 billion deficit in the previous quarter. Visible trade in the same period was in deficit by £6·0 billion, following a £6·3 billion deficit in the previous period. In the latest quarter a surplus on trade in oil of £0·2 billion was offset by a deficit on non-oil trade of £6·2 billion. The volume of exports rose by 4 per cent in the first quarter of 1989, to a level 4½ per cent higher than the corresponding quarter a year earlier. The volume of imports rose by 4½ per cent in the first quarter of 1989, and was 18 per cent higher than a year earlier.

The *Public Sector Borrowing Requirement* (PSBR), not seasonally adjusted, in April 1989 is provisionally estimated to have been minus £0·8 billion (that is, a net debt repayment). Privatisation proceeds were £1·7 billion, comprising the third instalment of the BP share sale and the 1989 British Gas debenture payment. PSBR excluding privatisation proceeds is provisionally estimated to have been £1·0 billion. In April 1988 the PSBR was minus £1·1 billion, and £0·7 billion excluding privatisation proceeds.

Sterling's effective *exchange rate index* (ERI) for April 1989 fell by ½ per cent to 95·4 (1985 = 100). The currency fell by ½ per cent against both the $US and the deutschemark but rose by ½ per cent against the yen. ERI was 2 per cent lower than in the corresponding month a year ago; over the period, sterling rose by 1½ per cent against the deutschemark but fell by 9½ per cent against the $US and by 4 per cent against the yen.

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

WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom
Thousand **Seasonally adjusted**



Employment

In line with the new practice adopted in the monthly labour market statistics press notice, the presentation of employment statistics in this commentary will in future be on a United Kingdom basis where possible. However, the new figures available this month relate to employees in the production industries in Great Britain only for the first quarter of 1989.

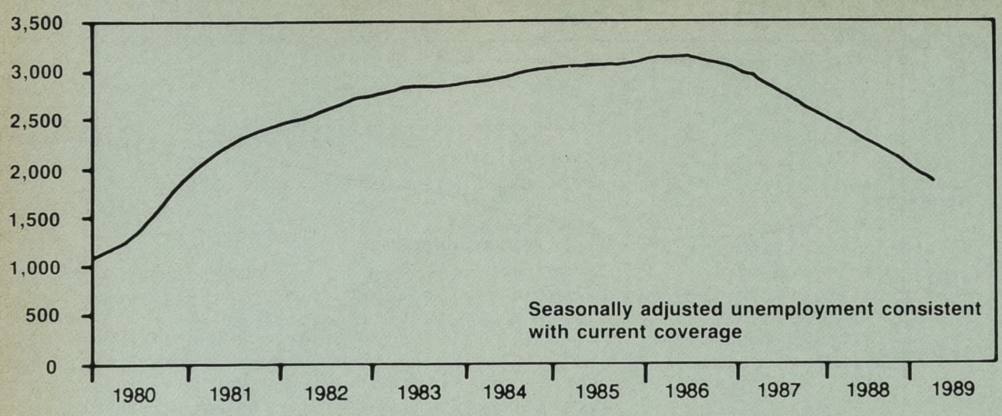
The number of *employees employed in manufacturing industry* in Great Britain is estimated to have fallen by 8,000 in March. This follows a fall of 7,000 in February and a rise of 10,000 in January, giving a net fall of 5,000 over the quarter. Over the year to March 1989, the estimated number in employment in manufacturing industries fell by 3,000, compared with a rise of 97,000 in the previous 12 months and a fall of 151,000 in the year to March 1987.

Figures for *employees in the rest of the economy* and the *workforce in employment* (which comprises employees in employment, self-employed people, members of HM Forces and participants in work-related government training programmes) in the United Kingdom remain essentially as reported last month except for small revisions reflecting both some late data now available for employment in the service sector and recent changes in the seasonal pattern. The estimated increase in the workforce in employment was 143,000 in the fourth quarter of 1988, 641,000 in the year to December 1988 and 2,951,000 between March 1983 (when the upward trend began) and December 1988.

Overtime working in manufacturing industries in Great Britain fell a little, to an estimated 13·80 million hours per week in March, giving an average for the first quarter of 1989 of 14·22 million hours per week, compared with 14·66 million hours per week in the fourth quarter of 1988 and 13·69 million hours per week in the first quarter of 1988. The estimates of overtime working in January and February have been revised

UNEMPLOYMENT: United Kingdom

Thousand — Seasonally adjusted



downwards in the light of the results from the March survey, which is based on a larger sample. It now appears that overtime hours worked have fallen back to the levels seen in the third quarter of 1988 following the exceptionally high levels during the winter months.

Hours lost through *short-time working* in manufacturing in Great Britain remain low, at 0·30 million hours per week in March.

The *index of average weekly hours* worked by operatives in manufacturing industries in Great Britain (which takes account of overtime and short-time working as well as normal basic hours) was estimated at 100·9 for March (1985 = 100), giving an average over the first quarter of 1989 of 101·3. This compares with an average of 101·5 in the fourth quarter of 1988 and 101·2 in the first quarter of 1988.

Unemployment and vacancies

The *seasonally adjusted level of unemployment* in the United Kingdom fell sharply, by a further 60,200 between March and April to 1,856,400, 6·5 per cent of the total workforce. On a consistent basis, the continuous fall since July 1986 has now reached 1,277,000 over 33 consecutive months, the longest and largest sustained fall since the Second World War. Unemployment is now at its lowest level for over eight years.

The fall of 60,200 in the month to April was one of the sharpest monthly falls on record but is not inconsistent with a continuing average fall of around 40,000 per month. The figures tend to fluctuate; there was a similar fall in December 1988. The magnitude of the fall in April seems likely to be erratic, partly due to the relatively late count date in April, with the period of comparison being five rather than four weeks.

In April there were large falls in all regions but particularly sharp drops in the rate of unemployment for men in the more northerly regions of Great Britain (all regions except the South East, East Anglia and the South West). Over the 12 months to April the seasonally adjusted unemployment rate fell in all regions of the UK. Over this period the largest falls in the rate were in West Midlands (2·6 percentage points) and Wales (2·5 points), followed by Yorkshire and Humberside (2·2 percentage points) and North West and North (both 2·1 percentage points). The fall in the UK rate was 1·9 percentage points.

The *unadjusted total of unemployed claimants* in the UK was 1,883,581 (6·6 per cent of the workforce), a fall of 77,000 between March and April.

The number of *long-term unemployed* (claimants unemployed for a year or more) showed a further sharp fall of 77,000 between January and April, bringing the level down to 744,000. Long-term unemployment has now been falling for about three years, by some 600,000 altogether. Over the past two years alone, since April 1987, the total has fallen by more than half a million, the largest fall on record for any two-year period.

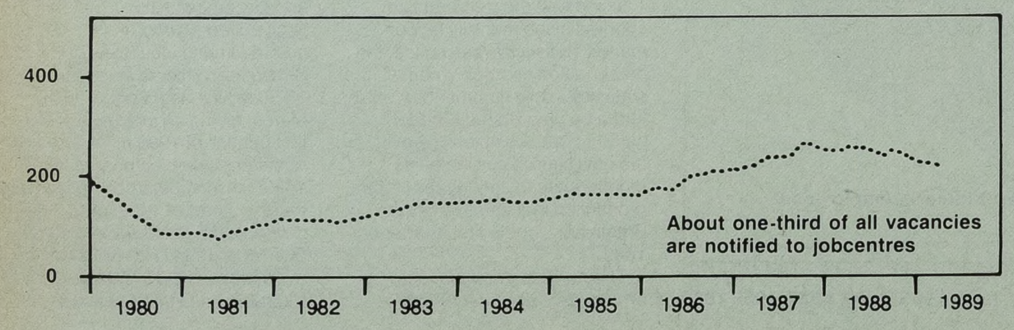
Long-term unemployment has continued to fall among both young and older claimants, although still more sharply among the under-25s. The number of long-term unemployed aged 18 to 24 was some 119,000 in April, a fall of a third compared with a year ago and less than half the level two years ago. Among those aged 25 and over, long-term unemployment has fallen by 38 per cent over the past two years, to 625,000 in April. This includes a fall of some 29 per cent among those aged 50 and over. Unemployment has begun to fall sharply among those unemployed for five years or more, whose numbers fell by 20 per cent in the year to April, to stand at 217,000.

The total of all claimants aged 18 to 24 numbered 530,000 in April, a fall of 368,000 or 41 per cent compared with two years earlier. Unemployment among those aged 25 and over, at 1,351,000 in April, was down 730,000 or 35 per cent over the past two years, since April 1987.

The stock of *vacancies at jobcentres* (UK seasonally adjusted) fell slightly, by 800, to 222,100 in the month to April. The trend in the series has generally been downward since the peak of 265,100 vacancies in November 1987, with the fall mainly concentrated in the South East. Nevertheless, recorded vacancies remain high relative to recent years and, at this level, some reduction in vacancies is not inconsistent with continuing falls in unemployment.

VACANCIES: United Kingdom

Thousand — Seasonally adjusted



Average earnings

The underlying rate of increase in *average earnings* in the year to March 1989 was 9¼ per cent (provisional estimate). This is the same as the rate for the year to February.

In the *production industries* the provisional underlying increase in average earnings in the year to March was 9¼ per cent, the same as the figure for the year to February (the provisional February figure has been revised down by ¼ percentage point in the light of later data). Within this sector the underlying annual increase for *manufacturing* was 9 per cent, the same as the (revised) February figure. Separate data on overtime working in manufacturing show that overtime has returned to the levels that prevailed before last winter's exceptionally high figures, but as overtime remains higher than a year earlier, it continues to be a small contributing factor to the increase in average manufacturing earnings.

The actual increases in average earnings for production and manufacturing were below the underlying rate because a number of annual settlements usually occurring in March had yet to be paid and because the actual index in March 1988 reflected a large amount of arrears of pay.

In the *service industries* the provisional estimate for the underlying increase in average earnings in the 12 months to March was 9 per cent, the same as for the years to February and January.

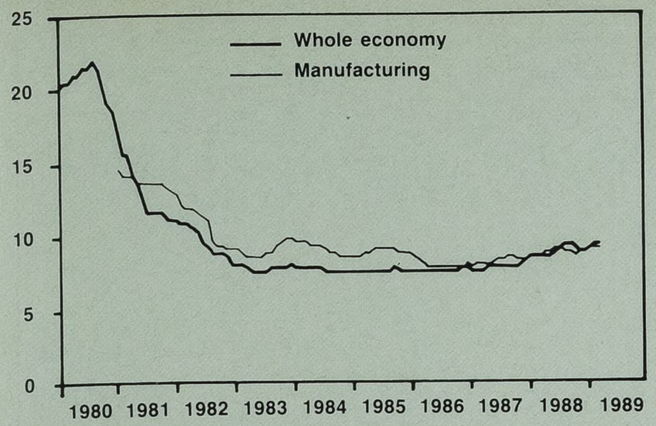
Productivity and unit wage costs

For the three months ending March 1989, *manufacturing output* was over 6½ per cent above the level for the corresponding period of 1988, a little above the estimated trend level. With employment levels up by ½ per cent over the last year, *productivity* continues to grow less quickly than output, and over the past six months the annual rate of interest has been close to 6 per cent.

Wages and salaries per unit of output in manufacturing in the three months to March 1989 were about 3 per cent higher than a year earlier. Over this period the average level of actual earnings in manufacturing (seasonally adjusted) grew by 9¼ per cent but this was offset by the increase in productivity of 6 per cent. The latest figure for unit wage costs growth is in line with the current

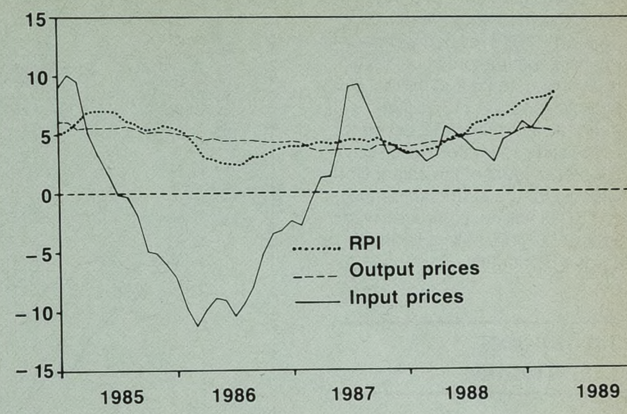
AVERAGE EARNINGS INDEX—UNDERLYING: Increases over previous year

Per cent



RETAIL PRICES INDEX AND MANUFACTURERS' SELLING AND INPUT PRICES: Increases over previous year

Per cent



trend rate of growth of 3 to 3½ per cent per annum.

Latest productivity figures for the *whole economy* are unchanged from those given last month and show that *output per head* in the fourth quarter of 1988 was ½ per cent higher than in the same quarter of 1987. Output rose by 3 per cent in the year to the fourth quarter of 1988, but this was accompanied by a 2½ per cent increase in the employed labour force. It is estimated that the growth in output and productivity would have been half a percentage point higher but for the loss of output due to the Piper Alpha disaster and other recent oil industry interruptions.

Whole economy productivity for the year 1988 was 1·1 per cent up on 1987. The average annual increase for the period 1980-88 was 2·5 per cent, and still compares favourably with that achieved in the 1960s and 1970s.

Unit wage cost figures for the whole economy, for the fourth quarter of 1988, show an increase of almost 8½ per cent over the fourth quarter of 1987, the highest rate of increase since the second quarter of 1981. Wages and salaries per head rose by about 8¾ per cent in the year to the fourth quarter of 1988, and this was only slightly offset by the ½ per cent increase in whole economy productivity.

Prices

The *annual rate of inflation*, as measured by the 12-month change in the Retail Prices Index, was 8·0 per cent for April, compared with the 7·9 per cent recorded for March. The rate excluding mortgage interest payments rose from 5·7 per cent to 5·9 per cent.

Between March and April the overall level of prices increased by around 1·8 per cent, compared with an increase of 1·6 per cent over the corresponding months last year. The annual increases in local authority rates, rent, and water charges were greater than last year. Petrol, food, and clothing prices also rose.

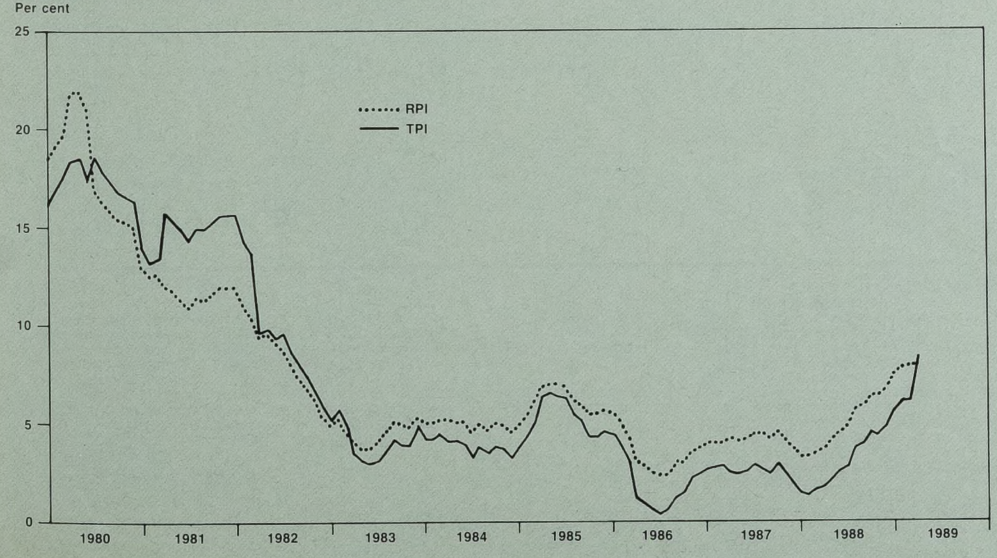
The annual increase in the price index for *home sales of manufactured products* is provisionally estimated at 5·0 per cent for April. The annual rate of increase in the index has been around 5 per cent since last summer.

Prices for *materials and fuels purchased by manufacturing industry* are provisionally estimated to have risen, on average, 7·8 per cent in the year to April after having risen 6·9 per cent in the year to March.

The *Tax and Price Index* increased 8·3 per cent in the year to April, compared with 6·1 per cent in the year to March.

RPI AND TPI: Increases over previous year

Per cent



Industrial disputes

It is provisionally estimated that 73,000 *working days were lost through stoppages of work due to industrial disputes* in March 1989. This figure compares with 63,000 working days lost in February 1989, 259,000 lost in March 1988, and an average of 943,000 for March during the ten-year period 1979–88.

In the 12 months to March 1989 a provisional total of 2·9 million working days were lost, compared to 2·5 million days in the previous 12 months and an annual average over the ten-year period ending March 1988 of 10·2 million days. Included in the figure for the latest 12-month period are 1·2 million days lost by postal workers, and 0·8 million days in the shipbuilding industry.

During the 12 months to March 1989 a provisional total of 681 *stoppages* has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 976 stoppages over the 12 months to March 1988 and an annual average over the ten-year period ending March 1988 of 1,427 stoppages in progress.

Overseas travel and tourism

It is provisionally estimated that overseas residents made 890,000 *visits to the UK* in February 1989, of which 580,000 were by Western European residents, 140,000 by North American residents and 170,000 by residents of other areas.

In the same month an estimated 1·67 million *visits abroad* were made by UK residents. This total was made up of 1·21 million visits to Western Europe, 100,000 visits to North America and 260,000 visits to other parts of the world.

Overseas residents spent an estimated £300 million in the UK in February 1989, while UK residents spent £505 million abroad. This resulted in an estimated deficit of £205 million on the *travel account of the balance of payments* for the month.

Estimates for the 12-month period March 1988 to February 1989, indicate that overseas residents made 15·9 million visits to the UK, 2 per cent more than in the period March 1987 to February 1988. UK residents made an estimated 29·2 million visits abroad in the period March 1988 to February 1989, 15 per cent more than a year earlier.

Overseas residents' expenditure in the UK in the period March 1988 to February 1989 fell by 1 per cent compared with the previous 12-month period, to £6,230 million. UK residents spent £8,315 million abroad, an increase of 12 per cent. The resulting estimated deficit on the travel account of the balance of payments for the 12-month period was £2,085 million, compared with a deficit of £1,159 million for the previous 12 months.

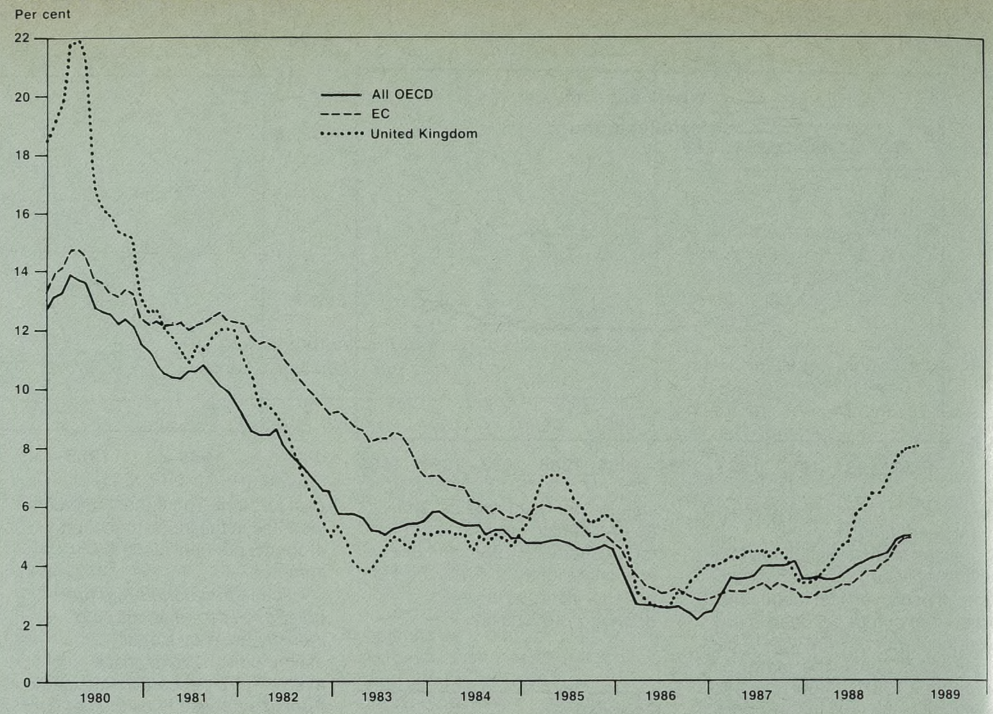
International comparisons

The latest international comparisons of *unemployment* show that the unemployment rate in the UK remains lower than that of the majority of our European Community partners (France, Italy, Belgium, the Netherlands, Spain, Greece and Ireland) and is also lower than in Canada. Over the last two years the employment rate in the UK has fallen faster than in any other industrialised country (as listed in *table 2.18*). More recently, taking the average for the latest available three-month period compared with the previous three months (dates vary from country to country), unemployment has fallen faster in the UK than in any other industrial country except Spain. In some countries the unemployment rate has been rising; for example, Denmark, Norway and Portugal.

The increase of 7·9 per cent in United Kingdom *consumer prices* in the 12 months to March was higher than the averages for both the European Community as a whole (4·8 per cent) and the OECD countries (4·9 per cent). Consumer prices in France rose by 3·4 per cent in the 12 months to March, while in West Germany the rise was 2·7 per cent. Over the same period, consumer price inflation in the United States and Canada (5·0 and 4·6 per cent respectively) was also less than in the United Kingdom, while in Japan prices rose by only 0·9 per cent. In making these comparisons it should, however, be noted that the treatment of owner occupiers' shelter costs varies between countries (see footnote 2 to *table 6.8*). Within the European Community, only the United Kingdom and Ireland include mortgage interest payments within the index; the rise in the UK RPI excluding mortgage interest payments in the 12 months to March was 5·7 per cent.

In the year to the fourth quarter of 1988, *manufacturing productivity* in the United Kingdom rose by about 6¼ per cent (6 per cent in the first quarter of 1989) compared with growth of 7 per cent in Japan. 5 per cent in France, 4 per cent in West Germany, Italy and the United States, and 2 per cent in Canada. Since 1980, which marked the end of the period of slower growth experienced by most countries in the 1970s, the growth in UK manufacturing productivity, at about 5¼ per cent per year, has been faster than in any other major industrialised country.

CONSUMER PRICES INDICES: Increases over previous year



BACKGROUND ECONOMIC INDICATORS* 0·1

UNITED KINGDOM

Seasonally adjusted

		GDP average measure[2]		Output: GDP[3,4]		Index of output UK: Production industries[1,5]		Index of output UK: Manufacturing industries[1,6]		Index of production OECD countries[1]		Income: Real personal disposable income		Income: Gross trading profits of companies[7]	
		1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	£ billion	%
1983		94.7	3.7	94.0	3.4	94.7	..	93.7	..	..	..	95.5	2.8	24.7	16.0
1984		96.4	1.8	97.0	3.2	94.9	0.2	97.6	4.2	..	..	97.4	2.0	27.7	12.1
1985		100.0	3.7	100.0	3.1	100.0	5.4	100.0	2.5	100.0	..	100.0	2.7	37.4	35.0
1986		103.0	3.0	102.9	2.9	102.2	2.2	101.0	1.0	101.2	1.2	103.1	3.1	43.2	15.5
1987		107.6	4.5	107.8	4.8	105.8	3.5	106.6	5.5	104.4	3.2	106.5	3.3	51.6	19.4
1988		111.6	3.7	112.4	4.3	109.7R	3.7	114.2R	7.1	110.4	5.7	111.6	4.8	61.8	19.8
1988	Q1	111.2	5.6	111.2	5.5	107.9	3.9	110.8r	7.6	108.4r	..	110.5	5.0	15.8	30.6
	Q2	111.4	4.2	111.8	4.6	109.4r	4.1	112.6	6.0	109.2	..	110.4	3.9	14.7	14.0
	Q3	111.7	2.5	113.2	4.1	110.7	4.0	116.0	7.5	111.2	..	111.1	4.8	16.1	19.3
	Q4	112.3	3.0	113.5	3.1	110.7	2.7	117.3	7.3	112.7	..	114.4	5.3	15.2	16.0
1989	Q1	..	..	..	..	109.2	1.2	118.1	6.6	..	..	..	..	..	..
1988	Sept	..	..	..	..	111.0	..	116.5r	7.5	111.7	..	..	..	..	..
	Oct	..	..	..	..	110.5	..	116.7	7.2	111.8	..	..	..	..	..
	Nov	..	..	..	..	111.2r	..	117.3	7.4	113.0	..	..	..	..	..
	Dec	..	..	..	..	110.5	..	117.9	7.2	113.4	..	..	..	..	..
1989	Jan	..	..	..	..	109.1	..	118.1	7.0	..	..	..	..	..	..
	Feb	..	..	..	..	108.9	..	117.8	7.0	..	..	..	..	..	..
	Mar	..	..	..	..	109.6	1.2	118.5	6.6	..	..	..	..	..	..

		Expenditure: Consumer expenditure 1985 prices		Retail sales volume[1, 17]		Fixed investment[8]: Whole economy 1985 prices		Fixed investment: Manufacturing industries 1985 prices[6,9]		Fixed investment: Construction, distribution and financial industries[10,11] 1985 prices		General government consumption at 1985 prices		Stock changes 1985 prices[12]	Base lending rates † [13]
		£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%
1983		204.3	4.4	92.2	4.8	38.48	3.1	7.5	−0.8	11.2	2.7	73.3	2.1	1.31	9
1984		207.9	1.8	95.6	3.7	42.52	10.5	8.9	18.3	13.1	17.2	73.9	0.8	1.07	9.5–9.75
1985		215.5	3.7	100.0	4.6	45.37	6.7	10.3	15.0	14.8	12.7	74.0	0.1	0.57	11.5
1986		227.8	5.7	105.3	5.3	44.85	−1.1	9.6	−6.7	15.4	4.1	75.4	1.9	0.69	11
1987		240.1	5.4	111.5	5.9	47.39	5.7	10.1	4.9	19.1	24.0	76.2	1.1	0.92	11
1988		255.6	6.5	119.2	6.9	..	..	11.6	15.4	22.7	18.8	76.6	0.5	1.95	10.25–10.5
1988	Q1	63.0	8.1	117.0	8.3	12.36	9.4	2.7	15.9	5.1	15.9	19.1	2.7	0.04	9
	Q2	62.9	6.1	118.7	7.0	12.72	8.5	3.0	17.5	5.8	26.1	19.2	0.5	0.61	8.5
	Q3	64.3	6.1	120.1	6.4	12.58	6.2	3.0	15.7	5.6	19.1	19.1	−1.0	−0.27	11.5
	Q4	65.5	6.0	121.0	5.9	..	..	2.8	8.8	6.1	13.0	19.3	0.5	1.60	12.5–12.75
1989	Q1	65.8P	4.4	121.5	3.8	..	..	3.0	11.1	6.2	21.6	..	..	..	13
1988	Oct	..	..	121.0	6.2	..	..	..	..	..	..	..	..	..	12
	Nov	..	..	120.7	5.8	..	..	..	..	..	..	..	..	..	13
	Dec	..	..	121.1	5.8	..	..	..	..	..	..	..	..	..	13
1989	Jan	..	..	119.5	4.4	..	..	..	..	..	..	..	..	..	13
	Feb	..	..	122.1	4.1	..	..	..	..	..	..	..	..	..	13
	Mar	..	..	122.6	3.8	..	..	..	..	..	..	..	..	..	13
	Apr	..	..	120.9	3.9	..	..	..	..	..	..	..	..	..	13

		Visible trade: Export volume[1]		Visible trade: Import volume[1]		Balance of payments: Visible balance	Balance of payments: Current balance	Balance of payments: Effective exchange rate†[1,14]		Competitiveness: Normal unit labour costs[1,15, 17]		Prices: Tax and price index†[16]		Producer prices index†[6,16]: Materials and fuels		Producer prices index†[6,16]: Home sales	
		1985 = 100	%	1985 = 100	%	£ billion	£ billion	1985 = 100	%	1985 = 100	%	Jan 1987 = 100	%	1985 = 100	%	1985 = 100	%
1983		87.6	2.3	87.0	8.6	−1.1	3.9	105.3	−7.4	101.7	−6.1	87.9	3.9	..	..	..	..
1984		94.7	8.1	96.9	11.4	−4.6	2.1	100.6	−4.5	99.2	−2.5	91.3	3.9	..	..	95.0	..
1985		100.0	5.6	100.0	3.2	−2.3	3.4	100.0	−0.6	100.0	0.8	96.1	5.3	100.0	..	100.0	5.3
1986		103.6	3.6	106.9	6.9	−8.7	0.2	91.5	−8.5	95.4	−4.6	97.9	1.9	92.4	−7.6	104.3	4.3
1987		109.0	5.2	114.4	7.0	−10.2	−2.9	90.1	−1.5	97.7	2.4	100.4	2.6	95.3	3.1	103.3	−1.0
1988		108.4	−0.6	129.0	12.8	−20.6	−14.7	95.5	6.0	109.0	11.6	103.3	2.9	98.4	3.2	113.2	9.6
1988	Q1	106.2	−2.4	119.8	10.5	−4.0	−3.0	93.5	7.8	105.5	14.1	101.8	1.4	96.9	1.8	111.0	3.8
	Q2	111.4	3.7	127.7	14.1	−4.5	−2.7	96.6	6.9	111.4	13.9	101.9	2.1	97.8	3.7	112.6	4.3
	Q3	109.3	−0.5	133.7	13.6	−5.7	−3.4	95.2	5.2	108.7	11.1	103.5	3.5	98.8	3.7	113.9	4.9
	Q4	106.6	−3.1	135.0	13.0	−6.3	−5.5	96.7	4.3	110.3	7.6	105.9	4.5	100.1	3.8	115.2	4.9
1989	Q1	111.0	4.5	141.3	17.9	−6.0	−4.5P	97.1	3.9	..	..	107.9	6.0	102.6P	5.9	116.8P	5.2
1988	Oct	103.7	−1.3	139.6	12.0	−2.7	−2.4	95.7	5.3	..	..	105.4	4.5	98.0	2.5	114.9	4.8
	Nov	107.1	−1.9	131.5	13.5	−1.9	−1.6	96.6	4.2	..	..	106.0	4.4	99.8	4.4	115.2	4.9
	Dec	109.1	−3.1	133.8	12.9	−1.8	−1.5	97.7	4.2	..	..	106.3	4.8	102.6	4.8	115.4	4.9
1989	Jan	114.5	1.0	146.1	13.8	−2.1	−1.6	97.9	4.5	..	..	107.1	5.6	104.0	6.0	116.4	5.2
	Feb	104.8	2.4	138.9	15.9	−2.2	−1.7	97.3	5.1	..	..	108.0	6.1	101.9	5.3	116.8	5.2
	Mar	113.8	4.5	138.9	17.9	−1.7	−1.2	95.9	3.9	..	..	108.5	6.1	102.3P	6.9	117.2P	5.2
	Apr	..	..	..	..	..	..	95.4	1.4	..	..	109.8	8.3	103.8P	7.8	117.8P	5.0

P=Provisional
R=Revised
r=Series revised from indicated entry.
Data values from which percentage changes are calculated may have been rounded.
* For some indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† Not seasonally adjusted.
(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
(2) For description of this measure see *Economic Trends*, October 1988, p 79.
(3) For details of this series see *Economic Trends*, July 1984, p 72.
(4) GDP at factor cost.
(5) Production Industries: SIC divisions 1 to 4.
(6) Manufacturing Industries: SIC divisions 2 to 4.
(7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.
(8) Gross domestic fixed capital formation
(9) Including leased assets.
(10) Construction distribution and financial industries: SIC divisions 5, 6 and 8.
(11) Excluding assets leased to manufacturers.
(12) Value of physical increase in stocks and work in progress.
(13) Base lending rate of the London clearing banks on the last Friday of the period shown.
(14) Average of daily rates.
(15) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends*, February 1979, p 80.
(16) Annual and quarterly figures are averages of monthly indices.
(17) Series re-based.

1·1 EMPLOYMENT Workforce‡

THOUSAND

Quarter	Employees in employment* Male	Female	All	Self-employed (with or without employees)†	HM Forces**	Work related govt. training programmes††	Workforce in employment‡‡	Workforce‡
UNITED KINGDOM Unadjusted for seasonal variation								
1986 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	11,929	9,959	21,889	2,861	319	311	25,379	28,284
Sept	12,079	10,026	22,105	2,892	319	383	25,699	28,569
Dec	12,127	10,225 R	22,352 R	2,923	317	366	25,959 R	28,654 R
1988 Mar	12,155 R	10,204 R	22,358 R	2,955	317	343	25,973	28,565 R
June	12,235 R	10,332 R	22,567 R	2,986	316	343	26,211 R	28,552 R
Sept	12,321 R	10,395 R	22,716 R	3,017	315	369	26,417 R	28,728 R
Dec	12,291 R	10,540 R	22,831 R	3,048	313	412	26,603 R	28,650 §R
UNITED KINGDOM Adjusted for seasonal variation								
1986 Dec	11,850	9,786 R	21,637 R	2,744	320	278	24,978 R	28,192 R
1987 Mar	11,860	9,838 R	21,698 R	2,802	320	255	25,074 R	28,201 R
June	11,933 R	9,945 R	21,878 R	2,861	319	311	25,369	28,361
Sept	12,019 R	10,038 R	22,057 R	2,892	319	383	25,652 R	28,487 R
Dec	12,111	10,154 R	22,266 R	2,923	317	366	25,873 R	28,552 R
1988 Mar	12,213 R	10,266 R	22,478 R	2,955	317	343	26,093 R	28,659 R
June	12,238 R	10,320 R	22,558 R	2,986	316	343	26,203 R	28,628 R
Sept	12,261 R	10,408 R	22,670 R	3,017	315	369	26,371 R	28,628 R
Dec	12,275 R	10,466 R	22,741 R	3,048	313	412	26,513 R	28,556 R

Definitions of terms used will be found at the end of the section.
‡ Workforce in employment plus claimant unemployed.
* Estimates of employees in employment for December 1984 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (*Employment Gazette*, January 1987, p 31). For all dates individuals with two jobs as employees of different employers are counted twice.
† Estimates of the self-employed up to mid-1988 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1988. The provisional estimates from September 1988 are based on the assumption that the average rate of increase between 1981 and 1988 has continued subsequently. A detailed description of the current estimates is given in the article on p 182 of the April 1989 issue of *Employment Gazette*.
** HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel male and female in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.

1·2 EMPLOYMENT Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services: All employees	All industries and services: Seasonally adjusted	Manufacturing industries: All employees	Manufacturing industries: Seasonally adjusted	Production industries: All employees	Production industries: Seasonally adjusted	Production and construction industries: All employees	Production and construction industries: Seasonally adjusted	Service industries: All employees	Service industries: Seasonally adjusted	Argriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments
Divisions or Classes	0-9		2-4		1-4		1-5		6-9		01-03	11-14	15-17	21-24	25-26	32	33-34 37
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338	328	343	507	367	844	815
1983 June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788
1984 June	20,741	20,729 R	5,302	5,315 R	5,909	5,922 R	6,919	6,935 R	13,503	13,464	320	289	319	445	343	750	786
1985 June	21,006	20,995	5,258	5,272	5,838	5,852	6,833	6,850	13,851	13,814	321	271	309	444	345	748	782
1986 June	21,088	21,076 R	5,133	5,146	5,663	5,676	6,630	6,645	14,149	14,113 R	310	230	300	425	343	723	758
1987 Mar	21,084	21,206 R	5,029	5,053	5,523	5,547 R	6,498	6,525 R	14,287	14,370 R	299	200	294	417	342	703	746
April			5,021	5,048 R	5,508	5,535 R						194	293	417	341	699	739
May			5,038	5,063	5,525	5,550 R						194	293	415	343	704	738 R
June	21,398	21,386 R	5,066	5,079 R	5,556	5,569 R	6,543	6,557	14,553	14,518 R	302	197	293	417	344	708	745
July			5,087	5,081	5,574	5,568						194	293	419	345	707	747
Aug			5,103	5,087 R	5,590	5,574						193	293	422	347	710	752
Sept	21,612	21,564 R	5,125	5,090 R	5,614	5,579	6,620	6,581 R	14,663	14,675 R	329	195	294	425	348	710	755
Oct			5,131	5,101 R	5,616	5,585 R						192	293	426	349	709	755
Nov			5,140	5,112 R	5,624	5,596 R						190	294	427	348	713	755
Dec	21,856 R	21,772 R	5,140	5,116 R	5,624	5,601 R	6,632	6,609 R	14,916 R	14,856 R	307	191	294	427	349	713	757
1988 Jan			5,110	5,133 R	5,591	5,613 R						186	295	426	347	715	750
Feb			5,116	5,144 R	5,592	5,620 R						183	293	428	349	716	752
Mar	21,863 R	21,982 R	5,126	5,150 R	5,599	5,622 R	6,617	6,643 R	14,954 R	15,034 R	292	181	291	429	350	715	756
April			5,123	5,151 R	5,586	5,614 R						172	291	429	350	715	753
May			5,127	5,152 R	5,588	5,613 R						171	290	429	350	720	750
June	22,070 R	22,061 R	5,137	5,150 R	5,599	5,613 R	6,619	6,632	15,158 R	15,126 R	294	173	290	430	352	720	748
July			5,159	5,153	5,618	5,612						170	289	433	355	725	752
Aug			5,170	5,155	5,630 R	5,614						170 R	290	435	358	727	755
Sept	22,218 R	22,172 R	5,185	5,150	5,645	5,610	6,662	6,624 R	15,237 R	15,250 R	319 R	171	289	436	357	733	754
Oct			5,171	5,141 R	5,627	5,597 R						168	288	435	357	729	754
Nov			5,173	5,144 R	5,628	5,599 R						168	288	436	358	731	753
Dec	22,330 R	22,243 R	5,177	5,152 R	5,633 R	5,608 R	[6,653]	[6,628]	[15,382 R]	[15,318 R]	296	168	288	436	358	734	752
1989 Jan			5,141 R	5,162 R	5,593 R	5,615 R						165	287 R	434	356	735 R	746
Feb			5,128 R	5,155 R	[5,578 R]	[5,606 R]						164	[287]	433	356 R	736 R	745 R
Mar			5,123	5,147	[5,572]	[5,595]						162	[286]	433	356	737	745

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

EMPLOYMENT Workforce‡ 1·1

THOUSAND

Quarter	Employees in employment* Male: All	Male: Part-time	Female: All	Female: Part-time	All	Self-employed (with or without employees)	HM Forces**	Work related govt training programmes††	Workforce in employment‡‡	Workforce‡
GREAT BRITAIN Unadjusted for seasonal variation										
1986 Dec	11,604	866	9,620	4,237	21,224	2,684	320	268	24,496	27,596
1987 Mar	11,541	869	9,544	4,207	21,084	2,742	320	245	24,392	27,408
June	11,669	888	9,728	4,266	21,398	2,801	319	303	24,819	27,599
Sept	11,818	882	9,794	4,217	21,612	2,832	319	373	25,136	27,876
Dec	11,866 R	922 R	9,990 R	4,327 R	21,856 R	2,863	317	356	25,392 R	27,968 R
1988 Mar	11,894 R	914	9,969 R	4,283 R	21,863 R	2,895	317	334	25,408 R	27,883
June	11,973 R	935	10,097 R	4,329 R	22,070 R	2,926	316	335	25,647 R	27,872 R
Sept	12,059 R	914 R	10,159 R	4,301 R	22,218 R	2,957	315	359	25,849 R	28,044 R
Dec	12,029 R	897 R	10,301 R	4,418 R	22,330 R	2,988	313	401	26,032 R	27,970 §R
GREAT BRITAIN Adjusted for seasonal variation										
1986 Dec	11,590 R		9,556 R		21,145 R	2,684	320	268	24,417 R	27,501 R
1987 Mar	11,599 R		9,607 R		21,206 R	2,742	320	245	24,513 R	27,513 R
June	11,672 R		9,714 R		21,386 R	2,801	319	303	24,808 R	27,673 R
Sept	11,759 R		9,805 R		21,564 R	2,832	319	373	25,088 R	27,798 R
Dec	11,852 R		9,920 R		21,772 R	2,863	317	356	25,309 R	27,867 R
1988 Mar	11,951 R		10,031 R		21,982 R	2,895	317	334	25,527 R	27,975 R
June	11,976 R		10,085 R		22,061 R	2,926	316	335	25,637 R	27,944 R
Sept	12,000		10,171 R		22,172 R	2,957	315	359	25,803 R	27,946 R
Dec	12,015 R		10,228 R		22,243 R	2,988	313	401	25,945 R	27,877 R

†† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) plus participants in new JTS (up to September 1988) and ET participants who receive work experience (from December 1988). Additionally for the UK this includes some trainees on Northern Ireland schemes—those on: Youth Training Programme (excluding second year trainees in further education colleges); Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.
‡‡ Workforce in employment comprises employees in employment, the self-employed, HM Forces and participants in work related government training programmes. For an explanation of the changes to the presentation of employment statistics see page S6 of the August 1988 issue of *Employment Gazette*.
§ The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under 18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see *tables 2·1* and *2·2* and their footnotes.

EMPLOYMENT Employees in employment: industry* 1·2

THOUSAND

	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc.	Paper products, printing and publishing	Construction	Wholesale distribution and repairs	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc.‡	Education	Medical and other health services: veterinary services	Other services†
	35	36	31	41/42	43-45	46 48-49	47	50	61-63 67	64/65	66	71-77	79	81-85	91-92	93	95	94 96-98
1982 June	315	337	385	638	577	473	495	1,038	1,115	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	296	318	344	599	548	469	481	1,015	1,124	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	278	290	332	582	547	472	477	1,010	1,155	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	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
1987 Mar	238	254	294	532	528	493	483	975	1,200	2,067	1,021	882	433	2,256	1,965	1,653	1,264	1.547
Apr	238	253	292	537	528	494	482											
May	239	251	294	544	529 R	497	484											
June	239	252	296	545	533	500	486	987	1,217	2,079	1,097	892	440	2,309	1,987	1,649	1,270	1,614
July	239	251	299	549	536	507	488											
Aug	239	251	297	549	538	510	489											
Sept	242	252	300	552	537	515	489	1,006	1,228	2,092	1,115	907	448	2,372	2,017	1,588	1,279	1,618
Oct	244	253	298	554	539	517	488											
Nov	244	251	299	555	539	518	491											
Dec	244	250	301	551	538	521	490	1,008	1,236	2,212	1,085	909	452	2,417	2,030 R	1,695	[1,286]	1,595
1988 Jan	242	248	300	543	535	517	488											
Feb	242	248	300	536	535	522	488											
Mar	242	247	300	540	536	524	489	1,018	1,248	2,124	1,082	918	456	2,457	2,046	1,716	[1,294]	1,612
April	242	243	298	539 R	537	529	488											
May	242	242	300	540	534	530	489											
June	242	241	299	546	535	532	491	1,019	1,270	2,116	1,157	927	463	2,499	2,055 R	1,702	[1,299]	1,670
July	242	238	297	551	537	536	493											
Aug	241	235	298	552	533	540	495											
Sept	242	238	299	553	532	544	497	1,016	1,280	2,139	1,169	940	476 R	2,564	2,060 R	1,625	[1,302]	1,682
Oct	242	235	299	554	528	542	495											
Nov	242	234	300	551	526	547	496											
Dec	241	233	300	549	526	549	500	[1,020]	1,292	2,230	1,149	942	473 R	2,601	[2,012 R]	1,714	[1,306]	1,662
1989 Jan	239 R	232	296 R	538 R	521 R	545 R	499 R											
Feb	240 R	229	296 R	534 R	517 R	544 R	497 R											
Mar	240	228	295	532	513	547	499											

‡ These figures do not cover all employees in national and local government. They exclude those engaged in for example, building, education and health. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly in *table 1.7*.

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

THOUSAND

GREAT BRITAIN SIC 1980	Division class or group or AH	Mar 1988 Males	Mar 1988 Females	Mar 1988 All	Jan 1989 Males	Jan 1989 Females	Jan 1989 All	Feb 1989 Males	Feb 1989 Females	Feb 1989 All	Mar 1989 Males	Mar 1989 Females	Mar 1989 All
Production industries	1-4	3,982·1	1,616·7	5,598·8	[3,957·2	1,636·3	5,593·5]	[3,946·4	1,632·0	5,578·4]	[3,944·1	1,627·6	5,571·7]
Manufacturing industries	2-4	3,582·4	1,544·0	5,126·3	3,577·1	1,563·6	5,140·8	3,568·6	1,559·2	5,127·7	3,568·9	1,554·5	5,123·4
Energy and water supply	1	399·7	72·8	472·5	[380·0	72·7	452·7]	[377·8	72·8	450·7]	[375·2	73·1	448·3]
Coal extraction and solid fuels	111	134·5	5·1	139·6	122·4	3·3	125·7	121·2	3·2	124·4	118·5	3·1	121·6
Electricity	161	115·9	28·5	144·4	116·3	29·7	146·0	[116·3	29·7	146·0]	[116.2	29·7	145·9]
Gas	162	60·0	21·8	81·8	58·2	22·0	80·2	[58·2	22·0	80·2]	[58·2	22·0	80·2]
Other mineral and ore extraction, etc	2	596·8	181·6	778·4	602·2	187·8	790·1	600·5	188·2	788·7	600·4	188·3	788·7
Metal manufacturing	22	144·9	20·9	165·8	142·3	20·8	163·2	141·4	21·0	162·3	141·6	20·6	162·2
Non-metallic mineral products	24	181·0	53·2	234·3	188·0	56·6	244·6	187·7	56·9	244·6	187·3	56·9	244·2
Chemical Industry/man-made fibres	25/26	245·7	104·1	349·8	249·0	107·0	356·0	249·0	106·9	355·9	248·7	107·5	356·1
Basic industrial chemicals	251	105·6	21·6	127·2	108·2	22·6	130·7	108·1	22·5	130·6	108·1	22·6	130·8
Other chemical products and preparations	255-259/260	140·0	82·5	222·5	140·9	84·4	225·3	140·9	84·3	225·3	140·5	84·8	225·4
Metal goods, engineering and vehicles	3	1,778·0	480·9	2,258·9	1,762·1	485·6	2,247·8	1,760·1	486·5	2,246·7	1,759·5	484·6	2,244·1
Metal goods nes	31	233·7	66·0	299·7	230·8	65·3	296·0	230·1	65·5	295·6	230·5	64·1	294·6
Mechanical engineering	32	599·1	115·9	715·0	613·7	121·0	734·7	615·2	120·7	735·9	615·0	121·5	736·5
Industrial plant and steelwork	320	68·0	7·8	75·8	70·9	8·0	78·9	71·4	7·9	79·4	70·9	8·0	78·9
Mining and construction machinery, etc	325	64·1	9·5	73·5	66·6	9·8	76·3	66·8	9·8	76·6	66·9	9·8	76·7
Other machinery and mechanical equipment	321-324/327/328	432·6	89·5	522·1	441·5	94·0	535·4	442·2	93·6	535·7	442·4	94·2	536·6
Office machinery, data processing equipment	33	70·7	31·0	101·7	72·9	33·0	105·9	72·9	33·8	106·7	73·7	33·7	107·4
Electrical and electronic engineering	34	376·6	173·8	550·3	366·0	172·8	538·8	363·9	172·5	536·4	363·9	171·9	535·9
Wire, cables, batteries and other electrical equipment	341/342/343	139·3	54·3	193·6	136·2	54·7	190·9	135·6	54·7	190·4	135·3	54·7	190·0
Telecommunication equipment	344	110·4	51·3	161·7	111·0	51·0	162·0	109·8	51·2	160·9	110·4	51·6	162·0
Other electronic and electrical equipment	345/348	126·8	68·2	195·0	118·8	67·2	185·9	118·5	66·6	185·1	118·2	65·7	183·9
Motor vehicles and parts	35	210·9	30·8	241·7	207·6	31·6	239·3	208·2	32·1	240·3	208·6	31·3	239·9
Motor vehicles and engines	351	81·1	8·7	89·8	79·2	9·2	88·4	78·6	9·1	87·8	78·6	9·1	87·7
Bodies, trailers caravans and parts	352/353	129·7	22·1	151·9	128·4	22·5	150·9	129·6	22·9	152·5	129·9	22·2	152·1
Other transport equipment	36	216·2	30·6	246·8	202·7	28·9	231·7	200·6	28·8	229·4	199·4	29·1	228·5
Aerospace equipment	364	132·9	20·9	153·8	125·6	19·4	145·0	125·0	19·3	144·2	124·5	19·5	144·0
Ship and other transport equipment	361-363/365	83·3	9·7	93·0	77·1	9·6	86·7	75·6	9·5	85·2	74·9	9·6	84·5
Instrument engineering	37	70·7	32·8	103·6	68·5	32·8	101·3	69·1	33·2	102·3	68·4	33·0	101·4
Other manufacturing industries	4	1,207·6	881·4	2,089·0	1,212·8	890·2	2,103·0	1,207·9	884·5	2,092·3	1,209·0	881·6	2,090·6
Food, drink and tobacco	41/42	315·4	224·7	540·1	312·1	225·9	538·0	310·2	224·3	534·5	309·1	223·0	532·2
Meat and meat products, organic oils and fats	411/412	54·4	38·0	92·4	53·9	38·1	92·0	53·8	37·4	91·1	54·0	37·1	91·1
Alcoholic and soft drink manufacture	424-428	66·8	24·3	91·0	65·7	24·5	90·2	64·7	24·7	89·4	64·5	25·0	89·5
All other food, drink and tobacco manufacture	413-423/429	194·3	162·3	356·6	192·5	163·3	355·8	191·7	162·2	354·0	190·7	160·9	351·5
Textiles	43	114·3	108·8	223·1	109·9	104·5	214·5	108·2	101·7	209·9	107·6	101·0	208·6
Footwear and clothing	45	78·2	218·3	296·5	76·8	214·3	291·1	78·1	213·2	291·3	76·7	212·6	289·3
Timber and wooden furniture	46	175·9	42·0	217·8	177·2	42·7	219·9	176·9	42·3	219·1	177·9	42·5	220·4
Paper, printing and publishing	47	314·1	174·7	488·9	316·1	182·6	498·7	314·0	183·3	497·3	315·2	183·4	498·6
Pulp, paper, board and derived products	471-472	96·8	45·7	142·5	97·4	46·2	143·6	96·6	46·0	142·6	96·5	45·9	142·4
Printing and publishing	475	217·4	129·1	346·4	218·7	136·4	355·0	217·4	137·3	354·7	218·6	137·5	356·2
Rubber and plastics	48	152·7	67·1	219·8	160·0	72·1	232·2	159·6	71·7	231·3	159·7	71·0	230·8
Other manufacturing	49	49·1	36·9	86·0	53·9	38·8	92·7	54·4	39·2	93·5	56·1	39·4	95·4

* See footnotes to *table 1·1*.

EMPLOYMENT 1·6
Labour turnover: manufacturing industries: December 1988 and March 1989

PER CENT

GREAT BRITAIN SIC 1980	Division or class of SIC	Dec 1988 Engagement rate Male	Dec 1988 Engagement rate Female	Dec 1988 Engagement rate All	Dec 1988 Leaving rate Male	Dec 1988 Leaving rate Female	Dec 1988 Leaving rate All	Mar 1989 Engagement rate Male	Mar 1989 Engagement rate Female	Mar 1989 Engagement rate All	Mar 1989 Leaving rate Male	Mar 1989 Leaving rate Female	Mar 1989 Leaving rate All
Minerals and ores extraction other than fuels	2	0·9	1·6	1·0	1·0	2·1	1·2	1·1	1·6	1·2	1·0	1·8	1·2
Metal manufacturing	22	1·0	1·9	1·1	0·9	1·9	1·0	1·0	1·2	1·0	0·9	1·7	1·0
Non-metallic mineral products	24	1·0	1·8	1·2	1·4	2·4	1·7	1·1	2·0	1·3	1·4	2·1	1·5
Chemical industry	25	0·8	1·4	1·0	0·8	2·0	1·2	0·9	1·6	1·1	0·9	1·8	1·2
Metal goods, engineering and vehicles	3	1·3	2·1	1·5	1·3	2·1	1·5	1·4	2·2	1·5	1·6	2·5	1·8
Metal goods nes	31	1·8	2·2	1·9	1·5	2·3	1·7	1·6	2·5	1·8	1·6	3·1	1·9
Mechanical engineering	32	1·4	2·6	1·6	1·4	2·0	1·5	1·4	2·4	1·6	1·8	1·7	1·8
Office machinery, data processing equipment	33	1·1	1·6	1·3	1·1	1·4	1·2	2·4	2·0	2·3	1·7	3·7	2·2
Electrical and electronic engineering	34	1·4	1·9	1·6	1·4	2·3	1·7	1·3	2·1	1·5	1·6	2·6	1·9
Motor vehicles and parts	35	1·0	1·7	1·1	1·1	1·0	1·1	1·1	2·0	1·2	0·8	2·4	1·0
Other transport equipment	36	0·8	1·3	0·8	1·1	1·3	1·1	1·0	2·0	1·1	1·5	1·7	1·5
Instrument engineering	37	1·2	2·2	1·5	1·5	2·6	1·9	1·5	2·3	1·8	2·2	3·2	2·5
Other manufacturing industries	4	1·6	2·2	1·9	1·8	2·8	2·2	1·7	2·2	1·9	1·8	2·6	2·2
Food, drink and tobacco	41/42	1·8	2·5	2·1	2·0	3·8	2·8	1·5	2·1	1·8	1·7	2·9	2·2
Textiles	43	1·6	1·8	1·7	1·8	2·5	2·2	1·5	2·0	1·7	2·1	2·2	2·1
Leather and leather goods	44	1·2	3·0	2·0	0·7	3·0	1·8	1·3	2·7	1·9	1·0	1·0	1·0
Footwear and clothing	45	2·0	2·0	2·0	2·1	2·5	2·4	2·1	2·2	2·2	2·8	2·3	2·4
Timber and wooden furniture	46	1·8	2·5	2·0	2·1	2·2	2·1	2·3	2·4	2·3	2·1	3·1	2·3
Paper, printing and publishing	47	1·0	2·0	1·4	1·1	2·4	1·6	1·2	2·3	1·6	1·4	2·3	1·7
Rubber and plastics	48	1·6	2·4	1·8	1·7	2·0	1·8	1·8	2·2	1·9	2·0	3·1	2·3
Other manufacturing	49	2·7	3·0	2·8	3·3	3·3	3·3	3·6	2·7	3·2	1·8	4·2	2·8
Total all manufacturing industries		1·3	2·1	1·6	1·4	2·5	1·7	1·4	2·1	1·6	1·6	2·5	1·8

Note: The engagement rate and the leaving rate show the number of engagements and discharges (and other losses) respectively, in the four-week periods ended December 10, 1988 and March 11, 1989 as percentages of the numbers employed at the beginning of the periods. The figures do not include persons engaged during the periods who also left before the end of the periods: the engagement and leaving rates accordingly understate to some extent the total intake and wastage during the periods. The trend in labour turnover is illustrated by the chart below which is constructed from four-quarter moving averages of engagement and leaving rates.

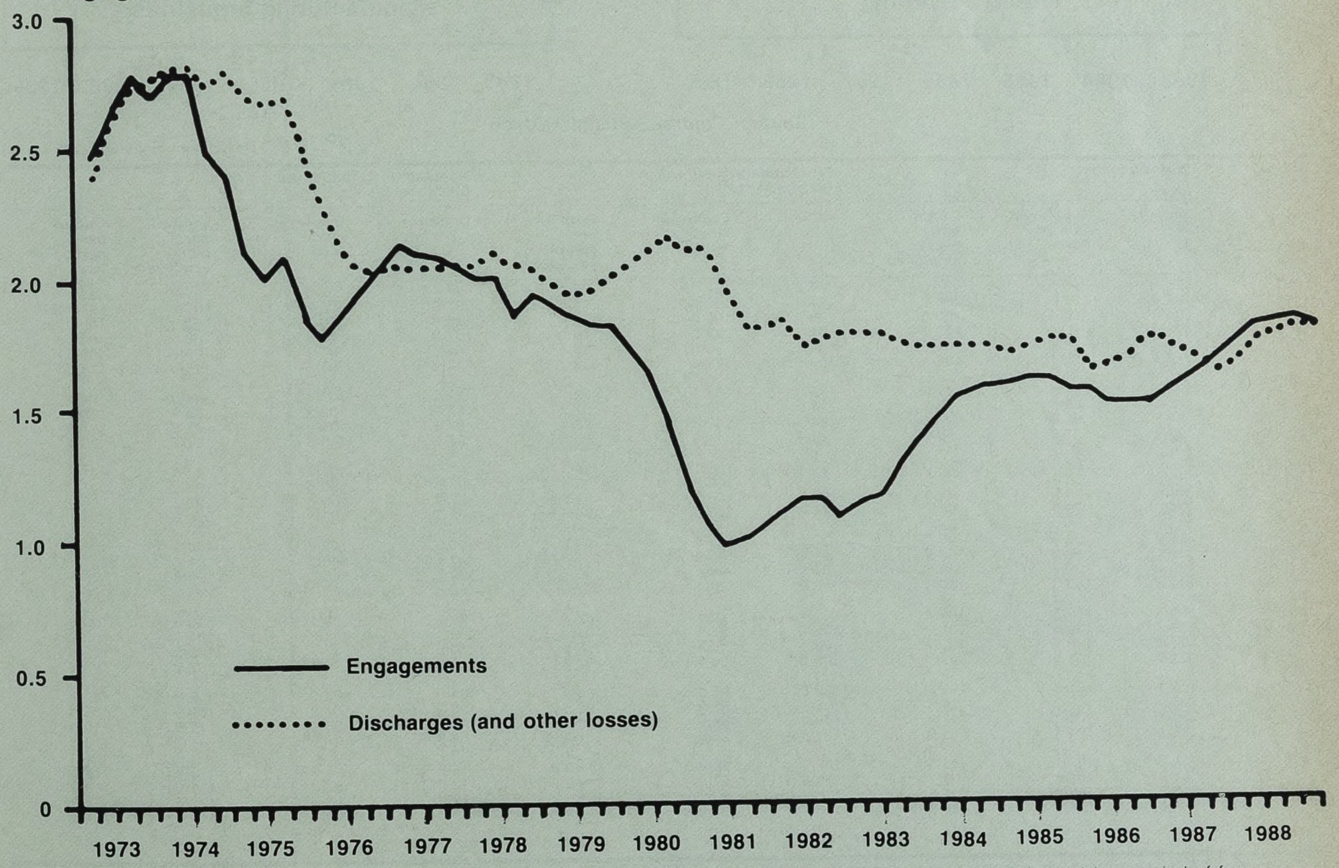
Four quarter moving average of total engagement rates and leaving rates: manufacturing in Great Britain

Per cent

Year	Reference month*	Engagement rate	Leaving rate
1987	Nov	1·75	1·68
1988	Feb	1·80	1·75
	May	1·80	1·78
	Aug	1·83	1·80
	Nov	1·80	1·80

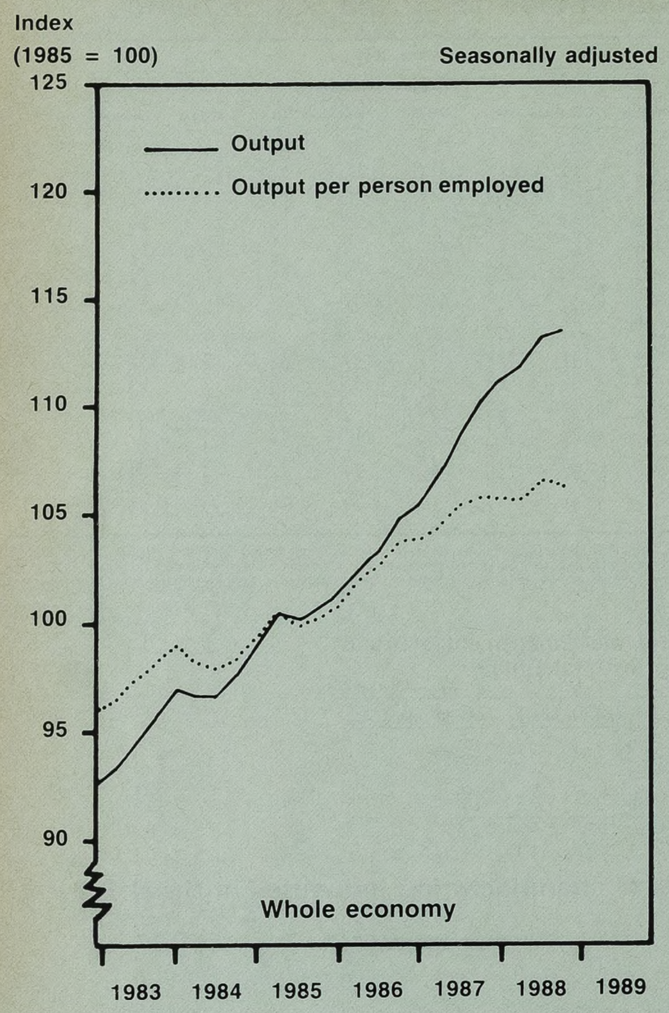
* On which the moving average is centred.

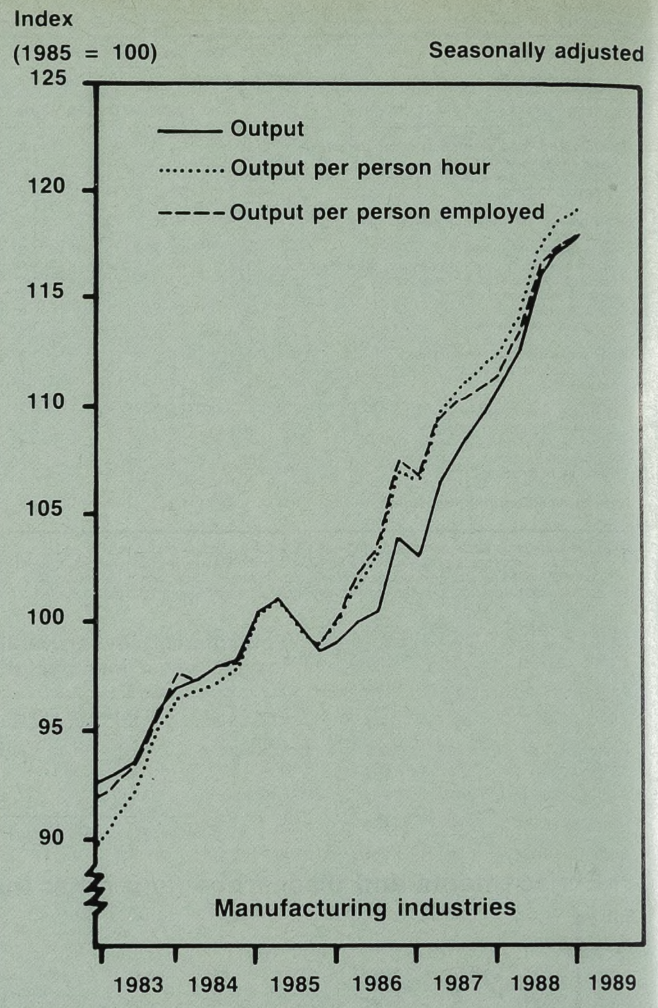
Engagements and discharges (and other losses): manufacturing industries in Great Britain



The four quarter moving average has been compiled from the number of engagements and discharges (and other losses) in a period of four weeks expressed as a percentage of the estimated numbers of employees in employment.

1·8 EMPLOYMENT
Indices of output, employment and productivity





Source: Central Statistical Office

Seasonally adjusted (1985 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**	Output per person hour
1983	94·0	96·9	97·0	94·7	102·8	92·1	93·7	102·0	91·9	93·4
1984	97·0	98·6	98·0	94·9	100·8	94·1	97·6	100·5	97·2	97·7 R
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	102·9	100·6	102·3	102·2	97·3	105·0	101·0	98·0	103·0	103·3
1987	107·8	102·8	104·9	105·8	96·1	110·1	106·6	97·2	109·7	109·3 R
1988	112·4	106·0	106·1	109·7 R	97·0	113·1 R	114·2 R	98·7	115·6 R	114·7 R
1983 Q1	92·6	96·5	96·0	93·0	104·2	89·2	92·5	103·3	89·5	91·9
Q2	93·2	96·6	96·5	94·0	103·1	91·2	93·0	102·3	90·9	92·5
Q3	94·5	97·0	97·4	94·9	102·2	92·9	93·6	101·5	92·3	93·5
Q4	95·6	97·5	98·1	96·7	101·6	95·2	95·7	100·9	94·9	95·4
1984 Q1	97·0	98·0	99·0	97·2	101·1	96·1	97·0	100·5	96·5	97·7
Q2	96·6	98·3	98·2	94·3	100·9	93·5	97·3	100·4	96·9	97·3
Q3	96·6	98·7	97·9	93·2	100·6	92·6	97·9	100·6	97·3	97·9
Q4	97·6	99·2	98·4	94·9	100·6	94·4 R	98·3	100·4	98·0 R	98·1
1985 Q1	98·9	99·6	99·3	97·9	100·4	97·5	100·5	100·2	100·3	100·4
Q2	100·4	99·9	100·5	101·6	100·2	101·4	101·1	100·1	101·0	101·1
Q3	100·1	100·2	99·9	100·5	99·9	100·6	99·8	100·0	99·8	99·8
Q4	100·6	100·3	100·3	100·0	99·4	100·6	98·6	99·7	98·9	98·8
1986 Q1	101·3	100·3	100·9	101·4	98·7	102·8	99·1	99·1 R	100·0	100·0
Q2	102·3	100·4	101·9	101·7	97·6	104·2	100·1	98·3	101·9	102·2
Q3	103·3	100·6	102·7	102·4	96·8	105·8	100·6	97·4	103·3	103·6
Q4	104·8	101·0	103·7	103·3	96·3	107·2	103·9	97·1	107·0	107·5
1987 Q1	105·4	101·5	103·9	103·8	95·8	108·4	103·0	96·7	106·6 R	106·7
Q2	106·9	102·3	104·5	105·1	95·9	109·5 R	106·2	96·9	109·6	109·4
Q3	108·7	103·1	105·4	106·4	96·2	110·6	107·9	97·4	110·8 R	110·3
Q4	110·1	104·1	105·8	107·8 R	96·5	111·7 R	109·3 R	97·9	111·7 R	110·9 R
1988 Q1	111·2	105·1	105·8	107·9 R	96·9 R	111·3 R	110·8 R	98·5 R	112·5 R	111·5 R
Q2	111·8	105·8	105·7	109·4 R	97·0	112·8 R	112·6 R	98·8 R	114·0 R	113·3 R
Q3	113·2	106·3	106·5	110·7	97·0	114·1	116·0	98·9	117·3	116·5
Q4	113·5	106·8	106·3	110·7 R	97·0 R	114·1 R	117·3 R	98·8	118·7 R	117·5 R
1989 Q1				109·2	97·0	112·6	118·1	99·1	119·3	118·2

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

1·9 EMPLOYMENT
Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)(12)	Belgium (3)(6)	Canada	Denmark (6)	France (8)(12)	Germany (FR)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)(12)	United States
																		Thousand
QUARTERLY FIGURES: seasonally adjusted unless stated																		
Civilian labour force																		
1986 Q1	27,685 R	7,432	3,365	..	12,851	..	..	27,436	..	..	23,175	60,034	..	2,073	13,698	4,383	3,221	116,919
Q2	27,741 R	7,514	3,374	..	12,862	..	..	27,470	..	..	23,226	60,010	..	2,093	13,757	4,390	3,231	117,695
Q3	27,830 R	7,557	3,402	..	12,859	..	..	27,524	..	..	23,109	60,410	..	2,099	13,793	4,379	3,242	118,205
Q4	27,872 R	7,598	3,394	..	12,908	..	..	27,560	..	..	23,410	60,310	..	2,112	13,899	4,387	3,254	118,548
1987 Q1	27,882 R	7,637	3,418	..	12,902	..	..	27,618	..	..	23,391	60,507	..	2,126	14,034	4,412	3,267	119,085
Q2	28,042 R	7,696	3,416	..	12,989	..	..	27,692	..	..	23,378	60,760	..	2,133	14,323	4,417	3,273	119,714
Q3	28,165 R	7,745	3,436	..	13,034	..	..	27,733	..	..	23,479	60,888	..	2,139	14,455	4,419	3,285	120,046
Q4	28,235 R	7,741	3,432	..	13,118	..	..	27,774	..	..	23,415	61,163	..	2,145	14,532	4,439	..	120 552
1988 Q1	28,342 R	7,800	3,438	..	13,204	..	..	27,797	..	..	23,570	61,402	..	2,145	14,590	4,459	..	121,045
Q2	28,312 R	7,894	3,418	..	13,236	..	..	27,889	..	..	23,939	61,609	..	2,142	14,624	4,467	..	121,352
Q3	28,313 R	7,940	3,423	..	13,304	..	..	27,911	..	..	23,860	61,727	..	2,171	14,696	4,470	..	121,881
Q4	28,243 R	7,993	..	..	13,353	..	..	27,893	..	..	23,503	61,919	..	2,136	14,623	4,490	..	122,388
Civilian employment																		
1986 Q1	24,374 R	6,849	3,253	..	11,605	..	..	25,162	..	..	20,625	58,411	..	2,033	10,693	4,262	3,195	108,734
Q2	24,423 R	6,917	3,272	..	11,629	..	..	25,231	..	..	20,615	58,384	..	2,052	10,778	4,274	3,204	109,257
Q3	24,568 R	6,935	3,305	..	11,620	..	..	25,322	..	..	20,558	58,651	..	2,058	10,840	4,262	3,217	109,967
Q4	24,658 R	6,958	3,285	..	11,683	..	20,930	25,388	..	..	20,659	58,630	..	2,068	10,937	4,272	3,230	110,428
1987 Q1	24,755 R	7,026	3,280	..	11,676	..	..	25,442	..	..	20,657	58,761	..	2,077	11,075	4,323	3,244	111,233
Q2	25,050	7,056	3,286	..	11,815	..	..	25,467	..	..	20,584	58,946	..	2,091	11,357	4,331	3,246	112,200
Q3	25,332 R	7,123	3,303	..	11,905	..	..	25,488	..	..	20,590	59,189	..	2,099	11,493	4,334	3,260	112,843
Q4	25,555 R	7,117	3,311	..	12,015	..	20,940	25,505	..	..	20,526	59,505	..	2,097	11,594	4,362	3,260	113,475
1988 Q1	25,776 R	7,233	3,320	..	12,171	..	..	25,585	..	..	20,694	59,792	..	2,094	11,684	4,384	..	114,152
Q2	25,887 R	7,304	3,293	..	12,224	..	..	25,622	..	..	21,010	60,092	..	2,073	11,719	4,395	..	114,688
Q3	26,056 R	7,382	3,300	..	12,261	..	..	25,652	..	..	20,967	60,165	..	2,105	11,811	4,398	..	115,202
Q4	26,201 R	7,444	..	..	12,320	..	..	25,663	..	..	20,659	60,408	..	2,046	11,895	4,423	..	115,843
																		Thousand
LATEST ANNUAL FIGURES: 1988 unless stated																		
Civilian labour force: Male	16,329 R	4,698	2,052	2,428	7,522	1,500	13,320	16,666	2,505	902	14,885	36,930	3,709	1,175	9,577	2,324	2,066	66,927
Female	11,907 R	3,209	1,375	1,694	5,873	1,284	10,199	11,207	1,383	393	8,832	24,730	2,031	973	5,057	2,147	1,230	54,742
All	28,236 R	7,910	3,427	4,122	13,394	2,784	23,519	27,873	3,888	1,295	23,717	61,660	5,740	2,148	14,633	4,471	3,297	121,669
Civilian employment: Male	14,693	4,383	1,978	2,231	6,967	1,438	12,175	15,467	2,378	729	13,645	36,020	3,365	1,139	8,109	2,287	2,054	63,273
Female	11,199 R	2,959	1,319	1,414	5,381	1,192	8,813	10,164	1,223	339	7,187	24,080	1,770	940	3,672	2,112	1,218	51,696
All	25,896 R	7,341	3,297	3,644	12,347	2,630	20,988	25,631	3,601	1,068	20,832	60,110	5,135	2,079	11,780	4,399	3,273	114,968
																		Per cent
Civilian employment: proportions by sector																		
Male: Agriculture	3·2	7·0	7·7	3·6	6·0	..	..	4·3	24·0	..	9·9	6·9	..	8·3	15·4	5·5	7·7	4·1
Industry	39·7	34·9	48·7	38·5	35·2	..	..	49·9	33·6	..	37·8	38·6	..	38·3	39·6	43·3	46·9	36·1
Services	57·1	58·1	43·6	57·9	58·8	..	..	45·8	42·4	..	52·4	54·5	..	53·4	45·0	51·1	45·4	59·7
Female: Agriculture	1·0	4·3	10·1	1·6	2·8	..	..	6·0	37·3	..	9·9	9·4	..	4·1	12·3	2·0	4·8	1·4
Industry	16·8	13·7	21·2	14·1	13·6	..	..	25·6	17·3	..	22·7	27·5	..	12·0	16·8	14·5	21·5	15·7
Services	82·1	82·0	68·8	84·3	83·6	..	..	68·4	45·3	..	67·3	63·2	..	83·8	70·9	83·4	73·8	82·9
All: Agriculture	2·3	5·9	8·6	2·8	4·6	5·9	7·1	5·0	28·5	15·7	9·9	7·9	4·8	6·4	14·4	3·8	6·6	2·9
Industry	29·8	26·4	37·7	29·1	25·8	28·2	30·8	40·2	28·1	28·7	32·6	34·1	26·8	26·4	32·5	29.5	37·4	26·9
Services	67·9	67·7	53·7	68·2	69·6	65·9	62·1	54·8	43·4	55·6	57·5	58·0	68·4	67·1	53·1	66·6	56·0	70·2

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

Notes:
1 For the UK, the Civilian labour force figures refer to workforce excluding HM Forces, civilian employment refers to workforce in employment excluding HM Forces. The proportion by sector refers to employees in employment and the self-employed. Industry refers to production and construction industries. See also footnotes to *table 1·1*.
2 Quarterly figures relate to March, June, September and December.
3 Annual figures relate to June.
4 Quarterly figures relate to February, May, August and November.
5 Civilian labour force and employment figures include armed forces.
6 Annual figures relate to 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.
12 Annual figures relate to 1987.

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

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Hours lost: Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost: Actual (Thou)	Hours lost: 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
Week ended															
1987 Mar 14	1,354	36·3	9·2	12·44	12·31	3	109	35	339	9·8	37	1·0	448	359	12·0
Apr 11	1,329	35·8	9·2	12·25	12·53	4	103	29	273	9·5	33	0·9	435	405	13·3
May 16	1,353	36·4	9·3	12·65	12·46	3	129	23	229	10·1	26	0·7	358	378	13·9
June 13	1,396	37·2	9·3	12·97	12·88	3	129	14	132	9·4	17	0·5	262	322	15·2
July 11	1,334	35·3	9·4	12·54	12·56	4	172	16	153	9·9	20	0·5	325	343	16·4
Aug 15	1,268	33·5	9·4	11·88	12·81	3	116	15	124	8·4	18	0·5	240	285	13·6
Sept 12	1,377	36·0	9·5	13·09	13·13	2	89	12	104	8·7	14	0·4	193	250	13·6
Oct 10	1,468	38·2	9·7	14·10	13·37	3	117	15	140	9·5	18	0·5	264	274	14·5
Nov 14	1,516	39·3	9·5	14·24	13·33	3	105	15	245	15·9	18	0·5	395	401	19·5
Dec 12	1,476	38·6	9·7	14·32	13·48	3	106	14	118	8·5	17	0·4	224	264	13·5
1988 Jan 16	1,370	36·1	9·3	12·72	14·13	3	127	19	179	9·6	22	0·6	306	238	14·0
Feb 13	1,433	37·7	9·3	13·33	13·48	3	102	23	237	10·5	25	0·7	339	266	13·5
Mar 12	1,452	38·2	9·4	13·59	13·47	2	80	20	206	10·4	22	0·6	286	230	13·2
Apr 16	1,445	38·1	9·1	13·14	13·43	2	72	19	170	8·9	21	0·5	241	220	11·6
May 14	1,500	39·5	9·2	13·85	13·67	1	49	17	171	9·9	19	0·5	221	231	11·9
June 11	1,424	37·4	9·5	13·47	13·44	1	47	17	157	9·1	18	0·5	203	256	11·0
July 16	1,425	37·1	9·8	13·95	13·97	4	155	14	149	10·8	18	0·5	303	315	17·2
Aug 13	1,351	35·2	9·6	13·00	13·94	2	98	13	142	10·6	16	0·4	240	289	15·1
Sept 10	1,428	37·4	9·7	13·79	13·92	2	90	11	94	8·7	13	0·3	184	245	14·1
Oct 15	1,561	40·9	9·8	15·34	14·51	3	134	13	109	8·5	16	0·4	243	250	15·0
Nov 12	1,592	41·5	9·8	15·60	14·66	3	101	12	126	10·8	14	0·4	227	223	15·9
Dec 10	1,581	41·4	9·9	15·65	14·81	2	82	13	108	8·5	15	0·4	190	222	12·8
1989 Jan 14 R	1,429	37·7	9·4	13·40	14·80	2	75	15	152	10·2	17	0·4	227	176	13·5
Feb 11 R	1,463	38·7	9·5	13·91	14·06	3	115	24	233	9·9	26	0·7	347	273	13·1
Mar 12	1,450	38·4	9·6	13·92	13·80	2	94	27	282	10·5	29	0·8	376	302	12·9
SIC 1980 Week ended March 12, 1989															
Metal manufacturing	**60·2**	**43·3**	**10·2**	**0·61**		**—**	**—**	**0·4**	**3·6**	**10·2**	**0·4**	**0·3**	**3·6**		**10·2**
Non-metallic mineral products	**68·5**	**41·1**	**10·3**	**0·71**		**0·1**	**4·6**	**0·5**	**4·8**	**10·5**	**0·6**	**0·3**	**9·4**		**16·5**
Chemical industry	**57·9**	**31·5**	**10·4**	**0·60**		**0·1**	**2·5**	**0·2**	**1·1**	**6·3**	**0·2**	**0·1**	**3·6**		**14·9**
Basic industrial chemicals (251)	24·0	31·1	10·8	0·26		0·1	2·2	0·2	1·1	6·3	0·2	0·3	3·3		14·1
Metal goods nes	**130·0**	**47·3**	**10·3**	**1·34**		**0·2**	**7·9**	**2·8**	**31·2**	**11·3**	**3·0**	**1·1**	**39·1**		**13·2**
Hand tools, finished metal goods (316)	59·6	37·1	10·5	0·63		0·1	3·3	2·6	29·9	11·5	2·6	1·6	33·2		12·8
Mechanical engineering	**262·7**	**51·5**	**9·6**	**2·53**		**0·2**	**7·3**	**0·1**	**1·1**	**8·1**	**0·3**	**0·1**	**8·4**		**26·5**
Other machinery and mechanical equipment (328)	126·0	50·4	9·1	1·15		—	2·0	0·1	1·1	11·0	0·2	0·1	3·1		15·5
Electrical and electronic engineering	**129·1**	**34·9**	**9·0**	**1·17**		**0·2**	**6·9**	**4·7**	**53·8**	**11·6**	**4·8**	**1·3**	**60·7**		**12·6**
Telecommunication equipment (344)	35·3	37·1	8·7	0·31		0·2	6·5	0·7	4·6	6·2	0·9	0·9	11·1		12·3
Motor vehicles	**86·9**	**42·1**	**9·0**	**0·78**		**—**	**—**	**—**	**0·7**	**15·4**	**—**	**—**	**0·7**		**15·4**
Motor vehicles and engines (351)	24·6	32·4	10·1	0·25		—	—	—	—	—	—	—	—		—
Other transport equipment	**72·2**	**50·7**	**9·2**	**0·67**		**0·1**	**3·5**	**—**	**—**	**—**	**0·1**	**0·1**	**3·5**		**40·0**
Aerospace equipment (364)	37·8	48·6	8·4	0·32		—	1·4	—	—	—	—	—	1·4		40·0
Instrument engineering	**24·5**	**36·4**	**8·5**	**0·21**		**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**		**—**
Food, drink and tobacco (411-429)	**153·7**	**35·9**	**9·7**	**1·49**		**0·5**	**20·0**	**2·1**	**30·2**	**14·4**	**2·6**	**0·6**	**50·2**		**19·3**
Textile industry	**61·7**	**29·5**	**9·3**	**0·58**		**0·2**	**6·0**	**5·7**	**53·2**	**9·3**	**5·9**	**2·8**	**59·2**		**10·1**
Footwear and clothing	**31·0**	**12·6**	**6·2**	**0·19**		**0·4**	**14·0**	**8·7**	**80·4**	**9·2**	**9·0**	**3·7**	**94·5**		**10·4**
Timber and wooden furniture	**82·9**	**45·9**	**9·6**	**0·79**		**0·1**	**3·7**	**0·8**	**10·7**	**13·0**	**0·9**	**0·5**	**14·4**		**15·8**
Paper, printing and publishing	**110·3**	**34·3**	**9·5**	**1·05**		**0·1**	**5·2**	**0·6**	**8·4**	**14·0**	**0·7**	**0·2**	**13·6**		**18·6**
Paper and paper products (471, 472)	33·3	32·2	10·4	0·35		0·1	4·5	—	—	—	0·1	0·1	4·5		45·0
Printing and publishing (475)	77·0	35·3	9·1	0·70		—	0·7	0·6	8·4	14·0	0·6	0·3	9·1		15·2
Rubber and plastics	**63·1**	**39·2**	**10·1**	**0·64**		**0·1**	**4·8**	**0·3**	**2·2**	**7·3**	**0·4**	**0·3**	**6·9**		**16·7**
Other manufacturing	**18·2**	**26·7**	**8·8**	**0·16**		**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**		**—**
All manufacturing	**1,450·3**	**38·4**	**9·6**	**13·92**		**2·3**	**93·8**	**26·8**	**281·8**	**10·5**	**29·2**	**0·8**	**375·6**		**12·9**

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

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

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food, drink, tobacco	All manufacturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49	31-34, 37 Group 361	35, 36 except Group 361	43-45	41, 42	21-49	31-34, 37 Group 361	35, 36 except Group 361	43-45	41, 42
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	92·1	98·5	99·2	99·7	99·1	98·9	99·0	99·5
1987	97·2	94·6	90·0	97·8	98·2	100·5	100·4	101·1	99·9	99·5
1988	99·5	98·6	88·4	96·4	99·1	101·1	101·4	102·9	99·0	99·7
Week ended										
1987 Feb 14	95·5					100·0				
Mar 14	95·7	93·0	89·2	97·0	98·6	100·2	99·8	100·4	99·6	99·4
Apr 11	95·9					100·3				
May 16	96·2					100·3				
June 13	96·9	93·8	89·6	98·1	97·3	100·6	100·1	100·9	99·8	99·5
July 11	96·9					100·4				
Aug 15	97·3					100·6				
Sept 12	97·9	94·7	90·6	98·2	98·6	100·8	100·2	101·2	100·1	99·9
Oct 10	99·8					101·0				
Nov 14	99·9					100·9				
Dec 12	98·8	96·8	90·7	98·0	98·5	100·9	101·4	102·0	99·9	99·3
1988 Jan 16	99·3					101·6				
Feb 13	99·1					101·0				
Mar 12	99·2	97·4	89·2	98·2	99·0	101·0	101·3	102·1	99·5	99·1
Apr 16	99·3					100·9				
May 14	99·4					100·9				
June 11	99·2	97·4	88·3	96·4	98·4	100·7	100·9	102·4	98·5	99·4
July 16	99·7					101·0				
Aug 13	99·8					101·0				
Sept 10	99·9	98·9	87·3	95·9	97·6	100·9	101·0	102·4	99·0	99·7
Oct 15	98·9					101·4				
Nov 12	99·0					101·5				
Dec 10	100·7	100·5	88·9	94·9	97·4	101·5	102·4	104·7	98·9	100·4
1989 Jan 14	100·7 R					101·8				
Feb 11	99·9 R					101·2				
Mar 11	99·5	99·3	87·3	92·8	93·5	100·9	101·9	103·8	98·4	99·5

R=Revised to take account of the late data now available.

EMPLOYMENT 1·13
Overtime and short-time
Operatives in manufacturing industries in March 1989: regions

Week ended December 10, 1988	OVERTIME				SHORT-TIME								
			Hours of overtime worked		Stood off for whole week		Working part of week			Stood off for whole or part of week			
	Operatives (Thou)	Percentage of all operatives	Average per operative working overtime	(Thou)	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Hours lost: Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Hours lost: Average per operative on short-time
Analysis by region													
South East	404·1	42·5	9·5	3,853·6	0·1	2·7	0·2	2·2	9·4	0·3	—	4·9	16·1
Greater London*	216·6	38·8	9·9	2,134·0	0·1	2·7	0·2	2·2	9·4	0·3	0·1	4·9	16·1
East Anglia	44·1	32·6	9·8	433·6	—	—	1·7	14·5	8·8	1·7	1·2	14·5	8·8
South West	106·1	42·2	9·7	1,028·2	0·3	13·8	1·9	14·7	7·8	2·2	0·9	28·5	12·7
West Midlands	221·4	39·3	9·6	2,118·1	—	—	4·1	64·7	15·7	4·1	0·7	64·7	15·7
East Midlands	133·7	37·5	9·6	1,278·1	0·2	7·4	6·1	47·7	7·9	6·2	1·7	55·0	8·8
Yorkshire and Humberside	147·9	39·1	9·9	1,470·2	0·2	6·3	3·4	39·0	11·6	3·5	0·9	45·3	12·9
North West	169·9	35·5	9·6	1,626·0	0·4	15·3	5·3	56·8	10·7	5·7	1·2	72·1	12·6
North	62·1	30·5	9·7	604·4	0·3	11·5	1·0	9·5	9·2	1·3	0·6	21·0	15·9
Wales	54·9	33·5	9·1	499·3	0·4	17·4	1·6	12·8	8·2	2·0	1·2	30·2	15·1
Scotland	106·2	35·9	9·5	1,009·1	0·5	19·5	1·6	19·9	12·6	2·1	0·7	39·3	19·1

* Included in South East.

2·1 UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE								
		UNEMPLOYED		SEASONALLY ADJUSTED ‡				UNEMPLOYED BY DURATION		
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1985)		3,271.2	11.8	3,035.7	10.9					
1986*)	Annual	3,289.1	11.8	3,107.2	11.1					
1987)	averages	2,953.4	10.4	2,822.3	10.0					
1988)		2,370.4	8.3	2,294.5	8.0					
1987	Apr 9	3,107.1	11.0	2,953.9	10.4	–19.2	–32.5	284	2,758	65
	May 14	2,986.5	10.6	2,890.5	10.2	–63.4	–38.8	246	2,677	63
	June 11	2,905.3	10.3	2,857.2	10.1	–33.3	–38.6	243	2,601	62
	July 9	2,906.5	10.3	2,812.6	9.9	–44.6	–47.1	337	2,510	60
	Aug 13	2,865.8	10.1	2,766.6	9.8	–46.0	–41.3	287	2,522	57
	Sept 10	2,870.2	10.1	2,718.1	9.6	–48.5	–46.4	358	2,457	55
	Oct 8	2,751.4	9.7	2,663.9	9.4	–54.2	–49.6	311	2,386	54
	Nov 12	2,685.6	9.5	2,604.4	9.2	–59.5	–54.1	282	2,353	51
	Dec 10	2,695.8	9.5	2,568.6	9.1	–35.8	–49.8	264	2,382	50
1988	Jan 14	2,722.2	9.5	2,519.4	8.8	–49.2	–48.2	270	2,402	51
	Feb 11	2,665.5	9.3	2,485.0	8.7	–34.4	–39.8	262	2,356	48
	Mar 10	2,592.1	9.1	2,453.9	8.6	–31.1	–38.2	235	2,311	46
	Apr 14	2,536.0	8.9	2,402.9	8.4	–51.0	–38.8	256	2,235	46
	May 12	2,426.9	8.5	2,363.8	8.3	–39.1	–40.4	207	2,176	44
	June 9	2,340.8	8.2	2,324.1	8.1	–39.7	–43.3	206	2,093	42
	July 14	2,326.7	8.1	2,267.3	7.9	–56.8	–45.2	283	2,003	41
	Aug 11	2,291.2	8.0	2,225.6	7.8	–41.7	–46.1	237	2,013	40
	Sept 8** ***	2,311.0	8.1	2,191.7	7.7	–33.9	–44.1	266	2,005	40
	Oct 13	2,118.9	7.4	2,157.9	7.6	–33.8	–36.5	241	1,839	39
	Nov 10	2,066.9	7.2	2,105.2	7.4	–52.7	–40.1	224	1,805	37
	Dec 8	2,046.5	7.2	2,037.4	7.1	–67.8	–51.4	212	1,797	37
1989	Jan 12	2,074.3	7.3	1,987.8	7.0	–49.6	–56.7	215	1,822	37
	Feb 9	2,018.2	7.1	1,948.7	6.8	–39.1	–52.2	221	1,763	35
	Mar 9	1,960.2	6.9	1,916.6	6.7	–32.1	–40.3	200	1,726	34
	Apr 13 P	1,883.6	6.6	1,856.4	6.5	–60.2	–43.8	189	1,663	32

		MALE				FEMALE				
		UNEMPLOYED		SEASONALLY ADJUSTED ‡		UNEMPLOYED		SEASONALLY ADJUSTED ‡		MARRIED
		Number	Per cent cent work-force †	Number	Per cent cent work-force †	Number	Per cent cent work-force †	Number	Per cent cent work-force †	Number
1985)		2,251.7	13.7	2,114.3	12.8	1,019.5	9.1	921.4	8.2	
1986*)	Annual	2,252.5	13.7	2,148.3	13.0	1,036.6	9.1	958.9	8.4	
1987)	averages	2,045.8	12.3	1,971.0	11.9	907.6	7.8	851.3	7.3	
1988)		1,650.5	9.9	1,607.2	9.7	719.9	6.0	687.3	5.8	
1987	Apr 9	2,158.2	13.0	2,055.0	12.4	948.9	8.1	898.9	7.7	404.2
	May 14	2,080.4	12.5	2,017.5	12.2	906.1	7.7	873.0	7.5	383.7
	June 11	2,023.0	12.2	1,996.0	12.0	882.4	7.5	861.2	7.4	373.3
	July 9	2,008.5	12.1	1,968.3	11.9	898.0	7.7	844.3	7.2	368.4
	Aug 13	1,970.3	11.9	1,936.3	11.7	895.5	7.7	830.3	7.1	369.0
	Sept 10	1,973.8	11.9	1,907.2	11.5	896.4	7.7	810.9	6.9	356.9
	Oct 8	1,903.6	11.5	1,870.3	11.3	847.8	7.2	793.6	6.8	343.4
	Nov 12	1,865.8	11.2	1,828.3	11.0	819.7	7.0	776.1	6.6	332.1
	Dec 10	1,878.7	11.3	1,800.4	10.9	817.1	7.0	768.2	6.6	334.0
1988	Jan 14	1,892.7	11.4	1,759.5	10.6	829.5	7.0	759.9	6.4	337.0
	Feb 11	1,852.1	11.1	1,731.3	10.4	813.3	6.8	753.7	6.3	330.5
	Mar 10	1,803.1	10.8	1,709.9	10.3	789.0	6.6	744.0	6.2	322.5
	Apr 14	1,765.7	10.6	1,674.1	10.1	770.3	6.5	728.8	6.1	316.0
	May 12	1,692.1	10.2	1,648.8	9.9	734.8	6.2	715.0	6.0	301.6
	June 9	1,632.0	9.8	1,624.0	9.8	708.7	5.9	700.1	5.9	291.8
	July 14	1,606.3	9.7	1,586.7	9.5	720.4	6.0	680.6	5.7	287.7
	Aug 11	1,576.5	9.5	1,562.7	9.4	714.6	6.0	662.9	5.6	286.9
	Sept 8** ***	1,594.4	9.6	1,543.1	9.3	716.6	6.0	648.6	5.4	287.9
	Oct 13	1,484.2	8.9	1,522.4	9.2	634.6	5.3	635.5	5.3	265.2
	Nov 10	1,454.8	8.7	1,484.6	8.9	612.2	5.1	620.6	5.2	254.9
	Dec 8	1,451.5	8.7	1,439.4	8.7	595.1	5.0	598.0	5.0	249.9
1989	Jan 12	1,473.2	8.9	1,405.4	8.4	601.1	5.0	582.4	4.9	248.7
	Feb 9	1,434.9	8.6	1,377.9	8.3	583.3	4.9	570.8	4.8	239.5
	Mar 9	1,399.4	8.4	1,359.5	8.2	560.9	4.7	557.1	4.7	229.3
	Apr 13 P	1,350.8	8.1	1,320.0	7.9	532.8	4.5	536.4	4.5	216.9

2·2 UNEMPLOYMENT GB Summary

1985)		3,149.4	11.6	2,923.0	10.8					
1986*)	Annual	3,161.3	11.6	2,984.6	10.9					
1987)	averages	2,826.9	10.2	2,700.2	9.8					
1988)		2,254.7	8.1	2,181.4	7.8					
1987	Apr 9	2,979.9	10.8	2,830.3	10.3	–19.5	–32.0	275	2,641	64
	May 14	2,860.3	10.4	2,766.8	10.0	–63.5	–38.7	237	2,561	62
	June 11	2,779.8	10.1	2,734.2	9.9	–32.6	–38.5	234	2,486	60
	July 9	2,778.5	10.1	2,690.2	9.8	–44.0	–46.7	325	2,395	58
	Aug 13	2,738.5	9.9	2,644.7	9.6	–45.5	–40.7	278	2,405	55
	Sept 10	2,740.2	9.9	2,596.9	9.4	–47.8	–45.8	344	2,343	54
	Oct 8	2,626.7	9.5	2,543.6	9.2	–53.3	–48.9	301	2,274	52
	Nov 12	2,564.6	9.3	2,485.9	9.0	–57.7	–52.9	274	2,242	49
	Dec 10	2,575.2	9.3	2,451.0	8.9	–34.9	–48.6	256	2,270	49
1988	Jan 14	2,600.4	9.3	2,402.9	8.6	–48.1	–46.9	261	2,290	49
	Feb 11	2,545.9	9.1	2,369.7	8.5	–33.2	–38.7	254	2,245	46
	Mar 10	2,474.6	8.9	2,339.2	8.4	–30.5	–37.3	228	2,202	45
	Apr 14	2,417.7	8.7	2,288.4	8.2	–50.8	–38.2	247	2,126	44
	May 12	2,310.7	8.3	2,249.2	8.1	–39.2	–40.2	200	2,068	42
	June 9	2,225.1	8.0	2,210.1	7.9	–39.1	–43.0	197	1,987	41
	July 14	2,208.5	7.9	2,153.6	7.7	–56.5	–44.9	272	1,896	40
	Aug 11	2,173.7	7.8	2,112.8	7.6	–40.8	–45.5	230	1,905	39
	Sept 8** ***	2,195.2	7.9	2,080.1	7.5	–32.7	–43.3	257	1,899	39
	Oct 13	2,008.4	7.2	2,047.3	7.3	–32.8	–35.4	232	1,738	38
	Nov 10	1,958.0	7.0	1,994.6	7.2	–52.7	–39.4	217	1,705	36
	Dec 8	1,938.5	7.0	1,928.3	6.9	–66.3	–50.6	206	1,697	36
1989	Jan 12	1,963.2	7.0	1,878.1	6.7	–50.2	–56.4	207	1,721	36
	Feb 9	1,908.1	6.8	1,839.1	6.6	–39.0	–51.8	213	1,662	34
	Mar 9	1,851.9	6.6	1,807.4	6.5	–31.7	–40.3	193	1,626	32
	Apr 13 P	1,776.0	6.4	1,748.2	6.3	–59.2	–43.3	182	1,563	31

1985)		2,251.7	13.7	2,114.3	12.8	1,019.5	9.1	921.4	8.2	
1986*)	Annual	2,252.5	13.7	2,148.3	13.0	1,036.6	9.1	958.9	8.4	
1987)	averages	2,045.8	12.3	1,971.0	11.9	907.6	7.8	851.3	7.3	
1988)		1,650.5	9.9	1,607.2	9.7	719.9	6.0	687.3	5.8	
1987	Apr 9	2,158.2	13.0	2,055.0	12.4	948.9	8.1	898.9	7.7	404.2
	May 14	2,080.4	12.5	2,017.5	12.2	906.1	7.7	873.0	7.5	383.7
	June 11	2,023.0	12.2	1,996.0	12.0	882.4	7.5	861.2	7.4	373.3
	July 9	2,008.5	12.1	1,968.3	11.9	898.0	7.7	844.3	7.2	368.4
	Aug 13	1,970.3	11.9	1,936.3	11.7	895.5	7.7	830.3	7.1	369.0
	Sept 10	1,973.8	11.9	1,907.2	11.5	896.4	7.7	810.9	6.9	356.9
	Oct 8	1,903.6	11.5	1,870.3	11.3	847.8	7.2	793.6	6.8	343.4
	Nov 12	1,865.8	11.2	1,828.3	11.0	819.7	7.0	776.1	6.6	332.1
	Dec 10	1,878.7	11.3	1,800.4	10.9	817.1	7.0	768.2	6.6	334.0
1988	Jan 14	1,892.7	11.4	1,759.5	10.6	829.5	7.0	759.9	6.4	337.0
	Feb 11	1,852.1	11.1	1,731.3	10.4	813.3	6.8	753.7	6.3	330.5
	Mar 10	1,803.1	10.8	1,709.9	10.3	789.0	6.6	744.0	6.2	322.5
	Apr 14	1,765.7	10.6	1,674.1	10.1	770.3	6.5	728.8	6.1	316.0
	May 12	1,692.1	10.2	1,648.8	9.9	734.8	6.2	715.0	6.0	301.6
	June 9	1,632.0	9.8	1,624.0	9.8	708.7	5.9	700.1	5.9	291.8
	July 14	1,606.3	9.7	1,586.7	9.5	720.4	6.0	680.6	5.7	287.7
	Aug 11	1,576.5	9.5	1,562.7	9.4	714.6	6.0	662.9	5.6	286.9
	Sept 8** ***	1,594.4	9.6	1,543.1	9.3	716.6	6.0	648.6	5.4	287.9
	Oct 13	1,484.2	8.9	1,522.4	9.2	634.6	5.3	635.5	5.3	265.2
	Nov 10	1,454.8	8.7	1,484.6	8.9	612.2	5.1	620.6	5.2	254.9
	Dec 8	1,451.5	8.7	1,439.4	8.7	595.1	5.0	598.0	5.0	249.9
1989	Jan 12	1,473.2	8.9	1,405.4	8.4	601.1	5.0	582.4	4.9	248.7
	Feb 9	1,434.9	8.6	1,377.9	8.3	583.3	4.9	570.8	4.8	239.5
	Mar 9	1,399.4	8.4	1,359.5	8.2	560.9	4.7	557.1	4.7	229.3
	Apr 13 P	1,350.8	8.1	1,320.0	7.9	532.8	4.5	536.4	4.5	216.9

* Due to a change in the compilation of the unemployment statistics to remove over-recording (see *Employment Gazette*, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.

** Unadjusted figures from September 1988 are affected by the new benefit regulations for those aged under 18, most of whom are no longer eligible for income support. This reduces the UK unadjusted total by about 90,000 on average with most of this effect having taken place over the two months to October 1988. See also note ‡ opposite.

*** The unadjusted figures for September 8, 1988 include some temporary over-recording, estimated at about 55,000, because of the postal strike in Great Britain (Northern Ireland was unaffected). (Outflows between August and September were understated with a compensating effect between September and October). An allowance for this distortion has been made in the seasonally adjusted figures for September.

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision mainly in the following month.

† National and regional unemployment rates are calculated by expressing the number of unemployed as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-1988 for 1988 and 1989 figures and at the corresponding mid-year for earlier years. These national and regional unemployment rates have been up-dated to incorporate revisions to the workforce estimates using the preliminary results of the 1988 Labour force Survey. Later revisions will be made in the light of the results of the 1987 Census of Employment.

‡ The seasonally adjusted figures relate only to claimants aged 18 or over, in order to maintain the consistent series, available back to 1971 (1974 for the regions), allowing for the effect of the change in benefit regulations for under 18 year olds from September 1988. See *Employment Gazette*, December 1988, p 660. The seasonally adjusted series takes account of past discontinuities to be consistent with current coverage (see p 422 of the October 1986 *Employment Gazette* for the list of previous discontinuities taken into account).

2·3 UNEMPLOYMENT
Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1985)	782.4	527.1	255.2	8.6	9.9	6.8	728.5	8.0			495.4	233.1
1986*) Annual	784.7	524.7	260.0	8.6	9.8	6.8	750.2	8.2			505.2	245.0
1987) averages	680.5	460.8	219.7	7.3	8.5	5.6	657.9	7.1			448.3	209.7
1988)	508.6	346.8	161.8	5.4	6.4	4.0	496.1	5.2			339.8	156.2
1988 Apr 14	549.7	374.8	174.9	5.8	6.9	4.4	528.6	5.6	–18.4	–11.6	359.4	169.2
May 12	523.1	357.2	165.8	5.5	6.6	4.1	518.1	5.5	–10.5	–12.3	353.1	165.0
June 9	501.6	342.6	159.0	5.3	6.3	4.0	505.8	5.4	–12.3	–13.7	345.4	160.4
July 14	494.8	335.2	159.5	5.2	6.2	4.0	486.1	5.1	–19.7	–14.2	333.2	152.9
Aug 11	486.7	328.1	158.6	5.2	6.0	3.9	470.9	5.0	–15.2	–15.7	324.7	146.2
Sept 8** ***	494.2	333.3	160.9	5.2	6.1	4.0	461.9	4.9	–9.0	–14.6	318.9	143.0
Oct 13	448.1	306.4	141.8	4.7	5.6	3.5	455.3	4.8	–6.6	–10.3	314.5	140.8
Nov 10	428.5	294.4	134.1	4.5	5.4	3.3	439.6	4.7	–15.7	–10.4	303.3	136.3
Dec 8	422.2	292.5	129.8	4.5	5.4	3.2	420.8	4.5	–18.8	–13.7	290.5	130.3
1989 Jan 12	419.5	291.7	127.9	4.4	5.4	3.2	405.7	4.3	–15.1	–16.5	280.2	125.5
Feb 9	408.4	284.7	123.7	4.3	5.2	3.1	394.3	4.2	–11.4	–15.1	272.9	121.4
Mar 9	397.0	278.6	118.5	4.2	5.1	2.9	387.6	4.1	–6.7	–11.1	269.5	118.1
Apr 13 P	380.3	268.2	112.1	4.0	4.9	2.8	374.3	4.0	–13.3	–10.5	261.6	112.7
GREATER LONDON (included in South East)												
1985)	402.5	278.4	124.1	9.4	10.8	7.3	376.3	8.8			262.7	113.6
1986*) Annual	407.1	280.9	126.1	8.3	11.1	6.0	391.3	8.0			272.0	119.4
1987) averages	363.8	254.4	109.4	8.4	10.0	6.2	353.0	8.2			248.3	104.7
1988)	291.9	205.1	86.7	6.7	8.0	4.9	285.5	6.6			201.6	83.9
1988 Apr 14	311.2	219.1	92.1	7.2	8.6	5.2	302.2	7.0	–9.1	–3.8	212.7	89.5
May 12	299.9	211.5	88.4	6.9	8.3	5.0	296.5	6.8	–5.7	–5.6	208.9	87.6
June 9	290.8	205.0	85.8	6.7	8.0	4.8	289.2	6.7	–7.3	–7.4	203.7	85.5
July 14	288.1	201.5	86.5	6.6	7.9	4.9	280.2	6.5	–9.0	–7.3	197.9	82.3
Aug 11	284.5	198.0	86.4	6.6	7.7	4.9	273.1	6.3	–7.1	–7.8	193.4	79.7
Sept 8** ***	290.5	201.8	88.8	6.7	7.9	5.0	269.4	6.2	–3.7	–6.6	190.7	78.7
Oct 13	265.4	186.7	78.8	6.1	7.3	4.4	267.2	6.2	–2.2	–4.3	189.1	78.1
Nov 10	253.3	178.7	74.6	5.8	7.0	4.2	259.7	6.0	–7.5	–4.5	183.6	76.1
Dec 8	249.3	176.8	72.5	5.8	6.9	4.1	249.8	5.8	–9.9	–6.5	176.9	72.9
1989 Jan 12	243.8	173.2	70.5	5.6	6.8	4.0	242.2	5.6	–7.6	–8.3	171.2	71.0
Feb 9	237.8	169.3	68.5	5.5	6.6	3.9	235.5	5.4	–6.7	–8.1	167.2	68.3
Mar 9	232.6	166.4	66.2	5.4	6.5	3.7	230.3	5.3	–5.2	–6.5	163.7	66.6
Apr 13 P	225.1	161.7	63.4	5.2	6.3	3.6	223.2	5.2	–7.1	–6.3	159.5	63.7
EAST ANGLIA												
1985)	81.3	53.2	28.1	8.6	9.2	7.6	75.3	8.0			49.8	25.4
1986*) Annual	83.4	53.9	29.5	8.6	9.1	7.8	78.8	8.1			51.4	27.4
1987) averages	72.5	47.4	25.1	7.1	7.8	6.2	69.4	6.6			45.8	23.7
1988)	52.0	33.6	18.5	4.9	5.2	4.5	50.4	4.8			32.7	17.7
1988 Apr 14	58.3	37.8	20.5	5.5	5.9	5.0	53.9	5.1	–1.8	–1.5	34.7	19.2
May 12	55.1	35.5	19.6	5.2	5.5	4.7	52.9	5.0	–1.0	–1.4	34.1	18.8
June 9	50.9	32.8	18.1	4.8	5.1	4.4	51.4	4.9	–1.5	–1.4	33.3	18.1
July 14	49.3	31.4	18.0	4.7	4.9	4.3	49.6	4.7	–1.8	–1.4	32.1	17.5
Aug 11	48.0	30.5	17.5	4.5	4.7	4.2	48.4	4.6	–1.2	–1.5	31.5	16.9
Sept 8** ***	47.9	30.4	17.5	4.5	4.7	4.2	47.1	4.4	–1.3	–1.4	30.7	16.4
Oct 13	43.0	27.5	15.5	4.1	4.3	3.7	45.7	4.3	–1.4	–1.3	29.8	15.9
Nov 10	41.6	26.9	14.7	3.9	4.2	3.6	43.3	4.1	–2.4	–1.7	28.3	15.0
Dec 8	41.5	27.2	14.3	3.9	4.2	3.5	41.1	3.9	–2.2	–2.0	26.8	14.3
1989 Jan 12	42.1	27.9	14.3	4.0	4.3	3.5	38.5	3.6	–2.6	–2.4	25.3	13.2
Feb 9	41.0	27.4	13.5	3.9	4.3	3.3	37.2	3.5	–1.3	–2.0	24.4	12.8
Mar 9	39.6	26.5	13.1	3.7	4.1	3.2	36.7	3.5	–0.5	–1.5	24.2	12.5
Apr 13 P	37.4	25.1	12.2	3.5	3.9	3.0	35.5	3.4	–1.2	–1.0	23.5	12.0
SOUTH WEST												
1985)	204.9	132.8	72.2	10.0	11.0	8.7	190.5	9.3			124.5	66.0
1986*) Annual	205.7	131.6	74.2	10.0	10.8	8.6	195.8	9.5			126.1	69.7
1987) averages	178.9	115.0	63.9	8.5	9.4	7.3	172.3	8.2			111.4	60.9
1988)	137.6	88.5	49.1	6.5	7.2	5.6	133.7	6.3			86.5	47.3
1988 Apr 14	148.9	95.8	53.1	7.1	7.8	6.0	141.7	6.7	–3.6	–3.2	90.7	51.0
May 12	139.7	89.9	49.8	6.6	7.3	5.6	139.3	6.6	–2.4	–3.0	89.3	50.0
June 9	130.9	84.4	46.5	6.2	6.9	5.3	137.1	6.5	–2.2	–2.7	88.2	48.9
July 14	129.0	82.5	46.5	6.1	6.7	5.3	132.5	6.3	–4.6	–3.1	85.5	47.0
Aug 11	127.6	81.2	46.4	6.1	6.6	5.3	128.8	6.1	–3.7	–3.5	83.7	45.1
Sept 8** ***	130.3	83.2	47.1	6.2	6.8	5.3	126.1	6.0	–2.7	–3.7	82.2	43.9
Oct 13	120.6	78.0	42.7	5.7	6.4	4.8	122.9	5.8	–3.2	–3.2	80.4	42.5
Nov 10	119.1	77.0	42.0	5.6	6.3	4.8	118.3	5.6	–4.6	–3.5	77.3	41.0
Dec 8	117.9	77.0	40.9	5.6	6.3	4.6	113.1	5.4	–5.2	–4.3	73.8	39.3
1989 Jan 12	119.6	78.5	41.1	5.7	6.4	4.7	109.1	5.2	–4.0	–4.6	71.4	37.7
Feb 9	115.3	75.8	39.5	5.5	6.2	4.5	106.3	5.0	–2.8	–4.0	69.6	36.7
Mar 9	110.2	73.1	37.1	5.2	6.0	4.2	104.7	5.0	–1.6	–2.8	69.1	35.6
Apr 13 P	103.5	69.5	34.1	4.9	5.7	3.9	101.6	4.8	–3.1	–2.5	67.2	34.4

See footnotes to *tables 2.1* and *2.2*.

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work force†	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1985)	349.7	243.1	106.6	13.6	15.5	10.6	326.9	12.7			230.2	96.7
1986*) Annual	346.7	236.8	108.0	13.3	15.2	10.4	327.7	12.6			228.1	99.6
1987) averages	305.9	211.1	94.8	11.6	13.3	9.0	292.1	11.1			203.5	88.6
1988)	238.0	163.0	75.0	8.8	10.2	6.8	230.1	8.5			158.7	71.4
1988 Apr 14	255.9	174.8	81.2	9.5	11.0	7.4	243.8	9.1	–5.5	–1.8	167.0	76.8
May 12	244.8	167.4	77.4	9.1	10.5	7.0	238.1	8.8	–5.7	–1.9	163.4	74.7
June 9	237.4	162.6	74.9	8.8	10.2	6.8	233.7	8.7	–4.4	–1.5	160.7	73.0
July 14	235.9	160.2	75.7	8.8	10.0	6.9	228.2	8.5	–5.5	–1.8	157.0	71.2
Aug 11	233.0	158.0	75.0	8.6	9.9	6.8	223.7	8.3	–4.5	–4.8	154.4	69.3
Sept 8** ***	233.5	158.3	75.2	8.7	9.9	6.9	218.3	8.1	–5.4	–5.1	151 1	67.2
Oct 13	209.4	144.1	65.4	7.8	9.0	6.0	211.7	7.9	–6.6	–5.5	146.8	64.9
Nov 10	201.0	138.9	62.1	7.5	8.7	5.7	205.7	7.6	–6.0	–6.0	142.4	63.3
Dec 8	197.1	137.4	59.8	7.3	8.6	5.4	198.2	7.4	–7.5	–6.7	137.6	60.6
1989 Jan 12	198.2	138.4	59.7	7.4	8.7	5.4	192.1	7.1	–6.1	–6.5	133.3	58.8
Feb 9	191.3	133.6	57.7	7.1	8.4	5.3	186.8	6.9	–5.3	–6.3	129.5	57.3
Mar 9	184.1	129.0	55.1	6.8	8.1	5.0	181.3	6.7	–5.5	–5.6	126.2	55.1
Apr 13 P	175.2	123.2	52.1	6.5	7.7	4.7	174.1	6.5	–7.2	–6.0	121.6	52.5
EAST MIDLANDS												
1985)	202.3	136.9	65.3	10.5	11.9	8.4	188.2	9.9			128.7	59.5
1986*) Annual	202.8	136.0	66.8	10.6	11.8	8.8	191.3	9.9			129.4	61.9
1987) averages	183.9	125.2	54.4	9.4	10.8	6.9	175.8	9.0			120.6	55.2
1988)	147.8	101.9	45.9	7.4	8.7	5.6	143.2	7.2			99.3	43.9
1988 Apr 14	160.2	110.9	49.3	8.1	9.4	6.1	150.3	7.6	–2.4	–2.1	103.7	46.6
May 12	152.6	105.5	47.1	7.7	9.0	5.8	148.1	7.5	–2.2	–2.3	102.4	45.7
June 9	146.2	100.9	45.3	7.4	8.6	5.6	145.3	7.3	–2.8	–2.5	100.6	44.7
July 14	145.7	99.5	46.2	7.3	8.5	5.7	142.0	7.1	–3.3	–2.8	98.5	43.5
Aug 11	142.9	97.3	45.6	7.2	8.3	5.6	139.3	7.0	–2.7	–2.9	97.1	42.2
Sept 8** ***	143.7	97.9	45.8	7.2	8.3	5.6	137.1	6.9	–2.2	–2.7	95.7	41.4
Oct 13	130.6	90.5	40.1	6.6	7.7	4.9	134.6	6.8	–2.5	–2.5	94.2	40.4
Nov 10	126.6	88.3	38.2	6.4	7.5	4.7	130.6	6.6	–4.0	–2.9	91.3	39.3
Dec 8	125.9	88.8	37.1	6.3	7.6	4.6	126.4	6.4	–4.2	–3.6	88.6	37.8
1989 Jan 12	128.4	90.5	38.0	6.5	7.7	4.7	122.2	6.1	–4.2	–4.1	85.6	36.6
Feb 9	125.1	88.3	36.8	6.3	7.5	4.5	120.0	6.0	–2.2	–3.5	83.8	36.2
Mar 9	121.8	86.2	35.6	6.1	7.3	4.4	118.0	5.9	–2.0	–2.8	82.7	35.3
Apr 13 P	116.4	82.7	33.7	5.9	7.0	4.1	112.9	5.7	–5.1	–3.1	79.1	33.8
YORKSHIRE AND HUMBERSIDE												
1985)	305.8	212.9	92.9	13.0	15.2	9.8	281.5	12.0			199.0	82.5
1986*) Annual	315.9	220.1	95.8	13.4	15.6	10.0	294.3	12.4			207.8	86.5
1987) averages	286.0	201.2	84.8	12.0	14.3	8.7	270.5	11.3			192.4	78.1
1988)	234.9	165.8	69.1	9.8	11.8	7.0	226.0	9.5			160.8	65.2
1988 Apr 14	252.1	177.9	74.1	10.5	12.7	7.5	236.0	9.9	–2.7	–2.6	167.4	68.6
May 12	242.1	171.0	71.1	10.1	12.2	7.2	232.3	9.7	–3.7	–2.8	164.9	67.4
June 9	233.9	164.9	69.0	9.8	11.8	7.0	229.5	9.6	–2.8	–3.1	162.9	66.6
July 14	231.7	162.0	69.8	9.7	11.6	7.0	224.4	9.4	–5.1	–3.9	159.3	65.1
Aug 11	228.2	158.9	69.2	9.5	11.4	7.0	221.5	9.3	–2.9	–3.6	157.8	63.7
Sept 8** ***	230.7	161.2	69.5	9.7	11.5	7.0	218.1	9.1	–3.4	–3.8	155.8	62.3
Oct 13	209.7	149.2	60.5	8.8	10.7	6.1	214.5	9.0	–3.6	–3.3	153.7	60.8
Nov 10	205.5	147.2	58.3	8.6	10.5	5.9	209.5	8.8	–5.0	–4.0	150.1	59.4
Dec 8	203.1	146.2	56.9	8.5	10.4	5.7	202.8	8.5	–6.7	–5.1	145.3	57.5
1989 Jan 12	206.4	148.6	57.8	8.6	10.6	5.8	197.6	8.3	–5.2	–5.6	141.4	56.2
Feb 9	200.4	144.3	56.1	8.4	10.3	5.7	193.4	8.1	–4.2	–5.4	138.3	55.1
Mar 9	194.1	139.9	54.3	8.1	10.0	5.5	189.2	7.9	–4.2	–4.5	135.4	53.8
Apr 13 P	187.1	135.5	51.6	7.8	9.7	5.2	183.8	7.7	–5.4	–4.6	131.9	51.9
NORTH WEST												
1985)	452.0	317.1	134.9	14.8	17.7	10.7	420.8	13.8			298.9	121.9
1986*) Annual	448.3	313.2	135.1	14.8	17.8	10.7	423.1	13.9			298.5	124.5
1987) averages	403.3	284.3	118.6	13.3	16.3	9.2	385.2	12.7			273.8	111.4
1988)	333.0	235.9	97.1	11.1	13.7	7.5	322.1	10.7			229.6	92.5
1988 Apr 14	352.6	249.4	103.2	11.7	14.5	8.0	333.9	11.1	–6.6	–5.3	237.2	96.7
May 12	340.3	241.1	99.2	11.3	14.0	7.7	329.1	10.9	–4.8	–5.1	233.6	95.5
June 9	329.4	233.5	96.0	10.9	13.6	7.4	324.2	10.8	–4.9	–5.4	230.4	93.8
July 14	328.8	231.3	97.4	10.9	13.4	7.6	317.8	10.6	–6.4	–5.4	226.1	91.7
Aug 11	325.7	228.5	97.2	10.8	13.3	7.5	314.3	10.4	–3.5	–4.9	224.0	90.3
Sept 8** ***	329.3	231.1	98.2	10.9	13.4	7.6	310.9	10.3	–3.4	–4.4	222.2	88.7
Oct 13	301.0	214.9	86.1	10.0	12.5	6.7	307.2	10.2	–3.7	–3.5	220.1	87.1
Nov 10	294.7	211.4	83.3	9.8	12.3	6.5	300.5	10.0	–6.7	–4.6	215.5	85.0
Dec 8	292.8	211.5	81.3	9.7	12.3	6.3	292.9	9.7	–7.6	–6.0	210.7	82.2
1989 Jan 12	299.2	215.9	83.3	9.9	12.5	6.5	288.8	9.6	–4.1	–6.1	208.1	80.7
Feb 9	291.5	210.8	80.8	9.7	12.2	6.3	284.3	9.4	–4.5	–5.4	205.0	79.3
Mar 9	285.0	207.1	77.9	9.5	12.0	6.0	280.4	9.3	–3.9	–4.2	203.0	77.4
Apr 13 P	275.5	200.9	74.5	9.1	11.7	5.8	272.0	9.0	–8.4	–5.6	197.4	74.6

See footnotes to *tables 2.1* and *2.2*.

2·3 UNEMPLOYMENT
Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1985)	237.6	169.3	68.4	16.5	19.5	11.9	221.1	15.4			159.7	61.4
1986*) Annual	234.9	167.3	67.6	16.1	19.3	11.5	221.5	15.2			159.6	61.9
1987) averages	213.1	155.1	58.0	14.6	17.9	9.8	203.9	14.0			149.7	54.2
1988)	179.4	130.7	48.7	12.2	15.0	8.1	174.0	11.9			127.6	46.4
1988 Apr 14	190.8	139.0	51.7	13.0	16.0	8.6	180.0	12.3	–3.5	–2.1	131.4	48.6
May 12	183.3	133.6	49.7	12.5	15.4	8.3	177.2	12.1	–2.8	–2.5	129.4	47.8
June 9	178.9	130.6	48.3	12.2	15.0	8.1	176.0	12.0	–1.2	–2.5	129.0	47.0
July 14	176.7	128.1	48.6	12.0	14.7	8.1	172.9	11.8	–3.1	–2.4	126.9	46.0
Aug 11	172.5	124.5	47.9	11.8	14.3	8.0	170.0	11.6	–2.9	–2.4	125.0	45.0
Sept 8** ***	174.7	125.9	48.8	11.9	14.5	8.2	167.6	11.4	–2.4	–2.8	123.4	44.2
Oct 13	163.0	119.2	43.8	11.1	13.7	7.3	165.6	11.3	–2.0	–2.4	121.9	43.7
Nov 10	161.7	118.9	42.8	11.0	13.7	7.1	163.5	11.1	–2.1	–2.2	120.3	43.2
Dec 8	160.5	119.0	41.5	10.9	13.7	6.9	160.0	10.9	–3.5	–2.5	118.1	41.9
1989 Jan 12	164.5	122.3	42.2	11.2	14.1	7.1	157.7	10.8	–2.3	–2.6	116.8	40.9
Feb 9	161.0	119.6	41.4	11.0	13.8	6.9	156.3	10.7	–1.4	–2.4	115.8	40.5
Mar 9	157.0	116.7	40.3	10.7	13.4	6.7	154.1	10.5	–2.2	–2.0	114.0	40.1
Apr 13 P	151.8	113.2	38.6	10.3	13.0	6.5	149.2	10.2	–4.9	–2.8	110.4	38.8
WALES												
1985)	180.6	127.7	52.9	14.8	17.0	11.2	168.4	13.8			120.5	47.9
1986*) Annual	179.0	126.1	52.9	14.7	16.9	11.4	169.3	13.9			120.5	48.8
1987) averages	157.0	111.8	45.2	13.1	15.6	9.4	149.9	12.5			107.7	42.2
1988)	130.0	92.9	37.1	10.8	13.0	7.6	125.7	10.5			90.4	35.4
1988 Apr 14	140.1	100.2	39.9	11.7	14.0	8.2	131.7	11.0	–1.6	–1.3	94.3	37.4
May 12	133.0	95.2	37.8	11.1	13.3	7.8	129.2	10.8	–2.5	–1.7	92.5	36.7
June 9	127.1	91.1	36.0	10.6	12.8	7.4	127.7	10.6	–1.5	–1.9	91.4	36.3
July 14	126.1	89.5	36.6	10.5	12.5	7.5	124.6	10.4	–3.1	–2.4	89.4	35.2
Aug 11	124.1	87.6	36.5	10.3	12.3	7.5	122.4	10.2	–2.2	–2.3	88.1	34.3
Sept 8** ***	125.8	89.0	36.9	10.5	12.5	7.6	120.6	10.1	–1.8	–2.4	87.1	33.5
Oct 13	117.7	84.6	33.1	9.8	11.9	6.8	119.6	10.0	–1.0	–1.7	86.6	33.0
Nov 10	115.8	83.4	32.4	9.7	11.7	6.7	116.9	9.7	–2.7	–1.8	84.3	32.6
Dec 8	114.5	82.9	31.6	9.5	11.6	6.5	112.9	9.4	–4.0	–2.6	81.5	31.4
1989 Jan 12	116.2	84.1	32.2	9.7	11.8	6.6	109.7	9.1	–3.2	–3.3	79.1	30.6
Feb 9	112.0	81.0	31.1	9.3	11.3	6.4	107.1	8.9	–2.6	–3.3	77.1	30.0
Mar 9	107.7	78.1	29.6	9.0	10.9	6.1	104.9	8.7	–2.2	–2.7	75.6	29.3
Apr 13 P	103.2	75.2	28.0	8.6	10.5	5.8	101.2	8.4	–3.7	–2.8	73.0	28.2
SCOTLAND												
1985)	353.0	243.6	109.3	14.1	16.6	10.6	322.0	12.9			225.2	96.8
1986*) Annual	359.8	248.1	111.8	14.4	16.9	10.9	332.8	13.3			232.1	100.6
1987) averages	345.8	241.9	103.8	13.9	16.7	10.0	323.4	13.0			228.9	94.5
1988)	293.6	207.2	86.4	11.7	14.3	8.2	280.1	11.2			199.3	80.8
1988 Apr 14	309.1	218.2	90.9	12.4	15.1	8.6	288.4	11.5	–4.9	–3.8	204.6	83.8
May 12	296.8	210.4	86.4	11.9	14.6	8.2	284.8	11.4	–3.6	–3.9	202.5	82.3
June 9	288.8	204.4	84.4	11.5	14.2	8.0	279.7	11.2	–5.1	–4.5	199.0	80.7
July 14	290.5	201.8	88.7	11.6	14.0	8.4	275.9	11.0	–3.8	–4.2	196.0	79.9
Aug 11	285.1	197.8	87.3	11.4	13.7	8.3	273.4	10.9	–2.5	–3.8	194.3	79.1
Sept 8** ***	285.2	200.7	84.5	11.4	13.9	8.0	272.3	10.9	–1.1	–2.5	194.2	78.1
Oct 13	265.2	189.8	75.5	10.6	13.1	7.1	270.1	10.8	–2.2	–1.9	193.4	76.7
Nov 10	263.6	188.9	74.7	10.5	13.1	7.1	266.5	10.7	–3.6	–2.3	191.0	75.5
Dec 8	262.9	189.3	73.5	10.5	13.1	7.0	260.2	10.4	–6.3	–4.0	186.7	73.5
1989 Jan 12	269.0	193.7	75.4	10.8	13.4	7.1	256.6	10.3	–3.6	–4.5	184.0	72.6
Feb 9	262.1	188.4	73.6	10.5	13.0	7.0	253.4	10.1	–3.2	–4.4	181.7	71.7
Mar 9	255.3	184.3	71.1	10.2	12.8	6.7	250.5	10.0	–2.9	–3.2	180.2	70.3
Apr 13 P	245.6	178.0	67.6	9.8	12.3	6.4	243.4	9.7	–7.1	–4.4	175.1	68.3
NORTHERN IRELAND												
1985)	121.8	88.0	33.8	17.4	20.7	12.7	112.7	16.1			82.4	30.3
1986*) Annual	127.8	92.9	34.9	18.3	22.0	12.9	122.6	17.6			89.6	33.0
1987) averages	126.5	92.0	34.5	18.2	21.9	12.5	122.1	17.6			89.2	32.9
1988)	115.7	84.3	31.3	16.7	20.4	11.3	113.2	16.4			82.7	30.5
1988 Apr 14	118.3	86.8	31.5	17.1	21.0	11.4	114.5	16.6	–0.2	–0.7	83.6	30.9
May 12	116.2	85.2	30.9	16.8	20.6	11.2	114.6	16.6	0.1	–0.2	83.6	31.0
June 9	115.6	84.3	31.3	16.7	20.4	11.3	114.0	16.5	–0.6	–0.2	83.2	30.8
July 14	118.2	84.8	33.4	17.1	20.5	12.1	113.7	16.5	–0.3	–0.3	82.9	30.8
Aug 11	117.5	84.1	33.4	17.0	20.3	12.1	112.8	16.3	–0.9	–0.6	82.2	30.6
Sept 8**	115.7	83.4	32.3	16.8	20.2	11.7	111.6	16.2	–1.2	–0.8	81.6	30.0
Oct 13	110.4	80.1	30.3	16.0	19.4	10.9	110.6	16.0	–1.0	–1.0	80.9	29.7
Nov 10	109.0	79.5	29.5	15.8	19.2	10.7	110.6	16.0	—	–0.7	80.6	30.0
Dec 8	108.1	79.6	28.4	15.6	19.2	10.3	109.1	15.8	–1.5	–0.8	79.8	29.3
1989 Jan 12	111.2	81.8	29.4	16.1	19.8	10.6	109.7	15.9	0.6	–0.3	80.1	29.6
Feb 9	110.1	80.9	29.1	15.9	19.6	10.5	109.6	15.9	–0.1	–0.3	79.7	29.9
Mar 9	108.4	79.9	28.5	15.7	19.3	10.3	109.2	15.8	–0.4	—	79.6	29.6
Apr 13 P	107.6	79.3	28.3	15.6	19.2	10.2	108.2	15.7	–1.0	–0.5	79.1	29.1

See footnotes to *tables 2.1* and *2.2*.

UNEMPLOYMENT
Area statistics 2·4

Unemployment in regions by assisted area status ‡ and in travel-to-work areas* at April 13, 1989

	Male	Female	All	Rate † per cent employees and unemployed
ASSISTED REGIONS ††				
South West				
Development Areas	5,293	2,485	7,778	12.5
Intermediate Areas	10,898	5,074	15,972	9.0
Unassisted	53,262	26,506	79,768	5.2
All	**69,453**	**34,065**	**103,518**	**5.9**
West Midlands				
Intermediate Areas	101,523	40,820	142,343	8.6
Unassisted	21,666	11,238	32,904	4.8
All	**123,189**	**52,058**	**175,247**	**7.4**
East Midlands				
Development Areas	1,231	669	1,900	7.5
Intermediate Areas	2,460	1,220	3,680	7.0
Unassisted	79,002	31,793	110,795	6.8
All	**82,693**	**33,682**	**116,375**	**6.8**
Yorks and Humberside				
Development Areas	15,844	5,681	21,525	12.8
Intermediate Areas	68,845	24,575	93,420	10.1
Unassisted	50,784	21,376	72,160	7.3
All	**135,473**	**51,632**	**187,105**	**9.0**
North West				
Development Areas	91,934	32,499	124,433	13.8
Intermediate Areas	60,317	22,047	82,364	9.2
Unassisted	48,689	19,975	68,664	8.0
All	**200,940**	**74,521**	**275,461**	**10.4**
North				
Development Areas	91,251	29,364	120,615	13.1
Intermediate Areas	12,807	4,662	17,469	10.5
Unassisted	9,125	4,567	13,692	6.4
All	**113,183**	**38,593**	**151,776**	**11.7**
Wales				
Development Areas	30,175	11,006	41,181	11.7
Intermediate Areas	39,058	14,201	53,259	9.7
Unassisted	5,923	2,825	8,748	7.6
All	**75,156**	**28,032**	**103,188**	**10.2**
Scotland				
Development Areas	108,916	37,647	146,563	13.3
Intermediate Areas	27,454	12,061	39,515	12.3
Unassisted	41,652	17,906	59,558	7.4
All	**178,022**	**67,614**	**245,636**	**11.0**
UNASSISTED REGIONS				
South East	**268,201**	**112,089**	**380,290**	**4.7**
East Anglia	**25,134**	**12,226**	**37,360**	**4.3**
GREAT BRITAIN				
Development Areas	344,644	119,351	463,995	13.1
Intermediate Areas	323,362	124,660	448,022	9.4
Unassisted	603,438	260,501	863,939	5.5
All	**1,271,444**	**504,512**	**1,775,956**	**7.4**
Northern Ireland	**79,349**	**28,276**	**107,625**	**17.5**
United Kingdom	**1,350,793**	**532,788**	**1,883,581**	**7.6**
TRAVEL TO WORK AREAS*				
England				
Accrington and Rossendale	2,341	1,075	3,416	7.5
Alfreton and Ashfield	3,874	1,170	5,044	7.9
Alnwick and Amble	1,143	410	1,553	13.1
Andover	394	259	653	2.2
Ashford	895	400	1,295	3.8
Aylesbury and Wycombe	2,172	1,092	3,264	1.9
Banbury	652	346	998	4.0
Barnsley	7,603	2,330	9,933	12.4
Barnstaple and Ilfracombe	1,250	607	1,857	7.7
Barrow-in-Furness	1,782	959	2,741	7.1
Basingstoke and Alton	1,106	475	1,581	2.1
Bath	1,884	1,035	2,919	4.8
Beccles and Halesworth	440	287	727	4.4
Bedford	1,620	669	2,289	2.8
Berwick-on-Tweed	534	232	766	7.6
Bicester	178	160	338	2.1
Bideford	611	306	917	9.9
Birmingham	48,552	18,489	67,041	8.7
Bishop Auckland	3,634	1,330	4,964	12.0
Blackburn	4,134	1,417	5,551	8.6
Blackpool	7,606	2,852	10,458	9.5
Blandford	145	106	251	2.8
Bodmin and Liskeard	1,224	683	1,907	8.7
Bolton and Bury	11,981	4,826	16,807	10.0
Boston	1,259	517	1,776	7.1
Bournemouth	3,579	1,427	5,006	5.2
Bradford	12,744	4,379	17,123	8.1
Bridgwater	1,401	778	2,179	7.1
Bridlington and Driffield	1,427	638	2,065	9.8
Bridport	272	150	422	4.9
Brighton	6,239	2,679	8,918	5.0
Bristol	13,154	5,925	19,079	5.9
Bude	369	176	545	9.9
Burnley	2,326	951	3,277	8.4
Burton-on-Trent	2,830	1,274	4,104	6.3
Bury St Edmunds	537	338	875	2.6
Buxton	753	447	1,200	5.4
Calderdale	3,887	1,828	5,715	7.2
Cambridge	2,091	971	3,062	2.1
Canterbury	1,778	771	2,549	5.3
Carlisle	2,287	1,148	3,435	6.1
Castleford and Pontefract	4,284	1,503	5,787	10.7
Chard	250	202	452	5.2
Chelmsford and Braintree	2,006	1,155	3,161	3.1
Cheltenham	1,896	857	2,753	3.8
Chesterfield	5,411	2,034	7,445	9.6
Chichester	1,105	422	1,527	2.6
Chippenham	713	500	1,213	4.2
Cinderford and Ross-on-Wye	1,078	633	1,711	7.1
Cirencester	202	121	323	2.6
Clacton	1,314	488	1,802	9.1
Clitheroe	169	125	294	3.1
Colchester	1,951	1,170	3,121	4.2
Corby	1,165	621	1,786	7.3
Coventry and Hinckley	12,452	5,744	18,196	7.6
Crawley	2,136	896	3,032	1.6
Crewe	2,058	1,058	3,116	6.7
Cromer and North Walsham	731	329	1,060	5.8
Darlington	3,277	1,264	4,541	9.3
Dartmouth and Kingsbridge	346	174	520	6.6
Derby	7,843	2,991	10,834	6.8
Devizes	246	171	417	3.1
Diss	269	163	432	3.5
Doncaster	9,626	3,701	13,327	13.2
Dorchester and Weymouth	1,201	583	1,784	4.9
Dover and Deal	1,799	639	2,438	6.5
Dudley and Sandwell	16,272	6,727	22,999	8.5
Durham	4,411	1,790	6,201	9.3
Eastbourne	1,343	570	1,913	3.3
Evesham	537	362	899	3.0
Exeter	2,804	1,328	4,132	4.6
Fakenham	383	204	587	5.9
Falmouth	763	318	1,081	10.7
Folkestone	1,713	642	2,355	7.4
Gainsborough	860	361	1,221	9.9
Gloucester	2,209	958	3,167	4.6
Goole and Selby	1,580	829	2,409	8.7
Gosport and Fareham	1,730	1,117	2,847	5.0
Grantham	857	428	1,285	5.9
Great Yarmouth	2,648	1,217	3,865	8.3
Grimsby	5,903	1,864	7,767	9.5
Guildford and Aldershot	2,562	1,235	3,797	2.1
Harrogate	868	411	1,279	3.0
Hartlepool	4,774	1,388	6,162	15.4
Harwich	312	183	495	7.0
Hastings	1,916	806	2,722	5.3
Haverhill	277	184	461	3.1
Heathrow	15,738	7,213	22,951	3.4
Helston	465	338	803	11.8
Hereford and Leominster	1,612	900	2,512	5.6
Hertford and Harlow	4,719	2,442	7,161	3.0
Hexham	547	323	870	5.3
Hitchin and Letchworth	1,189	730	1,919	3.2
Honiton and Axminster	522	279	801	4.9
Horncastle and Market Rasen	626	332	958	8.3
Huddersfield	4,106	1,998	6,104	6.8
Hull	13,627	5,110	18,737	10.1
Huntingdon and St Neots	881	620	1,501	3.2
Ipswich	2,628	1,153	3,781	3.4
Isle of Wight	2,802	1,382	4,184	8.6
Keighley	1,474	735	2,209	6.8
Kendal	457	278	735	3.2
Keswick	113	65	178	5.8
Kettering and Market Harborough	838	466	1,304	3.0
Kidderminster	1,357	716	2,073	5.2
King's Lynn and Hunstanton	1,708	858	2,566	5.7
Lancaster and Morecambe	3,346	1,311	4,657	9.5
Launceston	301	200	501	8.2
Leeds	18,011	6,736	24,747	7.2
Leek	241	153	394	3.1
Leicester	9,840	4,226	14,066	5.3
Lincoln	3,761	1,581	5,342	8.0
Liverpool	53,773	18,047	71,820	15.2
London	151,400	58,699	210,099	6.1
Loughborough and Coalville	2,094	964	3,058	4.9
Louth and Mablethorpe	1,031	440	1,471	11.1
Lowestoft	1,612	854	2,466	6.8
Ludlow	426	200	626	5.1
Macclesfield	1,464	740	2,204	4.1
Malton	170	116	286	3.9
Malvern and Ledbury	695	312	1,007	4.5
Manchester	49,571	17,241	66,812	9.1
Mansfield	5,648	1,829	7,477	12.0
Matlock	520	280	800	3.9
Medway and Maidstone	6,887	3,406	10,293	4.9

2·4 UNEMPLOYMENT
Area statistics

Unemployment in regions by assisted area status ‡ and in travel-to-work areas* at April 13, 1989

	Male	Female	All	Rate † per cent employees and unemployed
Melton Mowbray	538	338	876	4.2
Middlesbrough	14,040	4,297	18,337	14.3
Milton Keynes	1,932	1,018	2,950	3.5
Minehead	362	215	577	7.9
Morpeth and Ashington	5,125	1,609	6,734	13.1
Newark	1,152	516	1,668	7.0
Newbury	512	236	748	2.1
Newcastle upon Tyne	32,642	10,581	43,223	11.4
Newmarket	596	382	978	3.8
Newquay	701	430	1,131	12.7
Newton Abbot	846	429	1,275	5.6
Northallerton	373	230	603	3.8
Northampton	2,546	1,251	3,797	3.5
Northwich	2,060	1,096	3,156	6.8
Norwich	4,694	2,076	6,770	4.8
Nottingham	20,551	7,319	27,870	8.3
Okehampton	217	102	319	6.8
Oldham	5,233	2,306	7,539	10.0
Oswestry	537	345	882	6.3
Oxford	3,105	1,318	4,423	2.5
Pendle	1,473	664	2,137	7.2
Penrith	286	205	491	3.5
Penzance and St Ives	1,602	678	2,280	13.3
Peterborough	3,569	1,582	5,151	5.2
Pickering and Helmsley	145	96	241	3.9
Plymouth	8,454	3,705	12,159	9.2
Poole	1,579	688	2,267	3.8
Portsmouth	6,392	2,767	9,159	5.9
Preston	7,375	3,054	10,429	7.1
Reading	2,384	961	3,345	2.2
Redruth and Camborne	1,762	721	2,483	12.7
Retford	1,175	564	1,739	8.1
Richmondshire	418	352	770	6.4
Ripon	237	152	389	4.0
Rochdale	4,602	1,861	6,463	10.2
Rotherham and Mexborough	11,294	3,957	15,251	14.7
Rugby and Daventry	1,236	859	2,095	4.1
Salisbury	954	559	1,513	3.6
Scarborough and Filey	1,881	751	2,632	8.4
Scunthorpe	3,717	1,407	5,124	9.5
Settle	131	78	209	3.7
Shaftesbury	321	213	534	3.5
Sheffield	20,504	7,784	28,288	10.0
Shrewsbury	1,383	765	2,148	4.7
Sittingbourne and Sheerness	1,798	900	2,698	6.7
Skegness	1,341	441	1,782	15.5
Skipton	247	166	413	3.6
Sleaford	396	219	615	5.4
Slough	2,927	1,328	4,255	2.5
South Molton	138	76	214	6.1
South Tyneside	7,804	2,322	10,126	17.5
Southampton	6,934	2,689	9,623	5.2
Southend	9,618	4,557	14,175	5.6
Spalding and Holbeach	737	414	1,151	4.8
St Austell	1,088	555	1,643	7.7
Stafford	1,883	958	2,841	4.1
Stamford	495	293	788	4.5
Stockton-on-Tees	6,724	2,543	9,267	11.9
Stoke	7,798	3,584	11,382	5.4
Stroud	1,006	611	1,617	4.5
Sudbury	441	252	693	4.4
Sunderland	19,728	5,848	25,576	14.7
Swindon	2,707	1,313	4,020	4.2
Taunton	1,300	623	1,923	4.7
Telford and Bridgnorth	3,618	1,677	5,295	8.1
Thanet	2,865	1,124	3,989	9.7
Thetford	683	435	1,118	4.4
Thirsk	158	107	265	6.5
Tiverton	390	206	596	5.6
Torbay	2,852	1,304	4,156	10.1
Torrington	206	131	337	7.5
Totnes	313	175	488	6.3
Trowbridge and Frome	1,210	744	1,954	4.2
Truro	964	472	1,436	6.3
Tunbridge Wells	1,182	513	1,695	1.9
Uttoxeter and Ashbourne	282	192	474	3.8
Wakefield and Dewsbury	7,682	2,831	10,513	9.3
Walsall	9,366	3,711	13,077	8.3
Wareham and Swanage	223	139	362	3.7
Warminster	189	129	318	4.9
Warrington	3,543	1,561	5,104	7.0
Warwick	1,771	1,096	2,867	3.4
Watford and Luton	8,007	3,351	11,358	3.4
Wellingborough and Rushden	1,144	686	1,830	4.0
Wells	657	422	1,079	4.6
Weston-super-Mare	1,918	996	2,914	7.5
Whitby	659	257	916	12.9
Whitchurch and Market Drayton	555	363	918	6.3
Whitehaven	1,835	880	2,715	8.3
Widnes and Runcorn	4,866	1,838	6,704	12.2
Wigan and St Helens	15,579	6,257	21,836	12.3
Winchester and Eastleigh	961	472	1,433	1.7
Windermere	128	62	190	2.6
Wirral and Chester	17,716	6,357	24,073	12.2
Wisbech	894	337	1,231	6.4
Wolverhampton	10,111	3,898	14,009	9.9
Woodbridge and Leiston	407	198	605	3.4
Worcester	1,976	976	2,952	4.7
Workington	2,145	1,163	3,308	12.0
Worksop	1,993	682	2,675	10.6
Worthing	1,577	688	2,265	3.1
Yeovil	1,018	737	1,755	4.2
York	3,739	1,839	5,578	6.6
Wales				
Aberdare	2,126	672	2,798	16.6
Aberystwyth	562	261	823	7.1
Bangor and Caernarfon	2,271	901	3,172	12.2
Blaenau, Gwent and Abergavenny	3,357	1,076	4,433	13.4
Brecon	246	136	382	5.3
Bridgend	3,681	1,445	5,126	10.2
Cardiff	12,314	3,886	16,200	8.3
Cardigan	697	296	993	15.3
Carmarthen	771	317	1,088	6.1
Conwy and Colwyn	2,050	902	2,952	9.9
Denbigh	507	271	778	7.5
Dolgellau and Barmouth	296	105	401	8.7
Fishguard	305	103	408	14.4
Haverfordwest	1,525	729	2,254	12.3
Holyhead	1,775	859	2,634	15.8
Lampeter and Aberaeron	469	184	653	11.7
Llandeilo	180	107	287	9.0
Llandrindod Wells	342	193	535	6.9
Llanelli	2,607	961	3,568	11.6
Machynlleth	202	103	305	8.7
Merthyr and Rhymney	4,998	1,691	6,689	13.7
Monmouth	241	123	364	10.6
Neath and Port Talbot	2,824	1,026	3,850	9.5
Newport	4,993	1,976	6,969	8.7
Newtown	302	155	457	5.4
Pontypool and Cwmbran	2,533	1,132	3,665	10.0
Pontypridd and Rhondda	5,144	1,564	6,708	11.4
Porthmadoc and Ffestiniog	331	189	520	8.1
Pwllheli	528	223	751	16.0
Shotton, Flint and Rhyl	4,489	1,866	6,355	9.4
South Pembrokeshire	1,300	478	1,778	15.1
Swansea	7,970	2,656	10,626	11.1
Welshpool	224	152	376	5.1
Wrexham	2,996	1,294	4,290	9.3
Scotland				
Aberdeen	5,551	2,351	7,902	4.7
Alloa	1,799	733	2,532	15.6
Annan	420	255	675	8.1
Arbroath	762	425	1,187	14.3
Ayr	3,174	1,237	4,411	10.4
Badenoch	226	132	358	10.1
Banff	477	230	707	8.0
Bathgate	3,974	1,647	5,621	11.5
Berwickshire	335	211	546	10.9
Blairgowrie and Pitlochry	568	263	831	8.0
Brechin and Montrose	743	472	1,215	9.8
Buckie	239	168	407	9.9
Campbeltown	357	173	530	13.8
Crieff	187	102	289	8.4
Cumnock and Sanquhar	2,430	861	3,291	22.0
Dumbarton	2,695	1,266	3,961	14.5
Dumfries	1,138	614	1,752	7.3
Dundee	7,644	3,179	10,823	11.3
Dunfermline	4,139	1,646	5,785	11.1
Dunoon and Bute	695	352	1,047	13.5
Edinburgh	18,144	6,351	24,495	8.2
Elgin	879	579	1,458	9.2
Falkirk	4,651	2,181	6,832	11.4
Forfar	476	319	795	7.9
Forres	327	214	541	17.7
Fraserburgh	362	176	538	7.7
Galashiels	483	203	686	4.5
Girvan	408	195	603	19.3
Glasgow	61,461	19,928	81,389	13.0
Greenock	5,303	1,714	7,017	15.1
Haddington	689	310	999	7.3
Hawick	327	129	456	5.6
Huntly	144	89	233	6.2
Invergordon and Dingwall	1,323	583	1,906	14.1
Inverness	2,417	1,021	3,438	8.3

Unemployment in regions by assisted area status ‡ and in travel-to-work areas* at April 13, 1989

	Male	Female	All	Rate † per cent employees and unemployed
Irvine	5,536	2,034	7,570	15.8
Islay/Mid Argyll	294	145	439	10.4
Keith	281	181	462	10.4
Kelso and Jedburgh	176	78	254	4.9
Kilmarnock	2,929	1,158	4,087	13.3
Kirkcaldy	5,704	2,511	8,215	12.8
Lanarkshire	16,182	5,435	21,617	13.7
Lochaber	614	302	916	10.9
Lockerbie	221	142	363	9.1
Newton Stewart	284	172	456	13.8
North East Fife	808	494	1,302	7.8
Oban	389	254	643	7.8
Orkney Islands	432	213	645	9.6
Peebles	258	108	366	8.1
Perth	1,536	633	2,169	7.5
Peterhead	773	436	1,209	10.0
Shetland Islands	352	201	553	5.6
Skye and Wester Ross	508	297	805	15.5
Stewartry	469	276	745	9.6
Stirling	2,125	968	3,093	9.3
Stranraer	664	291	955	13.5
Sutherland	414	208	622	14.7
Thurso	428	210	638	9.2
Western Isles	1,233	406	1,639	16.7
Wick	465	152	617	11.7
Northern Ireland				
Ballymena	1,927	906	2,833	11.4
Belfast	37,798	14,656	52,454	15.1
Coleraine	4,825	1,602	6,427	20.0
Cookstown	1,751	623	2,374	28.6
Craigavon	6,846	2,864	9,710	16.0
Dungannon	2,667	925	3,592	24.4
Enniskillen	2,849	882	3,731	20.7
Londonderry	8,930	2,098	11,028	24.2
Magherafelt	1,717	627	2,344	22.5
Newry	5,019	1,685	6,704	26.0
Omagh	2,297	829	3,126	19.2
Strabane	2,723	579	3,302	29.2

*Travel-to-work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the October 1984 (p 467), March 1985 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.
† The number of unemployed as a percentage of the mid-1987 estimates of employees in employment and the unemployed. This is on a different base from the percentage rates given in *tables 2.1, 2.2* and *2.3*. These narrow-based unemployment rates have not been up-dated to take account of the latest national and regional estimates of employees for mid 1988, which now use the preliminary results of the 1988 Labour Force Survey. The denominators for these rates will be fully revised when the results of the 1987 Census of Employment including revised employment estimates for Travel-to-work areas become available later this year.
‡Assisted area status as designated on November 29, 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.

UNEMPLOYMENT 2·5
Age and duration

THOUSAND

UNITED KINGDOM		18-24				25-49				50 and over				All ages *			
		Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																	
1987	Apr	413.7	213.5	271.5	898.6	534.6	277.4	663.3	1,475.2	157.7	102.1	346.2	605.9	1,180.4	631.6	1,295.1	3,107.1
	July	431.1	173.4	254.6	859.1	480.5	244.5	637.9	1,362.9	138.4	94.3	335.5	568.2	1,123.7	544.4	1,238.3	2,906.5
	Oct	428.9	126.0	229.0	783.8	472.2	213.9	595.9	1,282.0	131.6	86.3	332.8	550.7	1,136.0	443.1	1,172.2	2,751.4
1988	Jan	429.4	141.4	203.0	773.9	515.4	210.6	564.7	1,290.7	138.7	78.3	321.1	538.1	1,175.0	446.5	1,100.6	2,722.2
	Apr	352.6	165.2	179.9	697.7	473.5	217.2	528.0	1,218.7	127.3	73.2	313.1	513.6	1,023.1	483.6	1,029.2	2,536.0
	July	359.5	140.6	163.3	663.4	419.5	202.1	483.6	1,105.1	113.9	67.7	295.2	476.8	944.9	433.5	948.2	2,326.7
	Oct	346.7	108.6	151.0	606.3	405.0	186.0	446.4	1,037.4	115.3	64.0	287.6	466.9	873.0	360.4	885.5	2,118.9
1989	Jan	352.8	106.3	136.7	595.7	440.7	173.0	416.8	1,030.5	118.0	58.6	267.6	444.2	914.1	338.8	821.4	2,074.3
	Apr	294.9	116.3	119.2	530.4	396.4	171.4	378.4	946.2	101.3	57.2	246.4	404.9	794.1	345.4	744.1	1,883.6
MALE																	
1987	Apr	255.9	128.6	182.7	567.2	347.3	167.4	537.9	1,052.6	126.6	79.4	259.9	465.9	772.3	397.2	988.7	2,158.2
	July	260.0	105.0	171.6	536.7	301.0	151.7	517.6	970.2	109.2	74.2	251.7	435.0	712.6	349.0	946.8	2,008.5
	Oct	259.6	77.2	154.5	491.3	298.0	133.3	483.6	914.9	102.2	69.3	249.1	420.7	718.7	289.6	895.4	1,903.6
1988	Jan	264.3	88.0	137.8	490.0	335.4	129.2	460.7	925.2	107.4	61.7	241.3	410.4	758.1	288.3	846.3	1,892.7
	Apr	219.0	102.8	122.2	444.0	306.5	136.0	429.9	872.4	97.9	56.2	235.5	389.5	662.9	310.6	792.2	1,765.7
	July	218.3	87.0	110.4	415.7	264.4	126.8	393.9	785.0	86.6	51.4	221.4	359.5	599.0	278.0	729.3	1,606.3
	Oct	214.8	67.8	102.8	385.5	262.1	116.0	363.8	741.8	88.2	48.6	215.4	352.3	568.5	233.4	682.3	1,484.2
1989	Jan	226.0	67.9	94.7	388.6	297.5	108.7	339.0	745.2	90.9	44.6	201.7	337.1	615.9	221.7	635.6	1,473.2
	Apr	192.7	75.6	83.6	351.8	271.8	111.6	307.3	690.7	77.6	43.4	186.1	307.1	542.9	230.8	577.1	1,350.8
FEMALE																	
1987	Apr	157.8	84.8	88.8	331.4	187.2	110.0	125.4	422.6	31.1	22.7	86.2	140.0	408.0	234.4	306.4	948.9
	July	171.1	68.4	83.0	322.4	179.6	92.7	120.3	392.6	29.2	20.2	83.8	133.2	411.1	195.4	291.4	898.0
	Oct	169.3	48.8	74.5	292.5	174.1	80.6	112.4	367.1	29.3	17.0	83.7	130.0	417.3	153.6	276.9	847.8
1988	Jan	165.1	53.5	65.3	283.9	180.1	81.4	104.0	365.5	31.3	16.6	79.8	127.7	416.9	158.2	254.3	829.5
	Apr	133.6	62.4	57.8	253.7	167.0	81.2	98.1	346.3	29.4	17.1	77.7	124.1	360.3	173.0	237.0	770.3
	July	141.2	53.6	52.9	247.7	155.1	75.3	89.7	320.1	27.2	16.3	73.7	117.2	346.0	155.5	218.9	720.4
	Oct	131.9	40.8	48.2	220.8	142.9	70.0	82.7	295.6	27.1	15.4	72.2	114.7	304.5	127.0	203.2	634.6
1989	Jan	126.8	38.3	42.0	207.1	143.2	64.3	77.8	285.3	27.1	14.0	65.9	107.1	298.3	117.0	185.9	601.1
	Apr	102.3	40.7	35.6	178.6	124.6	59.9	71.1	255.5	23.6	13.8	60.4	97.8	251.1	114.6	167.1	532.8

See footnotes to *table 2.1* and *2.2*.
* Including some aged under 18. These figures have been affected by the new benefit regulations for under 18 year olds introduced in September 1988. see also note ** to *tables 2.1* and *2.2*.

2·6 UNEMPLOYMENT
Age and duration: April 13, 1989
Regions

Duration of unemployment in weeks		MALE 18-24	MALE 25-49	MALE 50 and over	MALE All ages *	FEMALE 18-24	FEMALE 25-49	FEMALE 50 and over	FEMALE All ages *
SOUTH EAST									
2 or less		5,737	9,534	3,330	18,655	3,191	4,492	918	8,637
Over 2 and up to	4	3,833	6,421	1,635	11,918	2,209	2,829	541	5,594
4	8	7,526	12,851	3,558	23,955	4,188	5,406	1,046	10,668
8	13	7,603	13,309	3,581	24,515	4,472	5,815	1,206	11,510
13	26	11,153	21,920	7,382	40,472	6,362	9,990	2,199	18,579
26	52	11,874	24,573	10,253	46,729	7,340	13,427	3,304	24,098
52	104	7,823	21,060	8,557	37,448	3,653	7,012	2,934	13,607
104	156	2,568	9,314	4,980	16,862	1,205	2,034	1,920	5,607
156	208	1,364	6,540	4,438	12,342	598	1,148	1,764	3,914
208	260	709	4,612	3,656	8,977	309	719	1,561	2,958
Over 260		748	13,877	11,703	26,328	337	1,470	4,091	6,917
All		**60,938**	**144,011**	**63,073**	**268,201**	**33,864**	**54,342**	**21,484**	**112,089**
GREATER LONDON (Included in South East)									
2 or less		2,972	5,067	1,526	9,595	1,685	2,290	472	4,470
Over 2 and up to	4	2,049	3,452	727	6,248	1,205	1,512	276	3,006
4	8	4,251	7,135	1,708	13,104	2,218	2,883	524	5,643
8	13	4,359	7,607	1,806	13,786	2,456	3,159	660	6,284
13	26	6,375	12,254	3,490	22,129	3,451	5,252	1,169	9,887
26	52	7,822	15,521	5,257	28,616	4,486	7,440	1,830	13,772
52	104	5,816	14,991	4,882	25,694	2,716	4,532	1,601	8,856
104	156	1,942	6,771	2,597	11,310	885	1,702	974	3,561
156	208	1,025	4,832	2,381	8,238	430	1,064	888	2,382
208	260	534	3,415	2,047	5,996	214	757	770	1,741
Over 260		538	9,786	6,633	16,957	213	1,598	2,010	3,821
All		**37,683**	**90,831**	**33,054**	**161,673**	**19,959**	**32,189**	**11,174**	**63,423**
EAST ANGLIA									
2 or less		633	968	315	1,919	407	500	109	1,028
Over 2 and up to	4	413	632	170	1,218	267	319	53	642
4	8	860	1,271	365	2,500	488	662	118	1,271
8	13	864	1,307	448	2,620	523	651	147	1,325
13	26	1,304	2,253	888	4,447	798	1,064	287	2,151
26	52	963	1,839	1,100	3,905	806	1,408	363	2,586
52	104	512	1,449	839	2,802	254	664	357	1,276
104	156	175	660	559	1,394	106	202	223	531
156	208	117	450	433	1,000	53	112	218	383
208	260	54	309	353	716	33	107	188	328
Over 260		72	1,201	1,340	2,613	40	230	435	705
All		**5,967**	**12,339**	**6,810**	**25,134**	**3,775**	**5,919**	**2,498**	**12,226**
SOUTH WEST									
2 or less		1,615	2,660	1,047	5,333	1,044	1,322	264	2,636
Over 2 and up to	4	1,115	1,693	493	3,311	675	818	156	1,652
4	8	2,041	3,201	1,073	6,326	1,189	1,504	333	3,036
8	13	1,965	3,214	1,104	6,287	1,205	1,677	340	3,226
13	26	3,389	5,999	2,528	11,920	2,204	3,245	700	6,152
26	52	3,081	5,993	3,771	12,858	2,323	4,371	1,149	7,854
52	104	1,597	4,348	2,687	8,638	804	1,949	1,096	3,852
104	156	448	1,719	1,615	3,782	258	596	716	1,570
156	208	219	1,217	1,238	2,674	118	361	587	1,066
208	260	120	872	1,034	2,026	77	263	499	839
Over 260		138	2,922	3,238	6,298	92	710	1,380	2,182
All		**15,728**	**33,838**	**19,828**	**69,453**	**9,989**	**16,816**	**7,220**	**34,065**
WEST MIDLANDS									
2 or less		2,338	2,910	1,000	6,264	1,379	1,547	331	3,270
Over 2 and up to	4	1,598	2,005	507	4,119	917	1,015	208	2,146
4	8	3,216	4,262	1,173	8,668	1,881	1,956	358	4,198
8	13	3,443	4,410	1,278	9,136	1,994	2,244	393	4,636
13	26	6,230	8,291	2,716	17,248	3,544	4,007	781	8,340
26	52	6,595	8,991	4,178	19,789	4,171	5,592	1,242	11,027
52	104	4,482	8,538	3,616	16,642	2,107	3,242	1,489	6,843
104	156	1,554	4,201	2,919	8,674	852	1,133	1,033	3,018
156	208	841	3,179	2,439	6,459	472	760	953	2,185
208	260	474	2,412	2,225	5,111	283	549	866	1,698
Over 260		660	11,147	9,272	21,079	305	1,670	2,722	4,697
All		**31,431**	**60,346**	**31,323**	**123,189**	**17,905**	**23,715**	**10,376**	**52,058**
EAST MIDLANDS									
2 or less		1,625	2,199	741	4,580	1,020	1,114	193	2,343
Over 2 and up to	4	1,122	1,570	458	3,161	660	788	166	1,619
4	8	2,345	3,080	885	6,324	1,252	1,484	238	2,983
8	13	2,391	3,336	968	6,705	1,401	1,616	291	3,309
13	26	4,202	6,262	2,192	12,669	2,258	3,013	618	5,896
26	52	3,940	6,145	3,102	13,201	2,519	4,045	864	7,434
52	104	2,335	5,317	3,220	10,876	1,063	2,036	942	4,050
104	156	799	2,174	5,364	8,337	363	621	672	1,656
156	208	434	1,515	2,386	4,335	194	435	558	1,167
208	260	245	1,280	1,698	3,223	123	279	496	898
Over 260		299	4,657	4,326	9,282	136	863	1,328	2,327
All		**19,737**	**37,535**	**25,340**	**82,693**	**10,989**	**16,294**	**6,346**	**33,682**

Duration of unemployment in weeks		MALE 18-24	MALE 25-49	MALE 50 and over	MALE All ages *	FEMALE 18-24	FEMALE 25-49	FEMALE 50 and over	FEMALE All ages *
YORKSHIRE AND HUMBERSIDE									
2 or less		2,897	3,475	1,200	7,591	1,519	1,735	241	3,518
Over 2 and up to	4	2,004	2,469	594	5,083	1,002	1,119	174	2,308
4	8	3,797	4,781	1,343	9,931	2,072	2,104	338	4,527
8	13	4,221	5,352	1,394	10,979	2,183	2,330	387	4,908
13	26	7,809	9,852	3,122	20,802	3,876	4,384	819	9,093
26	52	7,598	10,226	4,285	22,145	4,256	5,412	1,248	10,937
52	104	4,605	8,814	4,208	17,642	2,107	3,169	1,319	6,599
104	156	1,740	4,209	3,946	9,895	703	1,051	1,033	2,787
156	208	896	3,161	5,580	9,637	405	680	933	2,018
208	260	540	2,353	1,897	4,790	233	434	654	1,321
Over 260		686	9,229	7,063	16,978	296	1,291	2,029	3,616
All		**36,793**	**63,921**	**34,632**	**135,473**	**18,652**	**23,709**	**9,175**	**51,632**
NORTH WEST									
2 or less		3,779	4,778	1,463	10,060	2,076	2,315	447	4,871
Over 2 and up to	4	2,783	3,398	886	7,085	1,395	1,548	306	3,267
4	8	5,669	7,246	1,882	14,832	2,639	2,906	591	6,153
8	13	6,336	7,587	1,787	15,724	3,072	3,212	589	6,887
13	26	11,691	14,833	4,085	30,630	5,508	6,301	1,255	13,076
26	52	12,514	16,429	5,553	34,538	5,999	7,817	1,888	15,722
52	104	8,118	15,300	5,127	28,555	3,143	4,825	2,111	10,086
104	156	2,512	6,986	3,464	12,962	1,032	1,558	1,401	3,991
156	208	1,499	5,257	2,884	9,640	625	1,038	1,340	3,003
208	260	883	4,033	2,285	7,201	347	716	1,029	2,092
Over 260		1,198	18,110	10,405	29,713	468	2,065	2,840	5,373
All		**56,982**	**103,957**	**39,821**	**200,940**	**26,304**	**34,301**	**13,797**	**74,521**
NORTH									
2 or less		1,900	2,875	808	5,605	1,073	1,270	208	2,575
Over 2 and up to	4	1,523	2,089	560	4,192	709	828	112	1,663
4	8	3,126	4,219	1,101	8,458	1,475	1,664	297	3,445
8	13	3,456	4,461	1,200	9,122	1,625	1,709	301	3,636
13	26	6,721	8,543	2,565	17,844	2,868	3,303	619	6,795
26	52	7,355	9,143	3,274	19,790	3,340	4,110	958	8,418
52	104	4,114	7,414	3,054	14,583	1,446	2,420	991	4,859
104	156	1,107	3,387	2,713	7,207	468	752	732	1,952
156	208	655	2,584	2,267	5,506	307	466	677	1,450
208	260	371	2,051	1,502	3,924	172	362	539	1,073
Over 260		612	10,072	6,268	16,952	213	1,050	1,464	2,727
All		**30,940**	**56,838**	**25,312**	**113,183**	**13,696**	**17,934**	**6,898**	**38,593**
WALES									
2 or less		1,559	2,290	604	4,464	812	1,013	210	2,045
Over 2 and up to	4	1,140	1,460	359	2,967	542	705	98	1,350
4	8	2,188	2,961	704	5,857	1,127	1,422	256	2,808
8	13	2,381	3,205	757	6,347	1,202	1,414	253	2,875
13	26	4,646	6,264	1,690	12,611	2,172	2,615	472	5,264
26	52	5,035	6,706	2,208	13,964	2,255	3,146	723	6,132
52	104	2,744	5,573	2,135	10,456	969	1,665	702	3,338
104	156	706	2,281	1,549	4,536	260	477	444	1,181
156	208	335	1,480	1,311	3,126	146	323	395	864
208	260	200	1,198	763	2,161	104	205	272	581
Over 260		267	5,184	3,216	8,667	132	631	831	1,594
All		**21,201**	**38,602**	**15,296**	**75,156**	**9,721**	**13,616**	**4,656**	**28,032**
SCOTLAND									
2 or less		3,218	4,436	1,107	8,818	2,045	2,216	395	4,706
Over 2 and up to	4	2,744	3,581	707	7,059	1,316	1,593	217	3,145
4	8	5,025	6,514	1,321	12,882	2,304	2,824	509	5,669
8	13	5,300	6,424	1,418	13,160	2,723	3,106	523	6,372
13	26	9,987	12,926	3,064	26,004	4,968	5,798	1,150	11,937
26	52	12,330	16,245	4,509	33,136	5,317	7,561	1,592	14,500
52	104	7,138	13,708	4,473	25,327	2,726	4,324	1,802	8,857
104	156	2,392	6,611	3,440	12,443	1,005	1,424	1,178	3,607
156	208	1,241	4,750	2,887	8,878	645	974	1,030	2,649
208	260	791	3,785	2,245	6,821	319	640	850	1,809
Over 260		923	13,684	8,887	23,494	389	1,689	2,285	4,363
All		**51,089**	**92,664**	**34,058**	**178,022**	**23,757**	**32,149**	**11,531**	**67,614**
NORTHERN IRELAND									
2 or less		1,018	1,167	262	2,456	648	886	120	1,662
Over 2 and up to	4	751	887	174	1,813	399	578	79	1,060
4	8	1,486	1,842	391	3,734	797	1,192	155	2,149
8	13	1,640	2,122	409	4,176	930	1,236	168	2,338
13	26	3,306	4,251	826	8,384	1,670	2,158	357	4,186
26	52	4,273	5,275	1,160	10,735	2,395	2,984	497	5,888
52	104	3,776	6,807	1,299	11,904	1,397	2,199	607	4,214
104	156	1,843	4,561	967	7,371	677	926	416	2,019
156	208	1,238	4,005	859	6,102	433	663	321	1,417
208	260	713	2,971	722	4,406	234	414	261	909
Over 260		975	12,759	4,534	18,268	319	1,246	869	2,434
All		**21,019**	**46,647**	**11,603**	**79,349**	**9,899**	**14,482**	**3,850**	**28,276**

* Including some aged under 18. These figures have been affected by the new benefit regulations for under 18 year olds intoduced in September 1988. See also note ** to tables 2.1 and 2.2.

GREAT BRITAIN Duration of unemployment in weeks		Under 18	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60 and over	All ages
MALE														
One or less		142	2,121	1,916	8,540	5,807	3,799	3,072	2,658	2,116	1,916	1,853	936	34,876
Over 1 and up to	2	106	2,118	1,844	8,762	6,016	4,059	3,239	2,939	2,420	2,603	2,692	1,615	38,413
2	4	151	2,942	2,653	12,680	8,639	5,765	4,252	3,726	2,936	2,767	2,372	1,230	50,113
4	6	91	3,011	2,616	12,474	8,412	5,673	4,304	3,660	2,918	2,620	2,365	1,282	49,426
6	8	58	2,524	2,651	12,517	8,662	5,679	4,408	3,829	2,841	2,965	2,741	1,432	50,307
8	13	95	5,545	5,912	26,503	18,365	11,890	8,830	7,552	5,968	5,576	5,533	2,826	104,595
13	26	140	8,579	10,037	48,516	33,503	21,745	16,566	14,173	11,156	11,294	12,032	6,906	194,647
26	39	149	4,516	8,399	35,368	23,770	15,228	11,479	9,715	8,041	8,819	10,635	6,460	142,579
39	52	98	1,489	3,407	18,106	12,904	8,520	6,615	5,517	4,501	5,312	6,432	4,575	77,476
52	65	35	944	2,015	12,404	10,148	7,087	5,719	4,901	4,200	4,918	6,052	2,448	60,871
65	78	17	600	1,356	9,218	7,769	5,378	4,216	3,588	2,944	3,510	4,802	713	44,111
78	104	12	996	2,265	13,670	11,277	7,942	6,240	5,429	4,683	6,041	8,653	779	67,987
104	156	0	1,173	2,033	10,795	11,275	9,275	7,791	7,026	6,175	12,595	17,045	909	86,092
156	208	0	0	1,040	6,561	7,282	6,506	5,983	5,499	4,863	8,929	16,191	743	63,597
208	260	0	0	0	4,387	5,013	4,852	4,498	4,519	4,023	6,532	10,545	581	44,950
Over 260		0	0	0	5,603	15,102	17,566	19,331	19,648	18,436	25,322	38,456	1,940	161,404
All		**1,094**	**36,558**	**48,144**	**246,104**	**193,944**	**140,964**	**116,543**	**104,379**	**88,221**	**111,719**	**148,399**	**35,375**	**1,271,444**
FEMALE														
One or less		130	1,471	1,162	4,576	2,976	1,702	1,250	1,293	980	854	606	3	17,003
Over 1 and up to	2	93	1,380	1,118	4,859	3,265	1,945	1,410	1,483	1,220	1,080	770	3	18,626
2	4	101	1,898	1,602	6,192	4,168	2,275	1,794	1,818	1,507	1,181	843	7	23,386
4	6	69	1,899	1,604	6,134	4,078	2,308	1,706	1,698	1,495	1,131	830	7	22,959
6	8	58	1,656	1,443	5,879	3,795	2,162	1,645	1,640	1,405	1,197	914	5	21,799
8	13	80	3,796	3,391	13,213	9,120	4,845	3,428	3,489	2,892	2,544	1,880	6	48,684
13	26	105	5,573	5,678	23,307	17,069	8,853	6,180	6,294	5,324	4,795	4,088	17	87,283
26	39	90	3,266	5,253	17,293	13,708	7,463	4,923	4,820	4,370	4,314	3,813	20	69,333
39	52	72	950	1,977	9,587	8,574	4,568	2,892	2,860	2,711	2,528	2,644	12	39,375
52	65	29	624	1,148	5,079	4,628	2,890	2,074	2,313	2,241	2,249	2,357	21	25,653
65	78	8	428	824	3,244	2,096	1,291	1,144	1,467	1,408	1,533	1,731	19	15,193
78	104	9	657	1,474	4,794	2,446	1,540	1,486	2,124	2,158	2,656	3,125	52	22,521
104	156	0	921	1,409	3,922	2,097	1,409	1,515	2,489	2,786	4,148	5,129	75	25,900
156	208	0	0	745	2,818	1,220	860	956	1,584	2,081	3,611	4,744	80	18,699
208	260	0	0	0	2,000	852	596	608	1,099	1,488	2,782	4,091	81	13,597
Over 260		0	0	0	2,408	3,273	2,099	1,707	2,250	3,359	6,754	12,358	293	34,501
All		**844**	**24,519**	**28,828**	**115,305**	**83,365**	**46,806**	**34,718**	**38,721**	**37,425**	**43,357**	**49,923**	**701**	**504,512**

UNITED KINGDOM Duration of unemployment in weeks		Under 18	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60 and over	All ages
MALE														
One or less		146	2,216	1,997	8,880	5,992	3,930	3,167	2,729	2,186	1,962	1,904	956	36,065
Over 1 and up to	2	111	2,222	1,927	9,077	6,247	4,200	3,346	3,019	2,476	2,654	2,752	1,649	39,680
2	4	152	3,060	2,783	13,183	8,940	5,982	4,409	3,845	3,029	2,841	2,436	1,266	51,926
4	6	98	3,135	2,749	13,004	8,715	5,867	4,465	3,803	3,027	2,705	2,452	1,323	51,343
6	8	66	2,660	2,772	12,959	9,007	5,889	4,551	3,953	2,951	3,053	2,799	1,464	52,124
8	13	100	5,821	6,187	27,592	19,117	12,363	9,172	7,849	6,226	5,765	5,686	2,893	108,771
13	26	141	9,113	10,579	50,746	34,972	22,785	17,309	14,728	11,600	11,645	12,344	7,069	203,031
26	39	161	4,883	9,035	37,092	24,919	15,969	11,949	10,133	8,363	9,094	10,901	6,601	149,100
39	52	113	1,625	3,688	19,235	13,652	9,040	6,982	5,831	4,727	5,513	6,614	4,670	81,690
52	65	46	1,022	2,242	13,312	10,839	7,575	6,082	5,187	4,410	5,083	6,224	2,533	64,555
65	78	20	666	1,481	9,901	8,338	5,787	4,528	3,845	3,145	3,681	4,927	741	47,060
78	104	20	1,115	2,593	14,912	12,243	8,644	6,772	5,892	5,041	6,324	8,884	818	73,258
104	156	0	1,279	2,287	12,278	12,639	10,271	8,612	7,817	6,764	13,087	17,468	961	93,463
156	208	0	0	1,162	7,677	8,401	7,443	6,758	6,176	5,360	9,341	16,578	803	69,699
208	260	0	0	0	5,100	5,803	5,526	5,055	5,070	4,422	6,886	10,874	620	49,356
Over 260		0	0	0	6,578	17,546	20,110	22,104	22,371	20,711	27,446	40,641	2,165	179,672
All		**1,174**	**38,817**	**51,482**	**261,526**	**207,370**	**151,381**	**125,261**	**112,248**	**94,438**	**117,080**	**153,484**	**36,532**	**1,350,793**
FEMALE														
One or less		131	1,516	1,206	4,782	3,115	1,796	1,317	1,343	1,024	891	624	3	17,748
Over 1 and up to	2	100	1,461	1,166	5,083	3,437	2,061	1,475	1,576	1,266	1,126	789	3	19,543
2	4	105	1,971	1,665	6,455	4,348	2,428	1,900	1,900	1,564	1,238	864	8	24,446
4	6	73	1,980	1,678	6,393	4,323	2,447	1,805	1,785	1,568	1,184	866	7	24,109
6	8	59	1,728	1,501	6,132	3,983	2,299	1,734	1,707	1,473	1,234	942	6	22,798
8	13	84	3,965	3,562	13,803	9,535	5,145	3,632	3,678	3,020	2,645	1,944	9	51,022
13	26	106	5,825	5,988	24,415	17,840	9,361	6,535	6,568	5,574	4,992	4,243	22	91,469
26	39	96	3,508	5,696	18,219	14,311	7,898	5,177	5,059	4,601	4,471	3,927	21	72,984
39	52	78	1,024	2,129	10,145	8,968	4,842	3,098	3,053	2,866	2,645	2,748	16	41,612
52	65	36	657	1,242	5,411	4,904	3,094	2,197	2,444	2,356	2,355	2,461	24	27,181
65	78	11	450	884	3,473	2,268	1,409	1,233	1,551	1,481	1,596	1,805	21	16,182
78	104	10	706	1,605	5,241	2,693	1,691	1,628	2,274	2,282	2,776	3,258	54	24,218
104	156	0	972	1,521	4,436	2,360	1,600	1,657	2,635	2,970	4,349	5,334	85	27,919
156	208	0	0	794	3,202	1,424	997	1,051	1,694	2,198	3,765	4,902	89	20,116
208	260	0	0	0	2,234	967	684	652	1,172	1,582	2,919	4,205	91	14,506
Over 260		0	0	0	2,727	3,698	2,371	1,856	2,424	3,585	7,071	12,858	345	36,935
All		**889**	**25,763**	**30,637**	**122,151**	**88,174**	**50,123**	**36,947**	**40,863**	**39,410**	**45,257**	**51,770**	**804**	**532,788**

2·7 UNEMPLOYMENT Age

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

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

2·8 UNEMPLOYMENT Duration

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

** See notes to *tables 2.1* and *2.2*.

Unemployment in counties and local authority districts at April 13, 1989

	Male	Female	All	Rate † per cent employees and unemployed
SOUTH EAST				
Bedfordshire	**6,232**	**2,700**	**8,932**	**3.7**
Luton	3,292	1,270	4,562	
Mid Bedfordshire	559	411	970	
North Bedfordshire	1,519	589	2,108	
South Bedfordshire	862	430	1,292	
Berkshire	**5,495**	**2,400**	**7,895**	**2.3**
Bracknell	648	346	994	
Newbury	631	300	931	
Reading	1,614	527	2,141	
Slough	1,256	567	1,823	
Windsor and Maidenhead	791	325	1,116	
Wokingham	555	335	890	
Buckinghamshire	**4,250**	**2,138**	**6,388**	**2.4**
Aylesbury Vale	831	438	1,269	
Chiltern	385	200	585	
Milton Keynes	1,775	892	2,667	
South Buckinghamshire	335	157	492	
Wycombe	924	451	1,375	
East Sussex	**9,349**	**4,007**	**13,356**	**4.9**
Brighton	3,615	1,445	5,060	
Eastbourne	918	355	1,273	
Hastings	1,283	513	1,796	
Hove	1,567	701	2,268	
Lewes	737	390	1,127	
Rother	664	303	967	
Wealden	565	300	865	
Essex	**17,735**	**8,814**	**26,549**	**4.9**
Basildon	2,529	1,253	3,782	
Braintree	875	527	1,402	
Brentwood	518	200	718	
Castle Point	929	491	1,420	
Chelmsford	1,144	653	1,797	
Colchester	1,545	870	2,415	
Epping Forest	1,148	605	1,753	
Harlow	1,197	551	1,748	
Maldon	410	255	665	
Rochford	579	325	904	
Southend-on-Sea	2,629	1,077	3,706	
Tendring	1,810	804	2,614	
Thurrock	2,136	1,045	3,181	
Uttlesford	286	158	444	
Greater London	**161,673**	**63,423**	**225,096**	**5.9**
Barking and Dagenham	2,656	1,010	3,666	
Barnet	3,796	1,849	5,645	
Bexley	2,675	1,422	4,097	
Brent	6,748	2,805	9,553	
Bromley	3,251	1,472	4,723	
Camden	6,065	2,431	8,496	
City of London	42	17	59	
City of Westminster	4,627	1,822	6,449	
Croydon	4,741	2,056	6,797	
Ealing	5,313	2,324	7,637	
Enfield	4,205	1,787	5,992	
Greenwich	6,293	2,462	8,755	
Hackney	10,141	3,454	13,595	
Hammersmith and Fulham	5,220	1,902	7,122	
Haringey	8,048	3,159	11,207	
Harrow	2,034	990	3,024	
Havering	2,591	1,237	3,828	
Hillingdon	2,110	1,108	3,218	
Hounslow	3,003	1,396	4,399	
Islington	7,316	2,919	10,235	
Kensington and Chelsea	3,332	1,389	4,721	
Kingston-upon-Thames	1,128	491	1,619	
Lambeth	11,480	4,007	15,487	
Lewisham	8,386	3,105	11,491	
Merton	2,219	934	3,153	
Newham	7,775	2,680	10,455	
Redbridge	3,172	1,474	4,646	
Richmond-upon-Thames	1,599	791	2,390	
Southwark	10,076	3,339	13,415	
Sutton	1,541	682	2,223	
Tower Hamlets	8,188	2,115	10,303	
Waltham Forest	5,633	2,218	7,851	
Wandsworth	6,269	2,576	8,845	
Hampshire	**18,928**	**8,491**	**27,419**	**4.2**
Basingstoke and Deane	968	400	1,368	
East Hampshire	644	365	1,009	
Eastleigh	793	424	1,217	
Fareham	792	479	1,271	
Gosport	1,010	693	1,703	
Hart	386	176	562	
Havant	1,952	848	2,800	
New Forest	1,585	811	2,396	
Portsmouth	3,970	1,663	5,633	
Rushmoor	607	334	941	
Southampton	4,991	1,743	6,734	
Test Valley	623	293	916	
Winchester	607	262	869	
Hertfordshire	**8,058**	**3,958**	**12,016**	**2.8**
Broxbourne	877	537	1,414	
Dacorum	958	452	1,410	
East Hertfordshire	619	356	975	
Hertsmere	820	324	1,144	
North Hertfordshire	938	545	1,483	
St Albans	779	318	1,097	
Stevenage	899	398	1,297	
Three Rivers	522	254	776	
Watford	880	344	1,224	
Welwyn Hatfield	766	430	1,196	
Isle of Wight	**2,802**	**1,382**	**4,184**	**8.6**
Medina	1,632	775	2,407	
South Wight	1,170	607	1,777	
Kent	**20,124**	**8,917**	**29,041**	**5.1**
Ashford	925	409	1,334	
Canterbury	1,778	771	2,549	
Dartford	995	449	1,444	
Dover	1,799	639	2,438	
Gillingham	1,345	654	1,999	
Gravesham	1,516	715	2,231	
Maidstone	1,054	528	1,582	
Rochester-upon-Medway	2,232	1,167	3,399	
Sevenoaks	859	393	1,252	
Shepway	1,713	642	2,355	
Swale	1,798	900	2,698	
Thanet	2,865	1,124	3,989	
Tonbridge and Malling	707	299	1,006	
Tunbridge Wells	538	227	765	
Oxfordshire	**4,006**	**1,846**	**5,852**	**2.5**
Cherwell	773	444	1,217	
Oxford	1,527	526	2,053	
South Oxfordshire	718	330	1,048	
Vale of White Horse	564	274	838	
West Oxfordshire	424	272	696	
Surrey	**5,248**	**2,238**	**7,486**	
Elmbridge	527	252	779	
Epsom and Ewell	457	159	616	
Guildford	635	237	872	
Mole Valley	357	145	502	
Reigate and Banstead	661	293	954	
Runnymede	366	189	555	
Spelthorne	495	232	727	
Surrey Heath	306	173	479	
Tandridge	397	179	576	
Waverley	485	181	666	
Woking	562	198	760	
West Sussex	**4,301**	**1,775**	**6,076**	**2.2**
Adur	326	135	461	
Arun	954	355	1,309	
Chichester	600	257	857	
Crawley	633	233	866	
Horsham	439	183	622	
Mid Sussex	499	234	733	
Worthing	850	378	1,228	
EAST ANGLIA				
Cambridgeshire	**6,956**	**3,251**	**10,207**	**3.5**
Cambridge	1,223	485	1,708	
East Cambridgeshire	301	153	454	
Fenland	1,102	512	1,614	
Huntingdon	962	671	1,633	
Peterborough	2,908	1,144	4,052	
South Cambridgeshire	460	286	746	
Norfolk	**11,471**	**5,450**	**16,921**	**5.6**
Breckland	1,013	612	1,625	
Broadland	729	442	1,171	
Great Yarmouth	2,483	1,136	3,619	
North Norfolk	1,019	465	1,484	
Norwich	3,385	1,305	4,690	
South Norfolk	824	509	1,333	
West Norfolk	2,018	981	2,999	
Suffolk	**6,707**	**3,525**	**10,232**	**3.8**
Babergh	614	357	971	
Forest Heath	371	248	619	
Ipswich	1,802	698	2,500	
Mid Suffolk	517	303	820	
St Edmundsbury	750	495	1,245	
Suffolk Coastal	770	387	1,157	
Waveney	1,883	1,037	2,920	
SOUTH WEST				
Avon	**16,887**	**7,899**	**24,786**	**5.9**
Bath	1,401	633	2,034	
Bristol	10,159	4,070	14,229	
Kingswood	1,022	586	1,608	
Northavon	1,219	822	2,041	
Wansdyke	697	516	1,213	
Woodspring	2,389	1,272	3,661	
Cornwall	**9,760**	**4,829**	**14,589**	**10.1**
Caradon	1,219	643	1,862	
Carrick	1,628	761	2,389	
Isles of Scilly	13	7	20	
Kerrier	2,137	1,025	3,162	
North Cornwall	1,218	689	1,907	
Penwith	1,814	770	2,584	
Restormel	1,731	934	2,665	
Devon	**18,448**	**8,585**	**27,033**	**7.3**
East Devon	1,176	624	1,800	
Exeter	1,677	704	2,381	
Mid Devon	659	392	1,051	
North Devon	1,408	700	2,108	
Plymouth	7,215	3,014	10,229	
South Hams	890	502	1,392	
Teignbridge	1,169	597	1,766	
Torbay	2,773	1,258	4,031	
Torridge	868	464	1,332	
West Devon	613	330	943	

2·9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at April 13, 1989

	Male	Female	All	Rate † per cent employees and unemployed
Dorset	**7,092**	**3,129**	**10,221**	**4.5**
Bournemouth	2,748	982	3,730	
Christchurch	332	149	481	
East Dorset	452	268	720	
North Dorset	277	181	458	
Poole	1,400	578	1,978	
Purbeck	287	179	466	
West Dorset	644	361	1,005	
Weymouth and Portland	952	431	1,383	
Gloucestershire	**6,292**	**3,139**	**9,431**	**4.4**
Cheltenham	1,387	564	1,951	
Cotswold	399	251	650	
Forest of Dean	964	556	1,520	
Gloucester	1,732	692	2,424	
Stroud	1,035	640	1,675	
Tewkesbury	775	436	1,211	
Somerset	**5,376**	**3,277**	**8,653**	**5.2**
Mendip	958	644	1,602	
Sedgemoor	1,493	821	2,314	
Taunton Deane	1,241	591	1,832	
West Somerset	429	247	676	
Yeovil	1,255	974	2,229	
Wiltshire	**5,598**	**3,207**	**8,805**	**4.0**
Kennet	422	307	729	
North Wiltshire	896	658	1,554	
Salisbury	903	528	1,431	
Thamesdown	2,335	1,070	3,405	
West Wiltshire	1,042	644	1,686	
WEST MIDLANDS				
Hereford and Worcester	**8,643**	**4,528**	**13,171**	**5.2**
Bromsgrove	1,226	641	1,867	
Hereford	856	508	1,364	
Leominster	420	220	640	
Malvern Hills	918	439	1,357	
Redditch	1,111	586	1,697	
South Herefordshire	579	293	872	
Worcester	1,448	662	2,110	
Wychavon	814	502	1,316	
Wyre Forest	1,271	677	1,948	
Shropshire	**6,425**	**3,303**	**9,728**	**6.5**
Bridgnorth	527	305	832	
North Shropshire	611	411	1,022	
Oswestry	483	294	777	
Shrewsbury and Atcham	1,259	693	1,952	
South Shropshire	417	201	618	
The Wrekin	3,128	1,399	4,527	
Staffordshire	**17,046**	**8,479**	**25,525**	**6.0**
Cannock Chase	1,875	933	2,808	
East Staffordshire	1,684	888	2,572	
Lichfield	1,136	667	1,803	
Newcastle-under-Lyme	1,849	875	2,724	
South Staffordshire	1,698	942	2,640	
Stafford	1,370	705	2,075	
Staffordshire Moorlands	862	602	1,464	
Stoke-on-Trent	5,089	2,077	7,166	
Tamworth	1,483	790	2,273	
Warwickshire	**6,229**	**3,678**	**9,907**	**4.9**
North Warwickshire	896	575	1,471	
Nuneaton and Bedworth	2,265	1,151	3,416	
Rugby	1,013	662	1,675	
Stratford-on-Avon	696	458	1,154	
Warwick	1,359	832	2,191	
West Midlands	**84,846**	**32,070**	**116,916**	**8.9**
Birmingham	39,523	13,628	53,151	
Coventry	9,074	3,939	13,013	
Dudley	6,585	3,050	9,635	
Sandwell	9,792	3,694	13,486	
Solihull	3,642	1,809	5,451	
Walsall	7,211	2,641	9,852	
Wolverhampton	9,019	3,309	12,328	
EAST MIDLANDS				
Derbyshire	**21,678**	**8,713**	**30,391**	**7.8**
Amber Valley	2,176	951	3,127	
Bolsover	2,184	796	2,980	
Chesterfield	3,229	1,184	4,413	
Derby	6,536	2,284	8,820	
Erewash	1,926	777	2,703	
High Peak	1,284	751	2,035	
North East Derbyshire	2,539	1,063	3,602	
South Derbyshire	1,056	484	1,540	
West Derbyshire	748	423	1,171	
Leicestershire	**13,694**	**6,121**	**19,815**	**4.9**
Blaby	652	383	1,035	
Charnwood	1,465	894	2,359	
Harborough	374	213	587	
Hinckley and Bosworth	775	476	1,251	
Leicester	7,898	2,983	10,881	
Melton	412	246	658	
North West Leicestershire	1,470	516	1,986	
Oadby and Wigston	398	263	661	
Rutland	250	147	397	
Lincolnshire	**11,538**	**5,172**	**16,710**	**7.7**
Boston	1,142	482	1,624	
East Lindsey	3,056	1,242	4,298	
Lincoln	2,892	1,036	3,928	
North Kesteven	962	598	1,560	
South Holland	757	434	1,191	
South Kesteven	1,359	716	2,075	
West Lindsey	1,370	664	2,034	
Northamptonshire	**6,021**	**3,333**	**9,354**	**3.9**
Corby	1,088	586	1,674	
Daventry	374	328	702	
East Northamptonshire	423	272	695	
Kettering	719	410	1,129	
Northampton	2,301	1,070	3,371	
South Northamptonshire	312	209	521	
Wellingborough	804	458	1,262	
Nottinghamshire	**29,762**	**10,343**	**40,105**	**8.6**
Ashfield	3,425	976	4,401	
Bassetlaw	2,963	1,173	4,136	
Broxtowe	1,790	820	2,610	
Gedling	1,922	891	2,813	
Mansfield	3,775	1,204	4,979	
Newark	2,334	899	3,233	
Nottingham	12,232	3,723	15,955	
Rushcliffe	1,321	657	1 978	
YORKSHIRE AND HUMBERSIDE				
Humberside	**25,535**	**9,421**	**34,956**	**9.9**
Beverley	1,358	814	2,172	
Boothferry	1,276	583	1,859	
Cleethorpes	1,885	704	2,589	
East Yorkshire	1,564	747	2,311	
Glanford	1,258	596	1,854	
Great Grimsby	3,738	1,025	4,763	
Holderness	780	472	1,252	
Kingston-upon-Hull	11,446	3,793	15,239	
Scunthorpe	2,230	687	2,917	
North Yorkshire	**10,095**	**5,153**	**15,248**	**5.8**
Craven	419	277	696	
Hambleton	863	521	1,384	
Harrogate	1,181	609	1,790	
Richmondshire	424	353	777	
Ryedale	819	516	1,335	
Scarborough	2,511	1,001	3,512	
Selby	1,178	764	1,942	
York	2,700	1,112	3,812	
South Yorkshire	**47,994**	**17,252**	**65,246**	**11.8**
Barnsley	8,587	2,575	11,162	
Doncaster	11,231	4,140	15,371	
Rotherham	9,236	3,532	12,768	
Sheffield	18,940	7,005	25,945	
West Yorkshire	**51,849**	**19,806**	**71,655**	**7.8**
Bradford	12,511	4,320	16,831	
Calderdale	3,887	1,828	5,715	
Kirklees	7,581	3,284	10,865	
Leeds	18,408	6,895	25,303	
Wakefield	9,462	3,479	12,941	
NORTH WEST				
Cheshire	**19,408**	**8,571**	**27,979**	**7.4**
Chester	2,627	1,043	3,670	
Congleton	849	589	1,438	
Crewe and Nantwich	1,866	932	2,798	
Ellesmere Port and Neston	2,187	873	3,060	
Halton	4,630	1,718	6,348	
Macclesfield	1,745	812	2,557	
Vale Royal	1,961	1,043	3,004	
Warrington	3,543	1,561	5,104	
Greater Manchester	**79,119**	**29,460**	**108,579**	**9.6**
Bolton	7,643	2,905	10,548	
Bury	3,233	1,518	4,751	
Manchester	23,266	6,934	30,200	
Oldham	5,741	2,572	8,313	
Rochdale	6,063	2,418	8,481	
Salford	8,752	2,790	11,542	
Stockport	4,952	2,214	7,166	
Tameside	5,386	2,236	7,622	
Trafford	4,963	1,867	6,830	
Wigan	9,120	4,006	13,126	
Lancashire	**31,838**	**12,881**	**44,719**	**8.3**
Blackburn	3,991	1,316	5,307	
Blackpool	5,251	1,894	7,145	
Burnley	2,315	929	3,244	
Chorley	1,504	809	2,313	
Fylde	852	371	1,223	
Hyndburn	1,459	665	2,124	
Lancaster	3,359	1,320	4,679	
Pendle	1,473	664	2,137	
Preston	4,132	1,296	5,428	
Ribble Valley	327	251	578	
Rossendale	1,045	514	1,559	
South Ribble	1,560	824	2,384	
West Lancashire	2,929	1,357	4,286	
Wyre	1,641	671	2,312	
Merseyside	**70,575**	**23,609**	**94,184**	**15.2**
Knowsley	10,025	2,993	13,018	
Liverpool	30,733	10,004	40,737	
Sefton	10,115	3,742	13,857	
St Helens	6,756	2,400	9,156	
Wirral	12,946	4,470	17,416	
NORTH				
Cleveland	**24,948**	**8,039**	**32,987**	**13.8**
Hartlepool	4,424	1,307	5,731	
Langbaurgh	5,939	1,952	7,891	

Unemployment in counties and local authority districts at April 13, 1989

	Male	Female	All	Rate † per cent employees and unemployed
Middlesbrough	7,861	2,237	10,098	
Stockton-on-Tees	6,724	2,543	9,267	
Cumbria	**9,100**	**4,799**	**13,899**	**6.8**
Allerdale	2,362	1,303	3,665	
Barrow-In-Furness	1,588	835	2,423	
Carlisle	2,070	1,021	3,091	
Copeland	1,936	918	2,854	
Eden	359	258	617	
South Lakeland	785	464	1,249	
Durham	**19,068**	**6,844**	**25,912**	**11.5**
Chester-le-Street	1,554	603	2,157	
Darlington	2,995	1,117	4,112	
Derwentside	3,414	1,097	4,511	
Durham	2,291	900	3,191	
Easington	3,568	1,006	4,574	
Sedgefield	2,564	1,187	3,751	
Teesdale	453	223	676	
Wear Valley	2,229	711	2,940	
Northumberland	**8,757**	**3,269**	**12,026**	**10.9**
Alnwick	903	338	1,241	
Berwick-upon-Tweed	651	258	909	
Blyth Valley	2,703	1,020	3,723	
Castle Morpeth	992	428	1,420	
Tynedale	767	416	1,183	
Wansbeck	2,741	809	3,550	
Tyne and Wear	**51,310**	**15,642**	**66,952**	**12.8**
Gateshead	8,379	2,521	10,900	
Newcastle upon Tyne	13,213	4,192	17,405	
North Tyneside	6,897	2,299	9,196	
South Tyneside	7,804	2,322	10,126	
Sunderland	15,017	4,308	19,325	
WALES				
Clwyd	**8,934**	**3,817**	**12,751**	**9.3**
Alyn and Deeside	1,318	677	1,995	
Colwyn	1,238	518	1,756	
Delyn	1,289	503	1,792	
Glyndwr	651	389	1,040	
Rhuddlan	1,741	635	2,376	
Wrexham Maelor	2,697	1,095	3,792	
Dyfed	**8,485**	**3,481**	**11,966**	**11.0**
Carmarthen	1,140	467	1,607	
Ceredigion	1,380	581	1,961	
Dinefwr	776	397	1,173	
Llanelli	1,930	678	2,608	
Preseli	1,959	880	2,839	
South Pembrokeshire	1,300	478	1,778	
Gwent	**12,220**	**4,703**	**16,923**	**10.3**
Blaenau Gwent	2,880	884	3,764	
Islwyn	1,683	697	2,380	
Monmouth	1,139	571	1,710	
Newport	4,044	1,474	5,518	
Torfaen	2,474	1,077	3,551	
Gwynedd	**6,429**	**2,859**	**9,288**	**12.1**
Aberconwy	1,108	516	1,624	
Arfon	1,884	715	2,599	
Dwyfor	686	305	991	
Meirionnydd	617	288	905	
Ynys Mon - Isle of Anglesey	2,134	1,035	3,169	
Mid Glamorgan	**16,004**	**5,176**	**21,180**	**12.3**
Cynon Valley	2,390	755	3,145	
Merthyr Tydfil	2,059	761	2,820	
Ogwr	3,341	1,201	4,542	
Rhondda	2,499	778	3,277	
Rhymney Valley	3,216	910	4,126	
Taff-Ely	2,499	771	3,270	
Powys	**1,487**	**801**	**2,288**	**6.2**
Brecknock	591	301	892	
Montgomery	608	344	952	
Radnor	288	156	444	
South Glamorgan	**11,105**	**3,640**	**14,745**	**7.9**
Cardiff	8,529	2,602	11,131	
Vale of Glamorgan	2,576	1,038	3,614	
West Glamorgan	**10,492**	**3,555**	**14,047**	**10.7**
Afan	1,250	397	1,647	
Lliw Valley	1,507	510	2,017	
Neath	1,574	629	2,203	
Swansea	6,161	2,019	8,180	
SCOTLAND				
Borders Region	**1,579**	**729**	**2,308**	**6.1**
Berwick	335	211	546	
Ettrick and Lauderdale	483	203	686	
Roxburgh	503	207	710	
Tweedale	258	108	366	
Central Region	**8,353**	**3,736**	**12,089**	**11.5**
Clackmannan	1,685	672	2,357	
Falkirk	4,487	2,067	6,554	
Stirling	2,181	997	3,178	
Dumfries and Galloway Region	**3,446**	**1,886**	**5,332**	**9.4**
Annandale and Eskdale	641	397	1,038	
Nithsdale	1,388	750	2,138	
Stewartry	469	276	745	
Wigtown	948	463	1,411	
Fife Region	**10,782**	**4,748**	**15,530**	**11.6**
Dunfermline	4,081	1,609	5,690	
Kirkcaldy	5,644	2,467	8,111	
North East Fife	1,057	672	1,729	
Grampian Region	**9,151**	**4,521**	**13,672**	**5.9**
Banff and Buchan	1,612	842	2,454	
City of Aberdeen	4,653	1,757	6,410	
Gordon	688	429	1,117	
Kincardine and Deeside	472	351	823	
Moray	1,726	1,142	2,868	
Highlands Region	**6,395**	**2,905**	**9,300**	**10.5**
Badenoch and Strathspey	226	132	358	
Caithness	857	349	1,206	
Inverness	1,859	773	2,632	
Lochaber	614	302	916	
Nairn	358	142	500	
Ross and Cromarty	1,660	764	2,424	
Skye and Lochalsh	371	222	593	
Sutherland	450	221	671	
Lothian Region	**22,971**	**8,422**	**31,393**	**8.6**
City of Edinburgh	14,156	5,011	19,167	
East Lothian	2,166	832	2,998	
Midlothian	2,511	818	3,329	
West Lothian	4,138	1,761	5,899	
Strathclyde Region	**101,547**	**34,587**	**136,134**	**13.4**
Argyll and Bute	1,627	865	2,492	
Bearsden and Milngavie	537	268	805	
City of Glasgow	44,488	12,919	57,407	
Clydebank	2,354	723	3,077	
Clydesdale	1,578	668	2,246	
Cumbernauld and Kilsyth	2,031	957	2,988	
Cumnock and Doon Valley	2,443	796	3,239	
Cunninghame	5,553	2,049	7,602	
Dumbarton	2,695	1,266	3,961	
East Kilbride	1,986	1,082	3,068	
Eastwood	655	430	1,085	
Hamilton	3,989	1,318	5,307	
Inverclyde	5,181	1,621	6,802	
Kilmarnock and Loudoun	2,929	1,158	4,087	
Kyle and Carrick	3,319	1,361	4,680	
Monklands	4,688	1,514	6,202	
Motherwell	5,927	1,935	7,862	
Renfrew	7,420	2,764	10,184	
Strathkelvin	2,147	893	3,040	
Tayside Region	**11,781**	**5,260**	**17,041**	**10.1**
Angus	2,050	1,267	3,317	
City of Dundee	7,330	2,926	10,256	
Perth and Kinross	2,401	1,067	3,468	
Orkney Islands	**432**	**213**	**645**	**9.6**
Shetland Islands	**352**	**201**	**553**	**5.6**
Western Isles	**1,233**	**406**	**1,639**	**16.7**
NORTHERN IRELAND				
Antrim	1,840	802	2,642	
Ards	1,892	875	2,767	
Armagh	2,353	945	3,298	
Ballymena	1,927	906	2,833	
Ballymoney	1,233	408	1,641	
Banbridge	985	550	1,535	
Belfast	20,252	6,250	26,502	
Carrickfergus	1,173	599	1,772	
Castlereagh	1,743	882	2,625	
Coleraine	2,640	930	3,570	
Cookstown	1,751	623	2,374	
Craigavon	3,508	1,369	4,877	
Derry	7,117	1,579	8,696	
Down	1,817	857	2,674	
Dungannon	2,667	925	3,592	
Fermanagh	2,849	882	3,731	
Larne	1,221	506	1,727	
Limavady	1,813	519	2,332	
Lisburn	3,538	1,511	5,049	
Magherafelt	1,717	627	2,344	
Moyle	952	264	1,216	
Newry and Mourne	5,019	1,685	6,704	
Newtownabbey	2,731	1,342	4,073	
North Down	1,591	1,032	2,623	
Omagh	2,297	829	3,126	
Strabane	2,723	579	3,302	

* Unemployment rate is not given for Surrey since it does not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work areas.
† The number of unemployed as a percentage of the sum of mid-1987 estimates of employees in employment and the unemployed. This is on different bases from the percentage rates given in *tables 2.1, 2.2* and *2.3*, but comparable regional and national rates are shown in *table 2.4*. These narrow-based unemployment rates have not been up-dated to take account of the latest national and regional estimates of employees for mid-1988, which now use the preliminary results of the 1988 Labour Force Survey. The denominators for these rates will be fully revised when the results of the 1987 Census of Employment including revised employment estimates for counties become available later this year. Unemployment percentage rates are calculated for areas which form broadly self-contained
labour markets.

2·10 UNEMPLOYMENT
Area statistics

Unemployment in Parliamentary constituencies at April 13, 1989

	Male	Female	All
SOUTH EAST			
Bedfordshire			
Luton South	2,245	809	3,054
Mid Bedfordshire	661	417	1,078
North Bedfordshire	1,308	484	1,792
North Luton	1,222	579	1,801
South West Bedfordshire	796	411	1,207
Berkshire			
East Berkshire	791	399	1,190
Newbury	546	252	798
Reading East	1,049	358	1,407
Reading West	753	272	1,025
Slough	1,256	567	1,823
Windsor and Maidenhead	648	272	920
Wokingham	452	280	732
Buckinghamshire			
Aylesbury	642	326	968
Beaconsfield	439	211	650
Buckingham	560	275	835
Chesham and Amersham	372	196	568
Milton Keynes	1,522	801	2,323
Wycombe	715	329	1,044
East Sussex			
Bexhill and Battle	609	261	870
Brighton Kemptown	1,926	660	2,586
Brighton Pavilion	1,689	785	2,474
Eastbourne	981	382	1,363
Hastings and Rye	1,404	580	1,984
Hove	1,567	701	2,268
Lewes	759	403	1,162
Wealden	414	235	649
Essex			
Basildon	1,966	912	2,878
Billericay	938	544	1,482
Braintree	773	483	1,256
Brentwood and Ongar	653	250	903
Castle Point	929	491	1,420
Chelmsford	906	498	1,404
Epping Forest	893	473	1,366
Harlow	1,317	633	1,950
Harwich	1,626	671	2,297
North Colchester	1,074	583	1,657
Rochford	715	408	1,123
Saffron Walden	490	274	764
South Colchester and Maldon	1,065	675	1,740
Southend East	1,575	596	2,171
Southend West	1,054	481	1,535
Thurrock	1,761	842	2,603
Greater London			
Barking	1,444	464	1,908
Battersea	2,655	1,005	3,660
Beckenham	1,067	445	1,512
Bethnal Green and Stepney	4,189	1,006	5,195
Bexleyheath	776	437	1,213
Bow and Poplar	3,999	1,109	5,108
Brent East	2,810	1,152	3,962
Brent North	1,227	585	1,812
Brent South	2,711	1,068	3,779
Brentford and Isleworth	1,500	670	2,170
Carshalton and Wallington	933	374	1,307
Chelsea	1,326	533	1,859
Chingford	1,114	545	1,659
Chipping Barnet	712	380	1,092
Chislehurst	796	361	1,157
City of London and Westminster South	1,685	658	2,343
Croydon Central	1,240	434	1,674
Croydon North East	1,412	672	2,084
Croydon North West	1,509	660	2,169
Croydon South	580	290	870
Dagenham	1,212	546	1,758
Dulwich	2,025	845	2,870
Ealing North	1,434	606	2,040
Ealing Acton	1,938	749	2,687
Ealing Southall	1,941	969	2,910
Edmonton	1,781	736	2,517
Eltham	1,457	587	2,044
Enfield North	1,270	584	1,854
Enfield Southgate	1,154	467	1,621
Erith and Crayford	1,348	632	1,980
Feltham and Heston	1,503	726	2,229
Finchley	962	517	1,479
Fulham	2,163	871	3,034
Greenwich	2,102	796	2,898
Hackney North and Stoke Newington	4,798	1,698	6,496
Hackney South and Shoreditch	5,343	1,756	7,099
Hammersmith	3,057	1,031	4,088
Hampstead and Highgate	2,368	1,057	3,425
Harrow East	1,220	622	1,842
Harrow West	814	368	1,182
Hayes and Harlington	836	471	1,307
Hendon North	1,101	527	1,628
Hendon South	1,021	425	1,446
Holborn and St Pancras	3,697	1,374	5,071
Hornchurch	756	376	1,132
Hornsey and Wood Green	3,237	1,416	4,653
Ilford North	881	502	1,383
Ilford South	1,518	607	2,125
Islington North	3,930	1,565	5,495
Islington South and Finsbury	3,386	1,354	4,740
Kensington	2,006	856	2,862
Kingston-upon-Thames	714	310	1,024
Lewisham East	2,005	757	2,762
Lewisham West	2,373	951	3,324
Lewisham Deptford	4,008	1,397	5,405
Leyton	2,605	966	3,571
Mitcham and Morden	1,399	560	1,959
Newham North East	2,693	935	3,628
Newham North West	2,495	835	3,330
Newham South	2,587	910	3,497
Norwood	3,640	1,289	4,929
Old Bexley and Sidcup	551	353	904
Orpington	781	352	1,133
Peckham	4,150	1,413	5,563
Putney	1,310	572	1,882
Ravensbourne	607	314	921
Richmond-upon-Thames and Barnes	882	436	1,318
Romford	913	441	1,354
Ruislip-Northwood	468	234	702
Southwark and Bermondsey	3,901	1,081	4,982
Streatham	2,947	1,056	4,003
Surbiton	414	181	595
Sutton and Cheam	608	308	916
Tooting	2,304	999	3,303
Tottenham	4,811	1,743	6,554
Twickenham	717	355	1,072
Upminster	922	420	1,342
Uxbridge	806	403	1,209
Vauxhall	4,893	1,662	6,555
Walthamstow	1,914	707	2,621
Wanstead and Woodford	773	365	1,138
Westminster North	2,984	1,181	4,165
Wimbledon	820	374	1,194
Woolwich	2,734	1,079	3,813
Hampshire			
Aldershot	797	402	1,199
Basingstoke	864	313	1,177
East Hampshire	699	406	1,105
Eastleigh	1,134	577	1,711
Fareham	850	485	1,335
Gosport	1,107	761	1,868
Havant	1,721	732	2,453
New Forest	744	358	1,102
North West Hampshire	449	263	712
Portsmouth North	1,429	685	2,114
Portsmouth South	2,772	1,094	3,866
Romsey and Waterside	1,119	570	1,689
Southampton Itchen	2,485	871	3,356
Southampton Test	2,165	719	2,884
Winchester	593	255	848
Hertfordshire			
Broxbourne	934	582	1,516
Hertford and Stortford	527	296	823
Hertsmere	876	348	1,224
North Hertfordshire	911	531	1,442
South West Hertfordshire	640	299	939
St Albans	606	254	860
Stevenage	983	442	1,425
Watford	1,017	411	1,428
Welwyn Hatfield	779	423	1,202
West Hertfordshire	785	372	1,157
Isle of Wight			
Isle of Wight	2,802	1,382	4,184
Kent			
Ashford	925	409	1,334
Canterbury	1,348	581	1,929
Dartford	1,164	539	1,703
Dover	1,714	589	2,303
Faversham	1,729	851	2,580
Folkestone and Hythe	1,713	642	2,355
Gillingham	1,360	670	2,030
Gravesham	1,516	715	2,231
Maidstone	820	389	1,209
Medway	1,286	656	1,942
Mid Kent	1,180	650	1,830
North Thanet	1,888	736	2,624
Sevenoaks	690	303	993
South Thanet	1,546	661	2,207
Tonbridge and Malling	707	299	1,006
Tunbridge Wells	538	227	765
Oxfordshire			
Banbury	717	425	1,142
Henley	378	177	555
Oxford East	1,226	421	1,647
Oxford West and Abingdon	760	324	1,084
Wantage	445	208	653
Witney	480	291	771
Surrey			
Chertsey and Walton	448	226	674
East Surrey	397	179	576
Epsom and Ewell	575	210	785
Esher	361	164	525
Guildford	477	158	635
Mole Valley	376	154	530
North West Surrey	447	250	697
Reigate	543	242	785
South West Surrey	436	166	602
Spelthorne	495	232	727
Woking	693	257	950
West Sussex			
Arundel	820	296	1,116
Chichester	600	257	857
Crawley	730	269	999
Horsham	439	183	622
Mid Sussex	402	198	600
Shoreham	460	194	654
Worthing	850	378	1,228
EAST ANGLIA			
Cambridgeshire			
Cambridge	1,142	438	1,580
Huntingdon	839	534	1,373
North East Cambridgeshire	1,263	610	1,873
Peterborough	2,667	967	3,634

UNEMPLOYMENT Area statistics 2·10

Unemployment in Parliamentary constituencies at April 13, 1989

	Male	Female	All
South East Cambridgeshire	422	260	682
South West Cambridgeshire	623	442	1,065
Norfolk			
Great Yarmouth	2,483	1,136	3,619
Mid Norfolk	706	413	1,119
North Norfolk	1,019	465	1,484
North West Norfolk	1,610	766	2,376
Norwich North	1,315	600	1,915
Norwich South	2,345	878	3,223
South Norfolk	824	509	1,333
South West Norfolk	1,169	683	1,852
Suffolk			
Bury St Edmunds	858	555	1,413
Central Suffolk	903	442	1,345
Ipswich	1,416	559	1,975
South Suffolk	877	545	1,422
Suffolk Coastal	770	387	1,157
Waveney	1,883	1,037	2,920
SOUTH WEST			
Avon			
Bath	1,401	633	2,034
Bristol East	1,891	860	2,751
Bristol North West	1,907	785	2,692
Bristol South	3,046	1,160	4,206
Bristol West	2,834	1,051	3,885
Kingswood	1,322	674	1,996
Northavon	1,007	710	1,717
Wansdyke	927	643	1,570
Weston-super-Mare	1,617	777	2,394
Woodspring	935	606	1,541
Cornwall			
Falmouth and Camborne	2,345	950	3,295
North Cornwall	1,864	1,061	2,925
South East Cornwall	1,482	807	2,289
St Ives	2,340	1,149	3,489
Truro	1,729	862	2,591
Devon			
Exeter	1,677	704	2,381
Honiton	1,015	546	1,561
North Devon	1,445	723	2,168
Plymouth Devonport	2,694	1,010	3,704
Plymouth Drake	2,927	1,116	4,043
Plymouth Sutton	1,594	888	2,482
South Hams	1,470	784	2,254
Teignbridge	1,063	529	1,592
Tiverton	898	521	1,419
Torbay	2,184	970	3,154
Torridge and West Devon	1,481	794	2,275
Dorset			
Bournemouth East	1,650	622	2,272
Bournemouth West	1,403	470	1,873
Christchurch	589	304	893
North Dorset	527	330	857
Poole	1,095	468	1,563
South Dorset	1,196	582	1,778
West Dorset	632	353	985
Gloucestershire			
Cheltenham	1,481	634	2,115
Cirencester and Tewkesbury	762	433	1,195
Gloucester	1,765	734	2,499
Stroud	1,054	638	1,692
West Gloucestershire	1,230	700	1,930
Somerset			
Bridgwater	1,476	819	2,295
Somerton and Frome	755	577	1,332
Taunton	1,281	609	1,890
Wells	950	604	1,554
Yeovil	914	668	1,582
Wiltshire			
Devizes	805	543	1,348
North Wiltshire	896	658	1,554
Salisbury	872	512	1,384
Swindon	1,952	834	2,786
Westbury	1,073	660	1,733
WEST MIDLANDS			
Hereford and Worcester			
Bromsgrove	1,226	641	1,867
Hereford	1,298	738	2,036
Leominster	914	445	1,359
Mid Worcestershire	1,487	814	2,301
South Worcestershire	914	495	1,409
Worcester	1,533	718	2,251
Wyre Forest	1,271	677	1,948
Shropshire			
Ludlow	944	506	1,450
North Shropshire	1,294	831	2,125
Shrewsbury and Atcham	1,259	693	1,952
The Wrekin	2,928	1,273	4,201
Staffordshire			
Burton	1,684	888	2,572
Cannock and Burntwood	1,830	910	2,740
Mid Staffordshire	1,222	686	1,908
Newcastle-under-Lyme	1,421	596	2,017
South East Staffordshire	1,716	958	2,674
South Staffordshire	1,698	942	2,640
Stafford	1,210	595	1,805
Staffordshire Moorlands	862	602	1,464
Stoke-on-Trent Central	2,057	795	2,852
Stoke-on-Trent North	1,783	768	2,551
Stoke-on-Trent South	1,563	739	2,302
Warwickshire			
North Warwickshire	1,561	974	2,535
Nuneaton	1,683	805	2,488
Rugby and Kenilworth	1,098	739	1,837
Stratford-on-Avon	696	458	1,154
Warwick and Leamington	1,191	702	1,893
West Midlands			
Aldridge-Brownhills	1,380	632	2,012
Birmingham Edgbaston	2,366	948	3,314
Birmingham Erdington	3,487	1,219	4,706
Birmingham Hall Green	2,410	949	3,359
Birmingham Hodge Hill	3,465	1,145	4,610
Birmingham Ladywood	4,706	1,488	6,194
Birmingham Northfield	3,714	1,306	5,020
Birmingham Perry Barr	3,567	1,311	4,878
Birmingham Small Heath	5,362	1,525	6,887
Birmingham Sparkbrook	4,419	1,180	5,599
Birmingham Yardley	2,005	804	2,809
Birmingham Selly Oak	2,868	1,121	3,989
Coventry North East	3,235	1,306	4,541
Coventry North West	1,702	867	2,569
Coventry South East	2,557	999	3,556
Coventry South West	1,580	767	2,347
Dudley East	2,983	1,184	4,167
Dudley West	2,013	1,069	3,082
Halesowen and Stourbridge	1,589	797	2,386
Meriden	2,651	1,179	3,830
Solihull	991	630	1,621
Sutton Coldfield	1,154	632	1,786
Walsall North	2,962	998	3,960
Walsall South	2,869	1,011	3,880
Warley East	2,531	945	3,476
Warley West	2,130	858	2,988
West Bromwich East	2,378	940	3,318
West Bromwich West	2,753	951	3,704
Wolverhampton North East	3,578	1,143	4,721
Wolverhampton South East	2,898	1,003	3,901
Wolverhampton South West	2,543	1,163	3,706
EAST MIDLANDS			
Derbyshire			
Amber Valley	1,796	751	2,547
Bolsover	2,560	935	3,495
Chesterfield	2,873	1,066	3,939
Derby North	2,338	884	3,222
Derby South	3,594	1,141	4,735
Erewash	1,862	748	2,610
High Peak	1,365	799	2,164
North East Derbyshire	2,519	1,042	3,561
South Derbyshire	1,660	743	2,403
West Derbyshire	1,111	604	1,715
Leicestershire			
Blaby	782	467	1,249
Bosworth	847	505	1,352
Harborough	642	392	1,034
Leicester East	2,060	908	2,968
Leicester South	2,824	1,070	3,894
Leicester West	3,014	1,005	4,019
Loughborough	1,102	615	1,717
North West Leicestershire	1,574	598	2,172
Rutland and Melton	849	561	1,410
Lincolnshire			
East Lindsey	2,812	1,102	3,914
Gainsborough and Horncastle	1,614	804	2,418
Grantham	1,469	805	2,274
Holland with Boston	1,533	692	2,225
Lincoln	3,166	1,210	4,376
Stamford and Spalding	944	559	1,503
Northamptonshire			
Corby	1,334	723	2,057
Daventry	530	437	967
Kettering	774	450	1,224
Northampton North	1,285	582	1,867
Northampton South	1,117	548	1,665
Wellingborough	981	593	1,574
Nottinghamshire			
Ashfield	2,888	807	3,695
Bassetlaw	2,794	998	3,792
Broxtowe	1,404	695	2,099
Gedling	1,560	762	2,322
Mansfield	3,323	1,045	4,368
Newark	1,731	824	2,555
Nottingham East	5,066	1,553	6,619
Nottingham North	3,904	1,101	5,005
Nottingham South	3,262	1,069	4,331
Rushcliffe	1,321	657	1,978
Sherwood	2,509	832	3,341
YORKSHIRE AND HUMBERSIDE			
Humberside			
Beverley	1,273	744	2,017
Booth Ferry	1,588	796	2,384
Bridlington	2,117	1,076	3,193
Brigg and Cleethorpes	2,664	1,054	3,718
Glanford and Scunthorpe	2,709	933	3,642
Great Grimsby	3,738	1,025	4,763
Kingston-upon-Hull East	3,610	1,110	4,720
Kingston-upon-Hull North	4,135	1,348	5,483
Kingston-upon-Hull West	3,701	1,335	5,036
North Yorkshire			
Harrogate	884	419	1,303
Richmond	1,201	802	2,003
Ryedale	1,080	636	1,716
Scarborough	2,264	923	3,187
Selby	1,250	794	2,044
Skipton and Ripon	716	467	1,183
York	2,700	1,112	3,812

Unemployment in Parliamentary constituencies at April 13, 1989

	Male	Female	All
South Yorkshire			
Barnsley Central	3,161	854	4,015
Barnsley East	2,836	792	3,628
Barnsley West and Penistone	2,590	929	3,519
Don Valley	3,415	1,286	4,701
Doncaster Central	3,928	1,438	5,366
Doncaster North	3,888	1,416	5,304
Rother Valley	2,724	1,263	3,987
Rotherham	3,358	1,139	4,497
Sheffield Central	5,071	1,520	6,591
Sheffield Attercliffe	2,600	990	3,590
Sheffield Brightside	3,791	1,156	4,947
Sheffield Hallam	1,856	936	2,792
Sheffield Heeley	3,292	1,232	4,524
Sheffield Hillsborough	2,330	1,171	3,501
Wentworth	3,154	1,130	4,284
West Yorkshire			
Batley and Spen	2,029	792	2,821
Bradford North	3,469	1,076	4,545
Bradford South	2,522	863	3,385
Bradford West	3,902	1,151	5,053
Calder Valley	1,449	817	2,266
Colne Valley	1,443	721	2,164
Dewsbury	1,928	792	2,720
Elmet	1,293	634	1,927
Halifax	2,438	1,011	3,449
Hemsworth	2,733	879	3,612
Huddersfield	2,181	979	3,160
Keighley	1,515	751	2,266
Leeds Central	4,061	1,197	5,258
Leeds East	3,492	1,108	4,600
Leeds North East	2,046	834	2,880
Leeds North West	1,582	664	2,246
Leeds West	2,573	993	3,566
Morley and Leeds South	2,017	747	2,764
Normanton	1,602	818	2,420
Pontefract and Castleford	2,959	991	3,950
Pudsey	976	541	1,517
Shipley	1,103	479	1,582
Wakefield	2,536	968	3,504
NORTH WEST			
Cheshire			
City of Chester	2,254	802	3,056
Congleton	892	642	1,534
Crewe and Nantwich	1,823	879	2,702
Eddisbury	1,656	888	2,544
Ellesmere Port and Neston	2,349	990	3,339
Halton	3,345	1,358	4,703
Macclesfield	1,107	562	1,669
Tatton	1,154	529	1,683
Warrington North	2,437	997	3,434
Warrington South	2,391	924	3,315
Greater Manchester			
Altrincham and Sale	1,199	547	1,746
Ashton-under-Lyne	2,092	791	2,883
Bolton North East	2,625	871	3,496
Bolton South East	3,011	1,138	4,149
Bolton West	2,007	896	2,903
Bury North	1,512	703	2,215
Bury South	1,721	815	2,536
Cheadle	782	478	1,260
Davyhulme	1,852	714	2,566
Denton and Reddish	2,345	987	3,332
Eccles	2,531	904	3,435
Hazel Grove	1,079	556	1,635
Heywood and Middleton	2,519	1,051	3,570
Leigh	2,675	1,058	3,733
Littleborough and Saddleworth	1,291	751	2,042
Makerfield	2,502	1,237	3,739
Manchester Central	6,420	1,646	8,066
Manchester Blackley	3,645	1,113	4,758
Manchester Gorton	3,804	1,208	5,012
Manchester Withington	3,430	1,227	4,657
Manchester Wythenshawe	3,409	844	4,253
Oldham Central and Royton	2,908	1,138	4,046
Oldham West	1,976	921	2,897
Rochdale	3,110	1,129	4,239
Salford East	4,304	1,127	5,431
Stalybridge and Hyde	2,309	925	3,234
Stockport	1,731	713	2,444
Stretford	4,470	1,502	5,972
Wigan	3,322	1,396	4,718
Worsley	2,538	1,074	3,612
Lancashire			
Blackburn	3,444	1,041	4,485
Blackpool North	2,573	905	3,478
Blackpool South	2,678	989	3,667
Burnley	2,315	929	3,244
Chorley	1,568	860	2,428
Fylde	1,024	437	1,461
Hyndburn	1,459	665	2,124
Lancaster	1,504	592	2,096
Morecambe and Lunesdale	1,962	796	2,758
Pendle	1,473	664	2,137
Preston	3,699	1,042	4,741
Ribble Valley	588	439	1,027
Rossendale and Darwen	1,592	789	2,381
South Ribble	1,560	824	2,384
West Lancashire	2,865	1,306	4,171
Wyre	1,534	603	2,137
Merseyside			
Birkenhead 5,324 telec 6,866			
Bootle	5,809	1,686	7,495
Crosby	2,354	1,115	3,469
Knowsley North	5,040	1,402	6,442
Knowsley South	4,985	1,591	6,576
Liverpool Broadgreen	4,744	1,637	6,381
Liverpool Garston	4,148	1,324	5,472
Liverpool Mossley Hill	4,106	1,578	5,684
Liverpool Riverside	6,705	1,950	8,655
Liverpool Walton	5,895	1,941	7,836
Liverpool West Derby	5,135	1,574	6,709
Southport	1,952	941	2,893
St Helens North	3,025	1,099	4,124
St Helens South	3,731	1,301	5,032
Wallasey	3,881	1,313	5,194
Wirral South	1,741	739	2,480
Wirral West	2,000	876	2,876
NORTH			
Cleveland			
Hartlepool	4,424	1,307	5,731
Langbaurgh	3,638	1,277	4,915
Middlesbrough	5,399	1,461	6,860
Redcar	4,044	1,229	5,273
Stockton North	4,053	1,417	5,470
Stockton South	3,390	1,348	4,738
Cumbria			
Barrow and Furness	1,756	943	2,699
Carlisle	1,721	786	2,507
Copeland	1,936	918	2,854
Penrith and the Border	1,030	711	1,741
Westmorland	665	376	1,041
Workington	1,992	1,065	3,057
Durham			
Bishop Auckland	2,719	1,023	3,742
City of Durham	2,291	900	3,191
Darlington	2,838	1,041	3,879
Easington	3,100	884	3,984
North Durham	3,304	1,116	4,420
North West Durham	2,654	921	3,575
Sedgefield	2,162	959	3,121
Northumberland			
Berwick-upon-Tweed	1,960	769	2,729
Blyth Valley	2,703	1,020	3,723
Hexham	897	516	1,413
Wansbeck	3,197	964	4,161
Tyne and Wear			
Blaydon	2,477	854	3,331
Gateshead East	3,520	1,106	4,626
Houghton and Washington	4,169	1,358	5,527
Jarrow	3,947	1,072	5,019
Newcastle upon Tyne Central	2,970	1,095	4,065
Newcastle upon Tyne East	3,895	1,208	5,103
Newcastle upon Tyne North	3,172	1,073	4,245
South Shields	3,857	1,250	5,107
Sunderland North	6,255	1,532	7,787
Sunderland South	4,593	1,418	6,011
Tyne Bridge	5,558	1,377	6,935
Tynemouth	3,112	1,037	4,149
Wallsend	3,785	1,262	5,047
WALES			
Clwyd			
Alyn and Deeside	1,416	730	2,146
Clwyd North West	2,501	932	3,433
Clwyd South West	1,494	744	2,238
Delyn	1,648	663	2,311
Wrexham	1,875	748	2,623
Dyfed			
Carmarthen	1,733	773	2,506
Ceredigion and Pembroke North	1,771	719	2,490
Llanelli	2,113	769	2,882
Pembroke	2,868	1,220	4,088
Gwent			
Blaenau Gwent	2,798	850	3,648
Islwyn	1,683	697	2,380
Monmouth	1,157	550	1,707
Newport East	1,988	772	2,760
Newport West	2,247	828	3,075
Torfaen	2,347	1,006	3,353
Gwynedd			
Caernarfon	1,790	721	2,511
Conwy	1,734	720	2,454
Meirionnydd Nant Conwy	771	383	1,154
Ynys Mon	2,134	1,035	3,169
Mid Glamorgan			
Bridgend	1,554	666	2,220
Caerphilly	2,553	724	3,277
Cynon Valley	2,390	755	3,145
Merthyr Tydfil and Rhymney	2,722	947	3,669
Ogmore	2,136	647	2,783
Pontypridd	2,150	659	2,809
Rhondda	2,499	778	3,277
Powys			
Brecon and Radnor	879	457	1,336
Montgomery	608	344	952
South Glamorgan			
Cardiff Central	2,696	946	3,642
Cardiff North	1,031	412	1,443
Cardiff South and Penarth	2,536	682	3,218
Cardiff West	2,754	757	3,511
Vale of Glamorgan	2,088	843	2,931
West Glamorgan			
Aberavon	1,630	523	2,153
Gower	1,416	589	2,005
Neath	1,792	691	2,483
Swansea East	2,749	802	3,551
Swansea West	2,905	950	3,855

Unemployment in Parliamentary constituencies at April 13, 1989

	Male	Female	All
SCOTLAND			
Borders Region			
Roxburgh and Berwickshire	838	418	1,256
Tweeddale, Ettrick and Lauderdale	741	311	1,052
Central Region			
Clackmannan	2,322	965	3,287
Falkirk East	2,329	993	3,322
Falkirk West	1,927	917	2,844
Stirling	1,775	861	2,636
Dumfries and Galloway Region			
Dumfries	1,648	925	2,573
Galloway and Upper Nithsdale	1,798	961	2,759
Fife Region			
Central Fife	2,795	1,275	4,070
Dunfermline East	2,509	982	3,491
Dunfermline West	1,873	754	2,627
Kirkcaldy	2,548	1,065	3,613
North East Fife	1,057	672	1,729
Grampian Region			
Aberdeen North	2,234	726	2,960
Aberdeen South	1,652	669	2,321
Banff and Buchan	1,612	842	2,454
Gordon	931	600	1,531
Kincardine and Deeside	996	542	1,538
Moray	1,726	1,142	2,868
Highlands Region			
Caithness and Sutherland	1,307	570	1,877
Inverness, Nairn and Lochaber	2,899	1,249	4,148
Ross, Cromarty and Skye	2,189	1,086	3,275
Lothian Region			
East Lothian	2,166	832	2,998
Edinburgh Central	2,710	999	3,709
Edinburgh East	2,386	759	3,145
Edinburgh Leith	3,769	1,215	4,984
Edinburgh Pentlands	1,724	648	2,372
Edinburgh South	2,162	806	2,968
Edinburgh West	1,125	421	1,546
Linlithgow	2,325	954	3,279
Livingston	2,093	970	3,063
Mid Lothian	2,511	818	3,329
Strathclyde Region			
Argyll and Bute	1,627	865	2,492
Ayr	2,349	913	3,262
Carrick Cumnock and Doon Valley	3,413	1,244	4,657
Clydebank and Milngavie	2,639	830	3,469
Clydesdale	2,405	934	3,339
Cumbernauld and Kilsyth	2,031	957	2,988
Cunninghame North	2,477	1,038	3,515
Cunninghame South	3,076	1,011	4,087
Dumbarton	2,695	1,266	3,961
East Kilbride	1,986	1,082	3,068
Eastwood	1,455	687	2,142
Glasgow Cathcart	2,283	780	3,063
Glasgow Central	4,420	1,350	5,770
Glasgow Garscadden	3,849	915	4,764
Glasgow Govan	3,674	1,060	4,734
Glasgow Hillhead	3,042	1,243	4,285
Glasgow Maryhill	4,809	1,466	6,275
Glasgow Pollock	4,464	1,113	5,577
Glasgow Provan	5,006	1,281	6,287
Glasgow Rutherglen	3,730	1,080	4,810
Glasgow Shettleston	4,125	1,101	5,226
Glasgow Springburn	5,086	1,530	6,616
Greenock and Port Glasgow	4,736	1,348	6,084
Hamilton	3,162	1,052	4,214
Kilmarnock and Loudoun	2,929	1,158	4,087
Monklands East	3,068	990	4,058
Monklands West	2,443	842	3,285
Motherwell North	3,136	1,081	4,217
Motherwell South	2,791	854	3,645
Paisley North	2,853	1,042	3,895
Paisley South	2,678	925	3,603
Renfrew West and Inverclyde	1,534	813	2,347
Strathkelvin and Bearsden	1,576	736	2,312
Tayside Region			
Angus East	1,758	1,090	2,848
Dundee East	3,931	1,486	5,417
Dundee West	3,173	1,251	4,424
North Tayside	1,165	663	1,828
Perth and Kinross	1,754	770	2,524
Orkney and Shetland Islands	784	414	1,198
Western Isles	1,233	406	1,639
NORTHERN IRELAND			
Belfast East	3,073	1,312	4,385
Belfast North	5,458	1,709	7,167
Belfast South	3,511	1,483	4,994
Belfast West	8,521	1,888	10,409
East Antrim	3,688	1,622	5,310
East Londonderry	5,821	1,936	7,757
Fermanagh and South Tyrone	5,516	1,807	7,323
Foyle	8,525	1,882	10,407
Lagan Valley	3,638	1,554	5,192
Mid-Ulster	5,712	1,868	7,580
Newry and Armagh	5,845	1,963	7,808
North Antrim	4,112	1,578	5,690
North Down	2,371	1,369	3,740
South Antrim	3,277	1,627	4,904
South Down	3,716	1,718	5,434
Strangford	2,444	1,235	3,679
Upper Bann	4,121	1,725	5,846

2·13 UNEMPLOYMENT
Students: regions

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1988 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
Sept 8	20,634	10,629	2,112	6,421	11,253	7,106	12,600	17,351	7,333	8,501	16,698	110,009	7,647	117,656
Oct 13	2,436	1,677	119	462	874	446	745	1,314	396	586	1,398	8,776	—	8,776
Nov 10	724	592	36	92	185	147	119	248	51	95	283	1,980	—	1,980
Dec 8	450	375	11	57	134	71	66	135	26	55	156	1,161	—	1,161
1989 Jan 12	358	284	14	42	118	53	49	122	33	60	113	962	—	962
Feb 9	342	274	10	41	112	56	46	117	32	55	94	905	—	905
Mar 9	321	264	14	39	106	61	51	128	35	56	90	901	—	901
Apr 13	349	268	13	41	107	68	76	158	50	75	216	1,153	—	1,153

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

2·14 UNEMPLOYMENT
Temporarily stopped: regions

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1988 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
Sept 8	63	47	34	16	124	265	589	225	165	64	1,123	2,668	1,061	3,729
Oct 13	62	46	42	28	164	149	657	383	74	172	1,695	3,426	1,019	4,445
Nov 10	72	46	59	20	199	193	669	162	109	169	1,559	3,211	860	4,071
Dec 8	57	36	44	30	112	232	747	226	127	176	1,484	3,235	0	3,235
1989 Jan 12	88	69	53	17	237	292	731	706	259	182	2,524	5,089	986	6,075
Feb 9	107	73	39	32	297	424	1,016	630	344	196	1,979	5,064	997	6,061
Mar 9	321	288	49	44	280	592	843	1,766	298	291	2,284	6,768	1,512	8,280
Apr 13	132	101	183	40	394	825	1,161	1,216	349	262	1,513	6,075	1,876	7,951

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

UNEMPLOYMENT 2·15
Rates by age

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

* Includes those aged under 18. These figures have been affected by the new benefit regulations for under 18 year olds introduced in September 1988. See also note ** to *tables 2.1* and *2.2*.
Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at the relevant mid-year for 1986 and 1987 figures, and, this month have been updated to incorporate mid-1988 denominators for the 1988 and 1989 figures. These rates are thus consistent with the rates (not seasonally adjusted) shown in *tables 2.1*, *2.2* and *2.3*.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2·18 UNEMPLOYMENT
Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark †	Finland ††	France †	Germany † (FR)	Greece**
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1988 Apr	2,536	643	163	407	1,085	250	118	2,478	2,262	111
May	2,427	592	137	395	1,035	230	121	2,432	2,149	92
June	2,341	569	119	386	973	219	117	2,401	2,131	90
July	2,327	519	118	402	1,052	213	111	2,470	2,199	86
Aug	2,291	539	119	395	1,040	229	100	2,552	2,167	84
Sept***	2,311	555	124	381	960	230	101	2,633	2,100	83
Oct	2,119	508	141	377	963	243	108	2,654	2,074	90
Nov	2,067	489	163	374	1,001	251	96	2,617	2,190	112
Dec	2,047	563	208	379	985	263	105	2,646	2,191	136
1989 Jan	2,074	592	208	390	1,112	..	121	2,661	2,335	145
Feb	2,018	..	199	384	1,100	..	..	2,597	2,305	150
Mar	1,960	..	..	..	1,147	..	..	2,547	2,178	..
Apr	1,884	..	..	..	..	..	..	..	2,035	..
Percentage rate: latest month	6.6	7.5	6.6	14.0	8.6	9.4	4.8	10.0	7.2	7.3
latest month: change on a year ago	–1.9	–0.7	–0.6	–1.7	–0.3	+1.4	–1.2	–0.3	–0.8	–0.2
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110
1987	2,822	629	165	435	1,172	217	130	2,623	2,233	..
1988	2,295	574	159	395	1,046	..	115	2,570	2,237	..
Monthly										
1988 Apr	2,403	629	159	404	1,025	234	115	2,539	2,265	..
May	2,364	593	159	400	1,042	240	131	2,559	2,269	..
June	2,324	585	159	368	1,011	240	116	2,578	2,268	..
July	2,267	541	152	404	1,057	240	112	2,614	2,264	..
Aug	2,226	560	159	400	1,069	244	111	2,610	2,249	..
Sept	2,192	559	159	389	1,048	245	107	2,556	2,239	..
Oct	2,158	548	156	381	1,061	251	108	2,570	2,222	..
Nov	2,105	533	156	381	1,056	257	94	2,552	2,192	..
Dec	2,037	558	161	377	1,032	260	104	2,563	2,138	..
1989 Jan	1,988	566	149	374	1,017	..	109	2,548	2,076	..
Feb	1,949	..	143	371	1,022	..	..	2,527	2,050	..
Mar	1,917	..	..	..	1,010	..	..	2,522	2,010	..
Apr	1,856	..	..	..	..	..	..	..	2,023	..
Percentage rate: latest month	6.5	7.0	4.8	13.5	7.5	9.4	4.5	9.9	7.1	..
latest three months: change on previous three months	–0.5	–0.1	–0.2	–0.3	–0.2	+0.5	–0.2	–0.1	–0.4	..
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Feb	Jan	..	Feb	Feb	..	Feb	Feb	Jan	..
Per cent	7.0	6.9	..	9.5	7.6	..	4.1	10.2	5.7	..

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.
2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.
3 OECD standardised rates for Italy are no longer being updated and are subject to revision in the light of new information from the EC Labour Force Survey.
4 The following symbols apply only to the figures on national definitions.
* The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see notes to *table 2.1*).
** Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.
*** See notes ** and *** to *tables 2.1* and *2.2*.

UNEMPLOYMENT
Selected countries 2·18

THOUSAND

	Irish Republic **	Italy ‡‡	Japan§	Luxembourg †	Netherlands †	Norway †	Portugal †	Spain**	Sweden §§	Switzerland †	United States §§
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
Monthly											
1988 Apr	242	3,966	1,660	2.5	664	43	313	2,940	70	21.1	6,359
May	236	3,817	1,560	2.3	647	38	306	2,878	66	19.8	6,553
June	238	3,749	1,440	2.2	674	42	297	2,824	58	18.6	6,819
July	242	3,770	1,480	2.3	686	45	294	2,776	77	18.3	6,823
Aug	243	3,801	1,570	2.2	692	53	291	2,745	80	17.5	6,659
Sept	236	3,869	1,510	2.4	688	53	291	2,745	78	16.8	6,368
Oct	233	3,870	1,460	2.4	678	57	295	2,756	74	16.8	6,182
Nov	234	3,866	1,410	2.4	679	62	305	2,762	65	17.5	6,325
Dec	243	3,847	1,340	2.4	690	70	313	2,769	51	18.4	6,142
1989 Jan	245	3,851	1,460	2.5	..	87	333	2,773	75	18.9	7,309
Feb	242	3,837	1,510	2.4	..	86	337	2,740	69	18.0	6,883
Mar	241	..	..	2.4	..	..	..	..	60	..	6,378
Apr	233	..	..	..	..	..	..	..	..	..	6,229
Percentage rate: latest month	18.0	16.5	2.4	1.6	14.1	5.3	7.8	18.7	1.3	0.7	5.0
latest month: change on a year ago	–0.6	+0.1	–0.4	–0.1	–0.1	+2.8	+0.3	–2.1	–0.5	–0.1	–0.2
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1985	231	2,959	1,566	..	762	52	..	2,643	124	27.0	8,312
1986	236	3,173	1,667	..	712	36	..	2,759	98	22.8	8,237
1987	247	3,204	1,731	..	686	32	319	2,924	84	..	7,410
1988	242	3,848	1,552	..	..	50	304	2,869	..	19.6	6,692
Monthly											
1988 Apr	241	3,921	1,570	..	683	43	303	2,916	78	21.0	6,610
May	240	3,837	1,540	..	679	46	303	2,918	82	21.0	6,783
June	240	3,815	1,450	..	695	48	302	2,911	71	21.0	6,455
July	244	3,877	1,550	..	680	49	302	2,887	80	21.0	6,625
Aug	242	3,987	1,590	..	682	51	302	2,863	64	20.0	6,797
Sept	241	3,862	1,530	..	683	56	302	2,817	62	19.0	6,614
Oct	241	3,913	1,520	..	679	60	301	2,776	77	19.0	6,518
Nov	239	3,919	1,500	..	681	66	305	2,737	67	18.0	6,563
Dec	238	3,894	1,460	..	677	67	308	2,727	51	17.0	6,554
1989 Jan	237	3,809	1,430	..	..	73	317	2,683	..	15.0	6,716
Feb	235	3,748	..	..	..	75	321	2,651	..	..	6,328
Mar	236	..	..	..	..	..	..	..	..	..	6,128
Apr	233	..	..	..	..	..	..	..	..	..	6,546
Percentage rate: latest month	17.9	16.1	2.3	..	13.9	4.7	7.5	18.1	1.2	.6	5.2
latest three months: change on previous three months	–0.2	–0.3	–0.1	..	–0.1	+0.6	+0.3	–0.6	–0.1	–0.1	–0.2
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	..	..	Feb	..	Jan	Nov	Nov	Nov	Feb	..	Feb
Per cent	..	..	2.3	..	9.4	4.4	5.5	18.1	1.6	..	5.1

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

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

THOUSAND

UNITED KINGDOM Month ending		INFLOW† Male and Female: All	Male and Female: Change since previous year	Male: All	Male: Change since previous year	Female: All	Female: Change since previous year	Female: Married
1988	Apr 14	323.9	–33.2	210.3	–22.3	113.6	–10.7	47.9
	May 12	276.7	–44.1	180.4	–24.4	96.3	–19.7	39.8
	June 9	273.8	–41.7	178.2	–23.7	95.6	–18.1	39.2
	July 14	347.5	–81.6	214.9	–48.4	132.6	–33.2	43.4
	Aug 11	311.6	–72.8	194.4	–43.2	117.2	–29.6	44.4
	Sept 8**	327.4	–129.2	209.8	–71.5	117.6	–57.6	43.4
	Oct 13	319.6	–100.6	206.4	–58.5	113.2	–42.1	42.0
	Nov 10	297.8	–77.5	196.1	–45.0	101.6	–32.6	40.8
	Dec 8	269.9	–58.7	185.1	–32.5	84.8	–26.2	34.9
1989	Jan 12	269.4	–74.9	175.4	–39.3	94.0	–35.6	38.4
	Feb 9	290.0	–55.2	192.3	–28.3	97.7	–26.9	39.8
	Mar 9	264.0	–49.0	178.8	–23.7	85.2	–25.4	33.7
	Apr 13	247.5	–76.4	165.7	–44.6	81.8	–31.8	34.8

UNITED KINGDOM Month ending		OUTFLOW† Male and Female: All	Male and Female: Change since previous year	Male: All	Male: Change since previous year	Female: All	Female: Change since previous year	Female: Married
1988	Apr 14	372.5	–23.9	242.7	–14.6	129.8	–9.3	53.5
	May 12	394.9	–30.5	260.2	–12.1	134.7	–18.5	55.5
	June 9	367.1	–36.3	243.2	–20.8	123.9	–15.5	49.8
	July 14	359.7	–68.2	237.2	–41.8	122.5	–26.4	46.9
	Aug 11	350.1	–69.5	226.6	–44.1	123.4	–25.5	45.3
	Sept 8**	305.9	–145.9	190.4	–87.2	115.5	–58.7	42.3
	Oct 13	486.1	–62.9	301.8	–39.0	184.3	–23.8	61.7
	Nov 10	354.0	–78.3	228.1	–45.8	126.0	–32.5	52.0
	Dec 8	292.0	–25.5	188.7	–15.0	103.4	–10.5	40.3
1989	Jan 12	245.4	–76.2	156.6	–45.9	88.7	–30.2	39.4
	Feb 9	350.8	–55.8	233.7	–30.7	117.1	–25.0	49.8
	Mar 9	326.8	–65.7	217.3	–38.3	109.5	–27.4	44.7
	Apr 13	313.9	–58.6	207.8	–35.0	106.1	–23.7	45.5

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4⅓ week month.
† The flows in this table are not on quite the same basis as those in *table 2.20*. While *table 2.20* relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows. While these assumptions are reasonable in most months, the inflows have tended to be understated a little in September and after Easter when many young people have joined the register and with consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.
** See notes ** and *** to *tables 2.1* and *2.2*.

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

THOUSAND

INFLOW Month ending		Age group Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE											
1988	Oct 13	2.4	28.5	53.2	31.1	19.3	28.3	20.1	10.3	6.3	199.6
	Nov 10	1.4	22.6	49.4	31.2	19.6	29.5	20.9	9.9	6.0	190.4
	Dec 8	1.2	21.2	46.1	29.8	19.4	29.1	19.4	8.7	5.0	179.8
1989	Jan 12	0.9	19.5	43.7	28.1	18.3	26.7	18.6	8.5	5.0	169.3
	Feb 9	0.9	23.3	48.7	31.3	20.4	28.7	19.7	8.5	4.8	186.2
	Mar 9	0.8	20.6	44.0	29.2	19.1	27.8	19.0	8.3	4.6	173.5
	Apr 13	0.7	18.4	39.4	26.6	17.8	25.9	18.6	8.3	4.6	160.3
FEMALE											
1988	Oct 13	1.9	21.7	31.3	17.4	9.2	13.7	9.6	3.3	—	108.1
	Nov 10	1.1	15.6	28.4	16.7	8.8	13.7	10.2	3.3	—	97.8
	Dec 8	0.9	12.9	23.1	14.3	7.9	11.8	8.3	2.7	—	81.9
1989	Jan 12	0.6	14.2	25.8	15.2	8.6	13.5	9.2	2.7	—	89.9
	Feb 9	0.8	15.9	26.6	16.2	9.0	13.2	9.2	2.8	—	93.7
	Mar 9	0.6	13.1	22.5	13.8	7.9	12.4	8.9	2.7	—	81.9
	Apr 13	0.6	11.6	20.8	13.4	7.8	12.4	8.9	2.7	—	78.1
Changes on a year earlier MALE											
1988	Oct 13	–23.8	–4.4	–10.4	–4.3	–2.9	–4.7	–3.4	–1.3	–1.5	–56.9
	Nov 10	–16.4	–3.4	–8.8	–3.2	–2.7	–4.6	–2.7	–1.1	–1.2	–44.2
	Dec 8	–13.8	–1.1	–5.2	–2.3	–1.9	–3.1	–2.3	–1.2	–1.3	–32.1
1989	Jan 12	–15.2	–2.1	–6.2	–2.9	–2.2	–4.1	–2.6	–1.8	–1.9	–39.1
	Feb 9	–15.1	0.2	–3.8	–1.3	–1.1	–3.0	–1.7	–1.0	–1.3	–28.2
	Mar 9	–12.6	–0.1	–3.4	–0.7	–0.8	–2.0	–1.6	–0.8	–1.2	–23.3
	Apr 13	–15.7	–0.7	–6.6	–3.3	–2.4	–5.6	–4.7	–2.6	–2.3	–43.8
FEMALE											
1988	Oct 13	–18.8	–3.6	–8.5	–3.8	–2.4	–2.8	–1.1	–0.4	—	–41.4
	Nov 10	–12.6	–2.8	–6.9	–3.7	–2.3	–2.5	–0.9	–0.5	—	–32.1
	Dec 8	–10.1	–1.4	–5.5	–3.1	–1.8	–2.3	–1.0	–0.4	—	–25.7
1989	Jan 12	–12.2	–2.5	–7.5	–4.4	–2.7	–3.6	–1.6	–0.8	—	–35.3
	Feb 9	–11.5	–0.5	–5.2	–3.5	–2.2	–2.3	–1.2	–0.4	—	–26.8
	Mar 9	–9.2	–0.7	–5.1	–3.7	–2.2	–2.3	–1.1	–0.4	—	–24.7
	Apr 13	–11.4	–1.0	–5.9	–4.0	–2.6	–3.4	–2.0	–0.9	—	–31.3

OUTFLOW Month ending		Age group Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
MALE											
1988	Oct 13	27.6	32.0	70.7	39.2	25.5	37.3	23.2	9.1	7.4	272.0
	Nov 10	1.9	21.6	52.6	33.0	22.3	33.7	21.8	8.7	6.9	202.6
	Dec 8	1.1	17.7	42.8	27.1	18.4	28.6	19.0	7.6	6.0	168.2
1989	Jan 12	0.8	13.0	33.7	22.3	14.9	22.9	15.2	7.4	5.3	135.4
	Feb 9	0.9	20.1	51.3	34.6	23.6	35.5	22.6	9.5	6.8	204.9
	Mar 9	0.7	19.4	49.2	33.0	22.2	33.3	21.8	8.7	6.2	194.6
	Apr 13	0.6	18.2	46.5	30.9	20.7	31.2	20.4	9.1	6.1	183.6
FEMALE											
1988	Oct 13	21.1	25.6	47.4	24.1	13.8	19.9	12.4	3.7	0.1	168.1
	Nov 10	1.6	17.2	33.6	19.5	10.8	16.1	10.9	3.4	0.1	113.2
	Dec 8	0.9	14.2	27.9	15.9	9.0	13.0	9.0	2.8	0.1	92.8
1989	Jan 12	0.7	10.2	21.6	14.5	8.3	11.7	8.0	2.7	0.1	77.8
	Feb 9	0.8	14.4	29.9	19.7	11.0	15.2	10.3	3.2	0.1	104.6
	Mar 9	0.6	13.8	28.4	17.8	10.3	14.6	10.2	3.0	0.1	98.7
	Apr 13	0.5	12.8	26.8	17.2	9.8	14.3	10.1	3.2	—	94.7
Changes on a year earlier MALE											
1988	Oct 13	0.3	–12.0	–10.8	–1.5	–1.5	–2.0	–1.0	–0.8	–2.0	–31.2
	Nov 10	–17.7	–5.4	–7.0	–2.2	–0.8	–1.5	–0.9	–0.5	–2.2	–38.4
	Dec 8	–11.2	–1.9	–1.5	0.5	0.9	0.9	0.4	–0.1	–1.3	–13.3
1989	Jan 12	–10.0	–4.1	–8.1	–4.2	–2.6	–3.2	–2.0	0.2	–2.0	–36.1
	Feb 9	–14.1	–3.6	–4.4	–1.6	–0.3	–0.3	–0.8	0.3	–2.3	–27.2
	Mar 9	–12.6	–3.7	–6.3	–2.4	–1.4	–2.5	–1.1	–0.5	–2.3	–32.6
	Apr 13	–10.6	–2.9	–5.0	–2.0	–1.7	–3.2	–2.0	–0.2	–2.0	–29.7
FEMALE											
1988	Oct 13	1.1	–9.3	–7.2	–2.1	–1.3	–1.0	0.5	0.1	—	–19.2
	Nov 10	–13.0	–4.3	–5.6	–3.0	–2.0	–1.6	0.1	—	—	–29.5
	Dec 8	–8.4	–0.8	–1.0	–0.7	–0.3	0.5	0.8	0.3	—	–9.7
1989	Jan 12	–7.5	–3.2	–6.0	–3.4	–2.2	–2.6	–0.8	–0.1	—	–25.9
	Feb 9	–10.8	–2.8	–4.3	–1.6	–1.0	–1.2	–0.2	–0.1	—	–22.0
	Mar 9	–9.4	–2.8	–5.1	–3.2	–1.6	–2.0	–0.4	–0.3	—	–24.9
	Apr 13	–8.1	–2.6	–4.8	–2.6	–1.7	–1.5	–0.3	–0.2	—	–21.8

* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4⅓ week month.
† The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

2·30 CONFIRMED REDUNDANCIES †
Regions

	South East	*Greater London***	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1986	39,284	24,737	5,001	16,509	22,645	21,283	27,151	40,132	22,679	194,684	11,359	31,958	238,001
1987	19,850	12,246	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	144,135
1988 R	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1987 Q4	3,773	2,343	609	3,347	2,370	2,254	2,595	4,994	2,851	22,793	1,373	5,254	29,420
1988 Q1 R	3,253	1,907	566	1,939	1,519	5,368	5,781	5,131	3,612	27,169	2,978	3,158	33,305
Q2 R	3,873	2,755	403	3,468	1,741	1,569	5,212	5,179	2,868	24,313	1,292	2,982	28,587
Q3 R	3,155	1,310	368	2,429	1,199	1,311	2,013	4,524	3,390	18,389	1,555	4,412	24,356
Q4 R	2,726	1,219	300	1,635	906	2,273	1,745	4,731	2,262	16,578	1,345	3,759	21,682
1988 Apr R	1,594	1,101	179	1,134	677	1,123	2,461	1,778	827	9,773	771	899	11,443
May R	1,067	771	143	1,556	436	243	1,705	1,396	1,131	7,677	203	864	8,744
June R	1,212	883	81	778	628	203	1,046	2,005	910	6,863	318	1,219	8,400
July R	1,035	450	160	1,128	402	245	750	2,073	982	6,775	485	1,740	9,000
Aug R	896	402	58	311	261	398	603	1,347	1,109	4,983	385	1,818	7,186
Sept R	1,224	458	150	990	536	668	660	1,104	1,299	6,631	685	854	8,170
Oct R	988	448	48	553	242	209	528	1,673	428	4,669	312	1,319	6,300
Nov R	809	430	89	541	167	899	661	1,044	631	4,841	415	1,135	6,391
Dec R	929	341	163	541	497	1,165	556	2,014	1,203	7,068	618	1,305	8,991
1989 Jan	637	242	74	434	704	444	391	1,264	370	4,318	430	1,061	5,809
Feb R	869	535	65	382	338	564	318	2,337	588	5,461	384	1,093	6,938
Mar*	982	551	9	594	436	2,024	229	1,325	593	6,192	648	2,651	9,491
Apr*	668	97	147	710	474	741	134	978	285	4,137	435	561	5,133

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

2·31 CONFIRMED REDUNDANCIES †
Industry

GREAT BRITAIN SIC 1980	Division	Class or Group	1987	1988 R	1987 Q4	1988 Q1 R	Q2 R	Q3 R	Q4 R	1989 Feb R	Mar *	Apr *
Agriculture, forestry and fishing	0		489	169	91	39	74	22	34	37	5	0
Coal extraction and coke		11-12	13,498	10,933	1,765	8,508	1,518	213	694	553	2,366	839
Mineral oil and natural gas		13-14	1,431	203	354	73	110	0	20	5	18	5
Electricity, gas, other energy and water		15-17	590	527	81	154	146	133	94	31	134	4
Energy and water supply industries	1		15,519	11,663	2,200	8,735	1,774	346	808	589	2,518	848
Extraction of other minerals and ores		21,23	137	314	27	61	196	36	21	0	9	9
Metal manufacture		22	2,983	1,649	505	313	690	265	381	161	108	84
Manufacture of non-metallic products		24	1,934	1,501	145	314	862	131	194	17	39	66
Chemicals and man-made fibres		25-26	3,518	1,941	760	394	495	710	342	50	295	24
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		8,572	5,405	1,437	1,082	2,243	1,142	938	228	451	183
Manufacture of metal goods		31	4,918	2,043	1,256	684	604	314	441	203	191	110
Mechanical engineering		32	16,726	16,127	5,302	4,273	4,010	5,077	2,767	347	770	529
Manufacture of office machinery and data processing equipment		33	1,261	410	133	29	148	147	86	338	29	11
Electrical and electronic engineering		34	13,222	6,800	2,743	1,933	2,526	993	1,348	460	298	464
Manufacture of motor vehicles		35	3,842	1,517	668	564	527	68	358	341	7	0
Manufacture of other transport equipment **		36	8,917	5,200	1,830	1,569	1,754	1,172	705	283	507	212
Instrument engineering		37	717	505	102	105	212	64	124	4	155	20
Metal goods, engineering and vehicles industries	3		49,603	32,602	12,034	9,157	9,781	7,835	5,829	1,976	1,957	1,346
Food, drink and tobacco		41-42	10,922	10,639	2,164	2,939	3,330	1,961	2,409	451	419	38
Textiles		43	4,382	4,859	825	895	688	943	2,333	473	565	489
Leather, footwear and clothing		44-45	3,167	3,969	484	943	948	983	1,095	701	277	323
Timber and furniture		46	1,800	1,610	425	391	332	617	270	57	118	14
Paper, printing and publishing		47	4,354	3,983	638	754	1,441	952	836	214	151	179
Other manufacturing		48-49	4,177	2,533	942	779	328	731	695	178	155	240
Other manufacturing industries	4		28,802	27,593	5,478	6,701	7,067	6,187	7,638	2,074	1,685	1,283
Construction	5		10,615	7,784	2,830	1,921	2,015	2,346	1,502	341	980	380
Wholesale distribution		61-63	5,280	3,378	1,006	764	1,038	878	698	192	200	228
Retail distribution		64-65	8,657	6,324	1,913	2,480	1,479	1,581	784	270	139	275
Hotel and catering		66	2,342	1,234	207	199	328	530	177	29	129	19
Repair of consumer goods and vehicles		67	834	84	42	25	15	30	14	25	215	0
Distribution, hotels and catering, repairs	6		17,113	11,020	3,168	3,468	2,860	3,019	1,673	516	683	522
Transport		71-77	4,256	4,841	826	718	1,490	1,299	1,334	577	479	181
Telecommunications		79	648	197	10	114	0	27	56	5	4	0
Transport and communication	7		4,904	5,038	836	832	1,490	1,326	1,390	582	483	181
Insurance, banking, finance and business services	8		1,789	1,151	429	526	228	305	92	34	128	99
Public administration and defence		91-94	3,569	3,782	554	460	767	1,201	1,354	369	312	135
Medical and other health services		95	2,068	773	146	157	157	98	361	174	225	72
Other services nes		96-99,00	1,092	950	217	227	131	529	63	18	64	84
Other services	9		6,729	5,505	917	844	1,055	1,828	1,778	561	601	291
All production industries	1-4		102,496	77,263	21,149	25,675	20,865	15,510	15,213	4,867	6,611	3,660
All manufacturing industries	2-4		86,977	65,600	18,949	16,940	19,091	15,164	14,405	4,278	4,093	2,812
All service industries	6-9		30,535	22,714	5,350	5,670	5,633	6,478	4,933	1,693	1,895	1,093
ALL INDUSTRIES AND SERVICES	0-9		144,135	107,930	29,420	33,305	28,587	24,356	21,682	6,938	9,491	5,133

* Provisional figures as at May 1, 1989; final figures are expected to be higher than this. The total for Great Britain is projected to be about 10,000 in March and 7,000 in April.
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Employment Service figures is given in an article on p 245 of the June 1983 issue of *Employment Gazette*.
** Now includes shipbuilding and repairs.

VACANCIES 3·1
UK vacancies at jobcentres*: seasonally adjusted

THOUSAND

UNITED KINGDOM	UNFILLED VACANCIES			INFLOW		OUTFLOW		of which PLACINGS	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1984)	150.2			193.9		193.7		149.8	
1985) Annual	162.1			201.6		200.4		154.6	
1986) averages	188.8			212.2		208.3		157.4	
1987)	235.4			226.4		222.3		159.5	
1988)	248.5			231.1		232.7		159.0	
1987 Apr 3	219.6	2.5	2.2	222.4	—	214.7	-2.2	156.8	-2.0
May 8	231.6	12.1	6.4	223.1	5.1	215.5	1.4	156.8	-0.1
June 5	233.7	2.0	5.5	229.8	-0.4	227.0	0.4	163.3	-1.2
July 3	235.3	1.7	5.2	221.1	-0.4	217.9	1.1	155.3	-0.5
Aug 7	237.7	2.4	2.0	224.4	0.4	219.4	1.3	155.8	-0.3
Sept 4	244.4	6.7	3.6	229.3	-0.2	220.4	-2.2	156.7	-2.2
Oct 2	259.9	15.5	8.2	235.6	4.8	223.8	2.0	157.6	0.8
Nov 6	265.1	5.2	9.1	234.9	3.5	229.4	3.3	158.9	1.0
Dec 4	254.9	-10.1	3.5	234.7	1.8	241.1	6.9	165.6	3.0
1988 Jan 8	250.8	-4.2	-3.0	227.3	-2.8	233.4	3.2	165.7	2.7
Feb 5	249.6	-1.2	-5.2	234.7	-0.1	239.2	3.3	165.3	2.1
Mar 4	249.4	-0.2	-1.8	236.0	0.5	236.1	-1.7	163.0	-0.9
Apr 8	255.9	6.6	1.7	230.6	1.1	227.3	-2.1	158.1	-2.5
May 6	254.5	-1.5	1.6	231.2	-1.2	228.0	-3.7	157.9	-2.5
June 3	255.1	0.6	1.9	230.8	-1.8	229.7	-2.1	156.3	-2.2
July 8	249.7	-5.4	-2.1	230.3	-0.1	231.8	1.5	156.4	-0.6
Aug 5	242.7	-6.9	-3.9	227.0	-1.4	232.6	1.5	156.8	-0.4
Sept 2	240.3	-2.5	-4.9	227.7	-1.0	229.0	-0.2	155.4	-0.3
Oct 7	251.2	10.9	0.5	232.8	0.8	229.3	-0.9	153.4	-1.0
Nov 4	245.2	-6.0	0.8	234.0	2.3	242.5	3.3	162.3	1.8
Dec 2	238.3	-6.9	-0.7	230.8	1.0	233.4	1.5	157.6	0.8
1989 Jan 6	229.2	-9.1	-7.3	220.4	-4.1	231.0	0.6	160.5	2.4
Feb 3	228.1	-1.1	-5.7	234.8	0.3	239.4	-1.0	167.2	1.6
Mar 3	222.9	-5.3	-5.1	229.3	-0.5	234.8	0.5	164.0	2.1
Apr 7	222.1	-0.7	-2.4	210.1	-3.5	210.6	-6.8	147.2	-4.4

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five-week periods between count dates; the figures in this table are converted to a standard 4⅓ week month.
* Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Note that Community Programme vacancies handled by jobcentres were excluded from the seasonally adjusted series when the coverage was revised in September 1985. The coverage of the seasonally adjusted series is therefore not affected by the cessation of C.P. vacancies with the introduction of Employment Training in September 1988. Figures on the current basis are available back to 1980. For further details, see the October 1985 *Employment Gazette*, p 143.

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

THOUSAND

	South East	*Greater London †*	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1987 Apr 3	83.5	35.8	7.4	19.3	18.6	11.7	15.0	23.0	11.7	10.2	17.2	217.6	2.0	219.6
May 8	87.2	36.3	7.9	21.0	20.6	12.7	15.8	24.2	11.7	10.5	18.1	229.6	2.0	231.6
June 5	87.9	36.3	7.9	20.2	21.0	12.5	15.7	24.5	12.1	11.5	18.3	231.6	2.0	233.7
July 3	90.5	37.7	7.9	19.2	21.5	12.4	15.3	25.0	12.3	11.0	18.4	233.3	2.0	235.3
Aug 7	90.7	37.0	8.2	19.6	21.9	12.4	15.8	25.1	12.2	11.1	18.7	235.6	2.1	237.7
Sept 4	94.2	38.5	8.3	20.0	22.7	12.8	16.2	25.1	12.2	11.3	19.5	242.2	2.2	244.4
Oct 2	101.0	41.0	8.8	20.9	24.4	13.2	17.0	26.8	12.7	12.3	20.6	257.7	2.2	259.9
Nov 6	107.1	43.2	9.0	20.2	24.8	12.9	16.8	26.3	12.8	11.8	21.0	262.6	2.4	265.1
Dec 4	102.3	40.4	8.8	20.1	24.2	12.7	16.4	23.7	12.1	11.1	20.6	252.0	2.9	254.9
1988 Jan 8	100.7	38.6	8.8	20.4	24.4	12.7	15.9	22.4	11.5	11.2	19.6	247.6	3.1	250.8
Feb 5	100.4	36.6	8.9	19.8	24.4	13.0	15.9	22.2	11.5	11.2	19.5	246.7	2.9	249.6
Mar 4	98.5	34.3	9.1	19.8	24.0	13.2	15.7	23.9	11.6	11.1	19.8	246.6	2.8	249.4
Apr 8	101.5	35.1	9.4	20.5	24.0	13.8	15.7	24.0	11.7	11.9	20.6	253.1	2.8	255.9
May 6	100.3	34.4	9.8	20.8	23.6	13.9	15.1	24.0	11.7	12.6	20.1	251.8	2.7	254.5
June 3	100.8	33.6	9.9	20.9	23.8	14.0	15.1	23.9	11.9	12.4	19.6	252.5	2.6	255.1
July 8	95.9	30.5	10.4	21.1	23.7	13.8	15.2	23.3	11.2	12.5	19.8	246.9	2.7	249.7
Aug 5	92.4	29.4	10.2	20.2	22.9	13.6	15.0	22.9	10.8	12.1	20.0	240.1	2.6	242.7
Sept 2	88.9	27.8	10.3	20.2	23.0	13.9	15.3	23.4	10.6	12.1	20.0	237.7	2.6	240.3
Oct 7	91.1	29.0	10.3	20.6	25.4	14.6	16.3	25.8	11.5	12.4	20.6	248.5	2.7	251.2
Nov 4	87.5	28.6	10.1	19.9	25.3	14.4	15.4	25.8	11.3	12.6	20.0	242.3	2.9	245.2
Dec 2	82.7	28.4	9.5	20.2	24.8	14.2	14.9	24.7	11.6	12.4	20.5	235.3	3.0	238.3
1989 Jan 6	79.4	26.8	9.3	20.0	23.1	13.9	14.4	22.8	11.2	12.1	19.9	226.2	3.0	229.2
Feb 3	78.9	26.9	9.0	19.6	22.4	13.4	14.5	23.5	10.8	12.7	19.7	224.5	3.7	228.1
Mar 3	75.7	25.6	8.8	19.4	22.1	12.9	13.8	23.6	10.8	12.7	19.7	219.4	3.5	222.9
Apr 7	75.7	25.4	8.6	18.5	21.9	12.7	13.4	23.5	10.7	13.3	20.3	218.5	3.6	222.1

* See footnote to *table 3.1*.
† Included in South East.

3·3 VACANCIES
Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
1984)	59.4	26.0	5.4	13.6	10.7	8.1	8.2	14.5	6.6	7.3	14.8	148.6	1.2	149.8
1985) Annual	62.3	26.6	5.8	16.1	12.2	9.0	8.7	16.0	7.8	8.0	14.6	160.5	1.2	161.7
1986) averages	70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1
1987)	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988)	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1988 Apr 8	98.3	33.8	9.3	21.6	23.3	13.9	15.2	23.6	11.6	11.7	20.6	249.1	2.1	251.3
May 6	102.4	34.3	10.1	23.2	23.4	14.2	15.5	25.2	11.7	13.1	21.3	260.1	2.1	262.2
June 3	106.0	35.1	10.5	23.8	24.2	14.8	16.0	25.6	12.1	13.5	21.0	267.4	2.1	269.5
July 8	98.3	30.0	11.1	22.9	24.2	13.9	15.5	24.2	11.5	13.1	21.2	256.1	2.1	258.2
Aug 5	92.1	27.8	10.5	20.3	22.6	13.6	15.1	23.3	11.3	12.6	20.7	242.1	1.9	244.0
Sept 2	96.2	30.4	11.0	21.8	24.8	15.1	16.6	25.7	12.0	13.2	21.8	258.2	1.9	260.1
Oct 7	100.6	34.2	11.0	21.8	27.7	15.9	17.8	27.4	12.6	12.8	22.0	269.8	2.0	271.8
Nov 4	91.6	31.2	10.3	19.7	26.7	15.0	16.2	26.2	11.7	12.4	20.5	250.3	2.0	252.3
Dec 2	79.4	27.5	8.9	17.5	24.1	13.2	14.2	23.0	11.0	11.4	18.8	221.4	1.9	223.3
1989 Jan 6	71.5	24.6	8.3	16.1	21.5	12.5	13.1	20.6	9.9	11.0	17.0	201.5	1.9	203.3
Feb 3	70.0	24.1	7.9	16.5	20.9	12.0	13.0	21.1	9.6	11.6	17.2	200.0	2.1	202.0
Mar 3	68.8	23.2	8.1	18.0	20.5	12.1	12.8	21.7	9.9	12.2	18.5	202.6	2.2	204.8
Apr 7	72.4	24.0	8.5	19.6	21.2	12.8	12.9	23.1	10.6	13.0	20.2	214.3	2.5	216.8
Vacancies at careers offices														
1984)	4.3	2.1	0.3	0.6	0.9	0.5	0.6	0.5	0.3	0.2	0.3	8.5	0.5	9.0
1985) Annual	6.0	3.2	0.4	0.7	1.2	0.6	0.7	0.7	0.3	0.2	0.3	10.8	0.7	11.5
1986) averages	7.6	4.4	0.4	0.7	1.2	0.7	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987)	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1988)	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1988 Apr 8	13.3	6.7	0.8	1.2	1.5	1.0	1.0	1.3	0.3	0.3	0.4	21.1	1.0	22.1
May 6	15.4	7.0	1.1	1.7	1.8	1.3	1.3	1.6	0.5	0.4	0.7	25.8	1.2	27.0
June 3	17.6	8.2	1.1	2.2	2.3	1.8	1.3	1.8	0.6	0.3	0.7	29.6	1.1	30.7
July 8	19.9	10.2	1.3	2.1	2.1	1.8	1.2	1.5	0.5	0.3	0.6	31.3	1.0	32.3
Aug 5	19.8	9.9	1.1	2.1	1.9	1.5	1.3	1.4	0.6	0.4	0.6	30.6	1.0	31.6
Sept 2	19.5	9.9	1.3	2.0	2.0	1.6	1.3	1.5	0.6	0.4	0.6	30.9	1.0	31.9
Oct 7	18.5	9.5	1.0	1.9	2.5	1.5	1.3	1.4	0.5	0.4	0.4	29.3	1.2	30.6
Nov 4	16.0	7.8	0.9	1.7	1.9	1.3	1.1	1.1	0.4	0.3	0.5	25.3	1.2	26.5
Dec 2	14.3	7.4	0.8	1.5	1.7	1.1	0.9	0.9	0.3	0.3	0.4	22.2	1.1	23.4
1989 Jan 6	13.4	7.1	0.7	1.3	1.4	1.1	1.0	0.9	0.3	0.3	0.5	20.8	1.1	21.9
Feb 3	12.9	7.1	0.7	1.3	1.6	1.2	1.0	0.9	0.4	0.2	0.5	20.7	1.2	21.8
Mar 3	13.3	7.0	0.8	1.3	1.7	1.4	1.1	1.1	0.4	0.3	0.5	21.8	1.3	23.1
Apr 7	13.7	6.9	1.1	1.5	2.1	1.5	1.3	1.3	0.4	0.3	0.6	23.7	1.4	25.1

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

INDUSTRIAL DISPUTES 4·1
Stoppages of work

Stoppages in progress: industry

United Kingdom SIC 1980	12 months to March 1988 Stoppages	 Workers involved	 Working days lost	12 months to March 1989 Stoppages	 Workers involved	 Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	233	148,200	356,000	150	28,900	44,000
Coke, mineral oil and natural gas	1	100	*	1	100	1,000
Electricity, gas, other energy and water	5	2,400	19,000	5	1,700	7,000
Metal processing and manufacture	8	2,200	11,000	11	1,900	12,000
Mineral processing and manufacture	11	1,600	5,000	8	1,200	6,000
Chemicals and man–made fibres	11	1,700	12,000	6	1,900	20,000
Metal goods nes	14	2,800	23,000	18	2,800	23,000
Engineering	75	17,900	113,000	63	25,400	86,000
Motor vehicles	97	114,500	643,000	47	2,600	40,000
Other transport equipment	32	19,800	44,000	29	46,100	804,000
Food, drink and tobacco	37	7,800	55,000	19	7,500	26,000
Textiles	5	1,600	7,000	13	13,200	69,000
Footwear and clothing	22	4,500	32,000	12	2,800	14,000
Timber and wooden furniture	3	300	*	7	800	4,000
Paper, printing and publishing	13	1,800	13,000	5	400	4,000
Other manufacturing industries	16	1,600	6,000	15	3,200	9,000
Construction	21	3,900	20,000	20	4,900	22,000
Distribution, hotels and catering, repairs	11	800	2,000	14	1,100	5,000
Transport services and communication	197	81,100	238,000	86	290,100	1,386,000
Supporting and misc. transport services	26	6,700	19,000	19	8,800	10,000
Banking, finance, insurance, business services and leasing	6	900	1,000	3	600	1,000
Public administration, education and health services	128	258,200	854,000	121	156,100	263,000
Other services	16	6,600	25,000	15	3,400	16,000
All industries and services	**976 ****	**686,900**	**2,499,000**	**681 ****	**629,000**	**2,857,000**

* Less than 500 working days lost.
** Some stoppages which affected more than one industry group have been counted under each of the industries but only once in the total for all industries and services.
Note: The order of the columns in this table has been reversed when compared with previous month's tables.

Stoppages: March 1989

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	69	26,100	73,000
of which, stoppages:			
Beginning in month	59	24,200 *	62,000
Continuing fromearlier months	10	1,900 **	11,000

* Includes 21,500 directly involved.
** Includes 300 involved for the first time in the month.

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

Stoppages in progress: cause

United Kingdom	12 months to March 1989 Stoppages	 Workers involved	 Working days lost
Pay–wage-rates and earnings levels	248	213,000	467,000
–extra-wage and fringe benefits	16	20,900	771,000
Duration and pattern of hours worked	11	3,900	17,000
Redundancy questions	32	58,000	159,000
Trade union matters	28	105,700	140,000
Working conditions and supervision	83	24,400	46,000
Manning and work allocation	196	181,300	1,206,000
Dismissal and other disciplinary measures	67	21,800	51,000
All causes	**681**	**629,000**	**2,857,000**

Prominent stoppages in quarter ending March 31, 1989

Industry and location	Date when stoppage Began	 Ended	Number of workers involved † Directly	 Indirectly	Number of working days lost in quarter	Cause or object
Electrical engineering						
Greater London	08.03.89	contd	400	—	6,000	In support of pay claim.
Staffordshire	13.03.89	16.03.89	2,500	—	6,000	Introduction of new bonus system.
Other transport equipment						
Northern Ireland	15.03.89	contd	5,000	—	8,000	In support of pay claim.
Food,drink,tobacco						
Gwent	13.03.89	contd	600	—	6,000	For an increased pay offer.
Construction						
Suffolk	07.02.89	28.02.89	100	400	5,000	Bonus payments.
Kent	21.03.89	contd	400	—	8,000	Bonus payments.
Other inland transport						
Strathclyde	05.01.89	23.02.89	900	—	31,000	Over implementation of working practices agreed in 1987.
Public administration,education						
Merseyside	27.02.89	09.03.89	900	—	8,000	Over dismissal of worker.
West Midlands	22.03.89	contd	10	2,500	8,000	Back dating of pay award.

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

4·2 INDUSTRIAL DISPUTES †
Stoppages of work: summary

United Kingdom		Number of stoppages: Beginning in period	Number of stoppages: In progress in period	Number of workers (Thou): Beginning involvement in period in any dispute	Number of workers (Thou): All involved in period	Working days lost in all stoppages in progress in period (Thou): All industries and services	Working days lost in all stoppages in progress in period (Thou): All manufacturing industries
1979		2,080	2,125	4,586	4,608	29,474	22,552
1980		1,330	1,348	830 *	834 *	11,964	10,896
1981		1,338	1,344	1,512	1,513	4,266	2,292
1982		1,528	1,538	2,101 *	2,103 *	5,313	1,919
1983		1,352	1,364	573 *	574 *	3,754	1,776
1984		1,206	1,221	1,436 *	1,464 *	27,135	2,658
1985		887	903	643	791	6,402	912
1986		1,053	1,074	538	720	1,920	1,069
1987		1,004	1,016	884	887	3,546	595
1988		770	781	759	790	3,702	1,639
1987	Mar	104	120	209	215	251	71
	Apr	114	135	131	155	336	58
	May	78	95	88	126	222	34
	June	84	104	45	157	345	36
	July	72	93	40	61	214	37
	Aug	57	71	16	22	43	23
	Sept	63	84	16	19	56	39
	Oct	79	96	22	24	76	51
	Nov	97	108	79	80	127	74
	Dec	55	72	27	35	60	20
1988	Jan	82	93	33	64	106	29
	Feb	104	128	123	152	655	395
	Mar	70	99	32	49	259	167
	Apr	45	55	15	18	66	11
	May	65	78	36	41	140	54
	June	73	89	34	43	306	270
	July	51	71	18	37	349	307
	Aug	51	62	135	151	431	286
	Sept	53	63	161	163	1,115	45
	Oct	73	83	26	33	53	32
	Nov	70	85	134	152	183	34
	Dec	33	49	12	18	38	8
1989	Jan	37	45	11	12	39	11
	Feb	61	76	19	22	63	25
	Mar	59	69	25	26	73	44

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

THOUSAND

United Kingdom SIC 1968		Mining and quarrying (II)	Metal manufacture and metal goods nes (VI and XIII)	Mechanical, instrument and electrical engineering (VII,VIII and IX)	Shipbuilding and marine engineering (X)	Vehicles (XI)	Textiles, clothing and footwear (XIII-XV)	All other manufacturing industries (III-V, XVI-XIX)	Construction (XX)	Transport and communication (XXII)	All other non-manufacturing industries (I,XXI XXIII-XXVII)
1979		128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541
1980		166	8,884	586	195	490	44	698	281	253	367
1981		237	113	433	230	956	39	522	86	359	1,293
1982		374	199	486	116	656	66	395	44	1,675	1,301
SIC 1980		Coal,coke, mineral oil and natural gas (11-14)	Metal manufacture and metal goods nes (21,22,31)	Engineering (32-34,37)	Motor vehicles (35)	Other transport equipment (36)	Textiles, footwear and clothing (43-45)	All other manufacturing industries (23-26,41,42, 44,46-49)	Construction (50)	Transport and communication (71-79)	All other non-manufacturing industries and services (01-03,15-17, 61-67,81-85, 91-99 and 00)
1982		380	197	538	551	172	61	400	41	1,675	1,299
1983		591	177	507	545	191	32	324	68	295	1,024
1984		22,484	90	422	1,046	497	66	537	334	666	992
1985		4,143	109	155	70	256	31	291	50	197	1,100
1986		143	152	225	108	411	38	136	33	190	486
1987		217	36	197	158	67	50	88	22	1,705	1,007
1988		222	47	76	530	803	90	93	17	1,490	335
1987	Mar	20	—	42	4	8	3	14	1	8	150
	Apr	28	—	35	11	3	4	5	1	10	239
	May	13	2	18	7	4	—	4	2	20	154
	June	14	—	7	8	8	4	10	1	9	285
	July	70	—	5	2	16	8	7	6	55	47
	Aug	2	4	10	4	2	1	3	1	11	6
	Sept	6	2	14	8	—	8	8	2	2	7
	Oct	7	3	5	33	1	1	9	2	3	13
	Nov	15	—	3	62	—	2	7	1	5	31
	Dec	10	3	—	11	1	—	4	1	17	11
1988	Jan	40	5	5	6	6	6	2	3	9	25
	Feb	146	7	6	365	3	1	13	1	59	54
	Mar	6	8	6	127	1	6	19	—	57	29
	Apr	1	6	3	—	—	—	2	4	42	7
	May	1	6	7	1	6	29	6	3	65	17
	June	3	6	8	—	216	34	6	2	20	10
	July	2	—	1	—	281	4	20	1	24	15
	Aug	2	1	8	1	269	1	5	1	134	8
	Sept	6	3	18	4	5	5	10	1	1,036	27
	Oct	1	1	9	7	9	—	5	1	6	14
	Nov	5	3	1	16	8	4	3	—	21	123
	Dec	9	2	3	1	—	1	1	—	15	5
1989	Jan	1	2	6	1	1	—	1	1	17	10
	Feb	6	1	7	5	1	5	5	6	15	10
	Mar	8	5	14	3	8	—	14	3	—	18

* Figures exclude workers becoming involved after the end of the year in which the stoppages began.
† See 'Definitions' page at end of Labour Market Data section for notes on coverage. The figures from 1988 are provisional.

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

1985 = 100

GREAT BRITAIN SIC 1980		Whole economy (Divisions 0–9): Actual	Seasonally adjusted	% change over previous 12 months	Underlying*	Manufacturing industries (Revised definition) (Divisions 2–4): Actual	Seasonally adjusted	% change over previous 12 months	Underlying*	Production industries (Revised definition) (Divisions 1–4): Actual	Seasonally adjusted	% change over previous 12 months	Underlying*	Service industries (Divisions 6–9): Actual	Seasonally adjusted	% change over previous 12 months	Underlying*
1984	Annual averages	92·2				91·7				89·8				94·0			
1985	Annual averages	100·0				100·0				100·0				100·0			
1986	Annual averages	107·9				107·7				108·0				107·7			
1987	Annual averages	116·3				116·3				116·7				116·0			
1988	Annual averages	126·4				126·2				126·5				126·2			
1984	Jan	89·0	90·0	7·0	7¾	87·8	88·3	8·9	9½	87·7	88·2	7·8	9	90·3	91·4	6·5	
	Feb	89·6	90·6	5·8	7¾	88·7	89·3	9·6	9½	88·7	89·4	8·8	9	90·4	91·4	3·4	
	Mar	89·9	90·1	5·5	7¾	89·7	89·7	9·8	9½	87·4	87·2	5·7	9	91·6	91·8	5·3	
	Apr	90·1	90·7	5·7	7¾	89·0	89·4	7·7	9¼	86·9	87·0	4·1	8¾	92·3	92·6	7·2	
	May	90·7	90·9	5·1	7¾	90·5	90·4	7·6	9¼	88·2	88·1	4·4	8¾	92·6	92·8	5·2	
	June	91·8	91·2	5·2	7¾	92·2	91·0	9·0	9¼	89·7	88·6	5·4	8¾	92·9	92·9	5·0	
	July	93·0	92·1	5·3	7½	92·7	91·7	8·8	9	90·3	89·3	5·1	8½	94·9	93·8	5·3	
	Aug	92·8	92·6	5·8	7½	91·7	92·5	8·6	8¾	89·3	89·9	4·8	8¼	95·2	94·5	6·5	
	Sept	93·1	93·1	6·3	7½	92·7	93·4	9·0	8¾	90·4	91·2	5·4	8¼	94·7	94·5	6·7	
	Oct	95·6	95·7	8·1	7½	94·2	94·8	9·3	8½	91·9	92·4	5·4	8	98·4	98·9	10·5	
	Nov	94·8	94·4	6·4	7½	95·3	94·5	8·0	8½	93·1	92·6	5·7	8	96·0	96·1	7·1	
	Dec	96·2	95·1	6·4	7½	95·7	95·2	8·1	8½	93·4	93·1	5·7	8	98·3	96·8	6·8	
1985	Jan	95·1	96·2	6·9	7½	96·0	96·5	9·3	8½	94·0	94·4	7·0	8¼	96·3	97·5	6·7	7
	Feb	95·8	96·9	7·0	7½	96·1	96·8	8·4	8½	94·2	95·0	6·3	8¼	97·0	98·2	7·4	7
	Mar	97·8	97·9	8·7	7½	97·9	97·9	9·1	8¾	97·2	97·1	11·4	8¼	98·0	98·2	7·0	7
	Apr	98·6	99·0	9·2	7½	99·1	99·5	11·3	8¾	98·7	98·9	13·7	8¼	98·5	98·8	6·7	7
	May	98·6	98·7	8·6	7½	98·9	98·9	9·4	9	98·7	98·6	11·9	8½	98·7	98·8	6·5	7
	June	100·0	99·4	9·0	7½	100·8	99·5	9·3	9	100·8	99·6	12·4	8½	99·1	99·1	6·7	6¾
	July	101·1	100·2	8·8	7½	101·5	100·4	9·5	9	101·8	100·7	12·8	8¾	100·3	99·2	5·8	6¾
	Aug	100·9	100·7	8·7	7½	99·7	100·5	8·6	9	100·0	100·7	12·0	8¾	101·5	100·7	6·6	6¾
	Sept	102·5	102·4	10·0	7¾	101·2	101·9	9·1	9	101·8	102·6	12·5	8¾	102·8	102·7	8·7	6¾
	Oct	101·2	101·4	6·0	7½	101·1	102·0	7·6	8¾	101·5	102·1	10·5	8¾	100·6	101·1	2·2	6¾
	Nov	102·9	102·5	8·6	7½	103·6	102·7	8·7	8¾	103·9	103·3	11·6	8¾	102·0	102·1	6·2	6½
	Dec	104·8	103·5	8·8	7½	104·3	103·6	8·8	8¾	104·4	103·9	11·6	8¾	105·1	103·4	6·8	6½
1986	Jan	102·9	104·2	8·3	7½	103·7	104·2	8·0	8½	104·2	104·7	10·9	8¾	102·1	103·3	5·9	6½
	Feb	103·5	104·9	8·3	7½	103·9	104·6	8·1	8¼	104·4	105·2	10·7	8½	103·0	104·2	6·1	6¾
	Mar	106·2	106·2	8·5	7½	105·3	105·2	7·5	8	105·7	105·6	8·8	8¼	106·6	106·7	8·7	7
	Apr	107·1	107·4	8·5	7½	106·6	107·0	7·5	7¾	106·7	106·9	8·1	8¼	107·6	107·9	9·2	7¼
	May	106·1	106·2	7·6	7½	106·1	106·0	7·2	7¾	106·3	106·4	7·9	8¼	106·1	106·3	7·6	7¼
	June	108·1	107·4	8·0	7½	108·6	107·2	7·7	7¾	108·4	107·1	7·5	8	107·7	107·8	8·8	7¼
	July	109·4	108·3	8·1	7½	108·4	107·3	6·9	7¾	108·8	107·5	6·8	8	109·7	108·4	9·3	7¼
	Aug	109·0	108·8	8·0	7½	107·4	108·3	7·8	7¾	108·0	108·8	8·0	7¾	109·7	108·9	8·1	7¼
	Sept	108·7	108·8	6·3	7½	108·2	109·0	7·0	7¾	108·6	109·5	6·7	7¾	108·3	108·3	5·5	7¼
	Oct	109·6	109·9	8·4	7½	109·2	110·0	7·8	7¾	109·6	110·3	8·0	7¾	109·3	109·9	8·7	7¼
	Nov	111·2	110·9	8·2	7¾	111·7	110·9	8·0	7¾	112·0	111·3	7·7	8	110·6	110·7	8·4	7½
	Dec	112·5	111·2	7·4	7¾	113·0	112·1	8·2	8	113·1	112·4	8·2	8	112·1	110·3	6·7	7½
1987	Jan	110·8	112·1	7·6	7½	111·7	112·2	7·7	7¾	112·3	112·7	7·6	7¾	109·9	111·2	7·6	7½
	Feb	111·2	112·8	7·5	7½	112·3	113·1	8·1	8	112·7	113·5	7·9	8	110·3	111·6	7·1	7¼
	Mar	113·2	113·2	6·6	7½	113·2	113·2	7·6	8	113·6	113·4	7·4	8	112·8	112·9	5·8	7¼
	Apr	114·0	114·2	6·3	7¾	114·0	114·4	6·9	8	114·4	114·6	7·2	8	113·8	114·0	5·7	7¾
	May	115·3	115·4	8·7	7¾	114·7	114·7	8·2	8	114·8	115·2	8·3	8	116·0	116·3	9·4	7¾
	June	116·4	115·7	7·7	7¾	117·2	115·7	7·9	8¼	117·1	115·7	8·0	8¼	115·8	116·0	7·6	7½
	July	118·2	117·0	8·0	7¾	118·1	116·9	8·9	8¼	118·2	116·9	8·7	8¼	118·2	116·8	7·7	7¼
	Aug	117·3	117·1	7·6	7¾	116·0	117·0	8·0	8½	116·9	117·7	8·2	8¼	117·7	116·8	7·3	7¼
	Sept	117·2	117·4	7·9	7¾	117·2	118·2	8·4	8½	117·6	118·6	8·3	8¼	116·6	116·5	7·6	7½
	Oct	118·4	118·8	8·1	8	118·8	119·4	8·5	8¼	119·1	119·9	8·7	8¼	117·7	118·2	7·6	8
	Nov	120·6	120·2	8·4	8¼	120·5	119·8	8·0	8¼	120·9	120·1	7·9	8¼	120·4	120·4	8·8	8½
	Dec	122·4	121·0	8·8	8½	122·4	121·4	8·3	8¼	122·3	121·5	8·1	8¼	122·4	120·6	9·3	8½
1988	Jan	120·4	121·8	8·7	8½	121·1	121·7	8·5	8½	121·3	121·7	8·0	8½	120·0	121·4	9·2	8½
	Feb	120·3	122·0	8·2	8½	120·3	121·1	7·1	8½	119·9	120·7	6·3	8½	120·7	122·1	9·4	8½
	Mar	124·0	124·0	9·5‡	8½	123·3	123·2	8·8	8½	123·4	123·1	8·6	8¼	124·4	124·4	10·2‡	8½
	Apr	124·3	124·4	8·9	8½	124·7	125·2	9·4	8¾	125·4	125·6	9·6	8½	123·5	123·8	8·6	8½
	May	124·1	124·2	7·6	8½	124·9	124·9	8·9	8¾	125·5	126·0	9·4	8½	123·2	123·5	6·2	8½
	June	125·9	125·1	8·1	8¾	126·6	125·0	8·0	9	126·8	125·3	8·3	9	125·2	125·5	8·2	8¾
	July	128·3	126·9	8·5	9	127·9	126·6	8·3	9	128·4	127·0	8·6	9	128·1	126·6	8·4	9
	Aug	126·8	126·6	8·1	9¼	125·6	126·7	8·3	8¾	126·4	127·2	8·1	9	126·9	126·0	7·9	9¼
	Sept	127·3	127·6	8·7	9¼	126·4	127·6	8·0	8¾	127·1	128·3	8·2	8¾	126·7	126·6	8·7	9¼
	Oct	128·9	129·5	9·0	9	128·7	129·2	8·2	8½	129·2	130·1	8·5	8¾	127·8	128·4	8·6	9
	Nov	131·2	130·7	8·7	8¾	130·8	130·2	8·7	8¾	131·2	130·4	8·6	8¾	130·9	131·0	8·8	8¾
	Dec	135·7	134·3	11·0	8¾	133·5	132·4	9·1	8¾	133·4	132·5	9·1	9	137·5	135·6	12·4	8¾
1989	Jan	131·8	133·3	9·4	9	132·6	133·2	9·4	9	132·7	133·2	9·4	9	131·2	132·7	9·3	9
	Feb	132·0	133·8	9·7	9¼	132·2	133·2	10·0	9	132·5	133·4	10·5	9¼	131·5	133·0	8·9	9
	[Mar]	135·0	135·0	8·9	9¼	133·7	133·6	8·4	9	134·4	134·1	8·9	9¼	135·1	135·1	8·6	9

Note: The seasonal adjustment factors currently used are based on data up to January 1988.
* For the derivation of the underlying change, see Topics, *Employment Gazette*, June 1989.
‡ March 1988 figures include substantial bonus payments. Allowing for similar payments which were omitted from the return in March 1987, percentage changes reduce to 9·1 for the whole economy and 9·3 for service industries.

EARNINGS
Average earnings index: all employees: by industry

GREAT BRITAIN 1985=100	Agriculture and forestry *	Coal and coke †	Mineral oil and natural gas	Electricity gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic 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 Annual averages	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986 Annual averages	105·5	113·3	109·5	106·9	106·5	107·8	107·9	106·9	108·0	108·7	107·9	107·4	108·7	107·2
1987 Annual averages	112·2	121·6	120·0	115·0	116·5	116·9	116·9	114·7	117·6	118·0	115·7	116·0	116·9	116·1
1988 Annual averages	117·7	135·8	133·0	122·0	128·0	126·2	126·9	125·3	128·5	129·0	120·0	126·3	126·3	123·7
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	108·2	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	105·8	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
Sept	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	115·2	133·1	128·2	122·5	124·0	127·9	126·8	123·9	129·1	137·0	112·5	126·3	128·6	125·8
July	118·7	139·7	134·2	125·5	141·7	127·9	126·0	126·7	128·7	135·8	114·3	128·0	125·7	124·8
Aug	128·8	138·5	131·2	125·8	129·8	124·8	125·9	124·9	127·1	129·5	111·6	127·1	125·0	123·6
Sep	134·4	140·9	131·4	124·0	123·4	127·4	126·1	125·4	128·0	128·5	121·8	127·3	126·0	123·9
Oct	136·9	141·8	134·6	124·9	142·9	126·1	128·4	127·4	130·7	129·0	124·5	128·2	127·0	124·5
Nov	116·1	142·1	147·2	125·3	124·2	127·9	139·2	129·5	131·7	136·3	126·1	131·3	133·2	128·0
Dec	119·2	140·7	141·0	124·2	134·1	136·3	138·5	132·6	135·1	139·4	134·0	130·5	135·2	125·4
1989 Jan	113·5	144·8	143·7	123·0	138·4	129·6	131·3	132·7	135·3	137·0	131·8	132·8	130·6	127·2
Feb	112·1	145·7	141·3	124·2	126·3	131·6	130·6	133·0	134·8	139·8	132·1	133·2	130·4	128·6
[Mar]	..	151·1	137·9	129·5	127·9	131·0	129·9	135·1	138·4	143·1	136·9	132·8	134·1	127·1

* 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. The annual average for the group including January and February is 91·9.

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

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	
(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
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 averages
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 averages
114·5	116·5	116·2	116·9	116·5	114·9	115·7	114·9	121·8	112·8	117·9	115·3	116·3	1987 Annual averages
123·9	131·9	124·0	126·5	129·1	125·1	126·0	122·0	131·8	124·2	130·2	123·1	126·4	1988 Annual averages
96·4	99·8	94·2	96·6	93·3	96·6	97·3	95·6	94·5	97·2	95·8	100·1	95·1	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	95·8	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	97·8	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	98·6	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	98·6	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	100·0	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	101·1	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	100·9	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	102·5	Sep
100·4	103·4	102·1	101·1	101·8	99·8	101·7	100·1	99·2	101·9	101·0	101·8	101·2	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	102·9	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	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	102·9	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	103·5	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	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	107·1	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	106·1	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	108·1	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	July
106·5	118·2	106·6	106·8	105·8	106·7	110·8	108·1	109·3	104·7	118·4	106·1	109·0	Aug
108·3	115·2	109·0	108·1	109·4	107·8	108·6	107·4	107·3	105·4	112·1	109·6	108·7	Sept
108·4	107·0	109·7	108·6	109·6	107·4	108·8	107·4	109·8	109·6	111·8	111·5	109·6	Oct
109·2	111·2	110·8	111·5	112·6	108·8	110·0	109·6	120·5	107·7	110·8	112·8	111·2	Nov
112·1	105·5	111·4	113·2	114·2	113·3	118·8	111·3	117·8	108·8	110·0	114·1	112·5	Dec
111·1	114·8	111·0	111·9	110·1	111·0	109·3	106·5	113·8	109·0	109·9	113·2	110·8	1987 Jan
112·0	117·0	112·8	112·3	111·7	109·8	110·2	107·8	113·4	109·1	112·1	111·2	111·2	Feb
114·7	108·4	113·9	115·3	116·0	112·2	112·1	112·9	125·1	110·1	110·7	110·6	113·2	Mar
110·7	109·3	114·2	112·7	114·7	116·7	116·3	115·5	117·7	109·8	110·6	112·9	114·0	April
114·1	114·4	115·5	116·7	113·8	113·7	116·0	114·9	119·9	110·4	122·1	114·2	115·3	May
115·0	116·8	117·6	117·7	117·6	115·0	114·4	115·0	127·4	111·5	116·0	113·1	116·4	June
116·0	114·8	116·7	118·5	118·1	114·5	112·5	117·4	120·0	115·8	124·6	118·0	118·2	July
113·7	117·8	116·5	115·6	115·6	115·0	115·1	114·0	118·5	113·1	127·3	114·0	117·3	Aug
114·7	118·6	118·9	116·7	117·6	116·2	115·0	114·3	120·6	114·7	118·4	117·3	117·2	Sept
115·1	128·6	118·1	117·5	118·2	114·8	117·2	117·3	123·4	115·6	120·1	116·8	118·4	Oct
116·8	123·9	119·2	122·5	121·0	117·3	121·2	121·4	134·0	116·7	119·6	118·9	120·6	Nov
120·0	113·9	119·6	125·7	123·9	122·0	129·6	121·4	128·1	117·8	123·4	122·8	122·4	Dec
120·4	123·3	117·8	121·7	121·2	118·9	121·1	117·7	127·4	118·1	120·4	121·2	120·4	1988 Jan
121·4	126·0	119·0	122·4	121·9	120·4	119·5	117·4	126·7	120·7	121·2	119·8	120·3	Feb
124·8	123·5	120·7	123·7	128·1	124·9‡‡	121·1	118·7	135·4	122·2	126·5	117·1	124·0	Mar
123·3	123·2	121·0	123·5	126·3	126·5	122·1	121·5	132·7	120·0	121·5	118·1	124·3	April
124·0	127·5	122·6	127·5	125·4	123·2	123·7	122·0	129·7	121·7	122·4	121·7	124·1	May
123·2	137·2	126·0	127·6	129·6	125·1	125·7	120·5	131·4	122·6	128·1	123·3	125·9	June
126·7	135·5	125·1	130·4	130·2	125·2	125·0	122·5	132·9	126·2	135·3	126·8	128·3	July
122·0	140·0	125·2	124·7	127·9	123·9	126·6	122·5	129·6	124·6	134·3	124·0	126·8	Aug
124·5	135·2	127·1	126·4	130·3	126·6	124·9	122·1	128·6	124·7	131·5	125·1	127·3	Sep
123·9	134·2	127·7	127·4	133·5	126·0	129·4	124·4	128·7	128·3	131·6	123·8	128·9	Oct
124·9	138·3	127·3	131·2	136·4	127·1	132·5	127·0	142·1	131·8	132·8	124·8	131·2	Nov
127·4	138·3	128·3	131·2	138·8	132·8	139·9	127·5	136·7	129·5	156·6	131·8	135·7	Dec
128·9	146·4	126·8	131·5	135·2	130·5	133·3	125·2	136·6	130·0	134·1	132·0	131·8	1989 Jan
129·3	142·9	127·4	132·2	136·8	131·8	133·7	125·1	135·8	131·6	134·2	126·5	132·0	Feb
130·5	129·7	129·5	133·6	142·6	136·2	136·9	126·3	154·6	131·9	134·9	127·6	135·0	[Mar]

‡ Excluding sea transport.
†† Excluding private domestic and personal services.
‡‡ On a basis exactly comparable with March 1988, the March 1987 index for distribution and repairs would be 116·1—see footnotes to *table 5·1*.

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

UNITED KINGDOM October SIC 1980 CLASS	Metal processing and manufacturing (21–22)	Mineral extraction and manufacturing (23–24)	Chemicals and man-made fibres (25–26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33–34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41–42)	Textiles (43)
MALE (full-time on adult rates)										
Weekly earnings										£
1983	156·30	152·57	162·13	139·45	137·78	146·96	146·82	137·93	148·17	120·66
1984	168·84	162·96	173·63	152·37	145·73	159·01	159·05	148·45	161·86	128·59
1985	180·15	172·96	187·19	167·86	160·26	170·94	174·76	156·56	173·18	140·50
1986	198·21	184·98	201·37	176·15	167·36	184·09	186·36	168·16	186·47	148·48
1987	219·89	198·94	215·84	192·92	179·27	210·58	197·89	184·19	197·82	162·93
1988	238·17	216·29	234·67	212·22	196·04	226·97	213·22	197·33	211·36	170·37
Hours worked										
1983	41·7	45·1	42·8	41·7	41·9	41·0	41·1	42·4	45·2	43·9
1984	42·2	45·1	43·0	42·4	41·9	41·3	41·6	42·8	45·3	44·0
1985	41·9	45·3	42·7	43·0	42·3	40·4	42·1	42·9	45·1	44·2
1986	41·8	45·1	42·9	42·3	41·8	40·2	41·8	42·8	44·9	43·7
1987	42·8	45·3	43·3	43·6	42·6	41·8	42·3	43·6	45·0	44·5
1988	42·8	45·4	43·4	44·2	42·7	42·3	43·3	43·6	45·1	43·4
Hourly earnings										pence
1983	374·7	338·6	379·1	334·3	328·5	358·0	357·6	325·3	327·5	274·7
1984	400·3	361·4	403·5	359·3	347·9	385·1	382·4	347·0	356·9	292·2
1985	429·6	382·2	438·5	390·6	379·2	422·8	414·8	364·9	383·7	317·9
1986	473·6	410·5	469·1	416·1	400·6	457·8	445·9	392·6	415·7	340·0
1987	513·7	439·3	498·3	442·1	420·8	503·5	467·9	422·8	439·2	366·3
1988	556·2	476·4	541·3	479·7	459·5	536·8	492·6	452·7	468·3	392·7
FEMALE (full-time on adult rates)										
Weekly earnings										£
1983	92·82	92·40	101·21	97·96	97·18	109·56	101·72	94·00	99·58	77·56
1984	103·02	99·79	110·09	106·16	102·51	117·14	110·70	99·41	106·35	82·97
1985	111·45	106·43	118·44	118·10	109·74	126·39	126·63	105·55	114·20	89·52
1986	113·84	112·92	130·58	125·38	117·27	140·86	127·86	115·19	123·21	94·47
1987	124·44	121·14	137·88	131·67	127·08	155·14	138·76	123·99	130·64	102·13
1988	137·36	131·60	147·87	147·78	139·18	174·17	151·51	133·24	144·28	110·05
Hours worked										
1983	38·5	38·4	38·2	38·7	38·1	38·5	37·7	38·3	39·1	38·1
1984	38·8	38·5	38·5	38·5	38·3	38·5	38·3	37·9	38·8	38·4
1985	38·5	38·4	38·5	39·0	38·6	38·1	38·2	38·1	38·7	37·9
1986	38·9	38·1	39·1	38·8	38·9	38·0	38·9	38·7	39·0	37·6
1987	39·0	38·8	39·1	39·4	39·0	39·0	39·4	39·3	38·7	37·8
1988	39·4	38·8	39·8	40·0	39·6	40·8	39·6	39·4	39·7	37·8
Hourly earnings										pence
1983	240·8	240·7	264·7	253·1	254·8	284·7	269·8	245·7	254·9	203·7
1984	265·4	259·0	286·1	275·6	267·9	304·6	288·9	262·4	274·2	215·8
1985	289·2	277·0	308·0	302·9	284·3	331·6	331·2	277·3	295·0	235·9
1986	293·0	296·1	333·9	323·0	301·5	370·9	328·3	297·3	316·1	251·4
1987	319·2	312·4	352·5	334·4	326·0	397·9	352·3	315·8	337·7	270·1
1988	348·8	339·0	371·5	369·6	351·5	427·4	383·0	338·5	363·5	291·0
ALL (full-time on adult rates)										
Weekly earnings										£
1983	154·05	145·59	149·79	136·85	122·74	144·12	144·76	128·18	134·32	102·01
1984	166·50	155·58	161·37	149·78	129·34	156·22	156·85	137·66	146·47	108·56
1985	177·90	165·23	174·30	165·16	142·68	167·87	172·71	145·58	156·17	118·15
1986	195·68	175·69	187·43	173·36	148·97	181·07	183·24	157·31	168·55	124·66
1987	216·75	189·58	201·11	189·24	159·36	206·97	195·23	172·10	178·69	135·89
1988	234·83	205·75	217·86	207·98	174·46	223·16	210·12	184·24	192·27	143·59
Hours worked										
1983	41·6	44·3	41·8	41·5	40·5	40·9	40·9	41·5	43·5	41·4
1984	42·1	44·3	42·2	42·2	40·5	41·1	41·4	41·7	43·5	41·6
1985	41·8	44·5	41·9	42·8	41·0	40·3	42·0	41·9	43·3	41·5
1986	41·8	44·2	42·2	42·1	40·7	40·1	41·6	42·0	43·2	41·0
1987	42·7	44·5	42·5	43·4	41·2	41·6	42·2	42·7	43·2	41·5
1988	42·7	44·6	42·7	44·0	41·5	42·2	43·1	42·7	43·6	40·9
Hourly earnings										pence
1983	370·3	328·8	357·9	329·6	302·8	352·8	353·9	309·0	308·9	246·4
1984	395·9	351·0	382·8	355·1	319·3	380·1	378·5	330·1	336·5	261·2
1985	425·4	371·6	416·0	386·2	348·1	416·9	411·6	347·8	360·8	285·0
1986	468·6	397·8	444·4	411·4	365·8	452·0	440·0	374·6	390·2	304·2
1987	507·8	426·0	473·0	436·2	386·5	497·1	463·1	403·1	413 3	327·4
1988	549·9	461·5	510·6	473·1	420·4	529·1	487·5	431·2	441·2	351·0

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

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

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

* Except sea transport.

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

GREAT BRITAIN April of each year April 1970=100	Manufacturing industries Weights	1981	1982	1983†	1984†	1985†	1986†	1987†	1988†
FULL-TIME ADULTS*									
Men	689	451·4	506·2	547·3	604·5	657·5	724·7	776·8	854·3
Women	311	559·5	625·3	681·4	743·9	807·2	869·4	947·0	1,039·4
Men and women	1,000	469·1	525·6	569·3	627·3	682·0	748·4	804·6	883·7

* 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.

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

	All industries and services Weights	1981	1982	1983	1984	1985	1986	1987	1988
FULL-TIME ADULTS*									
Men	575	465·2	510·4	556·0	604·4	650·1	708·2	770·7	853·4
Women	425	547·4	594·1	651·6	697·5	750·9	818·8	883·9	988·1
Men and women	1,000	487·4	533·0	581·9	629·6	677·4	738·1	801·3	889·8

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

5·6 EARNINGS AND HOURS
Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN April of each year	MANUFACTURING INDUSTRIES* Weekly earnings (£) including those whose pay was affected by absence	MANUFACTURING INDUSTRIES* Weekly earnings (£) excluding those whose pay was affected by absence	MANUFACTURING INDUSTRIES* Hours (excluding those whose pay was affected by absence)	MANUFACTURING INDUSTRIES* Hourly earnings (pence) (excluding those whose pay was affected by absence) including overtime pay and overtime hours	MANUFACTURING INDUSTRIES* Hourly earnings (pence) (excluding those whose pay was affected by absence) excluding overtime pay and overtime hours	ALL INDUSTRIES AND SERVICES Weekly earnings (£) including those whose pay was affected by absence	ALL INDUSTRIES AND SERVICES Weekly earnings (£) excluding those whose pay was affected by absence	ALL INDUSTRIES AND SERVICES Hours (excluding those whose pay was affected by absence)	ALL INDUSTRIES AND SERVICES Hourly earnings (pence) (excluding those whose pay was affected by absence) including overtime pay and overtime hours	ALL INDUSTRIES AND SERVICES Hourly earnings (pence) (excluding those whose pay was affected by absence) excluding overtime pay and overtime hours
FULL-TIME MEN†										
Manual occupations										
1982*	134·8	138·1	43·8	315·1	307·9	131·4	133·8	44·3	302·0	294·7
	134·4	137·8	43·9	313·7	306·7					
1983†	142·8	147·4	43·7	336·7	329·2	140·3	143·6	43·9	326·5	319·0
	141·0	145·5	43·6	333·0	325·5	138·4	141·6	43·8	322·7	315·2
1984	153·6	158·9	44·4	358·1	348·5	148·8	152·7	44·3	345·0	336·1
1985	167·5	172·6	44·6	386·8	373·8	159·8	163·6	44·5	368·0	356·8
1986	178·4	183·4	44·5	411·6	398·5	170·9	174·4	44·5	392·6	380·8
1987	191·2	195·9	44·7	437·6	423·8	182·0	185·5	44·6	416·5	404·3
1988	206·8	212·3	45·2	468·5	451·7	196·3	200·6	45·0	445·7	431·5
Non-manual occupations										
1982*	180·1	181·4	38·8	457·9	457·0	177·9	178·9	38·2	462·5	462·3
	178·5	179·8	38·9	453·4	452·5					
1983†	193·2	194·6	39·1	491·6	491·0	193·7	194·9	38·4	503·4	502·9
	191·4	192·9	39·1	487·3	486·6	190·6	191·8	38·4	494·8	494·2
1984	211·7	213·5	39·3	537·8	537·1	207·3	209·0	38·5	537·4	536·4
1985	230·7	232·0	39·3	582·0	580·7	223·5	225·0	38·6	574·7	573·2
1986	254·4	255·7	39·3	641·0	640·0	243·4	244·9	38·6	627·3	625·8
1987	271·9	273·7	39·4	684·1	684·0	263·9	265·9	38·7	679·9	679·3
1988	299·1	300·5	39·4	744·9	744·1	292·1	294·1	38·7	748·8	748·3
All occupations										
1982*	148·8	152·6	42·2	357·0	354·0	151·5	154·5	41·7	365·6	364·6
	147·9	151·8	42·3	354·2	351·4					
1983†	158·6	163·3	42·2	383·0	380·0	163·8	167·5	41·5	399·1	398·0
	156·4	161·2	42·2	378·1	375·0	161·1	164·7	41·4	392·6	391·2
1984	171·2	176·8	42·8	409·9	406·2	174·3	178·8	41·7	423·0	421·4
1985	187·2	192·6	42·9	444·3	438·6	187·9	192·4	41·9	452·5	449·9
1986	202·3	207·8	42·9	479·1	474·0	203·4	207·5	41·8	488·9	486·6
1987	217·0	222·3	43·0	511·0	506·5	219·4	224·0	41·9	527·3	526·2
1988	236·3	242·3	43·3	549·8	544·1	240·6	245·8	42·1	573·6	573·1
FULL-TIME WOMEN†										
Manual occupations										
1982*	79·9	82·9	39·6	209·5	207·1	78·3	80·1	39·3	205·0	202·7
	79·6	82·6	39·6	208·9	206·6					
1983†	86·7	90·3	39·7	227·3	224·9	85·6	87·9	39·3	224·3	222·0
	86·7	90·4	39·7	227·7	225·3	85·8	88·1	39·3	224·9	222·6
1984	91·9	96·0	39·9	240·9	238·1	90·8	93·5	39·4	238·0	235·1
1985	100·1	104·5	40·0	261·7	257·3	98·2	101·3	39·5	256·9	252·9
1986	107·0	111·6	40·0	278·9	274·6	104·5	107·5	39·5	273·0	269·2
1987	113·8	119·6	40·3	297·2	291·9	111·4	115·3	39·7	292·0	287·4
1988	121·2	127·9	40·5	315·5	309·6	118·8	123·6	39·8	310·5	305·6
Non-manual occupations										
1982*	97·2	97·6	37·2	260·3	259·0	104·3	104·9	36·5	283·0	282·2
	97·0	97·4	37·2	259·8	258·5					
1983†	105·5	106·2	37·2	283·3	281·9	114·2	115·1	36·5	310·0	309·0
	106·2	107·0	37·2	285·4	284·0	115·1	116·1	36·5	312·9	311·9
1984	115·8	117·2	37·4	310·8	308·7	123·0	124·3	36·5	334·3	333·1
1985	125·5	126·8	37·4	336·5	334·7	132·4	133·8	36·6	359·1	357·6
1986	135·8	136·7	37·4	363·2	361·2	144·3	145·7	36·7	390·6	388·8
1987	147·7	149·1	37·5	391·6	389·4	155·4	157·2	36·8	418·0	415·9
1988	161·6	163·3	37·6	430·0	427·5	172·9	175·5	36·9	467·7	465·3
All occupations										
1982*	87·1	89·7	38·5	232·1	230·4	97·5	99·0	37·1	263·1	262·1
	86·8	89·4	38·5	231·4	229·7					
1983†	94·5	97·6	38·6	251·8	250·1	106·9	108·8	37·2	288·5	287·5
	94·7	97·9	38·6	252·7	251·0	107·6	109·5	37·2	290·6	289·5
1984	101·7	105·5	38·8	270·9	268·8	114·9	117·2	37·2	310·3	309·1
1985	110·6	114·7	38·8	294·4	291·5	123·9	126·4	37·3	334·0	332·4
1986	119·2	123·2	38·8	316·1	313·3	134·7	137·2	37·3	362·5	360·7
1987	128·2	133·4	39·0	339·2	335·9	144·9	148·1	37·5	388·4	386·2
1988	138·4	144·3	39·2	365·8	362·3	160·1	164·2	37·6	431·3	429·0
FULL-TIME ADULTS										
(a) MEN, 21 years and over AND WOMEN, 18 years and over										
All occupations										
1982*	134·0	138·0	41·3	329·6	325·4	134·1	136·5	40·2	334·6	332·1
	133·3	137·2	41·4	327·2	323·1					
1983	143·2	148·0	41·4	354·1	349·9	145·4	148·3	40·0	365·1	362·5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1982*	132·0	135·9	41·3	324·6	320·3	132·1	134·5	40·2	329·3	326·7
	131·2	135·2	41·4	322·3	318·2					
1983	141·2	146·0	41·4	349·1	344·8	143·2	146·1	40·1	359·5	356·8
(c) MALES AND FEMALES on adult rates										
1983	142·2	147·0	41·4	351·5	347·3	144·5	147·4	40·1	362·6	360·0
1984	155·2	160·8	41·9	380·6	375·4	155·8	159·3	40·3	389·9	386·7
1985	169·2	174·7	41·9	411·8	404·8	167·4	171·0	40·4	416·8	412·7
1986	183·1	188·6	41·9	444·4	437·7	181·2	184·7	40·4	450·8	446·8
1987	196·0	202·0	42·0	474·1	467·6	194·9	198·9	40·4	484·7	481·1
1988	212·7	219·4	42·3	509·4	501·7	213·6	218·4	40·6	529·2	525·9

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

LABOUR COSTS 5·7
All employees: main industrial sectors and selected industries

		Total labour costs (pence per hour)	Percentage shares of labour costs* Total wages and salaries	*of which* holiday, sickness and maternity pay	National insurance	Redundancy payments	Voluntary social welfare payments	All other labour costs‡
Manufacturing	1975	161·68	88·1	9·4	6·5	0·6	3·9	0·9
	1978	244·54	84·3	9·2	8·5	0·5	4·8	1·8
	1981	394·34	82·1	10·0	9·0	2·1	5·2	1·6
	1984	509·80	84·0	10·5	7·4	1·3	5·3	2·0
	1985	554·20	84·7	10·6	6·7	1·3	5·3	2·0
	1986	597·60	84·2	10·5	6·7	1·3	5·8	2·0
	1987	625·00	84·5	10·6	6·7	0·9	5·8	2·1
Energy (excl. coal) and water supply**	1975	217·22	82·9	11·1	6·0	0·6	8·5	2·1
	1978	324·00	78·2	11·2	6·9	0·4	12·2	2·2
	1981	595·10	75·8	11·5	7·0	1·9	13·1	2·2
	1984	811·41	77·7	11·5	5·5	1·9	12·1	2·8
	1985	860·60	78·6	11·5	5·1	1·3	12·2	2·8
	1986	964·60	75·4	11·4	4·9	5·3	11·7	2·7
	1987	1,009·50	77·6	11·7	5·0	2·5	12·2	2·8
Construction	1975	156·95	90·2	7·2	6·3	0·2	1·7	1·6
	1978	222·46	86·8	6·8	9·1	0·2	2·3	1·7
	1981	357·43	85·0	7·8	9·9	0·6	2·8	1·7
	1984	475·64	86·0	8·0	7·7	0·6	4·1	1·6
	1985	511·20	86·6	8·0	7·2	0·5	4·1	1·6
	1986	552·00	86·5	8·0	7·2	0·6	4·1	1·6
	1987	594·50	86·7	8·1	7·2	0·3	4·1	1·7

SIC 1980 Labour costs per unit of output § 1985 = 100		Manufacturing	Manufacturing: Per cent change over a year earlier	Energy and water supply	Production industries	Construction	Production and construction industries††	Whole economy	Whole economy: Per cent change over a year earlier
	1980	84·4	22·2	106·3	89·0 R	83·5	87·6	78·0	22·9
	1981	92·3	9·4	112·6	95·5	96·4	95·2	86·6	11·0
	1982	95·5	3·5	111·6	97·3	93·8	96·4	90·2	4·2
	1983	94·4	–1·2	104·8	95·1	94·8	94·7	92·6	2·7
	1984	96·2	1·9	89·5	97·0	98·4	97·1	95·6	3·2
	1985	100·0	4·0	100·0	100·0	100·0	100·0	100·0	4·6
	1986	104·0	4·0	96·6	102·3	106·1	102·9	104·9	4·9
	1987	104·6	0·6	94·8	104·0	110·3	105·3	108·8	3·7
	1985 Q3	..	..	..	..	..	..	101·1	4·8
	Q4	..	..	..	..	..	..	102·2	4·3
	1986 Q1	..	..	..	..	..	..	103·7	5·6
	Q2	..	..	..	..	..	..	104·6	6·1
	Q3	..	..	..	..	..	..	105·2	4·1
	Q4	..	..	..	..	..	..	105·9	3·6
	1987 Q1	..	..	..	..	..	..	106·8	3·0
	Q2	..	..	..	..	..	..	108·1	3·3
	Q3	..	..	..	..	..	..	109·0	3·6
	Q4	..	..	..	..	..	..	111·3	5·1
	1988 Q1	..	..	..	..	..	..	113·4	6·2
	Q2	..	..	..	..	..	..	115·1	6·5
	Q3	..	..	..	..	..	..	116·4	6·8
Wages and salaries per unit of output §	1980	80·1‖	22·3	103·6	86·7	82·1	85·5	76·1	22·7
	1981	87·5‖	9·3	108·5	92·6	94·2	92·4	83·4	9·6
	1982	91·2‖	4·2	108·3	94·7	92·2	93·9	87·4	4·8
	1983	91·7‖	0·5	102·2	93·2	93·4	92·9	90·7	3·8
	1984	94·3‖	2·8	88·0	96·1	97·4	96·2	94·6	4·3
	1985	100·0‖	6·0	100·0	100·0	100·0	100·0	100·0	5·7
	1986	104·5‖	4·5	98·1	103·1	106·6	103·7	105·5	5·5
	1987	106·1‖	1·5	97·7	105·7	111·4	106·9	110·1	4·4
	1988	109·1‖	2·8	..	..	..	..	118·3	7·4
	1986 Q2	104·7‖	6·5	..	..	..	..	105·2	6·8
	Q3	104·8‖	3·7	..	..	..	..	106·0	4·7
	Q4	103·7‖	–0·2	..	..	..	..	106·8	4·3
	1987 Q1	105·9‖	1·1	..	..	..	..	107·8	3·7
	Q2	104·9‖	0·2	..	..	..	..	109·4	4·0
	Q3	105·9‖	1·0	..	..	..	..	110·5	4·2
	Q4	107·6‖	3·8	..	..	..	..	112·9	5·7
	1988 Q1	108·4‖	2·4	..	..	..	..	115·1	6·8
	Q2	109·7‖	4·6	..	..	..	..	117·0	6·9
	Q3	108·2‖	2·2	..	..	..	..	118·6	7·3
	Q4	110·0‖	2·2	..	..	..	..	122·4	8·4
	1989 Q1	111·8‖	3·1	..	..	..	..	..	
	1988 Oct	109·2‖	2·3	..	..	..	..	..	
	Nov	109·6‖	2·0	..	..	..	..	..	
	Dec	111·1‖	2·2	..	..	..	..	..	
	1989 Jan	111·8‖	3·9	..	..	..	..	..	
	Feb	112·0‖	3·0	..	..	..	..	..	
	Mar	111·5‖	2·2	..	..	..	..	..	
3 months ending:	1988 Oct	108·5‖	2·2	..	..	..	..	..	
	Nov	109·0‖	1·8	..	..	..	..	..	
	Dec	110·0‖	2·2	..	..	..	..	..	
	1989 Jan	110·8‖	2·7	..	..	..	..	..	
	Feb	111·6‖	3·1	..	..	..	..	..	
	Mar	111·8‖	3·1	..	..	..	..	..	

Note: All the estimates in the two lower sections of the table are subject to revision.
* *Source:* Department of Employment. See reports on labour cost surveys in *Employment Gazette* and note in Employment Topics section, October 1986 issue, p 438.
‡ Employers' liability insurance, benefits in kind, subsidised services, training (excluding wages and salaries element) *less* government contributions.
§ *Source:* Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted.
†† Broadly similar to Index of Production Industries for SIC (1968).
‖ *Source:* Based on seasonally adjusted monthly statistics of average earnings, employees in employment and output.
** Figures for 1981 and earlier dates relate to gas, electricity and water supply only.

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

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	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)
																	Indices 1980 = 100
Annual averages																	
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	117
1983	137·4	117·8	122	130	128·3	146·7	114	203	149	172·3	..	113	132	..	128·6	119·2	121
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	204	237·5	125·6	124	196	243·6	173·2	..	136
Quarteriy averages																	
1987 Q3	191·1	142·0	137	149	162·7	179·6	133	377	205	238·8	125·7	124	197	240·8	172·4	..	136
Q4	196·2	144·0	142	152	166·2	181·0	133	392	209	243·7	127·4	124	204	253·2	175·8	..	138
1988 Q1	199·0	144·9	136 R	155	166·1	182·1	134	426	212	246·5	129·7	124	205	247·4	181·4	..	138
Q2	203·6	146·1	138 R	156	172·3	183·6	138	443 R	..	251·1	130·5	125	210	256·0	187·8	..	139
Q3	206·9	..	140	157	173·7	..	139	..	..	253·8	131·3	..	..	..	187·4	..	140
1988 Apr	205·1	142·0	..	156	172·6	183·6	138	..	..	247·8	130·4	125	..	..	187·6	..	139
May	202·0	144·4	..	156	172·7	..	138	..	..	252·6	129·5	125	..	..	189·9	..	139
June	203·7	152·0	138	157	171·6	..	138	..	..	253·0	131·7	126	..	..	185·9	..	140
July	206·3	142·9	..	156	176·5	..	139	..	..	253·5	128·5	125	..	..	189·8	..	140
Aug	206·4	146·1	..	156	170·5	..	..	..	..	253·9	133·2	..	..	..	184·9	..	139
Sept	207·9	..	140	159	174·0	..	..	..	..	253·9	132·1	..	..	..	187·4	..	141
Oct	210·5	..	..	160	175·1	..	..	..	..	253·9	133·2	..	..	..	..	..	141
Nov	212·1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	142

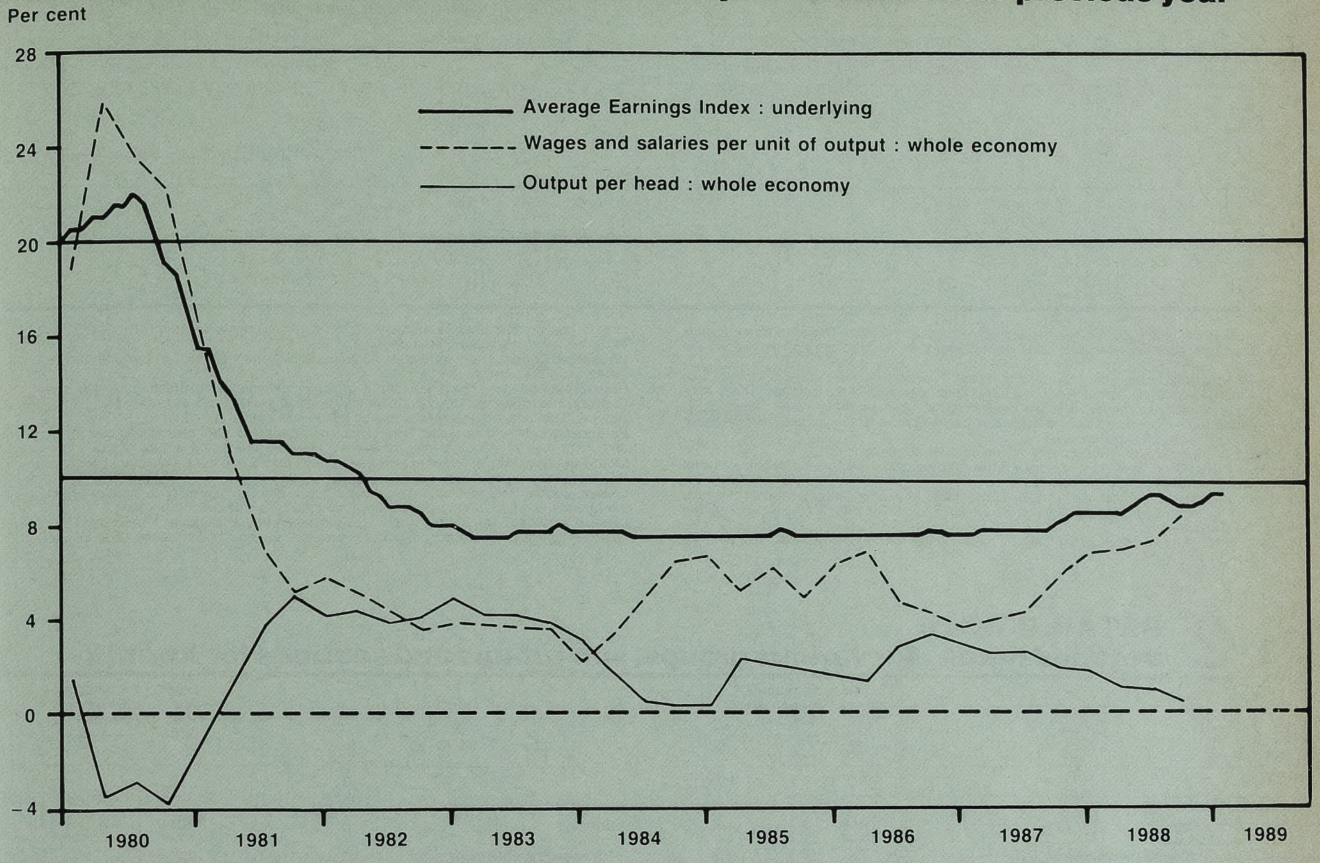
Increases on a year earlier

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
																	Per cent
Annual averages																	
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	..	8	6	7
1983	9	5	4	4	7	11	3	19	12	20	..	3	9	..	8	7	4
1984	9	5	5	5	5	8	3	26	11	11	..	1	11	..	10	8	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	2	11	11	7	..	2
1987	8	3	2	3	9	3	5	10	6	6	2	2	16	8	6	..	1
Quarterly averages																	
1987 Q3	8	3	2	3	10	3	4	9	6	7	3	1	14	6	6	..	1
Q4	8	4	2	2	10	3	3	9	6	7	4	1	15	9	6	..	2
1988 Q1	8	5	0	4	7	3	4	15	..	7	4	1	15	5	4	..	3
Q2	9	..	0	5	6	3	5	18 R	..	6	5	1	8	5	6	..	2
Q3	8	..	..	..	..	..	4	..	..	6	..	..	..	..	..	..	3
Monthly																	
1988 Apr	9	1	..	4	7	3	5	..	..	6	5	1	..	..	8	..	2
May	9	5	..	4	7	..	..	..	..	6	4	1	..	..	9	..	2
June	8	6	−1 R	7	5	..	..	..	..	6	6	2	..	..	7	..	3
July	8	0	..	5	7	..	4	..	..	6	3	1	..	..	10	..	3
Aug	9	7	..	5	6	..	..	..	..	6	6	..	..	..	8	..	2
Sept	8	..	2	5	6	..	..	..	..	6	4	..	..	..	8	..	3
Oct	8	..	..	6	6	..	..	..	..	5	4	..	..	..	..	..	3
Nov	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3

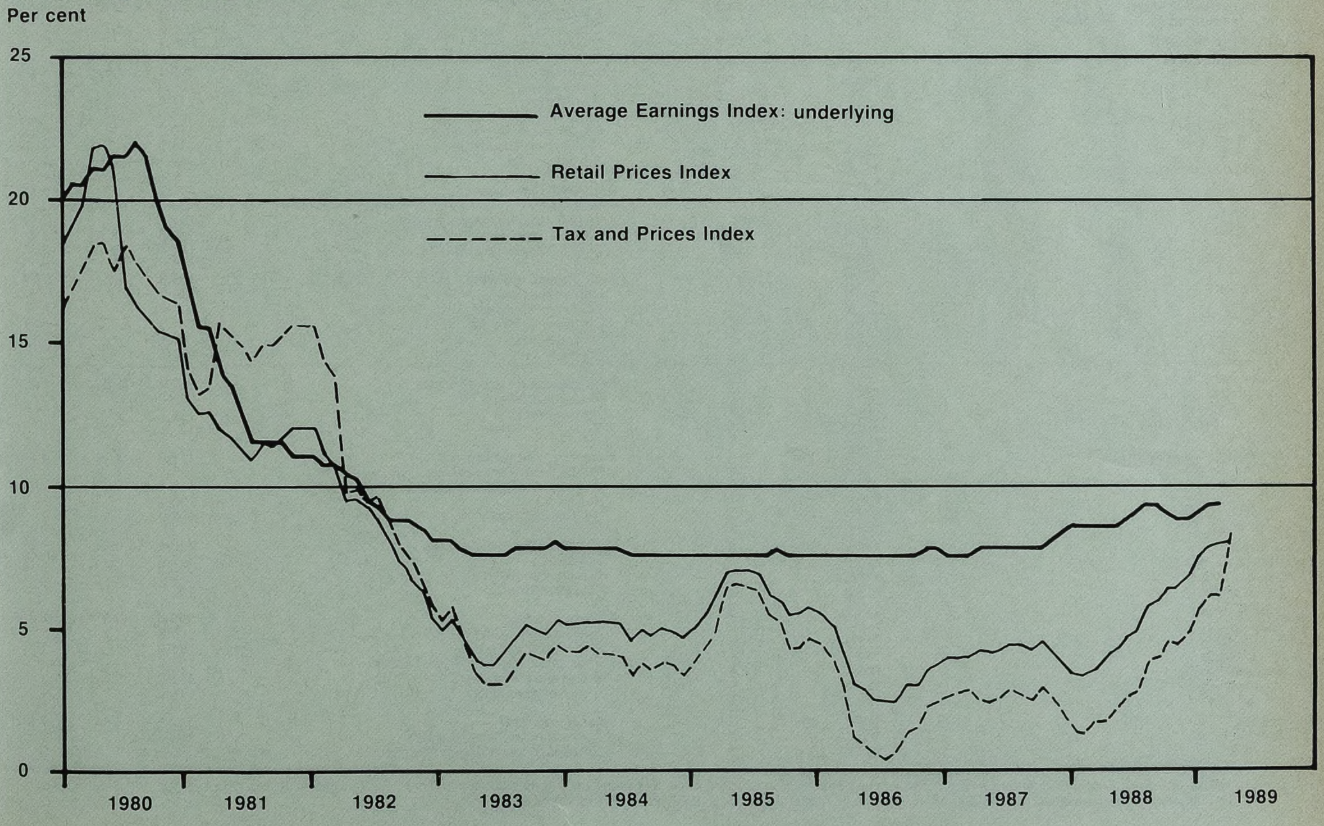
Source: OECD—Main Economic Indicators.

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.

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



Earnings and prices: whole economy—increases over previous year



6·1 RETAIL PRICES
Recent movements in the all-items index and in the index excluding seasonal foods

	All items				All items except seasonal foods		
	Index Jan 13, 1987 = 100	Percentage change over			Index Jan 13, 1987 = 100	Percentage change over	
		1 month	6 months	12 months		1 month	6 months
1988 Apr	105·8	1·6	2·8	3·9	105·7	1·6	2·5
May	106·2	0·4	2·7	4·2	106·1	0·4	2·4
June	106·6	0·4	3·2	4·6	106·6	0·5	3·2
July	106·7	0·1	3·3	4·8	106·9	0·3	3·5
Aug	107·9	1·1	4·1	5·7	108·1	1·1	4·3
Sept	108·4	0·5	4·1	5·9	108·7	0·6	4·5
Oct	109·5	1·0	3·5	6·4	109·8	1·0	3·9
Nov	110·0	0·5	3·6	6·4	110·3	0·5	4·0
Dec	110·3	0·3	3·5	6·8	110·5	0·2	3·7
1989 Jan	111·0	0·6	4·0	7·5	111·2	0·6	4·0
Feb	111·8	0·7	3·6	7·8	111·9	0·6	3·5
Mar	112·3	0·4	3·6	7·9	112·4	0·4	3·4
Apr	114·3	1·8	4·4	8·0	114·4	1·8	4·2

The overall level of prices was 1·8 per cent higher in April than in March. There were annual price increases in local authority rates, rents, and water charges. Petrol, food and clothing prices were also higher.

Food: Seasonal foods rose in price by a little more than 3 per cent, but were still around ½ per cent cheaper than a year ago. The price of home-killed lamb showed a sharp increase. There were numerous price increases among non-seasonal products, most notably for meat. The index for non-seasonal food prices rose by a little less than 1 per cent, while for the group as a whole it was higher by a little less than 1¼ per cent.

Catering: The group index went up by a little more than ¾ per cent.

Alcoholic drink: There were price increases throughout this group, particularly for off-sales, and the group index rose by around ½ per cent.

Housing: In addition to the annual increases in rates, rents, and water charges, the cost of repairs and maintenance, and the price of DIY materials also increased. The index for the group rose by a little under 5 per cent.

Fuel and light: The first effects of the latest increases in gas and electricity prices were felt. The price of heating oil also rose, but there were summer discounts for coal. The index for the group increased by a little more than 1 per cent.

Household goods: There were price increases throughout the group, and its index increased by a little more than ½ per cent.

Household services. The index for this group increased by a little more than ½ per cent.

Clothing and footwear: The arrival of new summer stocks led to price increases for many items of clothing. The index for this group rose by a little less than 2 per cent.

Personal goods and services: Some chemists' goods and other personal articles rose in price and there was a rise of a little more than 1¾ per cent in the group index.

Motoring expenditure: A further increase in petrol prices was the main factor behind a rise of a little more than 2 per cent in the index for this group.

Leisure goods: Prices for audio-visual equipment fell, but there were price increases throughout the rest of the group, and the index for group rose by a little over ¼ per cent.

Leisure services: The index for this group increased by a little over 1 per cent. The cost of entertainment and leisure activities was higher, and the cost of TV licences also increased.

6·2 RETAIL PRICES
Detailed figures for various groups, sub-groups and sections for April 18

	Index Jan 1987 =100	Percentage change over (months)	
		1	12
All items	**114·3**	**1·8**	**8·0**
Food and catering	**110·8**	**1·1**	**5·2**
Alcohol and tobacco	**109·6**	**0·4**	**4·2**
Housing and household expenditure	**120·7**	**2·8**	**13·4**
Personal expenditure	**111·0**	**1·9**	**6·6**
Travel and leisure	**112·3**	**1·4**	**5·5**
All items excluding seasonal food	**114·4**	**1·8**	**8·2**
All items excluding food	**115·2**	**1·9**	**8·7**
Seasonal food	**108·0**	**3·1**	**−0·5**
Food excluding seasonal	**109·9**	**0·9**	**5·9**
All items excluding housing	**110·6**	**1·1**	**5·3**
All items excluding mortgage interest	**112·2**	**1·6**	**5·9**
Nationalised industries	**114·2**	**3·0**	**8·9**
Consumer durables	**107·0**	**1·1**	**3·9**
Food	**109·6**	**1·2**	**5·0**
Bread	113·9		7
Cereals	115·6		8
Biscuits and cakes	110·8		7
Beef	119·1		12
Lamb	108·3		6
of which, home-killed lamb	110·2		4
Pork	108·0		8
Bacon	105·8		4
Poultry	101·8		1
Other meat	102·3		3
Fish	106·4		1
of which, fresh fish	108·1		2
Butter	114·9		11
Oil and fats	107·0		6
Cheese	111·3		4
Eggs	101·0		–9
Milk, fresh	112·6		8
Milk products	114·6		7
Tea	109·0		8
Coffee and other hot drinks	95·5		3
Soft drinks	122·6		9
Sugar and preserves	116·1		6
Sweets and chocolates	103·4		2
Potatoes	105·3		6
of which, unprocessed potatoes	104·9		7
Vegetables	114·2		0
of which, other fresh vegetables	113·3		–4
Fruit	106·5		1
of which, fresh fruit	107·5		1
Other foods	109·3		5
Catering	**115·0**	**0·8**	**6·0**
Restaurant meals	115·9		7
Canteen meals	114·2		5
Take-aways and snacks	113·9		5
Alcoholic drink	**111·5**	**0·5**	**5·1**
Beer	113·1		6
—on sales	113·3		6
—off sales	111·3		4
Wines and spirits	109·1		4
—on sales	111·4		5
—off sales	107·4		3
Tobacco	**105·8**	**0·0**	**2·5**
Cigarettes	106·1		3
Tobacco	104·0		3
Housing	**134·0**	**4·9**	**21·9**
Rent	122·5		9
Mortgage interest payments	156·7		54
Rates	128·0		10
Water and other charges	133·6		16
Repairs and maintenance charges	113·1		7
Do-it-yourself materials	111·5		5
Fuel and light	**105·4**	**1·1**	**6·4**
Coal and solid fuels	102·5		1
Electricity	110·0		8
Gas	101·8		5
Oil and other fuel	96·3		8
Household goods	**109·5**	**0·6**	**4·3**
Furniture	109·9		4
Furnishings	111·6		5
Electrical appliances	105·0		1
Other household equipment	110·2		5
Household consumables	114·8		8
Pet care	104·1		3
Household services	**111·7**	**0·7**	**5·7**
Postage	106·5		6
Telephones, telemessages, etc	101·2		0
Domestic services	115·3		7
Fees and subscriptions	121·0		10
Clothing and footwear	**109·8**	**1·9**	**6·5**
Men's outerwear	109·9		5
Women's outerwear	107·5		7
Children's outerwear	114·0		11
Other clothing	111·4		7
Footwear	109·3		5
Personal goods and services	**113·1**	**1·8**	**6·7**
Personal articles	103·8		3
Chemists' goods	114·1		7
Personal services	121·6		11
Motoring expenditure	**114·2**	**2·1**	**6·7**
Purchase of motor vehicles	115·1		5
Maintenance of motor vehicles	114·4		5
Petrol and oil	108·7		9
Vehicles tax and insurance	122·9		9
Fares and other travel costs	**113·4**	**0·1**	**7·2**
Rail fares	117·4		10
Bus and coach fares	116·2		7
Other travel costs	107·9		5
Leisure goods	**106·0**	**0·3**	**2·0**
Audio-visual equipment	90·7		–5
Records and tapes	98·2		–1
Toys, photographic and sport goods	107·8		3
Books and newspapers	117·0		6
Gardening products	114·7		9
Leisure services	**113·5**	**1·1**	**4·8**
Television licences and rentals	104·1		0
Entertainment and other recreation	120·2		8

Notes: 1 Indices are given to one decimal place to provide as much information as is available, but precision is greater at higher levels of aggregation, that is at sub-group and group levels.
2 The structure of the published components of the index was recast in February 1987. (See general notes under *table 6·7*.)

RETAIL PRICES 6·3
Average retail prices of selected items

Average retail prices on April 18 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 April 18, 1989

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
		p	p
FOOD ITEMS			
Beef: home-killed			
Best beef mince	318	149	119–199
Topside	230	269	240–290
Brisket (without bone)	232	186	150–215
Rump steak †	317	341	298–388
Stewing steak	307	177	149–210
Lamb: home-killed			
Loin (with bone)	290	235	168–298
Shoulder (with bone)	260	123	89–168
Leg (with bone)	264	206	165–244
Lamb: imported			
Loin (with bone)	156	159	140–179
Shoulder (with bone)	155	87	79–109
Leg (with bone)	160	155	139–178
Pork: home-killed			
Leg (foot off)	258	123	98–169
Belly †	281	88	74–100
Loin (with bone)	314	156	132–179
Fillet (without bone)	235	219	150–298
Bacon			
Streaky †	230	101	89–128
Gammon†	218	192	150–228
Back, vacuum packed	205	179	145–224
Back, not vacuum packed	237	168	142–188
Ham (not shoulder), per ¼lb	295	62	49– 80
Sausages			
Pork	308	90	72–109
Beef	246	86	66– 98
Pork luncheon meat, 12oz can	169	48	42– 57
Corned beef, 12oz can	196	72	61– 82
Chicken: roasting, oven-ready			
Frozen, 4lb,	161	65	52– 92
Fresh or chilled 3lb,	176	83	66– 98
Fresh and smoked fish			
Cod fillets	237	215	175–246
Haddock fillets	236	227	188–275
Mackerel, whole	191	87	63–109
Kippers, with bone	235	106	86–126
Canned (red) salmon, half-size can	181	204	149–249
Bread			
White loaf, sliced, 800g	315	49	44– 60
White loaf, unwrapped, 800g	253	61	57– 66
White loaf, unsliced, 400g	284	40	36– 43
Brown loaf, sliced, small	240	41	38– 44
Brown loaf, unsliced, 800g	235	62	54– 68
Flour			
Self-raising, per 1·5kg	193	53	49– 59
Butter			
Home-produced, per 250g	274	59	55– 64
New Zealand, per 250g	256	59	57– 61
Danish, per 250g	264	63	60– 69
Margarine			
Soft 500g tub	270	38	26– 66
Low fat spread 250g	288	39	35– 44
Lard, per 250g	298	16	15– 22
Cheese			
Cheddar type	287	144	119–183
Eggs			
Size 2 (65-70g), per dozen	255	106	84–132
Size 4 (55-60g), per dozen	204	93	74–116
Milk			
Pasteurised, per pint	298	28	25– 28
Skimmed, per pint	287	27	24– 29
Tea			
Loose, per 125g	298	44	36– 57
Tea bags, per 250g	306	101	79–116
Coffee			
Pure, instant, per 100g	574	139	79–179
Ground (filter fine), per ½lb	256	133	115–149
Sugar			
Granulated, per kg	299	57	54– 59
Fresh vegetables			
Potatoes, old loose			
White	244	13	8– 19
Red	130	13	9– 19
Potatoes, new loose	185	23	19– 25
Tomatoes	320	85	60– 99
Cabbage, greens	298	27	18– 44
Cabbage, hearted	280	24	15– 32
Cauliflower, each	309	55	40– 74
Brussels sprouts	—	—	—
Carrots	319	20	14– 28
Onions	318	22	15– 32
Mushrooms, per ¼lb	287	30	22– 36
Cucumber,each	309	54	42– 70
Fresh fruit			
Apples, cooking	295	36	28– 45
Apples, dessert	301	38	29– 45
Pears, dessert	286	46	39– 50
Oranges, each	286	16	11– 22
Bananas	304	49	40– 54
Grapes	265	88	66–118
Items other than food			
Draught bitter, per pint	659	94	84–106
Draught lager, per pint	682	106	95–116
Whisky, per nip	680	75	68– 85
Gin, per nip	676	75	68– 85
Cigarettes 20 king size filter	3,678	150	124–161
Coal, per 50kg	432	556	460–686
Smokeless fuel per 50kg	493	757	634–900
4-star petrol, per litre	666	41	39– 43

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

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: All	Food: Seasonal food	Food: Non-seasonal food	Meals bought and consumed outside the home	Alcoholic drink
Weights 1974	**1,000**	747	951·2–925·5	80	253	47·5–48·8	204·2–205·5	51	70
1975	**1,000**	768	961·9–966·3	77	232	33·7–38·1	193·9–198·3	48	82
1976	**1,000**	772	958·0–960·8	90	228	39·2–42·0	186·0–188·8	47	81
1977	**1,000**	753	953·3–955·8	91	247	44·2–46·7	200·3–202·8	45	83
1978	**1,000**	767	966·5–969·6	96	233	30·4–33·5	199·5–202·6	51	85
1979	**1,000**	768	964·0–966·6	93	232	33·4–36·0	196·0–198·6	51	77
1980	**1,000**	786	966·8–969·6	93	214	30·4–33·2	180·9–183·6	41	82
1981	**1,000**	793	969·2–971·9	104	207	28·1–30·8	176·2–178·9	42	79
1982	**1,000**	794	965·7–967·6	99	206	32·4–34·3	171·7–173·6	38	77
1983	**1,000**	797	971·5–974·1	109	203	25·9–28·5	174·5–177·1	39	78
1984	**1,000**	799	966·1–968·7	102 Feb–Nov 87 Dec–Jan	201	31·3–33·9	167·1–169·8	36	75
1985	**1,000**	810	970·3–973·2	86	190	26·8–29·7	160·3–163·2	45	75
1986	**1,000**	815	973·3–976·0	83 Feb–Nov 60 Dec–Jan	185	24·0–26·7	158·3–161·0	44	82
Annual averages									
1974	**108·5**	109·3	108·8	108·4	106·1	103·0	106·9	108·2	109·7
1975	**134·8**	135·3	135·1	147·5	133·3	129·8	134·3	132·4	135·2
1976	**157·1**	156·4	156·5	185·4	159·9	177·7	156·8	157·3	159·3
1977	**182·0**	179·7	181·5	208·1	190·3	197·0	189·1	185·7	183·4
1978	**197·1**	195·2	197·8	227·3	203·8	180·1	208·4	207·8	196·0
1979	**223·5**	222·2	224·1	246·7	228·3	211·1	231·7	239·9	217·1
1980	**263·7**	265·9	265·3	307·9	255·9	224·5	262·0	290·0	261·8
1981	**295·0**	299·8	296·9	368·0	277·5	244·7	283·9	318·0	306·1
1982	**320·4**	326·2	322·0	417·6	299·3	276·9	303·5	341·7	341·4
1983	**335·1**	342·4	337·1	440·9	308·8	282·8	313·8	364·0	366·5
1984	**351·8**	358·9	353·1	454·9	326·1	319·0	327·8	390·8	387·7
1985	**373·2**	383·2	375·4	478·9	336·3	314·1	340·9	413·3	412·1
1986	**385·9**	396·4	387·9	496·6	347·3	336·0	350·0	439·5	430·6
1975 Jan 14	**119·9**	120·4	120·5	119·9	118·3	106·6	121·1	118·7	118·2
1976 Jan 13	**147·9**	147·9	147·6	172·8	148·3	158·6	146·6	146·2	149·0
1977 Jan 18	**172·4**	169·3	170·9	198·7	183·1	214·8	177·1	172·3	173·7
1978 Jan 17	**189·5**	187·6	190·2	220·1	196·1	173·9	200·4	199·5	188·9
1979 Jan 16	**207·2**	204·3	207·3	234·5	217·5	207·6	219·5	218·7	198·9
1980 Jan 15	**245·3**	245·5	246·2	274·7	244·8	223·6	248·9	267·8	241·4
1981 Jan 13	**277·3**	280·3	279·3	348·9	266·7	225·8	274·7	307·5	277·7
1982 Jan 12	**310·6**	314·6	311·5	387·0	296·1	287·6	297·5	329·7	321·8
1983 Jan 11	**325·9**	332·6	328·5	441·4	301·8	256·8	310·3	353·7	353·7
1984 Jan 10	**342·6**	348·9	343·5	445·8	319·8	321·3	319·8	378·5	376·1
1985 Jan 15	**359·8**	367·8	361·8	465·9	330·6	306·9	335·6	401·8	397·9
1986 Jan 14	**379·7**	390·2	381·9	489·7	341·1	322·8	344·9	426·7	423·8
1987 Jan 13	**394·5**	405·6	396·4	502·1	354·0	347·3	355·9	454·8	440·7

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food†	All items except housing	All items except mortgage interest	Nationalised industries	Consumer durables	Food: All	Food: Seasonal† food	Food: Non-seasonal food†	Catering	Alcoholic drink
Weights 1987	**1,000**	833	974	843	956	57	139	167	26	141	46	76
1988	**1,000**	837	975	840	958	54	141	163	25	138	50	78
1989	**1,000**	846	977	825	940	46	135	154	23	131	49	83
1987 Annual averages	**101·9**	102·0	101·9	101·6	101·9	100·9	101·2	101·1	101·6	101·0	102·8	101·7
1988	**106·9**	107·3	107·0	105·8	106·6	106·7	103·7	104·6	102·4	105·0	109·6	106·9
1987 Jan 13	**100·0**	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
Feb 10	**100·4**	100·4	100·3	100·4	100·4	100·0	100·3	100·7	103·2	100·2	100·4	100·3
Mar 10	**100·6**	100·6	100·6	100·6	100·6	100·0	100·8	100·7	103·0	100·3	100·8	100·6
Apr 14	**101·8**	101·8	101·6	101·2	101·6	100·8	101·0	101·6	107·4	100·5	101·4	100·8
May 12	**101·9**	101·8	101·7	101·6	102·0	100·7	101·2	102·2	110·6	100·7	101·8	101·2
June 9	**101·9**	101·9	101·8	101·6	102·1	100·7	101·1	101·6	105·2	100·9	102·3	101·4
July 14	**101·8**	102·1	101·9	101·4	101·9	100·9	99·9	100·4	97·0	101·0	102·9	101·7
Aug 11	**102·1**	102·4	102·2	101·7	102·2	101·3	100·3	100·7	98·6	101·0	103·6	102·1
Sept 8	**102·4**	102·8	102·6	102·1	102·5	101·4	101·7	100·4	95·7	101·2	104·3	102·8
Oct 13	**102·9**	103·3	103·1	102·6	103·0	101·5	102·2	101·1	96·8	101·8	104·7	103·5
Nov 10	**103·4**	103·8	103·6	103·0	103·4	101·9	102·9	101·6	98·8	102·1	105·3	103·3
Dec 8	**103·3**	103·5	103·3	103·2	103·6	101·9	103·2	102·4	102·4	102·4	105·8	103·1
1988 Jan 12	**103·3**	103·4	103·3	103·2	103·7	102·8	101·2	102·9	103·7	102·7	106·4	103·7
Feb 16	**103·7**	103·8	103·6	103·6	104·0	103·1	101·9	103·6	106·9	103·0	107·1	104·2
Mar 15	**104·1**	104·2	104·0	104·0	104·4	103·0	102·6	103·9	107·1	103·4	107·5	104·6
Apr 19	**105·8**	106·0	105·7	105·0	105·9	104·9	103·0	104·4	108·5	103·8	108·5	106·1
May 17	**106·2**	106·4	106·1	105·5	106·5	106·0	104·1	104·7	106·9	104·3	108·9	106·6
June 14	**106·6**	106·9	106·6	105·9	106·9	107·3	104·2	104·8	105·3	104·7	109·5	106·8
July 19	**106·7**	107·2	106·9	106·0	107·0	108·2	103·1	104·0	97·9	105·0	109·7	107·1
Aug 16	**107·9**	108·5	108·1	106·4	107·3	108·3	103·4	104·4	97·5	105·7	110·4	107·7
Sept 13	**108·4**	109·1	108·7	106·9	107·8	109·0	104·3	104·8	97·2	106·1	111·1	108·4
Oct 18	**109·5**	110·4	109·8	107·4	108·3	109·2	105·3	104·9	97·1	106·4	111·7	109·1
Nov 15	**110·0**	110·9	110·3	107·8	108·7	109·3	105·7	105·7	98·8	107·0	112·1	109·1
Dec 13	**110·3**	111·0	110·5	108·0	108·9	109·3	105·9	106·5	101·5	107·4	112·4	108·9
1989 Jan 17	**111·0**	111·7	111·2	108·5	109·4	110·9	104·5	107·4	103·2	108·2	113·1	109·9
Feb 14	**111·8**	112·5	111·9	109·0	109·9	110·9	105·3	107·7	103·4	108·5	113·5	110·5
Mar 14	**112·3**	113·0	112·4	109·4	110·4	110·9	105·8	108·3	104·8	108·9	114·1	110·9
Apr 18	**114·3**	115·2	114·4	110·6	112·2	114·2	107·0	109·6	108·0	109·9	115·0	111·5

† 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.

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services	
43	124	52	64	91	63	135	54	1974 Weights
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
								Annual averages
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
602·9	502·4	506·1	265·6	230·8	413·0	399·7	408·8	Jan 13 1987

Tobacco	Housing	Fuel and light	Household goods*	Household services*	Clothing and footwear	Personal goods and services*	Motoring expenditure*	Fares and other travel*	Leisure goods*	Leisure services*	
38	157	61	73	44	74	38	127	22	47	30	Weights 1987
36	160	55	74	41	72	37	132	23	50	29	1988
36	175	54	71	41	73	37	128	23	47	29	1989
100·1	103·3	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6	Annual averages 1987
103·4	112·5	101·6	105·9	106·8	104·4	106·8	108·1	107·5	104·2	108·1	1988
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	Jan 13 1987
99·9	100·3	100·0	100·4	100·1	100·3	100·3	101·0	99·8	100·2	100·1	Feb 10
99·9	100·7	99·8	101·0	100·3	100·8	100·7	101·3	99·9	100·3	100·1	Mar 10
99·8	105·0	99·9	101·5	100·9	101·0	101·3	102·1	100·2	100·9	101·5	Apr 14
99·8	103·6	99·4	102·0	101·4	101·0	101·4	102·8	101·3	101·6	101·1	May 12
99·8	103·4	99·4	101·9	101·6	100·8	101·9	103·2	101·5	102·0	101·3	June 9
99·7	103·8	99·1	101·6	102·0	99·2	101·9	104·4	102·2	101·6	101·4	July 14
99·5	104·1	99·0	101·9	102·4	99·8	102·4	104·8	102·3	101·7	101·4	Aug 11
99·7	104·4	98·5	102·7	102·9	101·8	101·9	105·1	102·3	101·9	101·9	Sept 8
100·5	104·9	98·0	103·3	103·2	102·3	102·6	105·4	102·6	102·6	103·3	Oct 13
101·1	105·6	98·3	104·2	103·8	102·9	103·9	105·4	103·1	103·1	103·7	Nov 10
101·2	103·9	98·2	104·3	104·0	103·4	104·1	105·0	103·2	103·2	103·6	Dec 8
101·4	103·9	98·3	103·3	105·0	101·1	104·3	105·1	105·1	102·8	103·6	Jan 12 1988
101·6	104·3	98·0	103·9	105·3	101·9	104·7	105·0	105·7	103·3	103·7	Feb 16
101·6	104·7	97·8	104·5	105·4	102·9	105·1	105·6	105·6	103·3	103·8	Mar 15
103·2	109·9	99·1	105·0	105·7	103·1	106·0	107·0	105·8	103·9	108·3	Apr 19
103·7	109·4	100·7	105·5	106·0	104·8	106·3	107·3	106·7	104·3	108·4	May 17
103·6	109·8	102·4	105·6	106·2	105·3	106·6	108·2	106·9	104·2	108·4	June 14
103·4	110·2	103·6	105·9	107·1	103·3	107·1	109·2	107·9	104·4	108·3	July 19
103·6	115·8	103·4	106·5	107·4	103·3	107·5	109·5	108·6	104·7	108·5	Aug 16
103·7	116·5	103·6	107·2	107·8	104·8	107·8	109·7	108·8	104·5	110·6	Sept 13
104·2	120·7	103·7	107·6	108·2	106·9	108·1	110·2	109·2	105·0	110·5	Oct 18
105·1	122·1	103·9	107·9	108·7	107·6	108·8	110·1	109·5	104·9	111·6	Nov 15
105·2	122·5	104·1	107·9	108·8	107·9	109·1	109·8	109·6	105·0	111·7	Dec 13
105·6	124·6	104·2	107·5	110·3	105·9	110·4	110·6	112·9	105·1	112·1	Jan 17 1989
105·7	127·0	104·2	108·3	110·8	107·2	110·9	111·0	113·2	105·5	112·2	Feb 14
105·8	127·7	104·3	108·9	110·9	107·7	111·1	111·8	113·3	105·7	112·3	Mar 14
105·8	134·0	105·4	109·5	111·7	109·8	113·1	114·2	113·4	106·0	113·5	Apr 18

* These sub-groups have no direct counterparts in the index series produced for the period up to the end of 1986 but indices for categories which are approximately equivalent were published in the July 1987 edition of *Employment Gazette* (pp 332-3) for the period 1974-86 (using the January 1987 reference date). These historical indices may be helpful to users wishing to make comparisons over long periods but should not be used for any calculation requiring precision of definition or of measurement. (See General Notes below *table 6·7*.)

6·5 RETAIL PRICES
General index of retail prices: Percentage changes on a year earlier for main sub-groups

PER CENT

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	Misce-laneous goods	Transport and vehicles	Services
1974 Jan 15	12·0	20·1	20·7	1·7	0·4	10·5	5·8	9·8	13·5	7·3	9·8	12·2
1975 Jan 14	19·9	18·3	18·7	18·2	24·0	10·3	24·9	18·3	18·6	25·2	30·3	15·8
1976 Jan 13	23·4	25·4	23·2	26·1	31·1	22·2	35·1	19·0	10·9	21·6	20·5	33·0
1977 Jan 18	16·6	23·5	17·9	16·6	18·8	14·3	17·8	11·5	12·9	15·7	13·9	8·3
1978 Jan 17	9·9	7·1	15·8	8·8	15·3	6·6	10·6	11·6	10·2	12·7	11·1	11·8
1979 Jan 16	9·3	10·9	9·6	5·3	3·9	15·8	6·0	6·9	7·6	9·0	10·0	8·3
1980 Jan 15	18·4	12·6	22·5	21·4	16·5	24·8	18·9	15·4	11·9	19·6	22·8	22·2
1981 Jan 13	13·0	8·9	14·8	15·0	10·0	20·1	28·4	6·9	5·3	13·4	11·6	17·1
1982 Jan 12	12·0	11·0	7·2	15·9	32·2	22·8	13·0	3·7	−0·2	6·5	10·4	12·6
1983 Jan 11	4·9	1·9	7·3	9·9	8·7	−0·5	16·2	2·6	1·8	8·0	7·1	3·7
1984 Jan 10	5·1	6·0	7·0	6·3	5·8	9·9	0·5	2·6	−0·3	4·7	4·8	3·9
1985 Jan 15	5·0	3·4	6·2	5·8	12·7	8·8	3·9	2·1	3·3	7·1	2·4	5·4
1986 Jan 14	5·5	3·2	6·2	6·5	7·4	11·4	4·0	2·9	3·6	6·5	3·6	6·3
1987 Jan 13	3·9	3·8	6·6	4·0	10·5	8·3	−0·2	0·2	2·5	2·5	1·7	4·0

	All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi-ture	Fares and other travel costs	Leisure goods	Leisure services
1988 Jan 12	3·3	2·9	6·4	3·7	1·4	3·9	−1·7	3·3	5·0	1·1	4·3	5·1	5·1	2·8	3·6
Feb 16	3·3	2·9	6·7	3·9	1·7	4·0	−2·0	3·5	5·2	1·6	4·4	4·0	5·9	3·1	3·6
Mar 15	3·5	3·2	6·6	4·0	1·7	4·0	−2·0	3·5	5·1	2·1	4·4	4·2	5·7	3·0	3·7
Apr 19	3·9	2·8	7·0	5·3	3·4	4·7	−0·8	3·4	4·8	2·1	4·6	4·8	5·6	3·0	6·7
May 17	4·2	2·4	7·0	5·3	3·9	5·6	1·3	3·4	4·5	3·8	4·8	4·4	5·3	2·7	7·2
June 14	4·6	3·1	7·0	5·3	3·8	6·2	3·0	3·6	4·5	4·5	4·6	4·8	5·3	2·2	7·0
July 19	4·8	3·6	6·6	5·3	3·7	6·2	4·5	4·2	5·0	4·1	5·1	4·6	5·6	2·8	6·8
Aug 16	5·7	3·7	6·6	5·5	4·1	11·2	4·4	4·5	4·9	3·5	5·0	4·5	6·2	2·9	7·0
Sept 13	5·9	4·4	6·5	5·4	4·0	11·6	5·2	4·4	4·8	2·9	5·8	4·4	6·4	2·6	8·5
Oct 18	6·4	3·8	6·7	5·4	3·7	15·1	5·8	4·2	4·8	4·5	5·4	4·6	6·4	2·3	7·0
Nov 15	6·4	4·0	6·5	5·6	4·0	15·6	5·7	3·6	4·7	4·6	4·7	4·5	6·2	1·7	7·6
Dec 13	6·8	4·0	6·2	5·6	4·0	17·9	6·0	3·5	4·6	4·4	4·8	4·6	6·2	1·7	7·8
1989 Jan 17	7·5	4·4	6·3	6·0	4·1	19·9	6·0	4·1	5·0	4·7	5·8	5·2	7·4	2·2	8·2
Feb 14	7·8	4·0	6·0	6·0	4·0	21·8	6·3	4·2	5·2	5·2	5·9	5·7	7·1	2·1	8·2
Mar 14	7·9	4·2	6·1	6·0	4·1	22·0	6·6	4·2	5·2	4·7	5·7	5·9	7·3	2·3	8·2
Apr 18	8·0	5·0	6·0	5·1	2·5	21·9	6·4	4·3	5·7	6·5	6·7	6·7	7·2	2·0	4·8

Notes: See notes under *table 6·7*.

6·6 RETAIL PRICES
Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101·1	105·2	108·6	114·2	101·1	105·8	108·7	114·1	101·5	107·5	110·7	116·1
1975	121·3	134·3	139·2	145·0	121·0	134·0	139·1	144·4	123·5	134·5	140·7	145·7
1976	152·3	158·3	161·4	171·3	151·5	157·3	160·5	170·2	151·4	156·6	160·4	168·0
1977	179·0	186·9	191·1	194·2	178·9	186·3	189·4	192·3	176·8	184·2	187·6	190·8
1978	197·5	202·5	205·1	207·1	195·8	200·9	203·6	205·9	194·6	199·3	202·4	205·3
1979	214·9	220·6	231·9	239·8	213·4	219·3	231·1	238·5	211·3	217·7	233·1	239·8
1980	250·7	262·1	268·9	275·0	248·9	260·5	266·4	271·8	249·6	261·6	267·1	271·8
1981	283·2	292·1	297·2	304·5	280·3	290·3	295·6	303·0	279·3	289·8	295·0	300·5
1982	314·2	322·4	323·0	327·4	311·8	319·4	319·8	324·1	305·9	314·7	316·3	320·2
1983	331·1	334·3	337·0	342·3	327·5	331·5	334·4	339·7	323·2	328·7	332·0	335·4
1984	346·7	353·6	353·8	357·5	343·8	351·4	351·3	355·1	337·5	344·3	345·3	348·5
1985	363·2	371·4	371·3	374·5	360·7	369·0	368·7	371·8	353·0	361·8	362·6	365·3
1986	378·4	382·8	382·6	384·3	375·4	379·6	379·9	382·0	367·4	371·0	372·2	375·3
1987 January	386·5				384·2				377·8			
JAN 13, 1987 = 100												
1987	100·3	101·2	100·9	102·0	100·3	101·3	101·1	102·3	100·3	101·5	101·7	102·9
1988	102·8	104·6	105·3	106·6	103·1	104·8	105·5	106·8	103·6	105·5	106·4	107·7
1989	108·0				108·2				109·0			

Note: The indices for January 1987 are shown to enable calculations to be made involving periods which span the new reference date—see General Notes below *table 6·7*.

RETAIL PRICES 6·7
Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscel-laneous goods	Transport and vehicles	Services
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											JAN 15, 1974 = 100
1983	336·2	300·7	358·2	366·7	441·6	462·3	255·3	215·3	393·9	422·3	311·5
1984	352·9	320·2	384·3	386·6	489·8	479·2	263·0	215·5	417·3	438·3	321·3
1985	370·1	330·7	406·8	410·2	533·3	502·4	274·3	223·4	451·6	458·6	343·1
1986	382·0	340·1	432·7	428·4	587·2	510·4	281·3	231·0	468·4	472·1	357·0
1987 January	386·5	344·6	448·5	438·4	605·5	510·5	. .	231·7	. .	. .	. .
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1983	333·3	296·7	358·2	377·3	440·6	461·2	257·4	223·8	383·9	393·1	320·6
1984	350·4	315·6	384·3	399·9	488·5	479·2	264·3	223·9	405·8	407·0	331·1
1985	367·6	325·1	406·7	425·5	531·6	503·1	275·8	232·4	438·1	429·9	353·8
1986	379·2	334·6	432·9	445·3	584·4	511·3	281·2	239·5	456·0	428·5	368·4
1987 January	384·2	338·8	448·8	456·0	602·3	512·2	. .	240·5	. .	. .	. .
GENERAL INDEX OF RETAIL PRICES											
1983	329·8	308·8	364·0	366·5	440·9	465·4	250·4	214·8	345·6	366·3	342·9
1984	343·9	326·1	390·8	387·7	489·0	478·8	256·7	214·6	364·7	374·7	357·3
1985	360·7	336·3	413·3	412·1	532·5	499·3	263·9	222·9	392·2	392·5	381·3
1986	371·5	347·3	439·5	430·6	584·9	506·0	266·7	229·2	409·2	390·1	400·5
1987 January	377·8	354·0	454·8	440·7	602·9	506·1	. .	230·8	. .	. .	. .

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

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 i987 the structure of the published components has been recast. In some cases, therefore, no direct comparison of the new component with the old is possible. The relationship between the old and new index structure is shown in the September 1986 edition of *Employment Gazette* (p 379).

Definitions

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

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

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

RETAIL PRICES 6·8
Selected countries: consumer prices indices

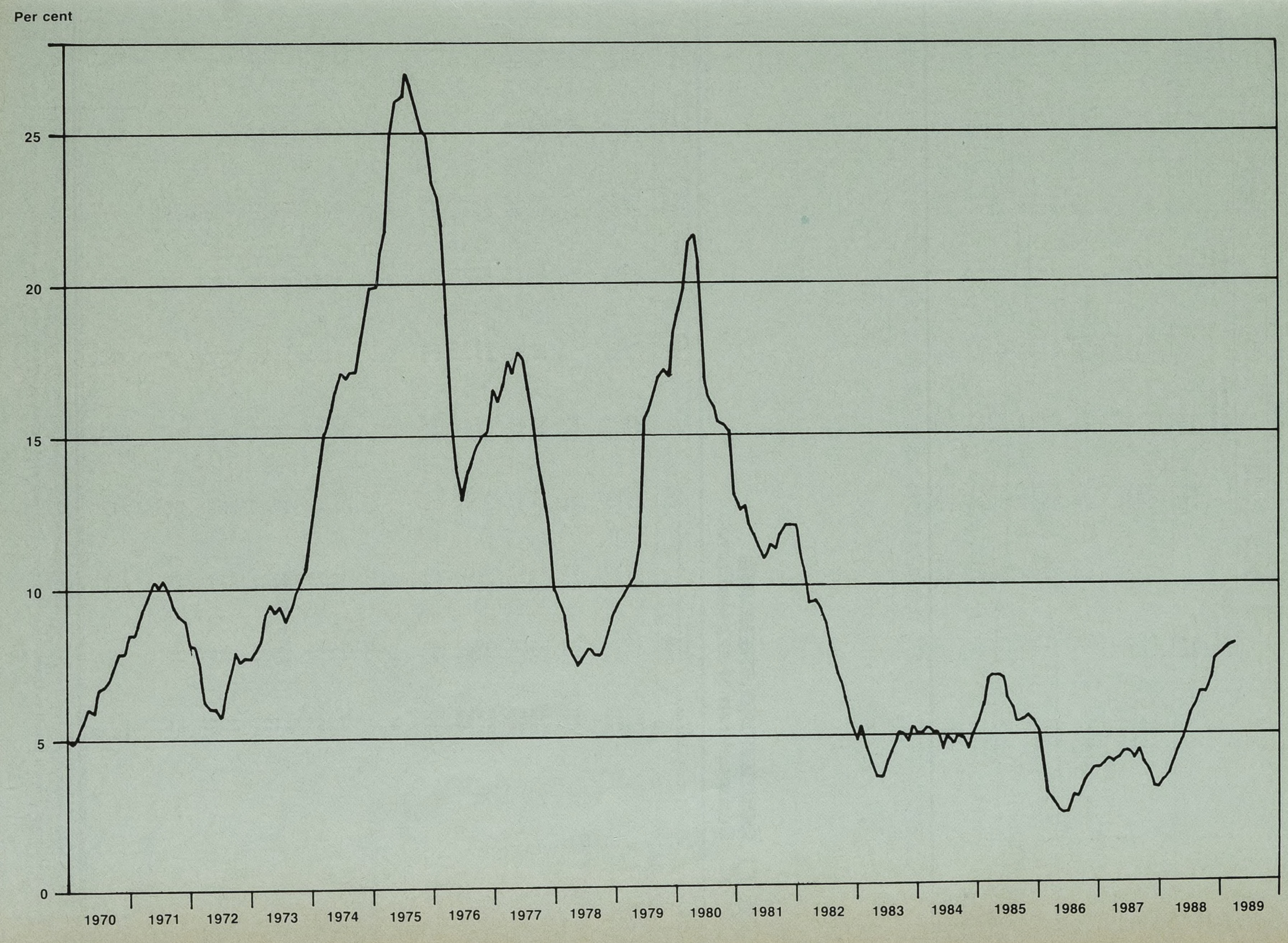
	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD*
Annual averages																			Indices 1985 = 100
1976	42·1	46·1	65·4	57·4	49·4	45·4	42·2	70·6	20·8	34·2	28·8	69·6	66·3	47	28·2	44	73·5	52·9	
1977	48·8	51·8	69·0	61·5	53·4	50·4	46·1	73·2	23·4	38·9	33·7	75·2	70·5	52	35·1	49	74·4	56·3	..
1978	52·8	55·9	71·5	64·2	58·1	55·5	50·3	75·2	26·3	41·8	37·8	78·1	73·4	56	42·0	53	75·3	60·6	..
1979	59·9	60·9	74·1	67·1	63·4	60·8	55·7	78·3	31·3	47·4	43·4	80·9	76·5	59	48·6	57	78·0	67·5	..
1980	70·7	67·1	78·8	71·5	69·9	68·3	63·3	82·6	39·1	56·0	52·5	87·4	81·5	65	56·2	65	81·1	76·6	..
1981	79·1	73·6	84·2	77·0	78·6	76·3	71·8	87·9	48·7	67·5	61·9	91·7	87·0	74	64·3	73	86·4	84·5	
1982	85·9	81·8	88·8	83·3	87·1	84·0	80·3	92·5	58·9	79·0	72·1	94·1	92·1	82	73·6	79	91·2	89·7	..
1983	89·8	90·1	91·7	89·7	92·2	89·8	88·0	95·5	70·8	87·3	82·7	95·8	94·7	89	82·6	86	93·9	92·6	..
1984	94·3	93·6	96·9	95·4	96·2	95·5	94·5	97·9	83·8	94·8	91·6	98·0	97·8	95	91·9	93	96·7	96·6	..
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100	100·0	100	100·0	100·0	..
1986	103·4	109·0	101·7	101·3	104·1	103·6	102·7	99·8	123·0	103·8	105·9	100·4	100·1	107	108·8	104	100·7	101·9	..
1987	107·7	118·3	103·1	102·9	108·7	107·8	105·9	100·0	143·2	107·0	110·9	100·2	99·4	117	114·5	109	102·2	105·6	**102·6**
1988	113·0	126·9	105·2	104·1	113·1	112·7	108·7	101·2	162·5	109·3	116·5	100·7	100·1	124	120·0	115	104·1	109·9	**110·0**
Quarterly averages																			
1988 Q1	109·6	123·4	104·2	103·1	111·1	110·9	107·3	100·6	153·6	108·3	114·5	100·0	99·3	122	117·9	112	103·7	107·9	**108·0**
Q2	112·3	125·5	104·6	103·9	112·6	112·5	108·3	101·2	160·6	108·8	115·7	100·6	99·9	124	118·3	114	104·1	109·3	**109·4**
Q3	113·8	127·9	106·2	104·5	113·8	113·0	109·3	101·3	163·6	109·7	116·8	100·8	100·4	125	121·3 R	116	104·1	110·7	**110·6**
Q4	116·2	130·6	105·5	104·8	114·8	114·4	110·0	101·7	172·5	110·4	118·9	101·6	100·8	126	122·8	117	104·7	111·9	**111·9**
1989 Q1	118·1	131·9	106·6	105·8	116·1	116·0	110·9	103·2	174·3	111·9	..	100·8	100·1	128	125·1	120	106·0	113·1	**113·2**
Monthly																			
1988 Oct	115·8	..	105·6	104·7	114·5	113·9	109·8	101·4	171·0	..	118·2	102·0	100·7	126	122·5	117	104·4	111·7	**111·7**
Nov	116·3	130·6	105·5	104·6	114·9	114·7	109·9	101·7	172·2	110·4	119·0	101·5	100·9	126	122·5	117	104·7	111·8	**111·9**
Dec	116·6	..	105·5	105·0	114·9	114·7	110·1	101·9	174·2	..	119·5	101·2	100·8	126	123·4	118	105·0	112·0	**112·2 R**
1989 Jan	117·4	..	106·2	105·4	115·4	115·2	110·6	103·0	173·6	..	120·2	100·9	99·8	127	124·7	119	105·6	112·6	**112·7**
Feb	118·2	131·9	106·7	105·9	116·2	116·0	110·9	103·3	172·8	111·9	122·2	100·5	100·1	128	125·0	120	106·1	113·0	**113·1**
Mar	118·7	..	106·9	106·2	116·7	116·7	111·2	103·4	177·4	..	..	101·1	100·5	129	125·7	120	106·4	113·7	**113·8**
Apr	120·8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																			
Annual averages																			Per cent
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	4·2	3·6	2·7	−0·2	23·0	3·8	5·8	0·4	0·1	7·1	8·8	4·3	0·7	1·9	**2·6**
1987	4·2	8·4	1·5	1·5	4·4	4·0	3·1	0·2	16·4	3·2	4·8	0·3	−0·7	9·1	5·3	4·2	1·5	3·7	**3·3**
1988	4·9	7·3	2·0	1·2	4·0	4·5	2·6	1·2	13·5	2·1	5·0	0·5	0·7	6·0	4·8	5·5	1·9	4·1	**3·9**
Quarterly averages																			
1988 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	0·3	6·8	4·4	5·0	2·2	4·0	**3·4**
Q2	4·3	7·1	1·7	1·0	4·0	4·6	2·5	1·1	12·4	1·8	5·1	0·0	0·7	7·3	4·1	6·5	2·1	3·9	**3·5**
Q3	5·5	7·3	1·9	1·0	4·0	4·4	2·9	1·2	14·0	2·1	5·0	0·5	1·0	6·6	5·3	5·8	1·9	4·1	**4·0**
Q4	6·5	7·7	1·4	1·6	4·1	4·4	3·0	1·5	14·1	2·7	5·1	1·0	1·0	6·0	5·5	5·9	1·8	4·3	**4·3**
1989 Q1	7·7	6·9	2·3	2·6	4·5	4·6	3·6	2·6	13·5	3·3	..	0·8	0·1	4·8	6·1	6·4	2·2	4·8	**4·8**
Monthly																			
1988 Oct	6·4	..	1·8	1·3	4·2	4·2	3·0	1·3	14·8	..	4·8	1·0	0·7	6·4	5·2	5·9	1·7	4·2	**4·2**
Nov	6·4	7·7	2·0	1·6	4·1	4·6	3·0	1·6	14·1	2·7	5·1	1·1	1·1	6·2	5·4	5·8	1·7	4·2	**4·3**
Dec	6·8	..	1·9	1·9	4·0	4·5	3·1	1·6	14·0	..	5·4	0·9	1·2	5·6	5·9	6·0	2·0	4·4	**4·4**
1989 Jan	7·5	..	2·2	2·4	4·3	4·6	3·3	2·6	13·8	..	5·5	0·9	0·8	5·2	6·3	6·6	2·3	4·7	**4·7**
Feb	7·8	6·9	2·4	2·6	4·6	4·4	3·4	2·6	13·8	3·3	6·4	0·7	0·9	4·9	6·2	6·4	2·2	4·8	**4·8**
Mar	7·9	..	2·2	2·8	4·6	4·7	3·4	2·7	13·5	..	..	0·9	0·8	4·3	6·0	6·3	2·2	3·0	**4·9**
Apr	8·0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

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

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

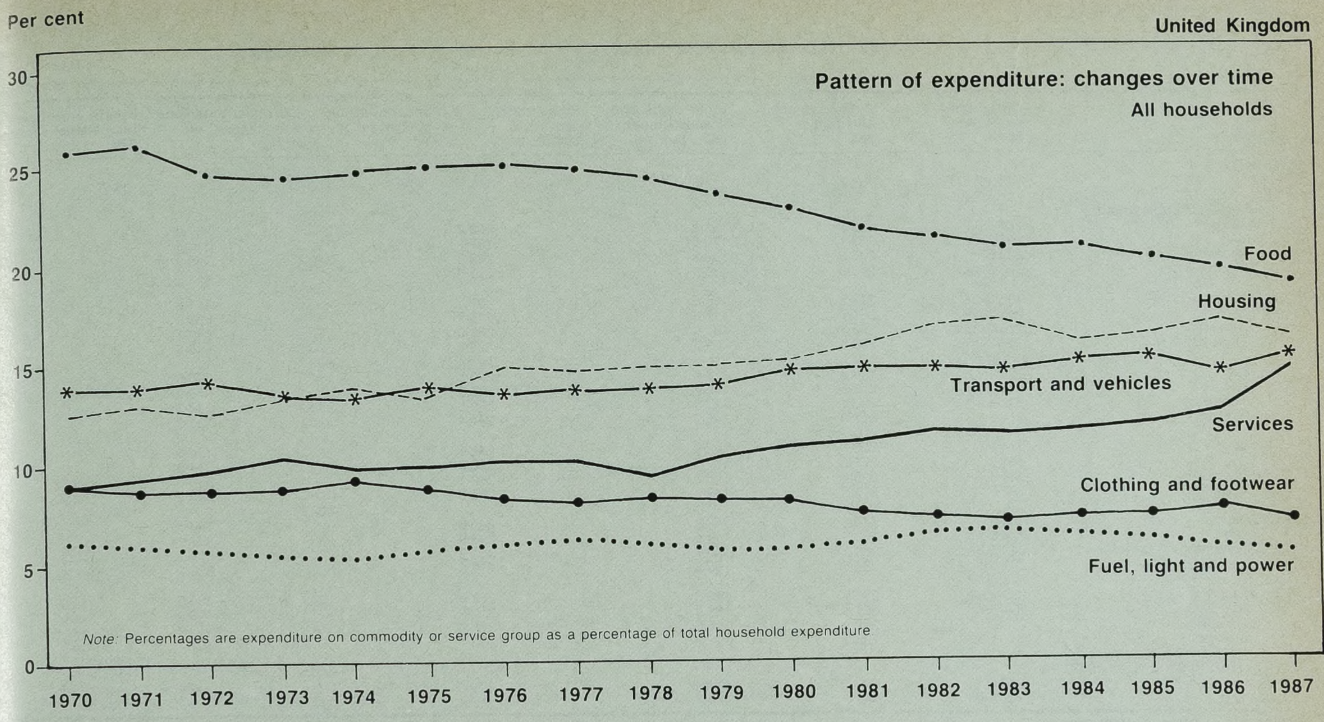
RETAIL PRICES INDEX C2
Increases over previous year



7·1 HOUSEHOLD SPENDING
All expenditure: per household and per person

UNITED KINGDOM	Average weekly expenditure per household					Average weekly expenditure per person				
	At current prices			At constant prices		At current prices			At constant prices	
	Actual		Seasonally adjusted	Seasonally adjusted		Actual		Seasonally adjusted	Seasonally adjusted	
	£	Percentage increase on a year earlier	£	Index (1975=100)	Percentage increase on a year earlier	£	Percentage increase on a year earlier	£	Index (1975=100)	Percentage increase on a year earlier
Annual averages										
1984	151·92	7·7		101·4	3·0	57·96	9·2		105·1	4·5
1985	162·50	6·5		103·2	1·7	62·60	8·0		107·9	2·7
1986	178·10	9·6		108·8	5·5	69·74	11·4		115·7	7·3
1987	188·62	5·9		111·1	2·0	74·47	6·8		119·1	2·9
Quarterly averages										
1985 Q3	164·07	11·0	166·6	105·0	6·0	62·74	12·1	64·1	109·8	7·0
Q4	172·01	4·8	165·4	103·3	−0·5	66·18	6·2	63·7	108·1	1·1
1986 Q1	166·44	9·0	173·0	107·1	4·2	65·95	12·4	68·6	115·3	7·4
Q2	175·20	8·4	172·8	106·4	4·8	70·40	11·9	68·7	114·9	8·0
Q3	180·15	9·8	183·6	111·8	6·5	68·97	9·9	70·8	117·1	6·6
Q4	190·18	10·6	182·2	110·0	6·4	73·45	11·0	70·5	115·6	7·0
1987 Q1	178·70	7·4	185·7	110·7	3·3	69·52	5·4	72·3	117·0	1·5
Q2	191·34	9·2	188·9	112·1	5·3	74·25	5·5	72·5	116·7	1·6
Q3	179·97	−0·1	183·5	107·7	−3·7	72·23	4·7	74·2	118·3	1·0
Q4	204·73	7·7	196·2	113·7	3·4	82·22	11·9	79·0	124·3	7·5
1988 Q1	188·32	5·4	195·4	112·2	1·3	73·03	5·1	75·9	118·2	1·0
Q2	202·70	5·9	200·4	113·6	1·3	82·10	10·6	80·3	123·4	5·8

Source: Family Expenditure Survey—For a brief note on the Survey, the availability of reports and discussion of response rates see the article on p 249 of this issue. A note in Topics in *Employment Gazette*, April 1989 (p 211) and the article on p ?? of this issue discuss the annual results for 1987 and those for Quarter 3 of 1987.



7·2 HOUSEHOLD SPENDING
Composition of expenditure

£ per week per household

UNITED KINGDOM	ALL ITEMS	Housing* Gross	Housing* Net	Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	*Durable† household goods*	*Other† goods*
Annual averages										
1984	**151·92**	27·41	24·06	9·42	31·43	7·25	4·37	11·10	*11·57*	*11·89*
1985	**162·50**	30·18	26·63	9·95	32·70	7·95	4·42	11·92	*11·61*	*12·59*
1986	**178·10**	33·70	29·92	10·43	34·97	8·21	4·55	13·46	*13·83*	*13·87*
1987	**188·62**	34·35	30·42	10·55	35·79	8·70	4·67	13·32	..	..
Quarterly averages										
1985 Q3	**164·07**	31·22	27·99	9·23	32·58	7·77	4·55	11·31	*10·35*	*12·18*
Q4	**172·01**	30·43	26·64	9·15	34·25	9·28	4·49	15·16	*13·67*	*15·80*
1986 Q1	**166·44**	31·93	28·34	11·11	33·20	6·97	4·09	10·29	*14·25*	*12·28*
Q2	**175·20**	32·31	28·61	11·63	34·17	7·75	4·58	12·60	*12·64*	*12·77*
Q3	**180·15**	35·75	31·89	9·61	35·36	8·52	4·65	13·49	*13·47*	*12·87*
Q4	**190·18**	34·79	30·83	9·41	37·09	9·57	4·89	17·32	*14·92*	*17·44*
1987 Q1	**178·70**	33·21	29·23	11·38	34·88	8·19	4·81	10·73	..	..
Q2	**191·34**	35·48	31·59	12·04	36·40	8·83	4·72	12·84	..	..
Q3‡	**179·97**	33·91	29·87	9·54	35·22	8·29	4·60	12·51	..	..
Q4	**204·73**	34·81	31·01	9·15	36·70	9·52	4·55	17·33	..	..
1988 Q1	**188·32**	36·93	33·29	11·21	37·49	8·53	4·38	11·88	..	..
Q2	**202·70**	37·43	34·11	11·22	37·82	8·99	4·45	13·58	..	..
Standard error per cent**										
1988 Q2	**2·1**	2·1	2·4	1·3	1·5	3·9	3·8	4·1	..	..
Percentage increase in expenditure on a year earlier										
1984	**7·7**	8·2	7·3	2·2	6·3	4·9	3·8	10·9	*12·7*	*10·0*
1985	**6·5**	7·4	7·6	5·7	4·0	9·6	1·3	7·4	*0·3*	*5·9*
1986	**9·6**	11·7	12·4	4·8	6·9	3·3	2·9	12·9	*19·1*	*10·2*
1987	**5·9**	1·9	1·7	1·2	2·3	6·0	2·6	−1·0	..	..
1986 Q1	**9·0**	12·4	13·5	4·2	4·0	0·7	−6·4	6·7	*14·3*	*12·0*
Q2	**8·4**	5·2	6·0	8·0	6·5	−1·5	7·0	7·7	*18·0*	*11·0*
Q3‡	**9·8**	14·5	13·9	4·1	8·5	9·7	2·2	19·3	*30·1*	*5·7*
Q4	**10·6**	14·3	15·7	2·8	8·3	3·1	8·9	14·3	*9·1*	*10·4*
1987 Q1	**7·4**	4·0	3·1	2·4	5·1	17·5	17·6	4·3	..	..
Q2	**9·2**	9·8	10·5	3·4	6·5	14·1	3·1	1·9	..	..
Q3	**−0·1**	−5·2	−6·3	−0·7	−0·4	−2·7	−1·1	−7·3	..	..
Q4	**7·7**	0·1	0·6	−2·8	−1·1	−0·5	−7·0	−0·6	..	..
1988 Q1	**5·4**	11·2	13·9	−1·5	7·5	4·2	−8·9	10·7	..	..
Q2	**5·9**	5·5	7·9	−6·8	3·9	1·8	−5·8	5·8	..	..
Percentage of total expenditure										
1984	**100**		15·8	6·2	20·7	4·8	2·9	7·3	*7·6*	*7·8*
1985	**100**		16·4	6·1	20·1	4·9	2·7	7·3	*7·2*	*7·8*
1986†	**100**		16·8	5·9	19·6	4·6	2·5	7·6	*7·8*	*7·8*
1987	**100**		16·1	5·6	19·0	4·6	2·5	7·1	..	..

Source: Family Expenditure Survey.
* Housing figures are given in terms of gross expenditure (ie: before deducting all allowances, benefits and rebates) and net expenditure. The net figure is included in the "all items" figure of household expenditure.
** For notes on standard errors see *Employment Gazette*, March 1983, p 122 or annex A of the FES Report 1986 (Revised) and the article on p ??? of this issue.
‡ See ‡ footnote to table 7.1.

HOUSEHOLD SPENDING 7·2
Composition of expenditure

£ per week per household

UNITED KINGDOM	*Transport† and vehicles*	*Services†*	Household† goods	Household† services	Personal† goods and services	Motoring† expenditure	Fares† and other travel costs	Leisure† goods	Leisure† services	Mis-cellaneous
Annual averages										
1984	*22·77*	*17·41*								0·64
1985	*24·56*	*19·48*								0·68
1986	*25·43*	*22·67*	13·67	8·50	6·48	21·22	4·21	8·54	13·18	0·74
1987	..	..	13·48	8·23	7·02	23·80	4·60	9·03	18·11	0·88
Quarterly averages										
1985 Q3	*26·13*	*21·17*								0·92
Q4	*25·40*	*17·39*								0·80
1986 Q1	*24·61*	*20·65*	14·08	7·30	5·49	21·11	3·50	7·90	12·41	0·66
Q2	*24·60*	*25·30*	12·57	10·54	6·23	20·00	4·60	7·70	13·67	0·56
Q3	*25·76*	*23·73*	13·08	8·08	6·27	21·01	4·75	7·93	14·71	0·81
Q4	*26·70*	*21·08*	14·90	8·10	7·88	22·71	3·99	10·56	12·00	0·93
1987 Q1	..	..	14·15	7·81	6·02	23·05	4·46	8·49	14·59	0·91
Q2	..	..	12·22	7·91	6·46	24·55	4·80	8·64	19·61	0·73
Q3	..	..	12·61	7·85	6·38	22·93	4·63	7·91	16·97	0·66
Q4	..	..	14·95	9·38	9·27	24·68	4·52	11·11	21·35	1·21
1988 Q1	..	..	13·99	8·59	6·88	23·24	4·72	8·78	14·50	0·84
Q2	..	..	15.06	9.35	6.85	28.19	4.51	8.83	19.07	0.67
Standard error per cent**										
1988 Q2†	..	..	6·7	7·2	3·6	8·0	11·1	5·4	7·3	11·9
Percentage increase in expenditure on a year earlier										
1984	*8·7*	*8·2*								11·5
1985	*7·9*	*11·9*								6·1
1986	*3·5*	*16·4*								8·8
1987	..	..	−1·4	−3·2	8·3	12·2	9·3	5·7	37·4	18·9
1986 Q1	*8·4*	*13·0*								26·9
Q2	*2·4*	*19·7*								14·3
Q3	*−1·4*	*12·1*								−12·0
Q4	*5·1*	*21·2*								16·3
1987 Q1	..	..	0·5	7·0	9·7	9·2	27·4	7·5	17·6	36·4
Q2	..	..	−2·8	−24·9	3·7	22·8	4·6	12·2	43·5	30·4
Q3	..	..	−3·6	−2·9	1·8	9·1	−2·5	−0·3	15·4	−18·5
Q4	..	..	0·3	15·8	17·6	8·7	13·3	5·2	77·9	30·1
1988 Q1	..	..	−1·1	10·0	14·3	0·8	5·8	3·4	−0·6	7·7
Q2	..	..	23·2	18·2	6·0	14·8	−6·1	2·2	−2·8	−8·8
Percentage of total expenditure										
1984	*15·0*	*11·5*								0·4
1985	*15·1*	*12·0*								0·4
1986†	*14·3*	*12·7*	7·7	4·8	3·6	11·9	2·4	4·8	7·4	0·4
1987	..	..	7·1	4·4	3·7	12·6	2·4	4·8	9·6	0·5

† The component/service groupings used to categorise FES expenditure have been revised to align with the categories recommended for the Retail Prices Index (RPI) by the RPI Advisory Committee. The 11 commodity groups have been extended to 14. The composition of the "housing", "fuel, light and power", "food", "alcoholic drink", "tobacco", "clothing and footwear" and "miscellaneous" groups are unchanged. The new "motoring expenditure" and "fares and other travel costs" groups together correspond to the old "transport and vehicles" group. The new groups of "household goods", "household services", "personal goods and services", "leisure goods" and "leisure services" involve extensive re-arrangement of some component items but this has no effect on the all expenditure group total. Figures on both the old and revised basis are available for 1986. The old basis figures are shown in italics.

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
Self-employed *							
1981	48·1	51·7	1·6	32·6	3·8	0·6	19·7
Employees in employment †							
1983 March	174·0	226·7	131·3	203·2		307·0	
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	238·5	281·9	146·8	293·9		397·1	
September	240·1	284·5	150·7	301·2		391·1	
December	231·8	286·6	155·5	273·8		359·2	
1988 March	235·7	280·9	152·6	273·9		365·5	
June	254·5	291·0	156·9	312·5		409·3	
September	250·8	298·9	155·4	318·0		410·4	
December	252·4	299·9	162·8	288·1		367·2	
Change Dec 1988 on Dec 1987							
Absolute (thousands)	+20·6	+13·3	+7·3	+14·3		+8·0	
Percentage	*+8·9*	*+4·6*	*+4·7*	*+5·2*		*+2·2*	

* 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	1986	185
1983	142	1987	180
1984	169	1988	183
1985	170		

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

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

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)	UK residents abroad (b)	Balance (a) less (b)
1980	2,961	2,738	+223
1981	2,970	3,272	−302
1982	3,188	3,640	−452
1983	4,003	4,090	−87
1984	4,614	4,663	−49
1985	5,442	4,871	+571
1986	5,553	6,083	−530
1987	6,260	7,280	−1,020
1988 (e)	6,215	8,190	−1,975
Percentage change 1988/1987	−1	+13	

	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1987 Q1	1,015	1,497	1,086	1,680	−71	−183
Q2	1,497	1,578	1,797	1,867	−300	−289
Q3	2,371	1,596	2,991	1,906	−620	−310
Q4	1,377	1,589	1,406	1,827	−29	−238
1988 P Q1	1,061	1,541	1,342	2,034	−281	−493
Q2	1,488	1,563	1,966	2,005	−478	−442
Q3	2,257	1,509	3,207	2,025	−950	−516
Q4 (e)	1,410	1,605	1,675	2,130	−265	−525
1988 P January	407	511	416	651	−9	−140
February	288	499	416	695	−128	−196
March	366	531	510	688	−144	−157
April	459	537	547	677	−88	−140
May	453	498	582	615	−129	−117
June	576	528	837	713	−261	−185
July	744	514	922	661	−178	−147
August	856	508	1,178	689	−322	−181
September	657	487	1,107	675	−450	−188
October (e)	590	520	890	725	−300	−200
November (e)	395	500	450	725	−55	−230
December (e)	425	585	335	680	+90	−90
1989 P January (e)	410	525	455	735	−45	−210
February (e)	300	550	505	880	−205	−330

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

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

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1976	10,808		2,093	6,816	1,899
1977	12,281		2,377	7,770	2,134
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987	15,566		3,394	9,317	2,855
1988 (e)	15,660		3,280	9,540	2,850
1987 Q1	2,641	3,829	502	1,654	486
Q2	4,048	3,827	938	2,475	635
Q3	5,618	3,840	1,283	3,200	1,135
Q4	3,259	4,070	672	1,988	599
1988 P Q1	2,746	3,927	519	1,704	524
Q2	4,012	3,761	846	2,484	683
Q3	5,546	3,789	1,201	3,301	1,043
Q4 (e)	3,360	4,190	710	2,050	600
1988 P January	1,009	1,306	158	637	214
February	783	1,344	140	497	146
March	954	1,277	220	570	164
April	1,323	1,267	202	928	194
May	1,191	1,212	279	698	214
June	1,498	1,282	365	858	275
July	1,929	1,264	420	1,171	338
August	2,083	1,246	448	1,268	367
September	1,533	1,279	334	862	338
October (e)	1,330	1,320	330	730	270
November (e)	1,040	1,440	200	670	170
December (e)	990	1,430	180	650	160
1989 P January (e)	1,160	1,560	190	740	230
February (e)	890	1,570	140	580	170

Notes: See *table 8·2*.

TOURISM 8·4
Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual R	Seasonally adjusted			
1976	11,560		579	9,954	1,027
1977	11,525		619	9,866	1,040
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986	24,949		1,167	21,877	1,905
1987	27,447		1,559	23,678	2,210
1988 (e)	28,700		1,835	24,350	2,520
1987 Q1	4,242	6,937	254	3,404	584
Q2	7,313	6,927	347	6,434	532
Q3	10,650	6,837	583	9,510	558
Q4	5,241	6,746	375	4,329	537
1988 P Q1	4,426	7,185	250	3,514	662
Q2	7,308	6,874	440	6,300	568
Q3	10,959	7,042	665	9,607	687
Q4 (e)	6,010	7,600	480	4,930	600
1988 P January	1,393	2,295	126	1,012	255
February	1,371	2,583	54	1,109	207
March	1,662	2,307	70	1,392	200
April	2,070	2,254	144	1,665	262
May	2,123	2,138	135	1,844	144
June	3,115	2,482	162	2,791	162
July	3,306	2,336	171	2,957	179
August	3,944	2,342	273	3,403	269
September	3,708	2,364	222	3,247	239
October (e)	3,080	2,650	230	2,610	240
November (e)	1,700	2,550	130	1,380	190
December (e)	1,230	2,410	120	940	170
1989 P January (e)	1,650	2,800	130	1,230	290
February (e)	1,570	3,040	100	1,210	260

Notes: See *table 8·2*.

9.1 OTHER FACTS AND FIGURES
YTS entrants: regions

THOUSAND

Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	Yorkshire and Humberside	North West	Northern	Wales	Scotland	Great Britain
Planned entrants April 1989–March 1990	29·7	18·8	20·8	33·2	33·5	31·0	40·0	20·6	17·4	40·5	285·5
Entrants to training April 1989	0·6	0·3	0·3	1·0	0·8	1·4	1·3	0·6	0·9	0·6	7·8
Total in training April 30 1989	39·7	20·8	29·9	43·2	46·0	45·1	59·2	30·0	23·9	48·5	386·3

Note: All figures include YTS and Initial Training.

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

Measure	Great Britain		Scotland		Wales	
	April	March	April	March	April	March
Community Industry	7,000	8,000	1,869	1,723	788	917
Enterprise Allowance Scheme	88,000	89,000	7,526	7,716	6,262	6,278
Job Release Scheme	6,000	7,000	357	373	269	288
Jobshare	228	252	26	29	20	18
Jobstart Allowance	4,000*	4,000 †	570*	550 †	425*	405†
Restart interviews (cumulative total)	2,249,707**	2,042,102 ††	291,197**	258,397 ††	136,479**	123,719††

* Live cases as at March 31, 1989.
† Live cases as at February 24, 1989.
** March 28, 1988 to March 31, 1989.
†† March 28, 1988 to February 24, 1989.

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

Employment registrations† taken at jobcentres, March 6 to April 7, 1989	8,374
Placed into employment by jobcentre advisory service, March 6 to April 7, 1989*	3,375
Placed into employment by jobcentre and local authority careers offices January 9 to April 7, 1989*	9,591
Of which into open employment	8,724
Of which into sheltered employment	867

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

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

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
1988	Apr	20·3	16·8	46·6	34·0	4·2	3·6	3·0	2·3
	July	20·3	17·1	45·6	33·5	4·0	3·5	2·7	1·9
	Oct	18·5	15·7	43·4	31·6	4·0	3·4	2·3	1·6
1989	Jan	18·0	15·2	41·9	30·0	3·9	3·3	2·2	1·6
	Apr	17·9	15·2	41·0	29·6	3·8	3·3	2·1	1·6

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

DEFINITIONS

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

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

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

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

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

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

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

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

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

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

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

MANUFACTURING INDUSTRIES
SIC 1980 Divisions 2 to 4.

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

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

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

PRODUCTION INDUSTRIES
SIC 1980, Divisions 1 to 4 inclusive.

SEASONALLY ADJUSTED
Adjusted for regular seasonal variations.

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

SERVICE INDUSTRIES
SIC 1980 Divisions 6 to 9.

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

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

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

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

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

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

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

WORKFORCE
Workforce in employment plus the unemployed as defined above.

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

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

Conventions
The following standard symbols are used:

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

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

Regularly published statistics

Employment and workforce	Frequency	Latest issue	Table number or page
Workforce GB and UK			
Quarterly series	M (Q)	June 89:	1·1
Labour force estimates, projections		Apr 89:	159
Employees in employment			
Industry: GB			
All industries: by Division class or group	Q	May 89:	1·4
: time series, by order group	M	June 89:	1·2
Manufacturing: by Division class or group	M	June 89:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Dec 88:	1·10
Local authorities manpower	Q	Jan 89:	1·7
Region: GB			
Sector: numbers and indices,	Q	May 89:	1·5
Self-employed: by region		Mar 88:	162
: by industry		Mar 88:	161
Census of Employment: Sept 1984			
GB and regions by industry		Jan 87:	31
UK by industry		Sept 87:	444
International comparisons	M	June 89:	1·9
Apprentices and trainees by industry:			
Manufacturing industries	A	July 88:	1·14
Apprentices and trainees by region:			
Manufacturing industries	A	July 88:	1·15
Employment measures	M	June 89:	9·2
Registered disabled in the public sector	A	Feb 88:	65
Labour turnover in manufacturing	Q	June 89:	1·6
Trade union membership	A	May 89:	250
Unemployment and vacancies			
Unemployment			
Summary: UK	M	June 89:	2·1
GB	M	June 89:	2·2
Age and duration: UK	M (Q)	June 89:	2·5
Broad category: UK	M	June 89:	2·1
Broad category: GB	M	June 89:	2·2
Detailed category: GB, UK	Q	June 89:	2·6
Region: summary	Q	June 89:	2·6
Age time series UK	M (Q)	June 89:	2·7
: estimated rates	M	June 89:	2·15
Duration: time series UK	M (Q)	June 89:	2·8
Region and area			
Time series summary: by region	M	June 89:	2·3
: assisted areas, travel-to-work areas	M	June 89:	2·4
: counties, local areas	M	June 89:	2·9
: Parliamentary constituencies	M	June 89:	2·10
Age and duration: summary	Q	June 89:	2·6
Flows:			
GB, time series	D	May 84:	2·19
UK, time series	M	June 89:	2·19
GB, Age time series	M	June 89:	2·20
GB, Regions and duration	Q	Oct 88:	2·23/24/26
GB, Age and duration	Q	Oct 88:	2·21/22/25
Students: by region	M	June 89:	2·13
Disabled jobseekers: GB	M	June 89:	9·3/4
International comparisons	M	June 89:	2·18
Ethnic origin		Mar 88:	164
Temporarily stopped: UK			
Latest figures: by region	M	June 89:	2·14
Vacancies			
UK unfilled, inflow outflow and placings seasonally adjusted	M	June 89:	3·1
Region unfilled seasonally adjusted	M	June 89:	3·2
Region unfilled unadjusted	M	June 89:	3·3
Redundancies			
Confirmed: GB latest month	M	June 89:	2·30
Regions	M	June 89:	2·30
Industries	M	June 89:	2·31
Advance notifications	S (M)	Nov 88:	622
Payments: GB latest quarter	D	July 86:	284
Earnings and hours			
Average earnings			
Whole economy (new series) index			
Main industrial sectors	M	June 89:	5·1
Industry	M	June 89:	5·3
Underlying trend	Q (M)	Mar 89:	146
New Earnings Survey (April estimates)			
Latest key results	A	Nov 88:	601
Time series	M (A)	June 89:	5·6
Basic wage rates: manual workers			
Normal weekly hours	A	Apr 89:	174
Holiday entitlements	A	Apr 89:	211

Earnings and hours *(cont.)*	Frequency	Latest issue	Table number or page
Average weekly and hourly earnings and hours worked (manual workers)			
Manufacturing and certain other industries			
Summary (Oct)	B (A)	June 89:	5·4
Detailed results	A	Apr 89:	173
Manufacturing			
International comparisons	M	June 89:	5·9
Agriculture	A	Apr 89:	211
Coal-mining	A	Apr 89:	210
Average earnings: non-manual employees	M (A)	June 89:	5·5
Overtime and short-time: manufacturing			
Latest figures: industry	M	June 89:	1·11
Region: summary	Q	June 89:	1·13
Hours of work: manufacturing	M	June 89:	1·12
Output per head			
Output per head: quarterly and annual indices	M (Q)	June 89:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	June 89:	5·7
Quarterly and annual indices	M	June 89:	5·7
Labour costs			
Survey results 1984	Quadrennial	June 86:	212
Per unit of output	M	June 89:	5·7
Retail prices			
General index (RPI)			
Latest figures: detailed indices	M	June 89:	6·2
percentage changes	M	June 89:	6·2
Recent movements and the index excluding seasonal foods	M	June 89:	6·1
Main components: time series and weights	M	June 89:	6·4
Changes on a year earlier: time series	M	June 89:	6·5
Annual summary	A	May 89:	242
Revision of weights	A	Apr 89:	197
Pensioner household indices			
All items excluding housing	M (Q)	June 89:	6·6
Group indices: annual averages	M (A)	June 89:	6·7
Revision of weights	A	June 89:	???
Food prices	M	June 89:	6·3
London weighting: cost indices	D	May 82:	267
International comparisons	M	June 89:	6·8
Household spending			
All expenditure: per household	Q	June 89:	7·1
: per person	Q	June 89:	7·1
Composition of expenditure			
: quarterly summary	Q	June 89:	7·2
: in detail	Q (A)	May 89:	7·3
Household characteristics	Q (A)	June 89:	7·3
Industrial disputes: stoppages of work			
Summary: latest figures	M	June 89:	4·1
: time series	M	June 89:	4·2
Latest year and annual series	A	July 88:	372
Industry			
Monthly: Broad sector: time series	M	June 89:	4·1
Annual Detailed	A	July 88:	372
Prominent stoppages	A	July 88:	380
Main causes of stoppage			
Cumulative	M	June 89:	4·1
Latest year for main industries	A	July 88:	377
Size of stoppages	A	July 88:	379
Days lost per 1,000 employees in recent years by industry	A	July 88:	376
International comparisons	A	June 89:	309
Tourism			
Employment in tourism: industries GB	M	June 89:	8·1
Overseas travel: earnings and expenditure	M	June 89:	8·2
Overseas travel: visits to the UK by overseas residents	M	June 89:	8·3
Visits abroad by UK residents	M	June 89:	8·4
Overseas travel and tourism			
Visits to the UK by country of residence	Q	Apr 89:	8·5
Visits abroad by country visited	Q	Apr 89:	8·6
Visits to the UK by mode of travel and purpose of visit	Q	Apr 89:	8·7
Visits abroad by mode of travel and purpose of visit	Q	Apr 89:	8·8
Vicitor nights	Q	Apr 89:	8·9
YTS			
YTS entrants: regions	M	June 89:	9·1

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

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

Special Feature

Worker demonstration in Northern Italy

Photo: International Labour Office

International comparisons of industrial stoppages for 1987

This annual article compares working days lost in the United Kingdom with corresponding data for other countries. Such comparisons are affected by differences in methods of compiling data and in the criteria used for inclusion of stoppages in the statistics. These are discussed.

The latest available annual data on industrial disputes statistics in OECD countries relate to 1987. These indicate that in 1987 the United Kingdom stood around the middle of the ranking of countries by incidence rates, that is working days lost per thousand employees.

Over the ten-year period 1978–87 the United Kingdom was a little above the middle-ranked position; the countries showing the highest incidence of working days lost per employee were Spain, Italy, Greece, Canada and Ireland. Countries recording relatively few days lost per employee included Switzerland, Austria, Japan, the Netherlands and the Federal Republic of Germany. The statistics also show that in OECD countries during the period 1978–87 there was a general downward trend in the incidence of working days lost.

Considerable care must be taken when making detailed international comparisons because of the different coverage of each country's statistics. The figures presented in this article, therefore, should not be seen as providing a precise comparison between countries; but they are useful in indicating in particular, recent trends. The differences in coverage, which may help explain why a particular country appears to have a better—or worse—record than another country, are discussed in the second half of this article.

More detailed estimates for the United Kingdom, covering the year 1987, were published in an article in the July 1988 issue of *Employment Gazette* (pp 372–382).

Overall comparisons

Table 1 shows the number of working days lost per thousand employees in employment (wage-earners and salaried employees) recorded for each of 21 OECD countries for the years 1978 to 1987, the latest year for which information is available in most countries.

In the vast majority of countries there was considerable variation between years in the incidence of working days lost, with some years heavily influenced by a small number of large stoppages. To smooth the effect of extreme years, comparisons based on periods of years are more appropriate than annual comparisons although the former can mask any trends in the figures.

There was a general decrease in the incidence of working days lost in OECD countries between the first five-year period (1978–82) and the second five-year period (1983–87). Only five countries recorded a higher rate (Denmark, Finland, Germany, New Zealand, Norway).

During the more recent five-year period, 1983–87, the United Kingdom lost an annual average of 400 days per thousand employees in employment as a result of stoppages caused by industrial disputes. (This is about half a working day a year per employee.) This compares with 540 days per thousand employees in employment for the period 1978–82. The United Kingdom average was influenced by one large dispute in the coal mining industry which occurred in 1984 and 1985.

While comparisons must be made with care, the United Kingdom 1983–87 average of 400 days lost a year per thousand employees was exceeded by Greece (an average of 590 days lost per thousand employees), Spain (560), New Zealand (550), Finland (520) and Italy (510). Countries recording the lowest incidence of days lost due to industrial disputes were Austria and Switzerland (less than five days lost per thousand employees), Japan (10), the Netherlands (10), France (50) and Germany (50).

Selected industries

One feature of industrial disputes is the tendency for the incidence of strikes to vary between industrial sectors, with some industries consistently having higher rates in those countries in which they are present. These characteristics, taken together with the differing industrial structure of countries, may partly explain why a particular country has a worse, or better, record than another.

To help reduce this effect, a comparison of the four main sectors of industry which are especially prone to disputes—mining and quarrying, manufacturing, construction, and transport and communication—is shown in *table 2*.

Very broadly, the incidence of working days lost in the selected industries was in most countries about twice as high as in all industries and services taken together, with Canada suffering the worst record over the ten-year period 1978–87. Other countries with high rates were Italy, Spain and New Zealand. As with the all industry incidence rates, there was a general decrease between the two five-year periods 1978–82 and 1983–87.

Coverage and comparability

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

None of the 21 OECD countries mentioned in this article aim to record the full effects of stoppages of work.

Table 1 Industrial disputes: working days lost per thousand employees* in all industries and services 1978–87

	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	Average† 1978–82	Average† 1983–87	Average† 1978–87
United Kingdom	410	1,270	520	190	250	180	1,280	300	90	160	540	400	470
Australia	420	780	630	780	370	310	240	230	240	220	600	250	420
Austria	—	—	10	—	—	—	—	10	—	—	—	—	—
Belgium	330	200	70	. .	. .	. .	. .	. .	. .	. .	(200)	. .	. .
Canada	830	840	930	890	610	460	390	310	680	370	820	440	620
Denmark	70	80	90	320	50	40	60	1,060	40	60	120	250	190
Finland	70	130	840	340	100	360	750	80	1,350	60	300	520	420
France**	120	180	90	80	130	70	70	40	30	30	120	50	80
Germany (FR)	200	20	10	—	—	—	260	—	—	—	40	50	50
Greece	630	1,040	1,740	480	840	320	320	620	710	970	950	590	760
Ireland	770	1,750	480	500	500	380	470	520	380	320	800	400	600
Italy	720	1,920	1,140	730	1,280	980	610	270	390	320	1,160	510	840
Japan	40	20	30	10	10	10	10	10	10	10	20	10	10
Netherlands	—	70	10	10	50	30	10	20	10	10	30	10	20
New Zealand**	360	370	360	360	300	340	380	660	1,070	270	350	550	450
Norway	40	—	60	20	170	—	60	40	560	10	60	140	100
Portugal	. .	200	200	280	170	230	100	100	140	40	(210)	120	(160)
Spain	1,370	2,290	770	670	360	580	870	440	300	630	1,110	560	850
Sweden	10	10	1,150	50	—	10	10	130	170	—	250	60	150
Switzerland	—	—	—	—	—	—	—	—	—	—	—	—	—
United States**‡	270	230	230	190	100	190	90	70	120	40	200	100	150

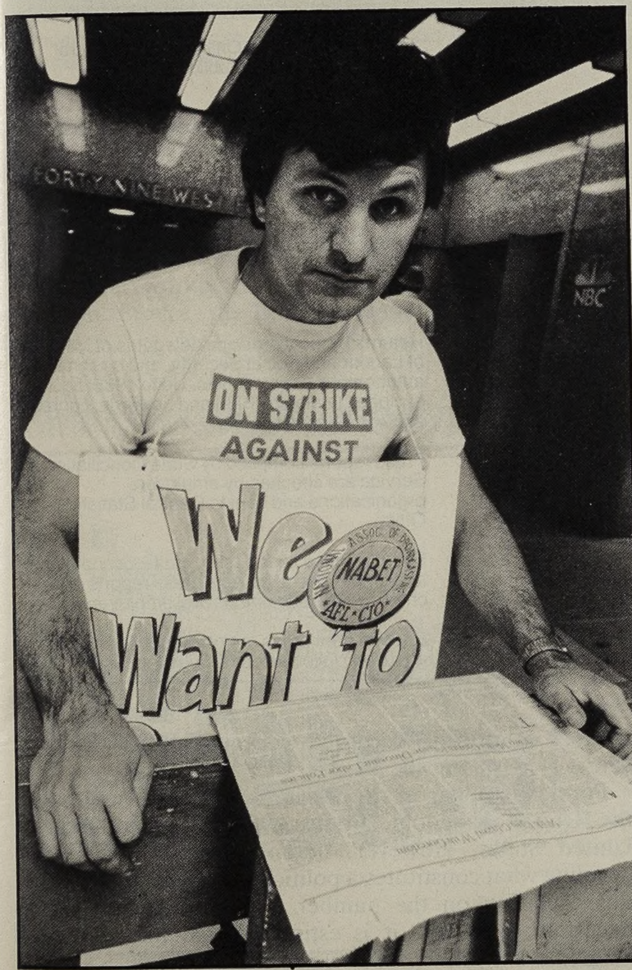
() Brackets indicate averages based on incomplete data.
. . Not available.
— Less than five days lost per thousand.
* Employees in employment: some figures have been estimated.
† Annual averages for those years within each period for which data are available, weighted for employment.
** Note the significant coverage differences mentioned in the text under the heading "coverage and comparability".
‡ Figures for all years reflect the threshold of more than 1,000 workers involved, which was introduced in 1981.

Sources: Working days lost: International Labour Office (ILO) Yearbook of Labour Statistics 1987 and 1988 (Geneva 1987:1988).
Employees in employment: ILO and OECD publications.

Table 2 Industrial disputes: working days lost per thousand employees* in selected industries (mining and quarrying, manufacturing, construction, and transport and communication) 1978–87

	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	Average† 1978–82	Average† 1983–87	Average† 1978–87
United Kingdom	840	2,410	1,160	330	460	330	3,240	660	180	330	1,080	960	1,020
Australia	980	1,570	1,350	1,730	810	620	530	520	580	530	1,290	560	930
Austria	10	—	10	—	—	—	—	—	—	—	—	—	—
Belgium	560	360	140	. .	. .	. .	. .	. .	. .	. .	(360)	. .	. .
Canada	1,920	1,650	1,510	1,870	1,410	600	930	580	1,170	780	1,670	820	1,250
Denmark	100	150	210	720	100	80	160	2,380	90	120	250	560	410
Finland	150	260	1,280	560	220	400	720	160	2,310	130	500	740	620
France**	200	350	170	160	260	160	160	90	70	70	230	110	170
Germany (FR)	360	40	10	—	—	—	520	—	—	—	80	110	90
Greece	. .	850	1,280	720	920	. .	. .	. .	. .	. .	(940)	. .	(940)
Ireland	1,110	3,620	650	930	630	560	670	450	270	610	1,390	510	980
Italy	900	2,590	1,620	970	1,940	1,500	770	420	400	490	1,600	730	1,190
Japan	60	40	50	20	20	20	20	10	10	10	40	10	30
Netherlands	—	180	30	10	60	40	20	50	20	30	60	30	50
New Zealand**	790	770	720	760	670	830	900	1,370	2,660	540	740	1,240	990
Norway	90	10	140	40	410	10	60	100	940	—	140	230	180
Portugal	. .	290	350	490	300	460	190	190	230	70	(360)	230	(260)
Spain	1,840	3,230	. .	. .	460	530	870	300	440	860	(1,850)	600	(1,150)
Sweden	10	20	2,240	60	—	10	20	10	—	10	470	10	240
Switzerland	—	—	—	—	—	—	—	—	—	—	—	—	—
United States**‡	. .	. .	540	470	300	590	160	140	370	100	(440)	270	(330)

See footnotes to *table 1*.



Striking TV worker, New York City. Photo: International Labour Office

For example, none measures working hours lost at establishments where employees are not involved in a dispute but are unable to work because of shortages of materials supplied by establishments which are on strike. This is partly because of reporting problems and partly because of the difficulty in deciding to what extent a particular firm's experiences are due to the effects of a strike elsewhere.

Similarly, other forms of industrial action, such as a go-slow, a work-to-rule and an overtime ban, are not generally recorded, nor are their effects quantifiable with any degree of certainty.

There are significant differences between countries in the criteria which exist to determine whether a particular stoppage will be entered in the official records. Most countries exclude small stoppages from the statistics, the threshold being defined in terms of the number of workers involved, the length of the dispute, the number of days lost, or a combination of all or some of these. These are summarised in *table 3*; the United Kingdom, for example, excludes disputes involving fewer than ten workers or lasting less than one day, unless the aggregate number of days lost exceeds 100. The Federal Republic of Germany adopts the same criteria and a number of other countries' thresholds are similar—any differences in thresholds could significantly affect the number of disputes recorded but will not greatly influence the computed number of working days lost.

There are two countries which are exceptions to the generalisation about reporting thresholds—the United States and Denmark.

In 1981 the United States revised its series of industrial stoppage statistics to include only those disputes involving more than 1,000 workers, whereas previously the threshold had been six workers. It is estimated that this change has reduced the recorded number of working days lost by between 30 and 40 per cent. The United States figures presented in the tables have been adjusted to be consistent with current coverage.

Similarly, but not with such a marked effect on the level of working days lost, Danish statistics do not record disputes in which fewer than 100 working days are lost.

The incidence rates for these two countries are clearly

Table 3 Industrial disputes: comparisons of coverage and methodology

	Minimum criteria for inclusion in statistics	Are political stoppages included?	Are indirectly affected workers included?	Sources and notes
United Kingdom	More than ten workers involved and of more than one day's duration unless 100 or more working days lost	No	Yes	Local unemployment benefit offices make reports to Department of Employment HQ, which also checks press, unions and large employers
Australia	Ten or more days lost	Yes	Yes	Information gathered from arbitrators, employers, and unions
Austria	No restrictions on size	Yes	No	Trade unions provide information
Belgium	More than one working day's duration	Yes	No	Local police reports sent to National Conciliation Service. Follow-up questionnaires sent from National Statistical Institute
Canada	Ten or more days lost or of more than a half day's duration	Yes	No	Reports from Canada Manpower Centres, also Press and Provincial Labour Depts
Denmark	100 or more days lost	Yes	Yes	Voluntary reports from employers' organisations sent annually to Statistical Office
Finland	More than four hours' duration unless 100 or more working days lost	Yes	Yes	Returns from mail questionnaires to employers and employees
France	No restrictions on size. However, public sector and agricultural employees are excluded from statistics	No	No	Labour inspectors' reports
Germany (FR)	More than ten workers involved and more than one day's duration unless 100 or more working days lost	Yes	No	Compulsory notification by employers to Labour Offices
Ireland	Ten or more days lost or of more than one day's duration	Yes	Yes	Reports from local employment offices
Italy	No restrictions on size	Yes	No	Local police reports sent to Central Institute of Statistics
Japan	More than half a day's duration	No	No	Interviews by Prefectorial Labour Policy section or local Labour Policy Office of employers and employees
Netherlands	No restrictions on size	Yes	Yes	District Employment Offices inform Central Bureau of Statistics. Public servants are forbidden to strike
New Zealand	More than ten working days duration. Statistics exclude public sector strikes	No	Yes	Information gathered by district offices of Dept of Labour
Norway	More than one day's duration	Yes	No	Questions to employees' and employers' organisations
Portugal	Up to 1985: no restrictions on size 1986 and onwards: excludes firms with fewer than five employees. However, statistics exclude disputes which involve more than one company	Not known	No	1986 and onwards: figures exclude Madeira and the Azores
Spain	No restrictions on size	Yes	No	Returns by local province delegates of Ministry of Labour and Social Security, and by some autonomous Communities. Up to 1985: figures exclude Catalonia. 1986 and onwards: figures exclude Basque country
Sweden	More than one hour's duration	Yes	No	Press reports compiled by State Conciliation Service are checked by employers' organisations and sent to Central Statistical Office
Switzerland	More than one day's duration	Yes	Yes	Federal Office for Industry, crafts, occupations and employment, collects press reports and checks with trade unions and employers
United States	More than one day's or shift's duration and more than 1,000 workers involved	No	Yes	Reports from press, employers, unions and agencies, followed up by questionnaires

Note: Details for Greece not available.

not directly comparable with those for the UK, the Federal Republic of Germany and other countries with similar thresholds.

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

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

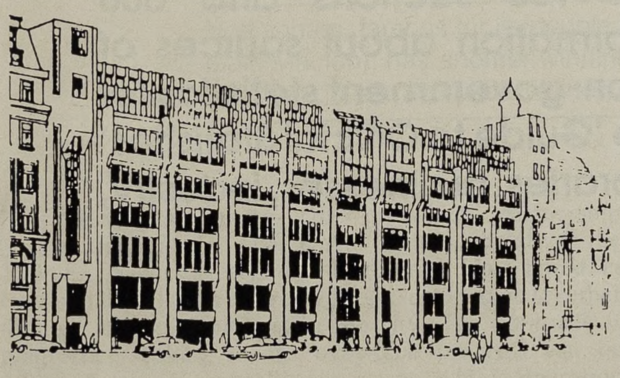
The inclusion or omission of those workers indirectly involved in a stoppage (those who are unable to work because others at their workplace are on strike) varies between countries. Only about half the countries listed in *table 3*—including the UK, the Netherlands, New Zealand and the USA—attempt to include them.

Among countries which exclude indirectly involved workers at workplaces where others are on strike are Belgium, France, the Federal Republic of Germany and Japan.

This could lead to serious under-recording of the amount of working time lost at establishments suffering industrial stoppages, depending on the extent to which stoppages are the result of the actions of a minority with an impact on the rest of the workforce or a general withdrawal of labour. No country includes in its industrial disputes statistics workers at workplaces not directly involved with a dispute (for example lay-offs and short-time working). ■

Photo: International Labour Office

Demonstration by public service workers in Switzerland: one of the rare occasions on which Swiss workers took industrial action—the country lost fewer days per thousand workers than any other OECD country.



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Special Feature

One of the exhibits at Nottingham's new Lace Hall.

Partners in enterprise: a Nottingham foray

by Elizabeth Round

Nottingham, famous for its double acts (Torvill and Dean, Robin Hood and Maid Mairian), has another winning team. This time the lucrative liaison is between private and public sector, giving a new impact to local industry.

"Nottingham is a city in which partnership predominates," says David Nelson, head of the Training Agency's Regional Enterprise Unit based in Nottingham. "The private and public sector come together through a mutual interest in the city. The approach is pragmatic, seeking means by which progress can be achieved rather than dwelling on reasons why co-operation should be avoided."

Mr Nelson's role is one of advocating partnership and fostering enterprise. "In few other places in my region, which extends from the High Peak to Felixstowe, have I found a more supportive environment than that in Nottingham," he says.

The City has half a million people and has responded to the decline of its traditional industries by spawning a wide range of economic development schemes. Various groups have been responsible for starting these schemes, particularly the city and county council's economic development agencies but also private organisations.

A typical example is the joint action on training set up and run by the Chamber of Commerce, trade unions, and the Department of Employment. Together they have set

Lace—the fine attraction

The Lace Hall—inside and out.

The Lace Hall, situated in the centre of Nottingham's Lace Market area, opened in March 1988 almost by public demand—so many visitors asked where the market was and where they could buy lace. They were disappointed to find that, despite its name, there was no actual market in the Lace Market, they could not buy lace there and visitors were not always welcome in lace factories. The Lace Hall set out to change all that.

The Lace Hall is heavily funded by the public sector and has a highly geared loan burden. It received capital grants from a variety of sources, including Nottingham City Council, the Department of the Environment, and English Heritage, amounting in total to £200,000. A further £175,000 capital came from equities and loans from British Coal Enterprise Ltd, Nottinghamshire County Council and private investors, Sharespace Ltd. Sharespace's property manager Andrew James is a director of the Lace Hall.

Based in a former church, the Lace Hall comprises a lace shop, a coffee shop, exhibition shop and the Story of Nottingham Lace Exhibition. Visitors receive a concise, accurate and entertaining account of the birth, development and continued progress of Nottingham machine-made lace. They are shown working examples of the lace machines which made Nottingham lace famous, and they can buy lace and souvenirs on the theme of the exhibition. The Lace Hall also aims to create a local history resource for schools, colleges and adult education organisations; to create new employment in tourism; and to provide exhibition space for temporary lace and textile shows.

Target customers are schools, colleges, adult education centres, women's and special interest groups, national and international tour operators, and overseas business people and their families.

The Lace Hall is able to attract additional revenue by accommodating evening events like dance and drama workshops, folk sessions, fashion shows and small instrumental and vocal concerts or rehearsals.

Artefacts

At first it seemed the Lace Hall might be in direct competition with the city council's Industrial and Costume Museums, but the excellent working relationship between Hall and Museums ensures that each reinforces the other. An arrangement with the city council enables the Museum Service to accept donations and loans of exhibition artefacts and to loan them to the Lace Hall, while retaining long-term custody and curatorial care.

Since the conception of the Lace Hall, director Andrew James and his staff have been in close liaison with Nottingham City Council, particularly with its public relations department. Lace and other textile industries within Nottinghamshire are included in the Lace Hall's database for mailing.

up a Centre for Professional Training with 730 places, various management training schemes and a postgraduate training programme on industrial management organised in conjunction with Trent Polytechnic.

Textiles and clothing

Another example of local economic development has appeared in one of the most vulnerable sectors of the local economy—textiles and clothing. Strong competition from abroad meant that between 1979 and 1982 there was a 20 per cent fall in employment in the industry, which now employs 43,000 people. For the most part, they are employed in hundreds of small firms, 80 per cent of which have fewer than 50 staff.

Various programmes were set up by the city's Economic Development Agency with the active participation of clothing firms, the Chamber of Commerce, trade unions and Trent Polytechnic's Department of Textiles and Fashion. The programmes comprise:

- A Fashion Centre with support from the local authority and backing from commercial firms offering a range of services (see opposite page);
- 'incubator units' for small and medium-sized businesses offering workshops for fashion and design; and
- machinist skills training for clothing workers, provided in association with the Clothing and Allied Products Industry Training Board.

Business Bureau

Support agencies in Nottingham for the local small and medium-sized firms are centralised in Nottingham Business Bureau. This was established in 1985 in a modern office block in the city centre. The rest of the block is occupied by managed offices established in partnership with Plessey (now GPT).

Nottingham Business Bureau consists of Nottingham Business Venture (the local enterprise agency which has a broad base of support from local firms and the public sector), the Action Resource Centre, a Training Agency Small Firms Centre, a Training Access Point, and the Prince's Youth Business Trust. The Bureau provides an easily accessible focal point for a wide range of business services for both new and established enterprises.

Large local firms have been closely involved in

Clothing industry restored

Nottingham Fashion Centre was the City Council's response to the problems facing local clothing firms. A Trent Polytechnic study had shown the industry to be fragmented and diverse in character, with many small producers dependent on a few large customers like Marks and Spencer and BHS. A lack of strategic marketing had also been identified.

Fashion focus

The Fashion Centre was opened in 1984, and promoted as a way of enhancing the marketing capacity of local small and medium-sized manufacturers.

Models display a variety of styles on offer from Nottingham-based manufacturers.

Supported by the city council and the Department of the Environment's Urban Programme, the Centre aims to encourage new design talent, attracting new blood into the industry. Manufacturers are encouraged to improve standards and invest in new technology, liaising closely with schools, colleges and training organisations to produce more young and adult skilled labour. Profits and good working conditions are on the priority list too.

The initial focus of the Fashion Centre was a programme of exhibitions featuring locally designed and locally made garments. These were held in the Centre's showroom, and international clothing companies were invited to attend. However, this venture did not prove successful. Buyers from major UK firms were reluctant to travel to Nottingham to see the exhibitions.

"Quite understandably. Buyers are looking for a wide choice. If you had to choose between a modest exhibition in Nottingham and a large international one in Italy, which would you choose?" says Centre manager Brian Stanley.

To market, to market

Local small producers were equally reluctant to exhibit their products or invite their existing customers to view their designs alongside those of other producers. The producers feared having their designs copied and losing customers to their local rivals.

"So now instead of bringing the market to Nottingham, we take Nottingham to the market," said Mr Stanley.

Displays of local products—all different to avoid competition between small firms—are put on display at national fairs on the Fashion Centre's stand. This shows the buyers what the Nottingham fashion industry as a whole can do.

The Fashion Centre recently moved to new, larger premises in Nottingham after nearly five years at its original base. It continues to provide business advice on financial and production matters; a reference library; and a register service (containing names of local firms and individuals offering sub-contract manufacturing and specialist services such as design, pattern cutting, outwork or manufacturing).

Workshops

A parallel project, Fashion Enterprise Workshops, is now incorporated into the Centre. Taking up two floors of the new premises, there are some 30 workshops from which small and medium-sized firms can operate at a rent of between £70 and £160 per month, depending on their size.

Companies undergoing expansion may be eligible for rent relief from the city council.

There is also a communal workshop with sewing machines to which all designers have access and a communal refectory area where they can meet and relax.

Team spirit

Co-operation is often to be found between the small firms based in the Fashion Centre. For example, Winifred Aldrich, who operates CAD (Computer-ided Design) Designer Services, allows the other designers and manufacturers to hire her equipment, and in return she is able to take her work to them.

Leisurewear on show at the Fashion Centre—all of it made by local firms.

"This arrangement means that if a big job comes in, we all have access to a number of people who can help us to deliver," she said.

"This means that because of the Nottingham Fashion Centre, small designers can take on major jobs they had previously never dreamed of."

Living legend

Robin Hood is one of the world's most popular outlaw heroes. The swashbuckling adventurer, together with the other legendary characters like Little John, Maid Marian, Friar Tuck and the villainous Sheriff of Nottingham have captured the imagination of millions.

The intitial intention of the directors of the Tales of Robin Hood, which opened to the public last month, was to use available technology to create an attraction similar to Jorvik Viking Centre in York, which opened in 1984 and attracted almost 887,000 visitors in 1987. They believed that the high level of public awareness of Robin Hood and the 700-year-old legend would soon establish the Tales exhibition in Nottingham as a major new tourist attraction.

Priority

Nottingham City Council stated that the establishment of a first-rate Robin Hood Centre ranked high in the order of priorities in its tourism policy, so the directors—Hubert and Gilbert Nesbitt, Andrew James (also director of the Lace Hall), Jonathan Bean, Graham Black, Edmund Slicer, Christopher Cobb and Nicholas Forman Hardy—set about raising money to get the venture off the ground.

The Tales of Robin Hood was consequently funded mainly through private cash, through Business Expansion scheme share issues, with minority share holdings by local authorities, and with grant assistance by the English Tourist Board. Additional income is raised by allowing the catering facilities to be used for private functions outside normal exhibition hours.

Authentic

The directors brought in history experts to make sure the settings were as authentic as possible, and so the exhibition is both entertaining and educational. It is now open all year round, and the tableaux, animated figures, film, video, audio-visual techniques and laser discs make the legend come alive.

Visitors take part in a Robin Hood adventure, escaping from the Sheriff of Nottingham through the medieval streets of the city and out into the Greenwood to join the outlaws and listen to their tales. They travel in special cars suspended from a track system, eventually emerging into an auditorium, where there is an exhibition of the life and times of Robin Hood. On occasions this will be supplemented by demonstrations of traditional crafts.

Visitors can take a meal or snack in themed surroundings, and shop in a medieval market.

By 1991–92, the Tales of Robin Hood expects to be attracting 450,000 visitors a year.

Among the outlaws in 'Sherwood Forest'.

development projects—for example, Boots supports a variety of community development initiatives through its Charitable Trust; and John Player and Son provided premises and a director for Nottingham Business Venture.

The city's Employment and Economic Development Unit provides information on premises and finance and co-ordinates various initiatives, including sector-based programmes; it also has an important policy formation role.

The county council's Economic Development Unit also provides a range of services including a property register, export marketing assistance, sponsorship of business exhibitions, and finance and business counselling.

Has all this close co-operation between the public bodies and the private sector been worthwhile? Philip Goodman of Nottingham City Council's Economic Development Department points to the about-turn in the city's industry which was declining in the late 1970s and early 1980s.

Large-scale redundancies are no longer part of the scene; we're now consolidating and developing the economy on Nottingham's traditional strengths.

Robin Hood and Maid Marian, and Torvill and Dean are not, it seems, the only successful partnerships to come out of Nottingham!

And, with the coming of Training and Enterprise Councils, there could soon be some new public/private sector partnership successes: "Judging by the level of pragmatism and co-operation this area has experienced in the past," commented David Nelson, "there is plenty of evidence to suggest that the new partnership opportunities presented by the TECs will be grasped very firmly here in Nottinghamshire." ■

Special Feature

Trimming cauliflowers at a Lincolnshire vegetable packers.

Photo: Sheila Gray/Format

The labour market for young and older workers

by Bill Wells[1]

Employment Market Research Unit, Department of Employment

The labour market experiences of people near the beginning and end of their working lives have distinctive characteristics. This analysis, based on the 1984 and 1987 Labour Force Surveys, identifies those characteristics and shows also that changes in economic circumstances have greater impact on the two age groups at either end of the working spectrum.

- **Young workers experienced unemployment much more frequently than other age groups. However, particularly for teenagers, unemployment spells tended to be relatively short: under a year.**
- **The opposite was true for older workers. They were less likely to experience a spell of unemployment but when they did it tended to be lengthy; unemployment was concentrated upon a core of people with durations greater than a year.**
- **Between 1984 and 1987 total employment grew and the**

[1] This article is based on research carried out by Jonathan Wadsworth of the Centre for Labour Economics, supported by the Department of Employment using LFS data supplied by its Statistics Division. The views expressed in the article are those of the author.

Table 1 Participation and employment rates Per cent

	1984			1987		
	Total* (thousands)	Participation†	Employment	Total (thousands)	Participation	Employment
All						
16–19	*3,548*	69·3	54·0	*3,350*	72·2	59·3
Student	*1,347*	31·0	25·1	*1,278*	37·4	30·6
Non-student	*2,201*	92·7	71·8	*2,072*	93·6	76·9
20–24	*4,401*	81·1	66·7	*4,542*	81·7	70·1
Student	*324*	17·3	13·6	*313*	17·6	13·7
Non-student	*4,077*	86·2	71·0	*4,229*	86·4	74·3
25–49	*17,710*	81·6	73·6	*18,504*	82.8	75.0
50–54	*2,966*	79·5	73·8	*2,919*	78·3	72·4
55–59	*2,995*	67·0	60·7	*2,926*	66·1	60·1
60–64 (males)	*1,499*	57·2	51·3	*1,378*	55·2	49·0
Males						
16–19	*1,807*	71·9	55·4	*1,705*	73·0	58·7
Student	*671*	29·1	23·0	*645*	33·7	27·3
Non-student	*1,136*	97·2	74·6	*1,060*	97·1	77·9
20–24	*2,225*	90·2	73·1	*2,303*	90·5	77·3
Student	*189*	18·0	13·8	*190*	17·4	13·7
Non-student	*2,035*	97·1	78·6	*2,113*	97·1	83·0
25–49	*8,894*	96·0	86·8	*9,277*	95·6	86·7
50–54	*1,472*	92·6	85·5	*1,453*	89·5	82·2
55–59	*1,464*	83·0	74·1	*1,433*	79·8	71·0
60–64	*1,499*	57·2	51·3	*1,378*	55·2	49·0
Female						
16–19	*1,740*	66·6	52·6	*1,646*	71·4	60·0
Student	*676*	33·0	27·5	*632*	41·5	34·2
Non-student	*1,064*	87·8	68·6	*1,014*	90·0	75·8
20–24	*2,177*	17·7	60·2	*2,239*	72·6	62·8
Student	*135*	16·3	13·3	*123*	18·7	14·6
Non-student	*2,042*	75·3	63·3	*2,116*	75·7	65·6
25–49	*8,822*	67·0	60·2	*9,227*	70·0	63·3
50–54	*1,494*	66·6	62·2	*1,466*	67·2	62·6
55–59	*1,531*	51·8	48·0	*1,493*	53·0	49·6

* Total population refers to the respective total private household population.
† Numbers of economically active people are shown in *table 2*.

Source: LFS estimates, Great Britain, spring 1984, 1987.

overall unemployment rate fell. The young benefited most from this improvement.

- **The experience of older age groups did not improve between 1984 and 1987. Their unemployment rates rose and participation rates fell. This was partly due to older workers leaving the labour force because they did not think there were jobs available to them.**

- **The introduction of the two-year YTS in 1986 and a falling teenage population were major factors in the improvement in the labour market experience of young workers. This group also tended to be more mobile and educated than other age groups and was concentrated in non-manual occupations and service industries. It was therefore, relatively well placed to take advantage of the improvement in the economy.**

- **Older workers tended to be less mobile, less educated and more likely to be found in older established industries and occupations. They were, therefore, less well placed to benefit from an economic upturn.**

The youth labour market is defined here as those aged 16–24, comprising teenagers (aged 16–19) and young adults (aged 20–24). The older labour market incorporates those aged between 50 and state pension age (60 if female, 65 if male). No analysis of people above state pension age who are still economically active is presented in this article.

The information in this article is drawn from Labour Force Surveys (LFS) for two years: 1984 and 1987. LFS data are drawn from interviews with around 60,000 private households in the spring of the relevant year. The 1987 LFS was used here, as it is the latest survey for which final results are available. Preliminary results for the 1988 LFS are now available and were reported in the April 1989 issue of *Employment Gazette*.

Labour market background

The period 1984–87 saw some improvement in the labour market as a whole. Employment grew by 860,000, the number unemployed on the ILO/OECD definition (see technical annex) fell by 210,000, and the unemployment rate fell from 11·8 per cent to 10·7 per cent[1].

This article examines the labour market in the spring of 1984 and 1987. Although the labour economy has improved between these two dates, one cannot say from the point estimates here, whether such developments have been continuous or disjointed. The upturn in the economy gathered pace from 1986 onward and so this could be expected to be reflected in any analysis of changes on a year-to-year basis.

Since 1987 the labour market situation has continued to improve, with very rapid employment growth and substantial falls in unemployment. (For discussion of this see the article on the preliminary 1988 LFS results referred to above.)

[1] These figures include economically active people above state pension age. The equivalent figures for people between 16 and state pension age are employment growth of 940,000, unemployment falls of 200,000.

Participation and employment rates[1]

Table 1 presents, for various age groups, two measures of labour supply: the participation rate (employed plus unemployed divided by the population of that age) and the employment rate (just the employed divided by the population of that age). For the younger age groups there is a further sub-division into student (ie: participating in full-time education) and non-student.

The employment rate is used as well as the participation rate because, particularly for young and older people, there are cases where the line between being unemployed and being out of the labour force is very thin. Both measures indicate that people at either end of their working life are less active in the labour market. For example, aggregating the age from *table 1* shows that in 1987 the participation rate for under 25s was 77·6 per cent and that of people aged 50 and over 69·0 per cent compared with 82·8 per cent for people aged 25–49.

However, the pattern differs slightly between the sexes. Participation rates for males rise gradually with age, peaking at 96 per cent during the prime working age years 25–49, and decline thereafter. On the other hand, female participation rates are highest, at around 73 per cent, in the age group 20–24.

The major reason young people do not participate in the labour market is because they are in full-time education. Almost all young males under 25 and around 80 per cent of all young females under 25 who are not in full-time education take part in the labour force. There is also a sizeable—and growing—minority of young people in full-time education who are also economically active; by 1987 around a third of students under 25 were either in or looking for employment. Most of the increase in labour market activity among students is due to the increased availability and/or demand for part-time work.

Among older people, participation rates of those within five years of state retirement age are actually lower than for teenagers. This may, in part, be due to early retirement but also some older workers may have withdrawn from the labour force because they did not believe jobs were available. Health factors, the availability of retirement income and adverse economic conditions are often cited as important influences in the decision to withdraw from the labour force.

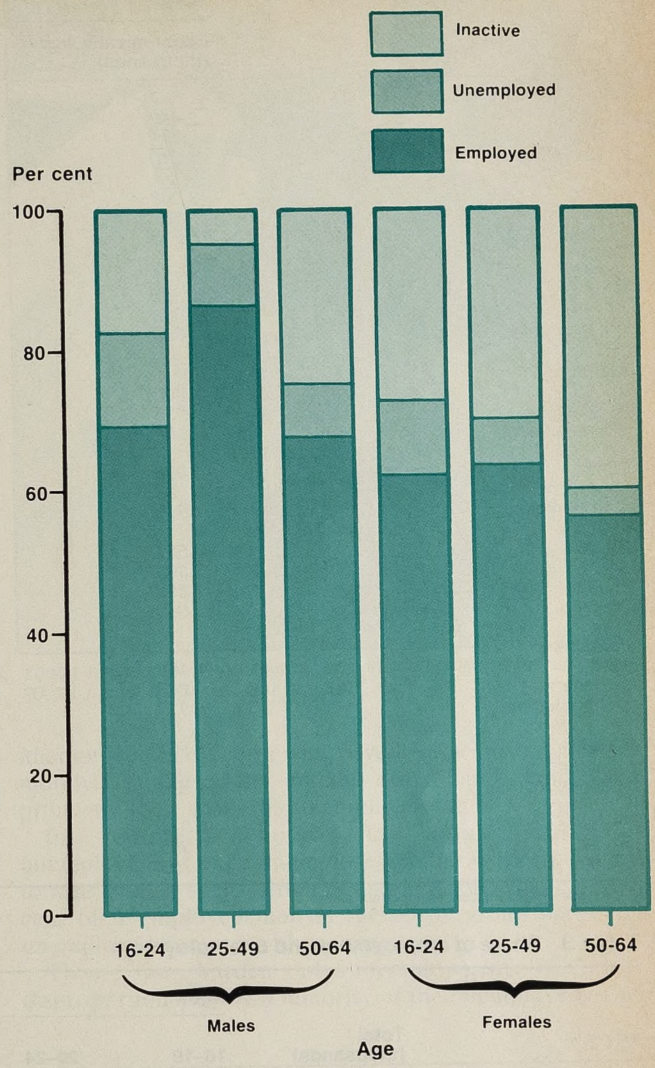
Between 1984 and 1987 labour force participation of females of all ages increased. This trend towards greater female participation in the labour force was already well established but during this period the greater availability of jobs (particularly part-time jobs which suit people with domestic responsibilities) may also have stimulated increased economic activity among women. Male participation, on the other hand, fell, except among the young.

The population of both young and older people declined over the period 1984–87. Of the individual age groups only young adults of both sexes—those aged 20–24—increased their numbers. Even with this population increase, employment growth of young adults was sufficiently quick to lead to an increase in participation rate.

Among the young and older age groups, where population declined, the picture was more mixed. As with young adults, employment among teenage females grew. This growth, together with a declining population caused participation rates to increase. Participation rates also grew for both male teenagers and older females despite little change in the levels of employment between 1984 and 1987. On the other hand, participation rates of older males fell.

[1] See Definitions of terms used.

Figure 1 Unemployment, employment and inactivity by age, 1987



Increases in the numbers on government training schemes were a major factor in the growth in employment of young people, particularly teenagers. Male teenage employment was little different, at just over 1 million, in 1987 than in 1984. Within that total, there was a fall of 30,000 employees offset by a similar rise in the numbers on government training schemes (predominantly the Youth Training Scheme). Government schemes also account for around half the increase in teenage female employment. By 1987 government training schemes accounted for 15 per cent of teenage employment.

Unemployment and employment

To get a more complete picture of these labour market changes, movements in unemployment also have to be considered. *Figure 1* shows the distribution of the unemployed, employed and economically inactive by age and sex. The unemployment position of young and older workers (using the ILO/OECD definition of unemployment) is set out in *table 2*.

In 1984 the unemployment rates of teenagers and young adults were at 22 per cent and 17.7 per cent, far higher than those of prime age adults. In contrast, the

Table 2 Unemployment rates

	1984		1987	
	Economically active (thousands)	Unemployment (per cent)	Economically active (thousands)	Unemployment (per cent)
All				
16–19	*2,458*	22·0	*2,419*	17·9
Student	*418*	19·1	*479*	18·3
Non-student	*2,040*	22·6	*1,940*	17·8
20–24	*3,569*	17·7	*3,709*	14·1
Student	*56*	21·4	*55*	21·8
Non-Student	*3,513*	17·6	*3,654*	14·0
25–49	*14,451*	9·8	*15,328*	9·4
50–54	*2,357*	7·2	*2,286*	7·6
55–59	*2,008*	8·5	*1,935*	9·1
60–64 (males)	*859*	10·4	*760*	11·2
Males				
16–19	*1,300*	22·9	*1,244*	19·5
Student	*195*	21·0	*217*	19·4
Non-student	*1,104*	23·2	*1,027*	19·7
20–24	*2,009*	19·1	*2,084*	14·6
Student	*33*	*	*32*	*
Non-student	*1,975*	19·0	*2,052*	14·5
25–49	*8,537*	9·5	*8,872*	9·4
50–54	*1,363*	7·7	*1,301*	8·2
55–59	*1,215*	10·7	*1,143*	10·9
60–64	*859*	10·4	*760*	11·2
Females				
16–19	*1,158*	21·0	*1,175*	16·3
Student	*223*	17·5	*263*	17·9
Non-student	*935*	21·8	*912*	15·8
20–24	*1,561*	16·0	*1,625*	13·5
Student	*23*	*	*23*	*
Non-student	*1,538*	15·9	1,602	13·4
25–49	*5,914*	10·2	*6,455*	9·5
50–54	*995*	6·5	*985*	6·8
55–59	*793*	7·3	*792*	6·6

* Less than 10,000 in cell, estimate not shown.

Source: LFS estimates, Great Britain, spring 1984, 1987.

Table 3 Share of employment and unemployment Per cent

	Total (thousands)	Age 16–19	20–24	25–49	50–54	55–59	60–64 (males)
Employed*							
1984							
All	*22,665*	8·5	13·0	57·5	9·7	8·0	4·9
Males	*13,463*	7·4	12·1	57·4	9·3	8·1	5·7
Females	*9,201*	9·9	14·2	57·7	10·1	8·0	–
1987							
All	*23,603*	8·4	13·5	58·8	8·9	7·4	4·0
Males	*13,710*	7·3	13·0	58·7	8·7	7·4	4·9
Females	*9,892*	9·9	14·2	59·1	9·3	7·5	–
Unemployed							
1984							
All	*3,036*	17·8	20·8	43·2	5·6	6·2	3·8
Males	*1,817*	16·4	21·0	44·7	5·8	7·2	4·9
Females	*1,219*	19·9	20·5	49·5	5·3	4·8	–
1987							
All	2,836	15·3	18·4	50·8	6·1	6·2	3·6
Males	*1,696*	14·3	17·9	48·9	6·3	7·3	5·0
Females	*1,141*	16·7	19·2	53·6	5·9	4·6	–

Source: LFS estimates, Great Britain, spring 1984, 1987.

* Employment totals incorporate the 315,000 (195,000 male, 120,000 female) and 488,000 (313,000 male, 175,000 female) individuals engaged on government training programmes in 1984 and 1987 respectively.

unemployment rate of older people was generally below the rate for prime age adults. Between 1984 and 1987 when the labour market as a whole improved, unemployment rates of young people fell markedly, albeit from an unfavourable initial position, while those of older workers rose. Future demographic trends will probably ensure the youth labour market continues to improve as the youth population declines.

Table 3, which sets out the shares of employment and unemployment by age, illustrates the changing position of the young and older age groups. Between 1984 and 1987 the share of young workers in employment changed little, as employment for these groups increased at about the same rate as for the economy as a whole. Among older workers the share of employment declined.

These different rates of employment growth were reflected in changes in the shares of unemployment of the young and older workers. Because levels of unemployment fell faster for teenagers and young adults than for workers as a whole, their share of unemployment declined. Unemployment falls among older workers as a whole, on the other hand, were slower than for other age groups (in fact, for age groups 50–54 unemployment rose) so their share of total unemployment grew.

However, even in 1987, youths featured disproportionately in the unemployed stock; over a third of the unemployed were aged between 16 and 24. In contrast, the share of older workers in unemployment remained low, at 15·9 per cent, despite the deterioration since 1984.

In sum, the youth labour market showed signs of an upturn between 1984 and 1987, with declining unemployment rates and rising activity rates. The introduction of the two-year YTS in 1986, combined with improved employment prospects and a declining teenage population, all contributed to this improvement. The older labour market, in contrast, had rising unemployment rates despite falling participation rates. And, these falling participation rates may, to some extent, have reflected a lack of employment opportunities for these age groups.

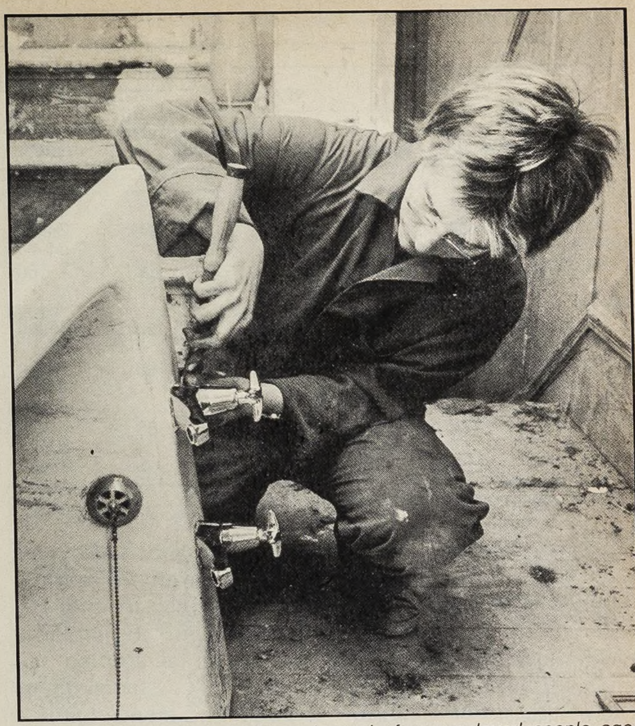


Photo: Brenda Prince/Format

Young plumber at work. Around one in four employed people aged 20–24 had a trade/craft qualification.

Characteristics of unemployment

Duration

Table 4 shows the share of unemployment by duration. Duration as calculated here from the LFS, is the minimum of two responses: either length of time seeking work or length of time since last employment.

The table shows the very different activity of the young and old in the labour market. Although young people were subject to more frequent spells of unemployment, the length of these spells for teenagers and, to a lesser extent, young adults was generally less than a year in duration. In 1987 almost 80 per cent of the teenage unemployed had been unemployed for a maximum of 12 months. Young adults, on the other hand, were more prone to long spells of unemployment.

In contrast, although less prone to enter unemployment, once unemployed, older workers tended to face lengthy spells, often in excess of two years; 60 per cent of unemployed men in the 55–59 group had been unemployed for more than one year.

Thus, the burden of unemployment is borne disproportionately by a minority of the unemployed. This

Table 4 Share of unemployment by duration Per cent

	Duration of current unemployment spell: Total (thousands=100%)		Up to three months		Three months up to one year		One year and up to two years		Two years or more	
	1984	1987	1984	1987	1984	1987	1984	1987	1984	1987
All										
16–19	*541*	*434*	30·9	35·5	37·9	43·3	17·9	13·8	13·1	7·4
20–24	*632*	*524*	20·4	24·8	33·2	37·2	16·6	12·6	29·7	25·2
25–49	*1,416*	*1,442*	22·0	24·6	30·9	29·2	15·4	14·0	31·7	32·2
50–54	*170*	*174*	15·3	16·6	30·0	27·0	14·1	15·5	40·6	41·4
55–59	*188*	*177*	11·1	13·6	25·0	23·2	20·2	16·4	43·6	46·9
60–64 (males)	*89*	*85*	10·2	12·8	22·2	21·1	16·4	21·5	41·3	44·6
Males										
16–19	*298*	*243*	28·8	32·5	8·0	43·6	18·5	15·7	14·4	8·2
20–24	*382*	*305*	18·0	22·0	28·6	36·5	16·3	13·1	35·9	28·3
25–49	*813*	*830*	16·0	17·4	26·8	24·9	16·7	13·4	40·5	44·3
50–54	*105*	*107*	13·4	14·4	30·3	23·0	16·1	16·4	39·9	46·2
55–59	*130*	*125*	9·5	13·2	23·0	23·2	23·0	14·7	44·1	48·9
60–64	*89*	*85*	10·2	12·8	22·2	21·1	16·4	21·5	41·3	44·6
Females										
16–19	*243*	*191*	33·3	39·2	37·8	42·9	17·2	11·5	11·5	6·3
20–24	*250*	*219*	24·0	29·2	40·4	38·4	15·6	14·9	20·0	21·0
25–49	*603*	*612*	30·1	34·3	36·5	34·9	13·0	14·9	19·5	15·9
50–54	*65*	*67*	18·2	19·7	28·8	33·7	*	*	41·8	32·9
55–59	*58*	*52*	*	*	28·7	22·5	*	20·1	42·6	42·7

* Less than 10,000 in cell, estimates not shown.

Sources: LFS estimates, Great Britain, spring 1984, 1987.

Table 5 Reasons for unemployment Per cent

Age and status	Per cent of each age group reporting cause of unemployment as indicated: All 1984	All 1987	Males 1984	Males 1987	Females 1984	Females 1987
16–19						
Job losers	29·4	30·2	30·1	33·1	28·5	26·4
Job quits	19·0	24·6	18·6	23·3	19·5	26·4
New entrants	50·8	44·4	50·4	43·1	51·4	46·1
Re-entrant	*	*	*	*	*	*
20–24						
Job losers	36·2	35·8	44·0	45·3	24·2	22·6
Job quits	30·4	30·3	22·9	23·3	42·0	44·7
New entrants	14·0	16·2	12·9	16·8	15·6	15·2
Re-entrants	19·4	17·7	20·2	14·6	18·2	17·5
25–49						
Job losers	35·7	30·8	46·3	39·1	21·3	19·5
Job quits	26·9	27·8	21·5	21·5	34·0	36·5
New entrants	2·0	1·9	1·7	1·5	2·4	2·5
Re-entrants	35·4	39·5	30·5	37·9	42·3	41·5
50–54						
Job losers	39·3	36·0	47·6	38·6	26·1	31·8
Job quits	21·0	24·0	18·4	20·1	25·1	30·3
New entrants	*	*	*	*	*	*
Re-entrants	38·3	39·6	33·6	41·0	45·9	37·4
55–59						
Job losers	39·7	34·2	45·9	37·1	25·7	27·3
Job quits	24·2	22·7	19·9	21·9	33·7	24·6
New entrants	*	*	*	*	*	*
Re-entrants	35·1	41·3	33·9	40·4	38·0	43·7
60–64 (males)						
Job losers	50·4	39·4	50·4	39·4	—	—
Job quits	20·2	22·0	20·2	22·0	—	—
New entrants	*	*	*	*	—	—
Re-entrants	29·4	38·6	29·4	38·6	—	—

Source: LFS estimates, Great Britain, spring 1984 and 1987.
Note: Corresponding cell numbers are given in *table 4*. See Definitions of terms used for detailed explanation of causes of unemployment.
* Less than 10,000 in cell, estimate not shown.

has increased between the two survey periods; the proportion of unemployed men who have been unemployed for more than two years has increased in each of the three age categories over 50.

Causes

Table 5 presents information on the causes of (routes into) unemployment. The unemployed were classified as either job losers, job quitters, new entrants or re-entrants[1].

Unemployed teenagers were more likely to be new entrants; over 50 per cent were in this category in 1984. The percentage of young adults who were job quits is also quite high. Young people at the start of their careers may have some difficulty entering the world of work. They may also change their jobs more frequently as they choose their preferred occupation or firm.

The main routes into unemployment were difficult for the older unemployed. Looking first at 1984 shows that not surprisingly, there were virtually no new entrants. Older workers were also less likely to enter unemployment voluntarily because at their age they have generally made their career decisions and the benefits of leaving their job to find another are not as great.

The routes also differed between sexes, with job losses dominating for older males while for older females job quits and re-entrants were more important. The large proportion of older females who were re-entrants is unsurprising. Domestic responsibilities, particularly child rearing, are still primarily taken up by females and a common pattern is for females to come back into the labour force after a period spent looking after children.

Between 1984 and 1987, as economic conditions improved, one would expect the incidence of job quits to have risen with the increased opportunities for employment. When jobs are plentiful, people may leave their current job in the expectation of finding another job fairly early. Conversely, the proportion of new entrants and also involuntary job losses would be expected to have declined as the number of job opportunities increased. At the same time, people who had been economically inactive may have re-entered the labour market and started looking for work.

Table 5 offers some evidence in favour of this. The results for teenagers and older males are as would be expected; for example, for all the male age groups aged 50 and over; the percentage of job losers fell and the percentages of job quitters and re-entrants rose. For young adults and older women, the picture was not as clear; for example, in the female 55 to 59 age group, although the percentage of re-entrants increased, the percentage of job quits fell from 1984 to 1987 and the percentage of job losers rose.

Discouragement

As mentioned above, not all people who would like work and are available for work are classified as unemployed. Some are classified as economically inactive because they are not looking for work as they do not think any jobs are available (to them). This group is called 'discouraged workers' and can be considered to have involuntarily withdrawn from the labour force.

Table 6 shows that discouragement was experienced predominantly by older workers. They tend to have longer spells of unemployment than the young, indicating that they have greater difficulty regaining employment. This may lead to disillusionment and premature

[1] See Definitions of terms used.

retirement from the labour force. Discouragement among older workers was generally associated with long-term unemployment. Although not covered in detail here, more than 60 per cent of the discouraged men aged 50–54 had not worked for more than three years.

Among the young, discouragement is most keenly felt by new entrants. More than half the male teenagers who were discouraged reported no work experience and the situation is similar for young adults. This suggests that many young people withdraw from the labour force after an unsuccessful period trying to start work.

Between 1984 and 1987 the number of discouraged workers fell by 62,000—around a third. The fall was principally among the young and is consistent with the improvement in the youth labour market over the period. Among older people there was only a small fall.

Characteristics of employment

The economic circumstances of young and older workers are affected both by the jobs they tend to do and the methods by which they obtain them. This section considers the differences in industrial and occupational distribution between young and older workers and also how the two groups search for work.

Industrial distribution

Table 7 describes the industrial distribution of employment by age and sex. The most striking feature is the difference in structure between teenage and adult employment. Teenagers are largely concentrated in service industries particularly distribution, hotels, catering and repairs (division 6), and under-represented in all the other divisions except construction (division 5) for males

Table 6 Demographic composition of discouraged workers Per cent

	Total (thousands =100 per cent)	Age 16–24	25–49	50–59	60–64 (males)
All					
1984	194	10·3	37·1	33·0	35·4
1987	132	7·5	33·3	37·1	33·7
Males					
1984	109	9·2	28·4	26·6	35·4
1987	83	*	31·3	27·5	33·7
Females					
1984	85	11·8	48·2	42·1	—
1987	49	*	37·8	53·7	—

Source: LFS estimates, Great Britain, spring 1984 and 1987.
* Less than 10,000 in cell, estimate not shown.

and other manufacturing (division 4) and financial services (division 8), for females.

There is a similar pattern for young adults but it is not as pronounced. Employment is concentrated in services but the pattern is more like the overall distribution of employment.

Employment among older workers also resembles the overall distribution. However, they are marginally more likely to be found in the older or cyclically sensitive energy (division 1) and manufacturing (divisions 2–4) industries.

Differences from the overall distribution can be summarised using a *Structural Difference Index (SDI)*[1]. This index measures differences in the distribution of employment between age and sex groups by comparing the industrial/occupational distribution of a particular group with that of the total population. The index, which appears at the bottom of the table, takes values ranging

[1] See Definitions of terms used.

Table 7 The industrial distribution of employment Per cent

Industry Division (SIC 1980)	Age 16–19 1984	16–19 1987	20–24 1984	20–24 1987	50–54 1984	50–54 1987	55–59 1984	55–59 1987	60–64 (males) 1984	60–64 (males) 1987	All† 1984	All† 1987
Males												
0 Agriculture	4·4	3·0	3·6	2·8	3.6	3·7	4·0	3·4	4·6	5·2	3·2	2·9
1 Energy	1·8	1·4	4·1	3·0	5·0	4·0	4·7	3·2	3·1	2·4	4·4	3·6
2 Mineral extraction	3·1	2·2	3·5	3·7	5·4	5·1	5·6	5·0	4·7	3·9	4·7	4·1
3 Metal, engineering	12·4	12·5	14·5	13·7	14·9	15·6	17·5	14·9	16·9	17·0	15·0	14·3
4 Other manufacturing	12·6	11·9	11·2	11·1	11·1	11·4	10·3	10·8	10·9	10·7	10·5	10·4
5 Construction	14·6	13·6	12·8	13·7	12·5	11·4	10·2	11·1	9·0	8·1	12·0	12·0
6 Trade, retail, hotels	31·5	33·9	20·3	20·2	11·9	14·6	11·2	13·9	14·8	14·3	15·7	16·4
7 Transport, communication	4·0	3·6	6·3	6·6	9·1	9·7	10·6	9·8	9·9	8·9	8·6	8·5
8 Financial services	4·9	7·5	8·3	9·2	7·3	8·0	6·9	8·0	5·6	7·0	7·6	8·8
9 Public administration, etc	10·6	10·3	15·1	15·6	18·7	19·9	18·6	19·4	20·1	22·2	18·0	18·5
Structural Difference Index	43·2	41·0	14·6	13·1	8·2	10·3	14·7	9·4	14·3	18·6		
Females												
0 Agriculture	*	*	0·8	0·8	1·6	1·2	1·4	1·9	—	—	1·1	1·1
1 Energy	*	*	1·1	1·0	*	*	*	*	—	—	1·1	0·8
2 Mineral extraction	1·8	1·3	2·2	2·4	2·3	1·5	1·9	1·9	—	—	2·0	1·7
3 Metal, engineering	5·7	4·8	6·8	6·8	6·2	5·2	6·6	6·1	—	—	5·7	5·1
4 Other manufacturing	11·6	11·2	13·0	9·6	8·4	8·2	9·9	8·0	—	—	9·7	8·6
5 Construction	1·3	1·6	1·5	1·6	1·6	1·5	1·0	1·9	—	—	1·6	1·6
6 Trade, retail, hotels	39·7	39·9	23·4	23.3	25·8	24·4	26·7	24·6	—	—	26·4	25·7
7 Transport, communication	3·0	3·6	3·1	4·1	2·8	2·9	3·1	2·7	—	—	3·0	3·1
8 Financial services	10·8	14·0	16·6	16·8	5·4	6·6	6·4	6·4	—	—	9·8	11·3
9 Public administration etc.	24·4	22·1	31·2	33·1	44·8	43·7	41·8	45·5	—	—	39·3	40·4
Structural Difference Index	37·4	39·0	22·7	19·6	12·8	10·3	8·1	13·6	—	—		

Source: LFS estimates, Great Britain, spring 1984, 1987.
Notes: Structural Difference Index calculated across industries excluding missing values (see Definitions of terms used. Age specific employment totals given in *table 3*.
* Less than 10,000 in cell, estimate not shown.
† Totals include 25–49 year olds.

Table 8a Distribution of employment by occupation (males) Per cent

	Occupation (CODOT major groups)	Age 16–19 1984	16–19 1987	20–24 1984	20–24 1987	50–54 1984	50–54 1987	55–59 1984	55–59 1987	60–64 1984	60–64 1987	All† 1984	All† 1987
I–IV	Professional	4·9	5·8	12·6	14·3	20·6	22·4	19·4	20·5	15·7	17·8	20·0	21·1
V	Managerial	2·4	1·8	6·6	5·8	15·7	17·1	15·8	15·6	16·0	15·5	12·6	12·5
VI	Clerical	10·2	13·3	10·0	9·7	5·3	5·8	7·5	7·2	7·5	7·0	6·5	6·7
VII	Selling	11·4	12·6	6·0	5·8	3·1	3·3	3·2	3·8	3·4	3·0	4·5	4·7
VIII	Protective services	*	*	3·3	2·9	1·7	2·0	1·5	2·2	2·5	2·8	2·6	2·7
IX	Personal services	6·9	8·4	4·6	4·8	4·1	3·2	4·1	4·6	6·1	5·7	3·7	3·8
X	Farming	5·6	5·1	3·8	3·7	2·5	2·4	2·6	2·2	3·3	3·4	2·5	2·5
XI	Materials processing	12·9	11·4	10·8	10·2	7·6	7·7	6·9	7·0	6·9	7·1	8·2	8·1
XII	Metal, electrical production	20·3	18·6	19·9	17·7	14·9	14·5	15·9	14·1	14·7	14.7	17·1	16·2
XIII	Repetitive assembly	4·8	5·8	4·2	4·8	4·3	4·2	3·5	3·7	3·4	3·4	3·7	3·7
XIV	Mining, construction	8·1	6·4	7·0	8·0	6·5	4·6	5·9	5·0	5·3	4·7	6·2	6·0
XV	Transportation	7·1	7·3	7·3	10·1	10·4	11·0	10·9	11·5	11·6	12·1	9·3	10·0
XVI	Miscellaneous	5·0	1·9	3·4	2·1	2·4	1·3	2·7	1·9	3·0	2·4	2·4	1·4
	Structural Difference Index	**57·1**	**59·1**	**30·3**	**27·3**	**11·5**	**14·0**	**11·5**	**12·4**	**21·4**	**18·3**		

Note: Structural Difference Index calculated across occupations excluding missing values only.
* Less than 10,000 in cell, estimate not shown.
† Totals include 25–49 year olds.

Source: LFS estimates, Great Britain, spring 1984, 1987.

Table 8b Distribution of employment by occupation (females) Per cent

	Occupation (CODOT major groups)	Age 16–19 1984	16–19 1987	20–24 1984	20–24 1987	50–54 1984	50–54 1987	55–59 1984	55–59 1987	All† 1984	All† 1987
I–IV	Professional	5·2	4·8	16·7	17·8	17·6	19·4	13·7	16·4	19·1	20·1
V	Managerial	*	1·7	3·4	5·4	6·3	7·6	7·6	6·8	5·6	6·1
VI	Clerical	34·6	37·4	41·6	40·0	25·3	27·3	27·9	27·8	30·2	30·7
VII	Selling	21·5	19·4	9·6	8·7	9·4	8·7	7·3	7·6	10·0	9·8
VIII	Protective services	*	*	*	*	*	*	*	*	0·4	0·4
IX	Personal services	20·3	21·6	12·3	13·2	28·8	24·5	30·1	29·2	22·5	21·6
X	Farming	1·2	1·3	0·8	0·9	*	*	*	*	0·7	0·8
XI	Materials processing	6·3	7·3	7·3	5·1	4·7	4·8	5·3	4·1	5·2	4·6
XII	Metal, electrical production	1·4	1·1	1·2	1·3	1·3	1·3	1·6	1·0	1·1	1·0
XIII	Repetitive assembly	4·9	3·9	3·8	5·2	4·3	4·1	4·2	4·1	3·7	3·6
XIV	Mining, construction	*	*	*	*	*	*	*	*	*	*
XV	Transportation	*	*	*	*	0·8	1·0	0·7	1·1	0·7	0·7
XVI	Miscellaneous	*	*	*	*	*	*	*	*	0·3	0·2
	Structural Difference Index	**34·7**	**34·7**	**25·8**	**22·6**	**14·7**	**9·4**	**19·1**	**17·4**		

Source: Great Britain, spring 1984, 1987. *Notes:* Structural Difference Index calculated across occupations without missing values only.

* Less than 10,000 in cell, estimate not shown.
† Totals include 25–49 year olds.

About 17 per cent of 60 to 64-year-old men work in the metals and engineering industries.

from zero to 100. The closer the index is to zero, the smaller the difference from the overall distribution (in other words the more the industrial/occupational structure of a group resembles the national picture).

The measure confirms that teenagers, and to a lesser extent young adults, had a different industrial distribution from the population as a whole, while employment of older workers more closely resembled the overall industrial distribution. This picture was the same in both 1984 and 1987. Thus, over the period, young people were concentrated in the service industries, which were the areas of the economy that enjoyed the fastest rate of employment growth. On the other hand, older workers, if concentrated anywhere, were concentrated in industries where the recent employment record had not been as good.

Occupational distribution

The occupational distribution of employment is set out in *tables 8a* and *8b*. Again, young people, particularly teenagers, tended to have a different employment structure from the population as a whole—the SDI has a value of over 50 per cent for teenage males. Teenagers, both male and female, were concentrated in the relatively unskilled non-manual occupations, clerical and selling.

The employment distribution of older workers tended to resemble the overall employment distribution except for people within five years of state pension age. These

Table 9 On the job search Per cent

Per cent of employees looking for new or additional jobs	Age 16–19	20–24	25–49	50–54	55–59	60–64 (males)
All 1984						
Per cent	11·1	8·7	5·7	2·5	1·5	*
Total employees (thousands)†	1,643	2,731	11,325	1,912	1,611	645
All 1987						
Per cent	9·8	9·2	6·5	2·3	1·6	*
Total employees (thousands)	1,643	2,898	11,489	1,801	1,491	544
Males 1984						
Per cent	9·5	8·5	5·9	3·1	1·8	*
Total employees (thousands)	831	1,466	6,451	1,047	930	645
Males 1987						
Per cent	8·9	10·2	6·9	2·3	2·1	*
Total employees (thousands)	798	1,553	6,329	963	818	544
Females 1984						
Per cent	12·7	9·0	5·4	1·8	*	—
Total employees (thousands)	812	1,265	4,874	865	681	—
Females 1987						
Per cent	10·7	8·1	5·9	2·2	*	—
Total employees (thousands)	845	1,345	5,160	838	673	—

* Less than 10,000 in cell, estimates not shown.
† Base line numbers exclude missing value responses.

Source: LFS estimates, Great Britain, spring 1984 and 1987.

age groups tended to be concentrated in managerial and personal service occupations (such as catering, cleaning and hairdressing) if they were non-manual workers, and transportation if they were manual workers.

Finally, on the occupational distribution of employment, the distribution of female jobs was very different from that of males. Male employment was spread across most occupations while female employment was concentrated in clerical, personal service and professional jobs.

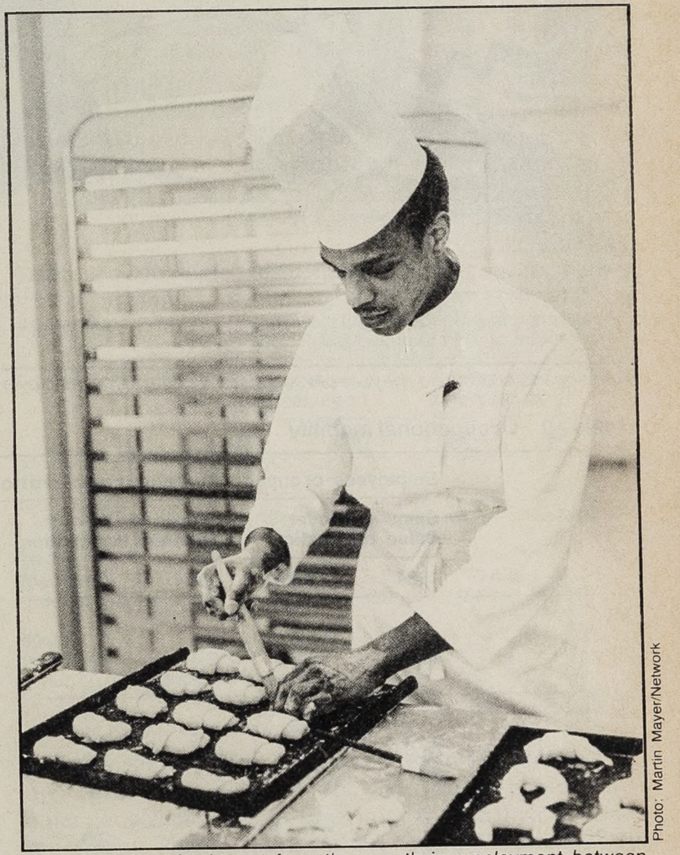
Once again young people, particularly females, seem to be concentrated in areas (primarily non-manual jobs) where the largest employment growth occurred.

Job search

Table 9 outlines the degree of job search undertaken by employees as one possible measure of labour mobility. At any particular time most people are not actively considering changing their job and this is especially true of older workers. In both the 1984 and 1987 surveys, less than 7 per cent of employees said they were looking for new or additional employment, with teenagers and young adults four to five times more likely to search for alternative employment than older workers.

The figures suggest that young people are more likely to sample a variety of jobs before settling on the one they like. They are also consistent with the fact that the young employed were more likely to quit jobs than older workers. Older workers, on the other hand, were more likely to be in the job they are happy in. It is probable that the length of time a person stays in a job, reflects their satisfaction with that job.

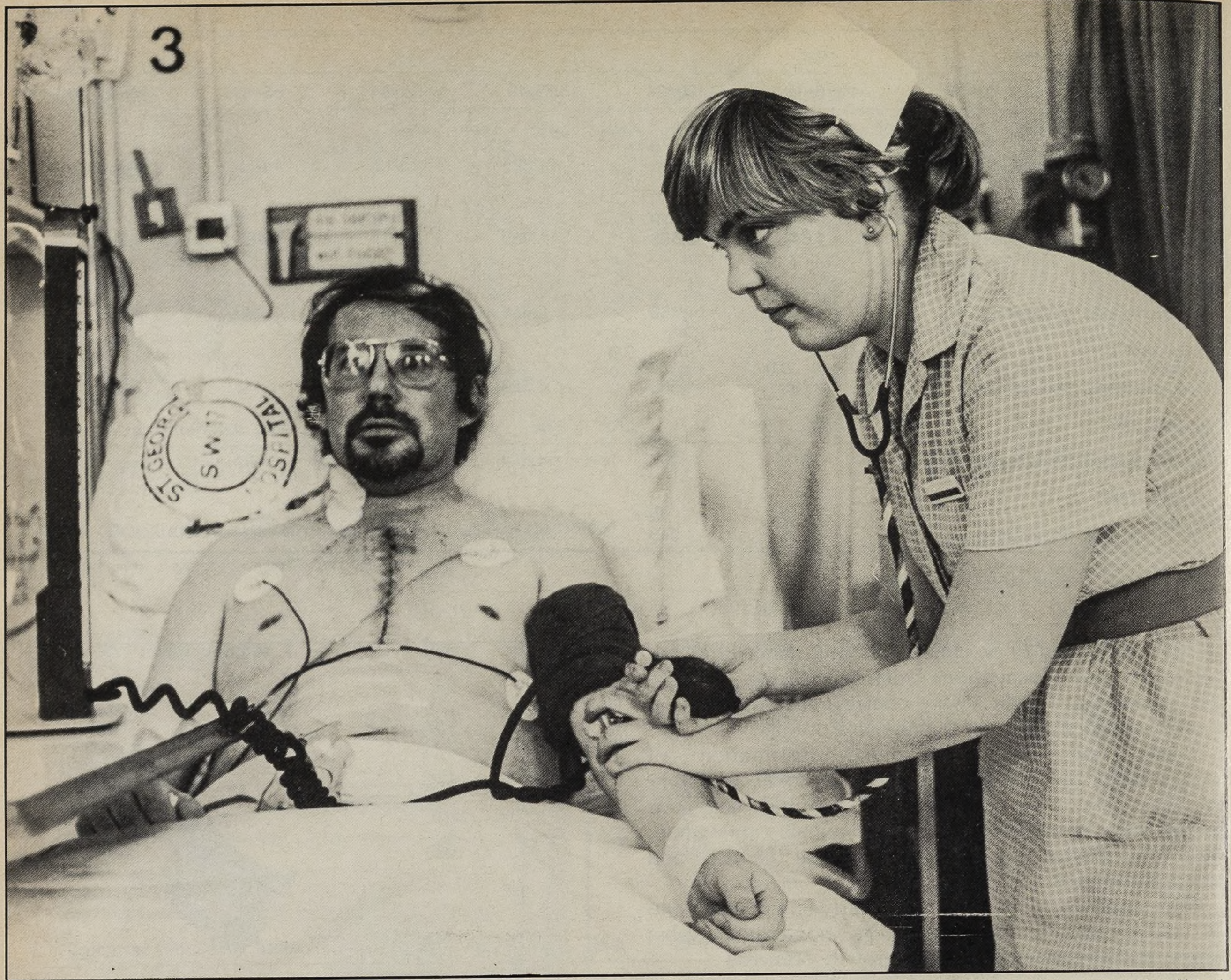
Table 10 gives information on industrial and occupational mobility. The entries were derived on the basis of employees' responses to two questions, which determine whether the individual is currently doing the same job with the same firm as compared to one year earlier. The table therefore only includes those employees who were also in work one year previously. In both survey years the vast majority, even among the young, were with the same employer and in the same occupation as one year earlier. Among older workers there was virtually no movement; more than 96 per cent of those aged 55 and



The young benefited most from the growth in employment between 1984 and 1987.

over remained with the same employer in the same occupation.

If there was a move, it was most likely to be both a change of occupation and employer. This was particularly common among the young, for whom career changes might not be so costly because they had not accrued as many benefits (such as pension entitlements, holidays and other fringe benefits) that accrue with seniority. It also fits in with the idea that young people may try several jobs and occupations before choosing one that suits them.



Three-quarters of 16 to 19-year-old females had the same employer and same occupation as the previous year. Photo: Martin Mayer/Network

Table 10 Occupational mobility — Per cent

Employees occupational status compared to a year earlier (per cent of employees in each category)

	Same employer Same occupation		Same employer Different occupation		Different employer Same occupation		Different employer Different occupation		All (thousands)	
	1984	1987	1984	1987	1984	1987	1984	1987	1984	1987
All										
16–19	81·6	75·4	2·6	3·7	2·9	3·7	12·9	17·2	1,166	1,307
20–24	83·2	78·6	3·4	5·0	4·2	4·0	9·2	12·4	2,355	3,041
25–49	89·7	87·1	2·7	3·3	2·7	2·9	4·9	6·7	12,739	13,656
50–54	94·9	93·6	1·4	1·5	1·0	1·3	2·7	3·6	2,191	2,155
55–59	96·8	96·0	0·8	0·9	0·8	1·0	1·6	2·1	1,899	1,845
60–64	97·6	96·5	*	*	*	*	1·1	1·8		
Males										
16–19	83·7	77·1	2·6	2·9	2·7	3·2	11·0	1·7	627	686
20–24	82·8	79·1	3·4	5·1	4·6	4·1	9·2	11·7	1,562	1,666
25–49	89·6	87·4	2·8	3·5	3·0	3·2	4·6	5·9	7,705	8,043
50–54	94·8	93·8	1·4	1·5	1·0	1·4	2·8	3·3	1,260	1,218
55–59	96·3	95·4	1·0	1·2	0·9	1·2	1·8	2·2	1,124	1,076
60–64	97·4	96·4	*	*	*	*	*	2·0	880	756
Females										
16–19	79·2	73·6	2·6	4·7	3·1	4·3	15·1	17·4	539	821
20–24	83·9	77·9	3·4	5·0	3·6	4·0	9·1	13·1	1,293	1,383
25–49	89·8	86·7	2·7	3·1	2·2	2·4	5·3	7·8	5,084	5,607
50–54	95·1	93·3	1·4	1·5	*	*	2·5	4·2	931	937
55–59	97·8	97·0	*	*	*	*	*	1·8	775	769

Notes: See *table 9* for cell numbers.

Source: LFS estimates, Great Britain, spring 1984, 1987.

Table 11 Share of part-time work during employees and job search — Per cent

	Employees				Unemployed			
	1984		1987		1984		1987	
	All (thousands)	In part-time workers	All (thousands)	In part-time workers	All (thousands)	Seeking part-time work	All (thousands)	Seeking part-time work
All								
16–19	1,643	23·3	1,644	27·8	541	6·3	434	14·5
Student	317	95·9	383	96·3	80	28·0	88	54·5
Non-student	1,326	6·1	1,259	6·9	461	2·5	346	4·3
20–24	2,731	7·1	2,898	7·9	632	8·5	523	12·0
Student	41	41·1	42	45·2	12	*	12	*
Non-student	2,690	6·6	2,856	7·4	620	8·5	511	11·1
25–49	11,327	22·0	11,899	23·3	1,416	17·2	1,442	21·3
50–54	1,912	24·7	1,801	24·9	170	15·3	174	19·2
55–59	1,766	21·0	1,490	26·2	188	11·7	177	21·5
60–64	645	5·4	543	7·2	89	*	85	16·4
Males								
16–19	831	18·4	798	23·1	298	4·7	243	9·1
Student	141	92·9	170	93·5	41	26·8	42	45·2
Non-student	690	3·3	628	3·8	257	*	201	*
20–24	1,466	2·1	1,553	3·3	382	*	304	*
Student	25	*	26	*	*	*	*	*
Non-student	1,441	1·6	1,527	2·7	375	*	298	*
25–49	6,451	0·9	6,586	1·2	813	*	830	1·2
50–54	1,047	1·1	963	1·5	105	*	107	*
55–59	1,085	1·7	818	3·4	130	*	125	10·8
60–64	645	5·4	543	7·2	89	*	85	16·4
Females								
16–19	812	28·4	845	32·3	243	8·0	191	21·5
Student	176	98·3	214	98·1	39	28·2	47	61·7
Non-student	636	9·1	631	10·0	204	*	144	8·7
20–24	1,265	12·9	1,346	13·4	250	20·4	219	26·5
Student	16	*	16	61·8	*	*	*	*
Non-student	1,249	12·3	1,329	12·8	244	20·0	214	25·5
25–49	4,876	49·9	5,313	50·7	603	39·6	612	48·5
50–54	865	53·3	838	51·8	65	36·9	67	43·2
55–59	681	51·8	672	53·9	58	34·5	52	47·1

* Less than 10,000 in cell estimate not shown.

Source: LFS estimates, Great Britain, spring 1984, 1987.

Between 1984 and 1987, in line with the increased job search that occurred, the incidence of employee mobility also rose, especially in the youth labour market. This may reflect the tendency for mobility to increase as economic conditions improve.

Other aspects of the labour market

Part-time work

Table 11 sets out by age and sex the proportion of employees in part-time work and also the proportion of the unemployed who are seeking part-time work. Part-time work is defined as work that usually involved fewer than 30 hours a week.

Among prime age employees (aged 25–49) part-time work was almost entirely female. Only around 1 per cent of male prime age employees worked part-time as against around half of all prime age female employees. The numbers of prime age unemployed seeking part-time work are almost exclusively female. Among young and older people, however, the differences between males and females were less marked because male part-time work is concentrated at both ends of the age spectrum.

Around a quarter of all teenage employees worked part-time but it was largely confined to students (people in full-time education). In 1984 only 6 per cent of non-student teenage employees worked part-time, compared with virtually all (96 per cent) of those teenage students who were also employees. Among 20 to 24 year olds, student employees were much more likely to work part-time than their non-student contemporaries; with more than 40 per cent of student employees working part-time compared with 7 per cent of non students.

The proportion of older workers (especially those aged 55 and over) working part-time was greater than among their prime age counterparts. This might indicate that older people choose part-time work to ease their path into retirement. The proportion of the older male unemployed who were seeking part-time work, was also higher than for their prime age equivalents; very few unemployed men aged between 20 and 55 desire part-time work. However, the proportion of older unemployed females seeking part-time work resembles the proportion of female employment that is part-time.

Over the period 1984–87 the share of part-time work in total employment grew, and it is probable that it will continue to grow into the future. If so, it is likely that more females will be attracted into the labour force and it is also likely that the demand for both young and older workers willing to work part-time will increase. Also, as

Table 12 Job related residential mobility — Per cent

Age group	Those reporting residential movement over previous year because of or to look for work			
	Employed one year ago		Unemployed one year ago	
	1984	1987	1984	1987
16–24				
(per cent)	2·4	2·7	2·5	3·3
out of (thousands)	4,021	4,356	906	780
25–49				
(per cent)	2·2	2·3	3·4	2·5
out of (thousands)	12,789	13,650	1,166	1,282
50–64				
(per cent)	0·5	0·5	*	*
out of (thousands)	4,970	4,755	462	464

Source: LFS estimates, Great Britain, spring, 1984, 1987.

* Less than 10,000 in cell, estimate not shown.

Table 13 Educational attainment of economically active people of working age

Per cent

Age group	Highest qualification: All (thousands =100 per cent) 1984	All 1987	Degree/ Professional 1984	Degree/ Professional 1987	Trade/Craft 1984	Trade/Craft 1987	Other 1984	Other 1987	None 1984	None 1987
16–19										
Employed	*1,893*	*1,962*	*	*	8·5	10·5	68·3	68·2	22·8	20·7
Unemployed	*540*	*427*	*	*	5·0	7·2	50·0	47·5	43·7	45·1
20–24										
Employed	*2,901*	*3,151*	8·3	9·5	24·5	23·2	50·8	51·9	16·5	15·2
Unemployed	*626*	*517*	3·4	4·4	13·3	13·1	43·2	46·8	39·8	35·7
25–49										
Employed	*12,817*	*13,716*	16·4	17·0	23·6	23·0	25·4	30·8	34·6	29·2
Unemployed	*1,393*	*1,418*	6·8	5·8	17·3	17·6	22·6	28·4	53·2	48·0
50–54										
Employed	*2,136*	*2,079*	12·0	13·6	20·9	19·8	16·0	21·7	51·0	45·0
Unemployed	*168*	*172*	6·0	*	19·0	18·3	14·3	14·0	60·1	61·9
55–59										
Employed	*1,772*	*1,724*	9·1	10·9	18·3	18·2	13·8	19·0	57·8	51·9
Unemployed	*186*	*175*	*	7·3	16·1	16·6	11·3	15·5	68·3	60·4
60–64 (males)										
Employed	*770*	*658*	9·2	12·6	25·4	24·9	11·2	13·2	54·2	49·3
Unemployed	*88*	*86*	*	*	28·8	30·5	8·0	10·9	60·2	50·9

Note: See Definition of terms used for detailed explanation of highest qualification categories.
* Less than 10,000 in cell, estimate not shown.

Source: LFS estimates, Great Britain, spring 1984, 1987.

the number of young people is set to drop sharply in the next few years, older workers and women may benefit most from the increased demand for part-time work.

'Residential mobility' and 'Educational attainment' sections should be after 'Part time work' with 'Definitions of Terms used' as a technical section at the end of the article.

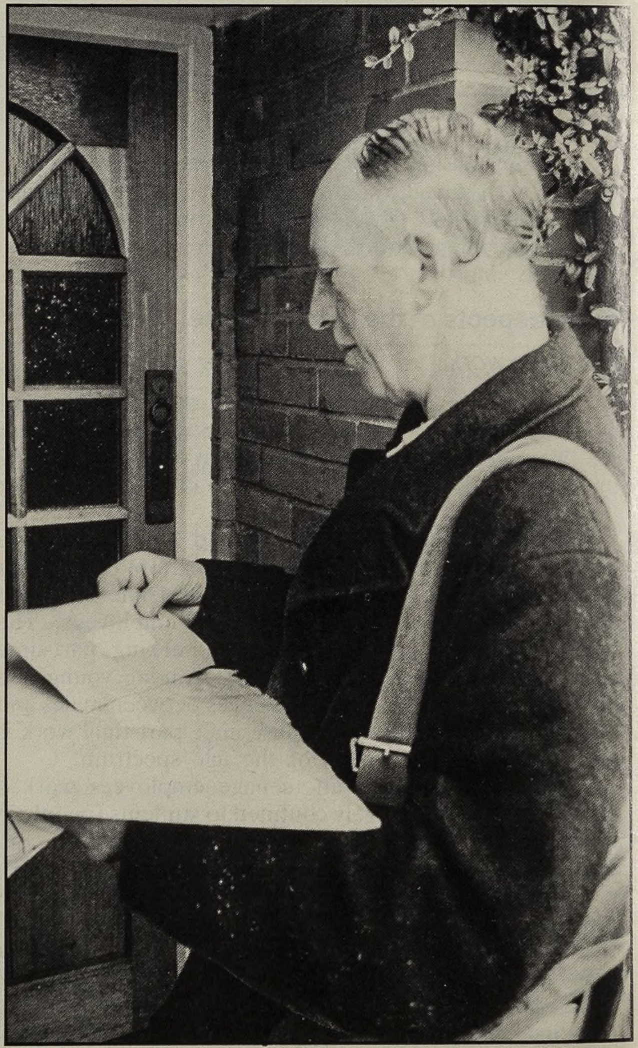
Residential mobility

Table 12 outlines the extent of labour mobility by age. It sets out the percentage of both the employed and the unemployed who moved over the previous year because of/to look for work. Each year around 2–3 per cent of the employed and unemployed moved for job related reasons. The moves were predominantly among young and prime age people. The older employed and unemployed were much less likely to move.

The fact that older workers are less likely to move is unsurprising. With fewer years to work before retirement, the benefits of moving (extra income and so on) may not be worth the cost and disruption. These costs need not just be monetary, people become attached to an area because of friends, relations and local amenities. However, the immobility of the older people does mean they are less likely to take advantage of improved job opportunities elsewhere.

Educational attainment

Finally, *tables 13* and *14* examine the educational attainment of the economically active people in the various age groups. In general, young people were more qualified than older people, and older males more so than older females. This is partly attributable to the social and educational conditions prevailing when those over 50 were in their teens. Again this puts the older workers at a relative disadvantage since individuals, both young and old, without any formal qualifications are more likely to suffer unemployment. It is also likely that the demand for skilled labour will grow faster than other types of labour. ■



Half the employed 60 to 64-year-old men have no formal qualifications.

Table 14 Educational attainment of economically active people of working age, by sex

Per cent

Age group	Highest qualification: All (thousands) 1984	All 1987	Degree/ Professional 1984	Degree/ Professional 1987	Trade/Craft 1984	Trade/Craft 1987	Other 1984	Other 1987	None 1984	None 1987
16–19										
Male										
Employed	*986*	*988*	*	*	10·2	12·6	63·8	63·8	25·3	23·3
Unemployed	*298*	*240*	*	*	5·2	7·5	46·1	44·3	47·4	47·9
Female										
Employed	907	974	*	*	6·7	8·4	73·2	72·7	20·0	18·0
Unemployed	*242*	*187*	*	*	4·7	6·8	54·8	51·7	39·1	41·5
20–24										
Male										
Employed	*1,604*	*1,758*	9·1	10·4	32·4	27·9	39·5	43·5	19·0	17·9
Unemployed	*377*	*300*	3·4	5·0	15·9	14·7	35·8	40·0	44·8	40·4
Female										
Employed	*1,297*	*1,393*	7·2	8·3	14·8	17·4	64·7	62·6	13·3	11·7
Unemployed	*249*	*217*	4·4	*	9·2	7·8	54·2	40·6	32·1	21·1
50–54										
Male										
Employed	*1,230*	*1,173*	14·5	17·2	28·6	27·5	13·7	18·7	43·1	36·6
Unemployed	*104*	*107*	*	*	24·0	23·8	12·5	12·9	57·7	57·6
Female										
Employed	*906*	*906*	8·5	8·9	10·5	9·9	19·2	25·5	61·7	55·8
Unemployed	*64*	*65*	*	*	*	*	*	18·1	64·1	69·0
55–59										
Male										
Employed	*1,053*	*995*	12·3	13·7	25·5	25·6	11·8	17·5	50·3	43·2
Unemployed	*128*	*123*	*	8·3	19·5	21·4	7·8	15·7	66·4	54·7
Female										
Employed	*719*	*729*	4·5	7·1	7·8	8·0	16·8	21·1	68·9	63·9
Unemployed	*58*	*52*	*	*	*	*	*	*	72·4	73·9
60–64										
Male										
Employed	*770*	*658*	9·2	12·6	25·4	24·9	11·2	13·2	54·2	49·3
Unemployed	*88*	*86*	*	*	28·8	39·5	*	*	60·2	65·9

Note: See Definitions of terms used for detailed explanation of highest qualification categories.
* Less than 10,000 in cell, estimate not shown.

Source: LFS estimates, Great Britain, spring 1984, 1987.

Definition of terms used[1]

- **Economic activity.** Two measures of economic activity have been used in this article. The *participation rate*, which is the more commonly used measure, is the percentage of the relevant population who are economically active, either employed or unemployed.

  The *employment rate* is those in employment divided by the population. People in employment comprise those aged 16 or over who did some paid work in the reference week (whether employed or self-employed); those who had a job that they were temporarily absent from (on holiday, for example); and those on work related government employment and training programmes.

  The *unemployment rate* relates to the standardised ILO/OECD definition of unemployment which comprises those people who are without a job and available for work and had either looked for work at some time within the last four weeks or were waiting to start a job they had already obtained.

- **Causes of unemployment.** Unemployed job losers have been made redundant, dismissed or had a temporary job terminated. *Job quits* have left their previous job voluntarily. Reasons include early retirement and health factors. new *entrants* report never having worked previously and *re-entrants* left their last job three years ago.

- **Structural Difference Index.** The occupational and industrial Structural Difference Indices are calculated as $\sum[aij—aj]$, where *aij* is the percentage of workers from the *i*th age group engaged in the *j*th category and a*j* is the percentage of all workers in this category.

- **Educational qualifications.** Those with a professional qualification comprise those with a degree or equivalent and members of professional institutes. Trade and craft include those with technical, City and Guilds, completed apprenticeships, and or other vocational qualifications. Other qualifications encompass all other academic qualifications up to and including GCE A-level or equivalent. None includes all those without any of the formal qualifications listed above. For a more detailed analysis of qualifications and economic activity see the article "Economic activity and qualifications" in the October 1988 issue of *Employment Gazette*, pp 549–563.

- **Missing values.** Many of the tables in the article have distributions that include missing values; non-response of one kind or another by individuals. Unless otherwise indicated, these missing values have been re-allocated on a pro-rata basis across the responding categories.

[1] For detailed information on the survey design used in the LFS, see the Technical note to "1987 Labour Force Survey—preliminary results", *Employment Gazette*, March 1988.

Questions in QA Parliament

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

Department of Employment Ministers
Secretary of State: **Norman Fowler**
Minister of State: **John Cope**
Parliamentary Under Secretaries of State:
John Lee and Patrick Nicholls

Norman Fowler

Strikes

Tim Yeo (South Suffolk) asked the Secretary of State for Employment if he will make a statement on the workdays lost through strikes in February 1979 and February 1989.

Norman Fowler: Nearly two and a half million days were lost through strikes in February 1989 3 million working days provisionally estimated that 58,000 working days were lost. In the year to February 1989 3 million working days were lost. In the year to February 1979, 13·3 million working days were lost. It is in everyone's interest that this improvement should be maintained.

(May 16)

TECs

David Nicholson (Taunton) asked the Secretary of State for Employment how many representations he has received from chambers of commerce on his proposals to introduce Training and Enterprise Councils.

Norman Fowler: Since the White Paper *Employment for the 1990s* was published on December 5 last year, almost 4,000 individuals and organisations have expressed an interest in TECs. Of these, 87 approaches have been from chambers of commerce.

(April 18)

Small firms service

Timothy Kirkhope (Leeds North East) asked the Secretary of State for Employment what proposals he has for the future of the Small Firms Service following the creation of Training and Enterprise Councils; and if he will make a statement.

John Cope: The Small Firms Service (SFS) now forms part of the Training Agency. This brings together the closely linked services of counselling and training, and will lead to a more coherent and effective approach to small businesses support.

The Training and Enterprise Councils (TECs) will become responsible for the counselling activity of the SFS. This will help ensure that TECs become the natural focus for the local small business support network.

The SFS will maintain its counselling service in each area covered now until a TEC is established. The SFS information service will remain as a national service.

(April 18)

Skill shortages

Maureen Hicks (Wolverhampton North East) asked the Secretary of State for Employment to what extent a lack of trained personnel is threatening the ability of the United Kingdom industry to meet the surge in demand.

John Cope: Previous figures cannot express completely the extent of the threat. The most recent quarterly survey of industrial trends, conducted in January 1989 by the Confederation of British Industry, reported that 25 per cent of manufacturing firms in the United Kingdom anticipated that a shortage of skilled labour would limit output over the coming four months.

(April 19)

Robert Adley (Christchurch) asked the Secretary of State for Employment which areas he now considers to have a labour shortage.

John Cope: Thanks to the very strong growth in employment, unemployment rates have been falling since July 1986. By March 1989 there were 48 travel-to-work areas with unemployment rates below 4 per cent and 16 travel-to-work areas below 3 per cent. As unemployment has fallen, some shortages of labour have appeared. Occupations most in demand are in high level skills such as professional engineers, computer specialists and managers and in craft skills.

(April 14)

European Council

Dr Charles Goodson-Wickes (Wimbledon) asked the Secretary of State for Employment if he will make a statement on the European Community Labour and Social Affairs Council held in Luxembourg on April 5.

John Cope: It was a very constructive meeting. The Council reached agreement on a common position on three draft directives concerning the minimum safety and health requirements in the workplace. These cover the workplace; the use by workers of machines, equipment and installations; and the use by workers of personal protective equipment. There was some discussion of a proposal for social measures to assist workers in the shipbuilding industry who are made redundant or threatened with redundancy; and family benefits for migrant workers.

The Commissioner gave an oral presentation on a possible community charter of fundamental Social rights. Finally, the council reached agreement on a text of a Resolution on continuing vocational training.

(April 12)

Earnings

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment what is his best available estimate of the proportion of the workforce earning less than £3.80 per hour.

John Lee: It is estimated from the New Earnings Survey that about 40 per cent of the adult workforce in Great Britain, including both full-time and part-time employees, earned less than £3.80 per hour in April 1988.

(May 16)

Local labour information

Tony Baldry (Banbury) asked the Secretary of State for Employment what information is available to employers on Computer Assisted Local Labour Information, developed by the Training Agency; what is the extent of the use of the system by employers; and if he will make a statement.

John Cope: The key information, in the main collected from employers, held on the Computer Assisted Local Labour Market Information system (CALLMI), includes workforce characteristics, recruitment practices and difficulties, use of new technology, and training related data. The system itself is not directly accessible by employers, but summary analyses and reports by the Training Agency are readily available to employers and employer organisations. It is not possible to say how many employers have received copies of these reports nor to what use they have been put.

My Department, through the Training Agency and the establishment of Training and Enterprise Councils, is commited to ensuring that all concerned with training, vocational education and enterprise have access to relevant and readily available information. CALLMI is a key tool in this process. We shall continue to seek ways of developing effective means of co-operation with other collectors and users of local labour market information, at the same time respecting the need for confidentiality concerning individual employers' data.

(April 12)

Restart

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment how many claimants called for Restart interview have failed to attend their interview; how many of those failing to attend are believed to have found work; how many of those failing to attend have not found work; how many of those failing to attend have their benefit stopped and how many of these have successfully appealed against the benefit decision; and how many failing to attend have subsequently re-registered as unemployed in the most recent 12-month period.

John Lee: Between April 1988 and March 1989, 3,066,000 were called for Restart interview of which 326,000 were referred to Unemployment Benefit Officers for failing to attend that interview. 25,387 (7.8 per cent) of these had their benefit or credits disallowed. The other information requested is not available.

(May 16)

John Cope

Benefit fraud

Nicholas Brown (Newcastle upon Tyne, East) asked the Secretary of State for Employment if he will publish in the Official Report the total number of prosecutions for employment benefit fraud for each of the years from 1979 to the most recent year for which figures are available.

Patrick Nicholls: My Department's fraud investigation work was reorganised in 1984 and comparable figures for earlier years are not available. The number of prosecutions for benefit fraud for each year since 1984 is as follows:

1984–85	2,250
1985–86	2,800
1986–87	3,650
1987–88	3,960
1988–89	4,045

(May 8)

Nicholas Brown (Newcastle upon Tyne, East) asked the Secretary of State for Employment if he will publish in the Official Report an estimate of the total amount of money lost through benefit fraud in 1988.

Patrick Nicholls: No reliable figure is available of the money lost through benefit fraud in 1988 because the full extent of the fraud that is occurring is not known. As a result of investigations during 1988, however, the estimated net savings to public funds were £65 million.

(May 8)

Hazardous substances

Terry Fields (Liverpool, Broadgreen) asked the Secretary of State for Employment whether he will make a statement on the implementation of the control of substances hazardous to health regulations in harbour areas.

Patrick Nicholls: The control of Substances Hazardous to Health Regulations (COSHH), which come into force on October 1, will apply to any store-based work activities in harbour areas where substances hazardous to health are used or given off. The only exceptions will be asbestos, lead and ionising radiations which are covered by other regulations.

The regulations will also apply to certain activities on board ships in dock. COSHH will not impose duties on the master or crew of a sea-going ship of their employer in relation to the normal shipboard activities of a ship crew under the direction of a master.

(April 18)

Career Development Loans

Matthew Carrington (Fulham) asked the Secretary of State for Employment how many people have taken up career development loans since the launch of the scheme in April 1986; and if he will make a statement.

John Cope: Since April 1986 2,740 Career Development Loans (CDLs) have been approved, 655 during the pilot phase and 2,085 since the scheme was launched nationally in July 1988. The total approved loan value is currently some £6·5 million.

The growth in the number of Career Development Loans since they became available nationally last year has been very encouraging. It has shown that many people both employed and unemployed, are willing to invest in their own future by paying for vocational training of their own choice to improve their job prospects.

(April 12)

Disallowed claims

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment how many claims of unemployment benefit have been disallowed on the grounds of refusal or premature termination of training in each month since September 1988.

John Lee: information is not collected in the form requested. However, in the six month period ending December 31 1988, the total number of claims for unemployment benefit disallowed for adjudication officers on the grounds of refusal or premature termination of training, was 1,110.

(May 4)

Literacy and numeracy

Alastair Burt (Bury North) asked the Secretary of State for Employment what special help is given to the unemployed who need training in literacy and numeracy; and if he will make a statement.

Patrick Nicholls: Considerable help is available to enable unemployed people to receive literacy and numeracy training through YTS and ET. Additional support in YTS became available at the beginning of April through improved levels of funding. In ET, almost one in five trainees is receiving literacy and numeracy training. Further initiatives to improve the quality of provision are in hand.

(April 18)

New business

Steve Norris (Epping Forest) asked the Secretary of State for Employment how many businesses were started during the last 12 months; and if he will make a statement.

John Cope: In 1987, the latest year for which figures have been published, the estimated number of new registrations for value-added tax was 205,000. The net increase in the number of VAT-registered businesses in 1987 was 45,000, or nearly 900 a week on average. The indications are that the rate of increase during 1988 has been faster.

(April 18)

Tourist accommodation

John Butterfill (Bournemouth West) asked the Secretary of State for Employment what progress he is making towards agreement on a common classification scheme for hotels, boarding houses and self-catering accommodation throughout the United Kingdom.

John Lee: The tourist boards for England, Scotland and Wales have now agreed common criteria for their classification and grading scheme for serviced accommodation. The English and Scottish boards have reached agreement on uniform criteria for self-catering accommodation. The English Tourist Board plans to begin inspections using the new criteria in September this year, and to include the new classifictions in accommodtion guides for the 1991 season.

(May 16)

Access to tourist sites

John Bowis (Battersea) asked the Secretarty of State for Employment what steps he is taking to improve access for disabled people to tourist attractions.

John Lee: The English Tourist Board's Advisory Committee on Visitor

John Lee

Attractions has drawn up a voluntary code of practice for operators, which includes recommendations on access for disabled people. This code of practice is to be piloted in the West Country in the near future, with the aim, following further consultations, of issuing the code in early 1990.

(April 19)

Factory Inspectorate

Andrew Bennett (Denton and Reddish) asked the Secretary of State for Employment what percentage of reported accidents were investigated by the factory Inspectorate in 1988.

Patrick Nicholls: In 1987-88, 4·9 per cent of reportable accidents reported to the Factory Inspectorate were investigated. All accidents involving fatal injuries were investigated. Reported accidents are selected for investigation after considering the gravity of the apparent breach, the need to give advice and the value of any information that would be obtained to prevent similar accidents.

(April 12)

VDUs

Peter Snape (West Bromwich East) asked the Secretary of State for Employment what work is currently being undertaken by the Health and Safety Executive's medical division on the health risk of visual display units.

Patrick Nicholls: The Health and Safety Executive has published a guidance note and a free booklet on VDUs and is participating in the development of national and international standards. VDUs, including discussions within the European Community on a proposed VDU directive. The Executive is also supporting four research projects in universities and research institutes on, or directly related to working with VDUs.

(April 18)

Compacts

Dr Charles Goodson-Wickes (Wimbledon) asked the Secretary of State for Employment how many schools are currently taking part in the Compact Initiative; and if he will make a statement.

John Cope: The Training Agency has received proposals for operational Compacts in 28 inner city areas to date. These plans indicate that once the proposals are approved and begin operation in September, a total of 260 schools in these areas will be covered. All Compacts have plans to expand in subsequent years.

The quality of applications has been impressive and shows what can be achieved when education and business work together to meet the needs of their locality.

(April 18)

Manufacturing employment

Nicholas Bennett (Pembroke) asked the Secretary of State for Employment what information he has as to the percentage of the workforce of the United Kingdom, the United States of America, France, Germany and Japan employed in manufacturing industry.

John Lee: The latest available information on common international definitions is as follows.

Manufacturing employment, per cent of total civilian employment, 1986

United Kingdom	22·5
United States	19·1
France	22·6
Germany	32·2
Japan	24·7

Source: OECD Labour Force Statistics 1966–86.

(May 5)

Enterprise training

Andrew Hunter (Basingstoke) asked the Secretary of State for Employment how many people are currently obtaining skills on enterprise training; and if he will make a statement.

John Cope: Over the last financial year about 53,000 people have taken up this type of training. This represents an increase of 9,000 upon the previous year's total.

(May 16)

Local enterprise agencies

Irvine Patnick (Sheffield, Hallam) asked the Secretary of State for Employment what amount of Government funding was made available in 1988-89 to local enterprise gencies.

John Cope: Government support to local enterprise agencies in the United Kingdom in 1988-89 exceeded £8·3 million.

(May 16)

Unreported accidents

Harry Barnes (Derbyshire North East) asked the Secretary of State for Employment, pursuant to his answer to the hon member for Derbyshire North East on April 19, if he will list those industries in which he estimates there is a significant number of accidents which are unreported; and if he will make a statement.

Patrick Nicholls: All cases of fatal injury in the course of work activity are reported to the enforcement authorities. It is not known what proportion of other reportable injuries go unreported, nor is there any firm evidence to suggest that the problem is more acute in certain industries. There are some indications, however, that the agricultural, construction and service sector are subject to significantly more under-reporting than the best estimate of 50 per cent for employees in all industries and services.

(April 26)

Labour costs

Alan Beith (Berwick upon Tweed) asked the Secretary of State for Employment how much unit labour costs in the United Kingdom have increased over the last 12 months; and what information he has as to how much labour costs have increased over the same period in France, West Germany, Japan and the United States of America.

John Lee: International comparisons of unit labour costs for the whole economy are not available. However, the latest available information for manufacturing industries is provided in the table:

Unit labour costs in manufacturing

Percentage changes in the year to the fourth quarter of 1988

United Kingdom	0.4
France	–1.5
West Germany	0.7
Japan	–2.0
United States	1.1

Notes: 1 The percentages are calculated from index series produced by the International Monetary Fund: the latest available figures for the five countries on a consistent basis are for the fourth quarter of 1988.
2 The source index series are in local currency and are not adjusted for exchange rate changes.

(May 16)

Jobstart

Tony Lloyd (Stretford) asked the Secretary of State for Employment if he will give details of the average wage of Jobstart allowance workers for each year since the start of the initiative; and if this includes the allowance.

John Lee: The information requested is not readily available. However an evaluation survey of the Jobstart programme is currently being undertaken. Preliminary information from the study indicates that the average starting wage of Jobstart workers in April and May 1988 was £67. This figure excludes the allowance.

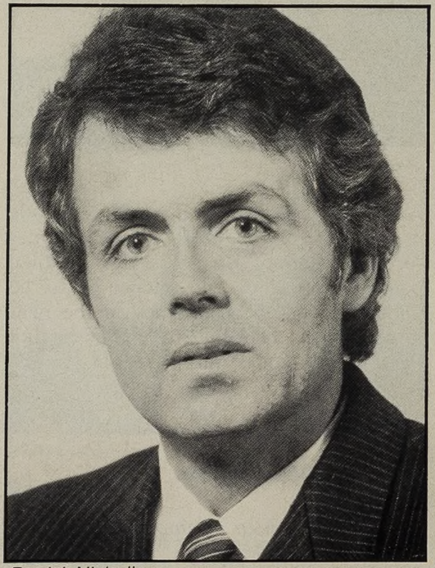
(May 4)

Wage inspectors

Marjorie Mowlam (Redcar) asked the Secretary of State for Employment how many wages inspectors there are nationally; and how many there were in 1979.

Patrick Nicholls: Currently there are 66 wages inspectors in post nationally. Arrangements are in hand to bring the number of inspectors up to the full complement of 71. In 1979 there were 158 inspectors.

(May 16).


Patrick Nicholls

Employment Training

Harry Greenway (Ealing, North) asked the Secretary of State for Employment how many people have so far been accepted for training under the Employment Training programme; at what cost; and if he will make a statement.

Patrick Nicholls: By April 28, 275,000 people had started on Employment Training. The cost of each trainee will be about £2,300. It is a remarkable achievement that so many people have been helped by the most successful training programme for adults ever run by the Government.

(May 9)

Jacques Arnold (Gravesham) asked the Secretary of State for Employment how many people currently in training on the Employment Training programme had previously been unemployed for two years or more; and if he will make a statement.

Patrick Nicholls: Figures for those currently in training on Employment Training who were previously unemployed for two years or more are not available. However, of the 239,000 entrants to the programme by March 31, it is estimated that some 38 per cent or 91,000 had been unemployed for two years or more. This is an outstanding achievement as the programme is specially aimed at the longer-term unemployed.

(April 18)

John Evans (St Helens North) asked the Secretary of State for Employment if he will make a further statement on the progress of Employment Training.

Patrick Nicholls: Employment Training continues to grow faster than any other previous adult training programme. By April 28, there were over 184,000 people in training. They clearly recognise the benefits the programme has to offer and the opportunity it provides to help them get a job.

(May 11)

Sheltered Placement Scheme

Barry Field (Isle of Wight) asked the Secretary of State for Employment how many disabled people have been placed in employment through the Sheltered Placement Scheme; and if he will make a Statement.

John Lee: As at February 28 1989, 4,821 people with severe disabilities were being supported in employment through the Sheltered Placement Scheme. I am pleased to say that the number of jobs supported in this way is set to rise to 6,900 by the end of March 1990. Since the Scheme was introduced in April 1985, it is estimated that around 5,870 people with severe disabilities have been placed in sheltered placements. The Scheme succeeded the Sheltered Industrial Groups Scheme which was already supporting 1,049 jobs.

(April 13)

Jobclubs

Allen Adams (Paisley North) asked the secretary of State for Employment what conclusions he draws from his Department's statistical information on whether assistance to the long-term unemployed in finding paid employment is better provided by Employment Service Jobclubs or private Jobclubs.

John Lee: At the end of February 1989, the job entry rate, or percentage of people leaving Jobclubs to go into jobs, was 56 per cent for Employment Service Jobclubs against 52 per cent from external Jobclubs. However, the gap in performance is closing; at the end of March 1988 Employment Service Jobclubs had a job entry rate of 57 per cent and external Jobclubs 50 per cent. In some Employment Service areas, external Jobclubs are now performing as well or better than their Employment Service counterparts. A number of initiatives, such as improved Jobclub leader training, are in progress which should further improve performance.

External Jobclubs already provide valuable help to long-term unemployed people and statistics suggest they are capable of performing as well as those directly run by the Employment Service.

(April 19)

Topics

Performance pay spreading to public sector

A report by Incomes Data Services shows that performance-related pay is more widespread in the public sector than previously realised. However, it is still largely confined to managerial grades and where it has been introduced, has been seen primarily as part of a wider process of organisational change.

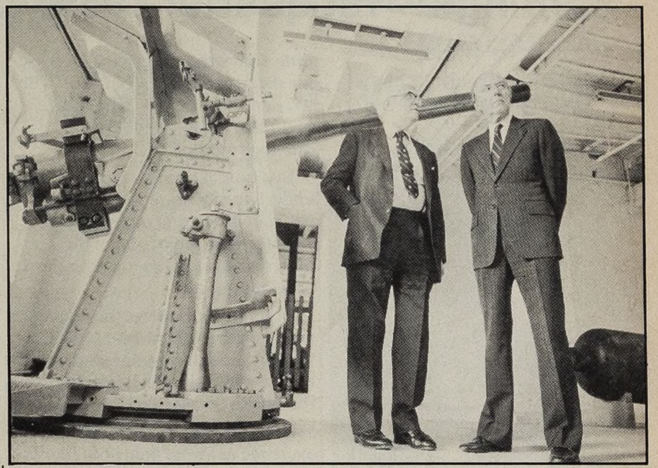
The study found that performance-related pay is now operating in a wide range of public sector organisations. For example, just under a quarter of local councils have introduced a scheme, or are shortly to do so, and around 400,000 civil servants now have a part of their remuneration determined by performance.

A major conclusion is that performance pay has been introduced largely as a result of wider organisational change in the public sector, with an emphasis on devolved management. The majority of organisations studied had devised target-based appraisal schemes with the emphasis on the mutual setting of targets between appraisor and appraisee.

However, the report warns that performance pay is no easy panacea and is unlikely to work unless the scheme is designed to match the particular organisational circumstances of the specific employer.

The report includes details from 15 case studies, including the Civil Service, NHS, local authorities, public corporations and quasi-autonomous public sector bodies, such as the Audit Commission. It also has a chapter on how such schemes operate in the public sector in the USA. □

Paying for Performance in the Public Sector: A Progress Report is available, from IDS Public Sector Unit, 193 St John Street, London EC1V 4LS. Price £20.


Duncan Bluck (right) chairman of the British Tourist Authority and Sir Stuart Pringle inspecting Chatham Dockyard's new tourist attraction—The Ordnance Gallery. The dock is being refurbished with help from the BTA.

Shops stewards master new management techniques

A report published jointly by Northern College and the Transport and General Workers Union, based on interviews with shop stewards in nine Humberside companies, claims unions are successfully coming to terms with new management techniques.

The report examines the state of workplace organisation, traditional bargaining on pay, and health and safety issues. It goes on to examine union and workplace responses to management techniques such as team briefings, quality circles, total quality management, performance pay and temporary workers.

Stressing that everyday issues like health and safety still form the bedrock of shop steward activity and workplace bargaining, the report concludes that employers are deploying a variety of new techniques with which to probe workplace union organisation, but the outcome of these initiatives is by no means certain. □

Fighting Back: A report on the shop steward response to new management techniques in TGWU Region 10 by Norman Heaton and Ian Linn is available from Northern College, Wentworth Castle, Stainborough, Barnsley S75 3ET. Price £1.50.

New management degree

Manchester Business School has introduced the Master of Business Management (MBM)—a new part-time degree available from Manchester Business School for company-nominated senior managers. An open day, for, personnel directors and other managers involved in management development, to learn more about the programme is being held at MBS on July 12.

Further details are available from Caroline Ball at the Manchester Business School (tel 061-275 6333). □

Health and safety vision

A forward programme of research planned by the Health and Safety Executive (HSE) has been released in a 300-page programme-book.

Much of the work will be carried out in-house by the Research and Laboratory Services Division but a significant proportion will be pursued through outside contracts or agency agreements.

Details are given of some 250 projects forming the main programme and a further 172 subsidiary projects.

A number of areas of work are to assume growing importance in 1989–90. For instance, investigations relating to the fire at King's Cross underground station revealed that little was known about the spread of flame on inclined surfaces. In addition, an effect was observed in which hot combustion products and flames were confined within the escalator channel, thereby producing conditions that prompted rapid flame spread up the escalator. An investigation is in progress to determine the full extent of the hazard.

Also under scrutiny will be the part played by human factors in industrial accidents, which has received a lot of attention recently. The HSE believes it is important such factors are taken into account in quantitative risk assessment and research is being carried out with this in mind. □

Copies of *Programme of Research and Related Services 1989/90* are available free from HSE's three Public Enquiry Points: London (tel 01-221 0870); Merseyside (tel 051-951 4381); Sheffield (tel 0742 752539).

YTS report

A total of 342,000 young people, nearly 60 per cent of 16-17 year olds entering the labour market, joined the YTS in 1986-87. This was the first year in which a two-year programme was available for 16-year-old school leavers and a one-year programme for 17-year-old leavers.

These findings come from the *YTS Progress Report 1986-87*.

The report shows that of the 57 per cent of trainees who responded to the questionnaire, 75 per cent of 1986-87 YTS leavers were in a job, further education or training three months after leaving their scheme.

One-third of YTS completers in 1986-87 gained a vocational qualification during their time on the YTS. Other main findings show that:

- The YTS has continued to attract more middle and higher qualified young people.
- More private sector organisations became involved in YTS, accounting for 90 per cent of work experience providers and 50 per cent of schemes.

The unit cost to the Exchequer fell to £2,720 a year for each filled place, a saving in real terms of 8·2 per cent compared with 1985-86.

The report is available from the Training Agency, Room E825, Moorfoot, Sheffield S1 4PQ. □

Changes in average earnings—1st quarter 1989

This note describes the factors affecting average earnings in the first quarter of 1989.

The table sets out the adjustments made to the actual earnings indices for temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes, and the influence of public holidays in relation to the survey period.

The derived underlying index was described in the April 1981 edition of *Employment Gazette* p193. These notes now appear quarterly.

For the first quarter of 1989, average earnings, as measured by the average earnings index, showed an increase of 9·4 per cent over the same period a year earlier. This is a little above the underlying increase for the quarter of 9¼ per cent. The 9¼ per cent rate is ½ percentage point above the rate for the previous quarter.

In manufacturing industries the underlying increase was about 9 per cent in the first quarter. This is ¼ percentage point above the underlying rate of increase in the previous quarter.

In service industries the increase was also about 9 per cent, which was ¼ percentage point above the increase in the underlying rate in the fourth quarter of 1988.

It is estimated that changes in overtime earnings contributed about ¼ per cent to the increase in average earnings in the whole economy during the first quarter of 1989, the contribution to the manufacturing earnings increase being almost ½ per cent. □

Whole economy average earnings index: 'underlying' series (1985=100)

		Seasonally adjusted	Further adjustments (index points)		Underlying index	Underlying increase (per cent) over last 12 months
			Arrears	Timing* etc		
1986	Apr	107·4	–1·5	0·2	106·1	7½
	May	106·2	–0·4	1·3	107·1	7½
	June	107·4	–1·0	0·1	106·5	7½
	July	108·3	–0·4	–0·2	107·7	7½
	Aug	108·8	–0·8	0·4	108·4	7½
	Sept	108·8	–0·4	0·7	109·1	7½
	Oct	109·9	–0·5	0·4	109·8	7½
	Nov	110·9	–0·3	–0·2	110·4	7¾
	Dec	111·2	–0·2	0·7	111·7	7¾
1987	Jan	112·1	–0·2	–0·1	111·8	7½
	Feb	112·8	–0·3	0·4	112·8	7½
	Mar	113·2	–0·4	0·4	113·2	7½
	Apr	114·2	–0·5	0·7	114·4	7¾
	May	115·4	–1·3	1·4	115·5	7¾
	June	115·7	–0·5	–0·3	114·8	7¾
	July	117·0	–1·3	0·3	116·0	7¾
	Aug	117·1	–0·8	0·3	116·6	7¾
	Sept	117·4	–0·3	0·5	117·6	7¾
	Oct	118·8	–0·4	0·2	118·6	8
	Nov	120·2	–0·3	–0·3	119·6	8¼
	Dec	121·0	–0·6	0·8	121·1	8½
1988	Jan	121·8	–0·3	–0·3	121·2	8½
	Feb	122·0	–0·3	0·6	122·3	8½
	Mar	124·0	–1·0	–0·2	122·8	8½
	Apr	124·4	–0·4	0·2	124·2	8½
	May	124·2	–0·3	1·6	125·4	8½
	June	125·1	–0·6	0·4	124·9	8¾
	July	126·9	–1·2	0·8	126·5	9
	Aug	126·6	–0·6	1·4	127·4	9¼
	Sept	127·6	–0·4	1·2	128·4	9¼
	Oct	129·5	–0·8	0·5	129·2	9
	Nov	130·7	–0·7	0·1	130·1	8¾
	Dec	134·3	–3·2	0·7	131·8	8¾
1989	Jan	133·3	–0·3	–0·8	132·2	9
	Feb	133·8	–0·4	0·3	133·7	9¼
	(Mar)	135·0	–0·6	–0·2	134·2	9¼

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

Grand Canyon rapids—Alton Towers Leisure Park.

Safe thrills

Safety on popular water chute rides at amusement parks should improve following the publication of a new guidance note by the Health and Safety Executive.

The guidance, aimed principally at controllers, operators and ride attendants, describes various factors which can contribute to accidents on water chute rides and the precautions that can be taken to avoid them. □

Guidance Note PM71 *Safe operation of passenger carrying amusement devices—Water Chutes*, available from HMSO or booksellers. Price £2.25. ISBN 0 11 885415 1

Special exemption orders

Changes in the legislation which restrict the hours worked by women and young people aged under 18 employed in factories, introduced by the Sex Discrimination Act 1986, took effect on February 27, 1987, although the prohibition on women working at night remained in force until February 26, 1988. The provisions in the Factories Act 1961 and related legislation now apply only to young people.

Section 117 of the Factories Act 1961 remains, thereby enabling the Health and Safety Executive (HSE), subject to certain conditions, to grant exemptions from these restrictions for young people aged 16 and 17 by making special exemption orders in respect of employment in particular factories.

Orders are valid for a maximum of one year, although exemptions may be continued in response to renewed applications.

During the quarter ended March 1989 the HSE granted or renewed special exemption orders relating to the employment of 3,437 young people. On the day of the count a total of 10,990 young people were covered by 1,515 orders. □

Industrial tribunals—presenting the company's case

According to the Institute of Personnel Management many personnel practitioners are reluctant to prepare and present their cases to industrial tribunals. Their main criticism is that industrial tribunals have become excessively legalistic. As a result the parties concerned have in many cases preferred to appoint members of the legal profession to represent them.

Tribunals were never intended to be the sole preserve of lawyers and were set up for the purpose of operating cheaply, quickly and informally.

To encourage personnel practitioners to present their company cases, the IPM is holding a workshop entitled *Industrial Tribunals—Presenting Your Company's Case* at the Norfolk Hotel, Harrington Road, London SW7 on June 29-30 and November 13-14, 1989. Further details are available from the IPM (tel 01-946 9100). □

The professions—breaking down the barriers

Much has been said over the past year about the opportunities presented by 1992 and the completion of the single European market.

Now the view that British professional services are insulated from events elsewhere is being challenged.

Already the European Community countries have signed a directive recognising each other's professional qualifications for courses three years and over and negotiations are now in progress on two-year courses.

In parallel, work on recognising the comparability of vocational qualifications in member countries is being co-ordinated by the Development Centre for Vocational Training in Berlin (CEDEFOP).

At a seminar in London last month, the Centre for Business Strategy looked at ways in which three major professional services with apparently very different experiences—advertising, accountancy and law are, and could become, more international in their outlook.

In opening the session Evan Davis, from the Centre for Business Strategy, observed that in practice, many professions operated a national closed shop. For example, foreign firms would usually hire British lawyers for a British problem.

However, David Miln from Saatchi and Saatchi plc, maintained that the advertising industry is already internationalised—and becoming more so. Gillette now operates a central production unit in London to cover all its European campaigns and this arrangement was by no means unusual. In his experience, consumers were becoming more similar across boundaries, and more diverse within boundaries.

Miln continued by saying companies like Benetton had successfully established a trans-national image in Europe and with the coming of 1992, the field could open up much further. In particular, he cited the possibility of major supermarket chains crossing borders, and challenging suppliers to provide top value in an expanded buyers market.

Chris Swinson, for the accountancy profession, argued that the system of controls and restricted entry to the accountancy profession in Germany, for instance, meant that fees charged are high in comparison to the UK. He also noted that French 'auditors' (accountants) could not move to another country and stay in their professional body.

Under the Mutual Recognition Directive, these outmoded practices will change—and Swinson, who is national director of professional standards at BDO Binder Hamlyn, added that despite slow movement by some countries' professional institutes in reaching agreement, the political will in member countries was sufficient to overcome the problems.

Finally, Malcolm Palmer of Baker McKenzie spoke about the problems of developing an international law firm where quality control of 'professional prima donnas' made it difficult to implant a corporate culture. This led to 'fragmentation'.

He believed that lawyers needed local knowledge and cultural identity to work successfully in an international environment and the best way to 'internationalise' was by taking on board partners from different countries. An informal agreement between firms working in other countries was another possibility. Palmer's experience in expanding his own practice abroad led him to conclude that larger firms were happier combined with other large firms and smaller practices also worked better together in international partnerships. □

Tourist spending set to rise dramatically.

Tourists to spend double

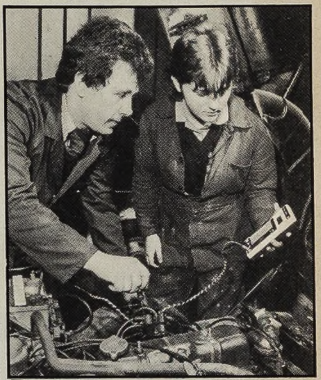
Spending by overseas visitors to the UK will more than double in the next seven years, according to the British Tourist Authority.

The latest edition of the BTA's *Tourism Intelligence Quarterly* forecasts that in 1995 over £13,000 million will be spent by 22 million foreign visitors to the UK—compared to £6·200 million spent by 15·7 million visitors in 1988.

It also carries reports on current legislation affecting tourism, facts and figures on attractions, and the latest results of the British Tourism Yearly Survey, giving information on British residents travelling abroad.

Tourism Intelligence Quarterly is available on annual subscription—in the UK £70, Europe £75, other countries £80—from the BTA/ETB research services, Thames Tower, Black's Rd, London, W6 9EL. □

Training partnership in motor industry for jobs gap



Motor industry skills in need.

The Normand Group and Shell Oils have combined in a Youth Development Programme which hopes to create 240 jobs over the next three years.

The shortage of skilled and technically trained workers is one of the biggest problems facing the motor industry today. To meet this challenge, the Normand Group, one of Britain's largest dealerships, is establishing a YTS managing agency with help from Shell Oils.

The two companies have got together to produce a special video, and supporting literature, which will be used in schools, colleges, youth clubs and careers events to promote the programme. Ambitious trainees might then progress to higher education, sponsored by Shell. □

Diary events

- *Recruitment in the 90s* at the Chelsea Hotel, Sloane Street, London on June 28. A seminar for senior managers on recruitment strategies, organised by the Institute of Personnel Management (tel 01-946 9100).
- *Education, Training and Development Exhibition* at the NEC, Birmingham on July 4-6. (Computer training in business). Further details are available from Ivy Software plc (tel 01-252 7042).
- *CIP 89 Conference* and exhibition on computers in personnel, from June 27 to 29, at the Barbican Centre, London.
- *The Labour Market Crisis*. A seminar on key trends affecting the UK labour market, June 20, the New Connaught Rooms, London. Inquiries to IRS Training (tel 01-354 5858).
- *Human Resource Development*—18th Annual World Conference at the Barbican Centre, London. July 4–6. Details from Blenheim-Queensdale Ltd (tel 01-727 1929).

Family credit

Thousands more mothers are claiming Family Credit, the new tax-free benefit for working families with children, since the beginning of an advertising campaign in April this year.

The Government's campaign has achieved a huge response—more than 65,000 claims being received in the first two weeks after the launch. John Moore, Social Security Secretary, is now asking employers to play their part in making the campaign a complete success. He is urging them to reply to his department's requests for earnings information as quickly as they can and to help ensure all employees know about Family Credit. □

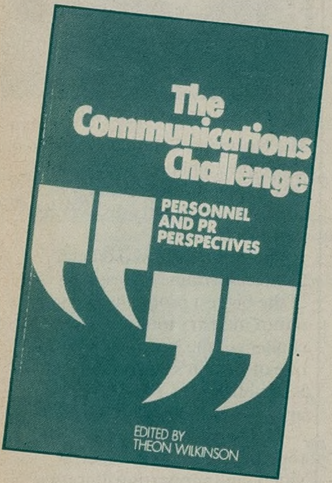
REVIEWS

The right message

"Good communications makes plain, hard-nosed commercial sense," according to *The Communications Challenge: Personnel and PR perspectives*. The book asks why there are so many communication disasters—and seeks to provide the answers by examining topical case histories.

This latest publication from the Institute of Personnel Management edited by Theon Wilkinson shows how communication disasters can be avoided when public relations and personnel departments work together. □

The Communications Challenge is priced £9.95, ISBN 0 85292 413 5.



The cost of working abroad

The latest guide to executive relocation abroad contains a 1992 planning guide with statistics on EEC countries and comparative data for USA and Japan.

International Transfers 1989–90 provides the means of establishing the real cost of employing and transferring executives in key locations worldwide.

The information and data are based on detailed surveys of more than 100 prices in each foreign location.

Quarterly reports on worldwide inflation statistics and exchange rates are free to purchasers of the guide. □

International Transfers 1989–90 costs £395 from Business and Professional Publishing, McGraw-Hill (UK) Ltd, Freepost SL1 351, Maidenhead, Berks, SL6 2QL.

Employment law Selwyn's guide

An accurate, up-to-date and readable guide to employment law is the stated aim of *Selwyn's Law of Employment*.

Targeted at students, lecturers, trade union officials and personnel officers, this sixth edition examines a whole crop of new legislation on employment matters, including the Wages Act 1986, the Sex Discrimination Act 1986, the Social Security Act of the same year, the Consumer Protection Act 1987 and the Employment Act 1988.

Case law arising from both the UK and the European Court is also studied. □

Selwyn's Law of Employment (sixth edition) is published by Butterworths. Price £16.95. ISBN 0 406 65346 1.

Business statistics: the low-down

Key Note has used its market research experience to put together a series of 'Guides' on finding business information.

The *Guide to Official Business Statistics* aims to identify what kinds of statistics are available to help business and industry and how, when and where to find the statistics you want.

It also explains how the statistics are compiled and tells the user how to evaluate them effectively, and what to look out for in using them.

Each of the main chapters gives the key data available, with main sources and contacts. The statistics and sources are then discussed in more detail, using a clear and easy to read layout.

Readers of *Employment Gazette* should already be familiar with the statistics covered in the Guide's chapter on labour market statistics.

Other chapters in the Guide take users through the official statistics on products and markets, industry, imports and exports, economic and financial matters, and social-economic statistics.

There are also chapters dealing with the overview; the reliability of official statistics; government contact points; and trade association statistics. Three appendices give details of relevant publications, including the Business Monitor series.

This is the first edition of a Guide which will need to be updated—the Employment Department's statistics sections at Watford now has a different address, for example.

Users should note the Guide does not attempt to provide a comprehensive coverage of *all* official statistics. (For this it refers the user to the HMSO publication, *The Guide to Official Statistics*.)

In short, the Key Note Guide will be another useful reference book, especially for anyone starting out in search of key business statistics. □

Key Note's *Guide to Official Business Statistics* is available from Key Note Publications Ltd, Field House, 72 Oldfield Road, Hampton, Middlesex TW12 THQ (tel 01-783 0755). Price £58 (postage paid).

Enterprise training at home

People thinking about starting out in business can now see exactly what is involved by watching a 20-minute video produced by The Royal Bank of Scotland, called *Planning for Profit*.

The importance of all aspects of planning—for example, markets, production and finance—is illustrated through case studies, the video's light-hearted treatment, likens the exercise to tackling an assault course, but helps get the message across.

It is designed for use in conjunction with four booklets which deal with: Starting a Business, Cash Flow Control and Liquidity, Putting Your Case to a Bank Manager and Information and finance for the Small Business.

The video is is available from any of the 850 branches in the bank's UK network. □

Financial pointers

Budding entrepreneurs confused by the rush of information available at financial advice interviews can, instead, plot their own course with the help of a fully revised edition of *Raising Finance*. The book, by Clive Woodcock, shows independent business owners how to make the best use of the wide range of sources of finance available today. It indicates how much each type of finance is likely to cost, and explains the advantages and disadvantages of each. Areas covered include: short, medium and long-term finance; money from the EEC; finance for technology and innovation; government sources; venture capital and export finance.

Case studies illustrate the relevance of various sources of funding to different situations, and the questions a potential source of finance will want to ask about a business. □

Raising Finance by Clive Woodcock is published by Kogan Page. Price £16.95 (hardback), £8.95 (paperback). ISBN 1 85091 516 4.

Working women

From the former industrial editor of the *Guardian* comes *Women and Employment*.

Jane McLoughlin, whose first job was driving a tractor in a slaughterhouse at age 14, has written a guide to employment possibilities for women today.

One of the Everywoman Guides series, the book covers flexi-time, job-sharing, temping, part-time and freelance work, employing others (at home and in the workplace) and the role of women in management. □

Women and Employment is published by Unwin. Price £3.50. ISBN 0 04 440379 8.

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